Universal Design for Offices and Workplaces

Presented by:
Thea Kurdi, President
Accessibility &
Universal Design Specialist
at Design**ABLE** Environments

New Zealand Disability Employers' Network

August 2022

Who am I?

Thea Kurdi, President,
Design**ABLE** Environments Inc.
www.designable.ca | @tweetdesignable

August 2022

DesignABLE Environments inc.

Who are we?

1. Canada's leading accessibility and universal design consultants
2. Staff have architectural & design backgrounds
3. Services:
   a) Drawing reviews
   b) Accessibility Standards
   c) Research and Education

Accessibility is the only thing we do

DesignABLE Environments Inc.
www.designable.ca

August 2022

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Agenda

1. What is a disability?
2. What is universal design?
3. What does inclusive design look like?
4. Resources

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Vision loss
Hearing loss
d/Deaf
Autistic
Amputees
Multiple Chemical Sensitivities (MCS)
Neurodevelopmental
Guide/Service animals
Scooters

Populations with Disabilities: Children with disabilities

Populations with Disabilities: Overweight and obese people

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Populations with Disabilities: Other Disabilities

Populations with Disabilities: Unhoused people

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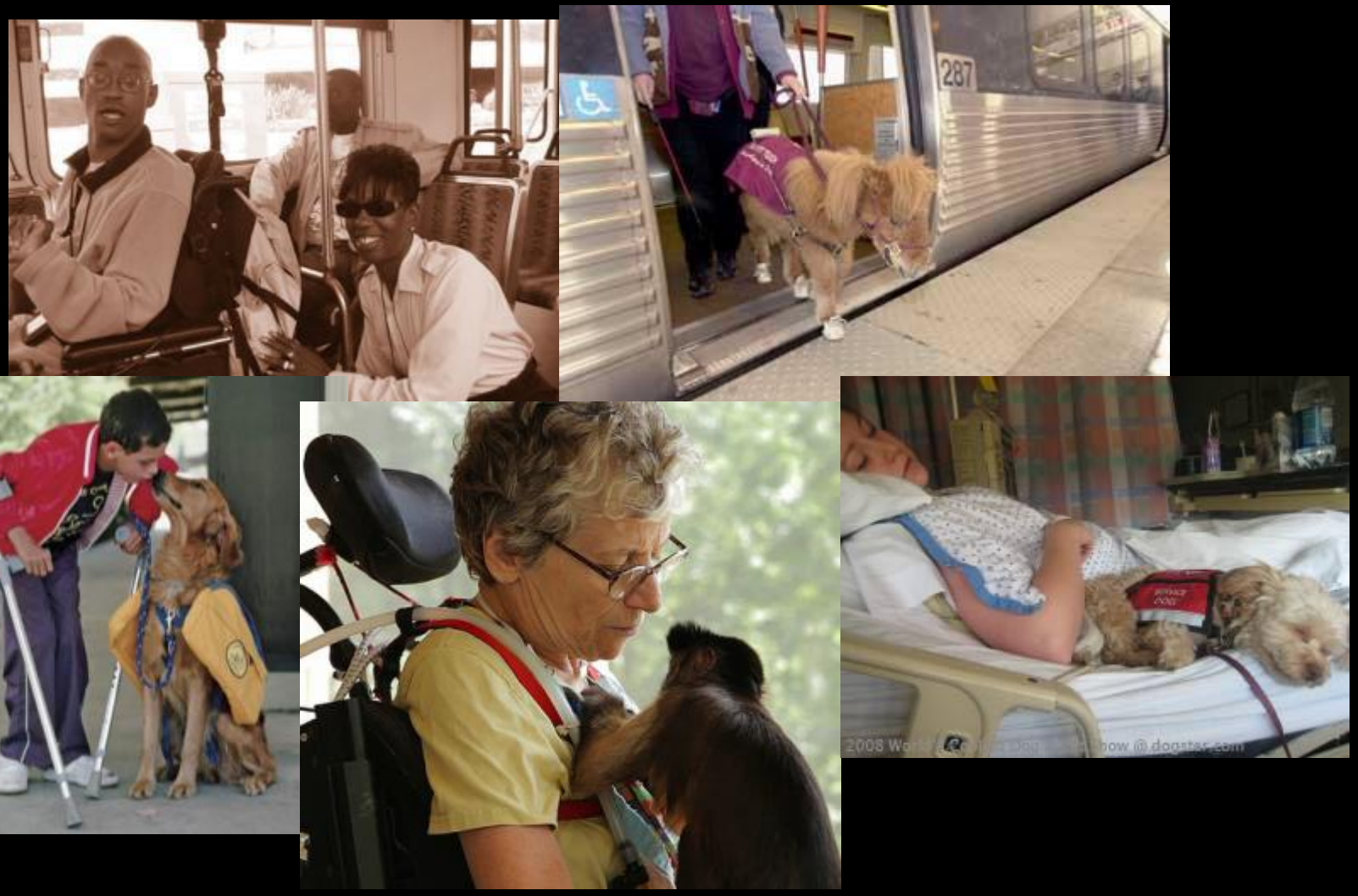
Populations with Disabilities: Older persons

