



# ACCESSIBILITY & DIVERSITY AT BACI

## 2025 Highlights



At BACI, accessibility and diversity (A&D) are central to our vision of a society that includes all people. In 2025, our work continued to focus on removing barriers, strengthening inclusion, and ensuring that people with disabilities, families, employees, and community members are meaningfully involved in shaping our organization.

### INCLUSIVE LEADERSHIP & GOVERNANCE

- A&D embedded in governance, with regular review by the Board of Directors, BACI leadership and people with disabilities.
- Board members participated in accessibility and inclusion training, strengthening informed and inclusive decision-making.



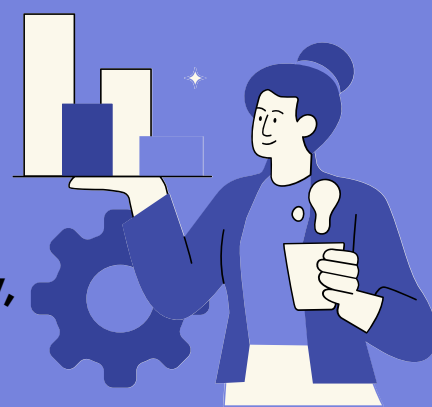
### COMMUNITY & FINANCIAL SUPPORTS

- Initiatives addressing food security, aging, housing access, employment, and affordable childcare continued across programs.
- Accessibility-related costs are tracked to support transparency and sustainability.



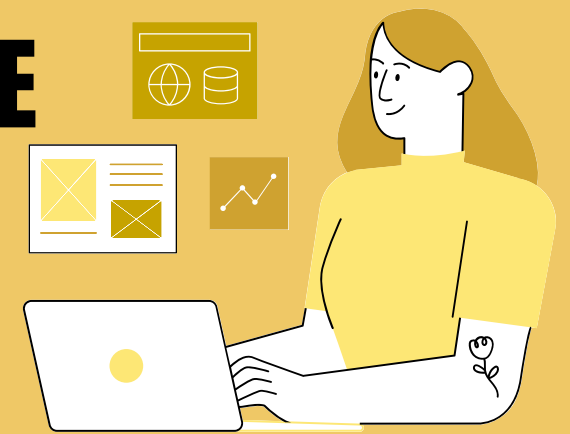
### ACCESSIBLE & INCLUSIVE SERVICES

- Personal planning, intake, and service delivery across programs consider individual accessibility, communication, cultural, and accommodation needs.
- Accessibility is regularly discussed in team meetings, supporting ongoing awareness and responsive practice.



### WORKFORCE INCLUSION & DISABILITY CONFIDENCE

- Accessibility, diversity, and cultural competency remain embedded in staff and leadership training.
- BACI continues to strengthen its role as a Disability Confident Employer.



### COMMUNICATION & INFORMATION ACCESS

- Simplified and alternative formats of key reports (including this plan) are shared publicly.
- A 2025 video Annual Report provides access for people who prefer non-written formats.
- Interpreters are regularly used to support communication with individuals, families, and employees.



### SELF-ADVOCACY AND LIVED EXPERIENCE

- A Self-Advocate group was formally established in 2025 and meets regularly.
- Self-advocates provide input into policies, services, and community initiatives, making sure that voices of lived experience help guide BACI's work.



### TECHNOLOGY & INNOVATION

- Accessibility was integrated into the 2025 Technology Plan, including work with digital platforms and technology partners to improve usability.
- Grants and partnerships supported access to hardware, software, and training.



### CULTURAL SAFETY & RECONCILIATION

- BACI continued its commitment to Truth and Reconciliation through land acknowledgements, education, policy updates, and work with Indigenous partners.
- Cultural identity, language and preferences are better reflected in planning and intake processes.

