

## 1.16 Disability Confidence

**Purpose:** Burnaby Association for Community Inclusion is a disability confident organization; every aspect of the organization is accessible to and inclusive of people with disabilities. This commitment is proactively supported in policy and practice.

**Demonstration/Evidence:** BACI's disability confidence will be demonstrated through:

BACI Asset Area	Evidence of Disability Confidence
Vision/Mission/Core Values	BACI has a vision/mission statement includes commitments to people with disabilities as employees, partners, customers, and service recipients.
Governance Structure and Management Evaluation and Performance Systems	BACI Board articulates a formal statement of commitment to the inclusion of people with disabilities as employees, partners, customers, service recipients. BACI Board establishes a Disability Confidence Committee. Ensures company has a Disability Confidence code of ethical conduct. Board assures that it is fully informed of disability confidence issues. Management performance goals include disability confidence objectives.
Formal Corporate Disability Confidence Policy	Has a formal Disability Confidence policy with linkage to operational policies.
Disability Confidence Transparency	The Board undertakes a formal commitment to disability confidence transparency. Conducts routine internal and external communications of policies and practices. Publishes a formal annual report which provides an assessment of the companies practice around disability confidence.
Organizational Structure	Identifies a Senior Manager whose duties include disability confidence; Conducts formal assessments, completes analysis and reports.
Human Resource policies and Practices	Human Resource policies and practices include workplace accommodations, targeted hiring, position description, performance evaluation, employee training and employee retention schemes that promote the inclusion of people with disabilities in our workforce. Employee customer service training includes instruction and strategies for serving customers with disabilities well.
Purchasing and Procurement Policy and Practice	Purchasing/procurement policies and practices promote partnership with business owned and operated by people with disabilities and social enterprises.
Branding/Advertizing/Marketing	Advertising campaigns target and respect people with disabilities as valued consumers.
Facilities and Grounds	Facilities (office space, warehouses, parking lots, factories etc) are fully accessible to people with disabilities.

### Linking Policy:

Employee Hiring, Employment Equity, Guiding Principles, Conflict Resolution, Membership.