Have the highest disability rate of any group

- 55-64: 23%
- 65+: 43.4% (1.76 M Canadians)
- 85+: rate triples to 73%

Accessibility and Support Services



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Understanding the Statistics

1. New Zealand Disability Survey 2013:
   1.1 million or 24% of the population self-reported having a disability

2. 60% of disabled adults aged 45 years and over had multiple disabilities

3. Māori had a higher disability rate than non-Māori, regardless of age

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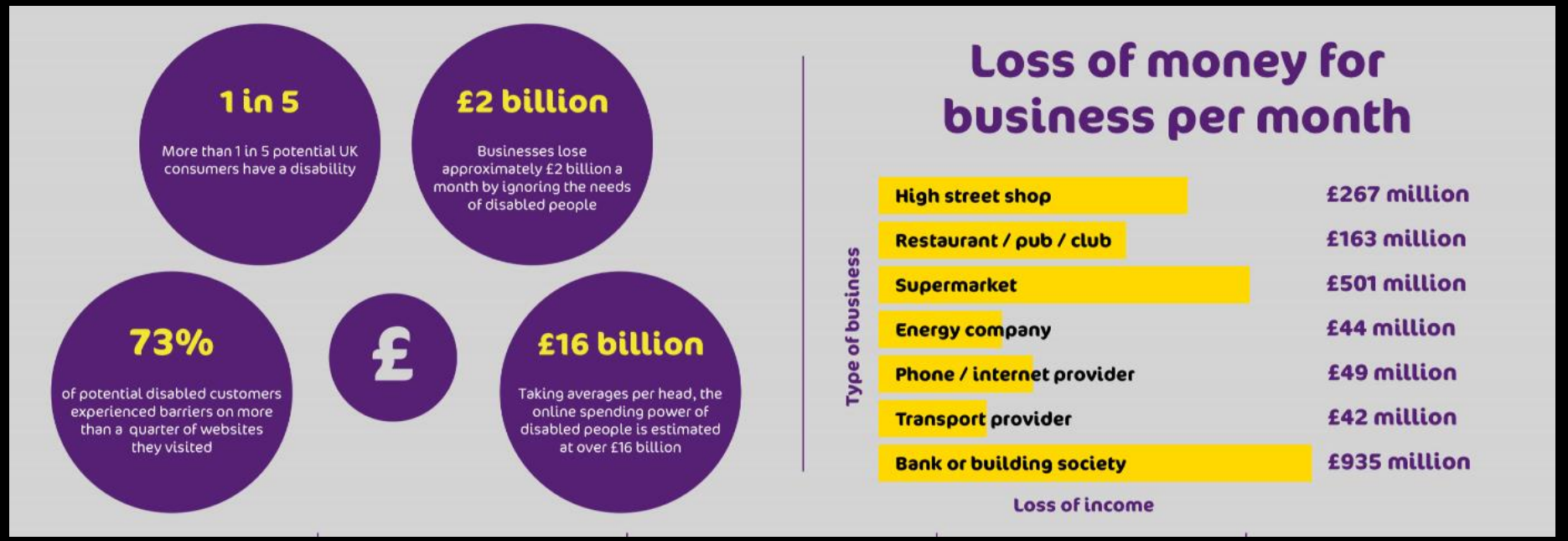
Diversity and Inclusion at Work

1. Are we attracting and keeping the best talent?
2. Achieving sustainability goals by planning for the future?
3. Accessing the 'purple dollar'?



Intersectionality

1. Disability can impact people from all walks of life
2. Consider the accommodations for people who are:
    a. Non-English speaker with D/deafness
    b. Deafblind or low vision and hard-of-hearing due to age
    c. Aging with chronic pain and/or mobility aids
    d. Blind with specific religious observances regarding physical contact
    e. Neurodivergent and a person of colour
    f. And, many more…

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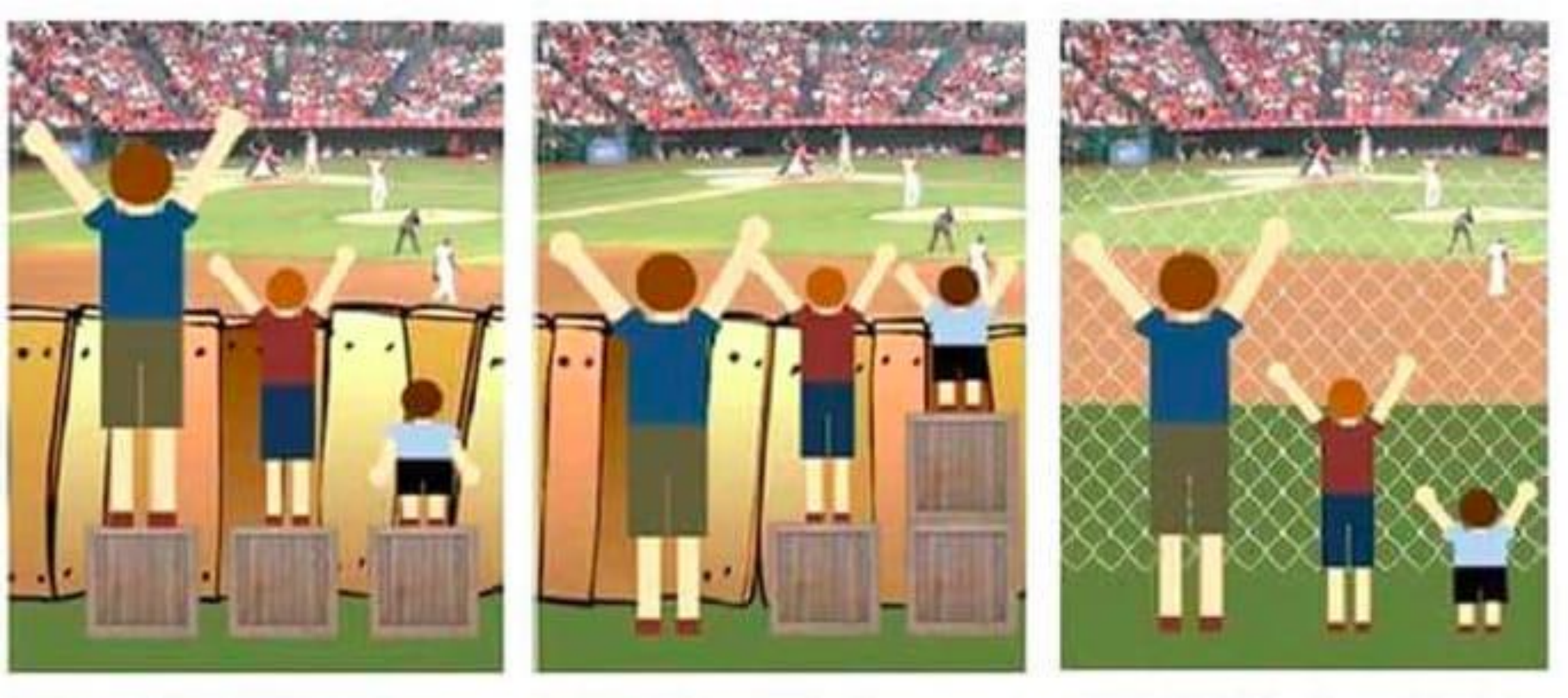
Equality vs. Equity



THE AGE OF INCLUSION

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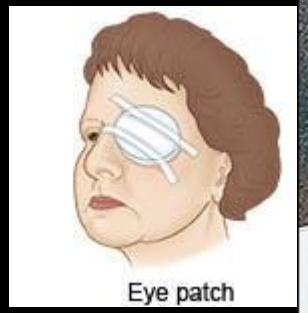
Temporary Disabilities



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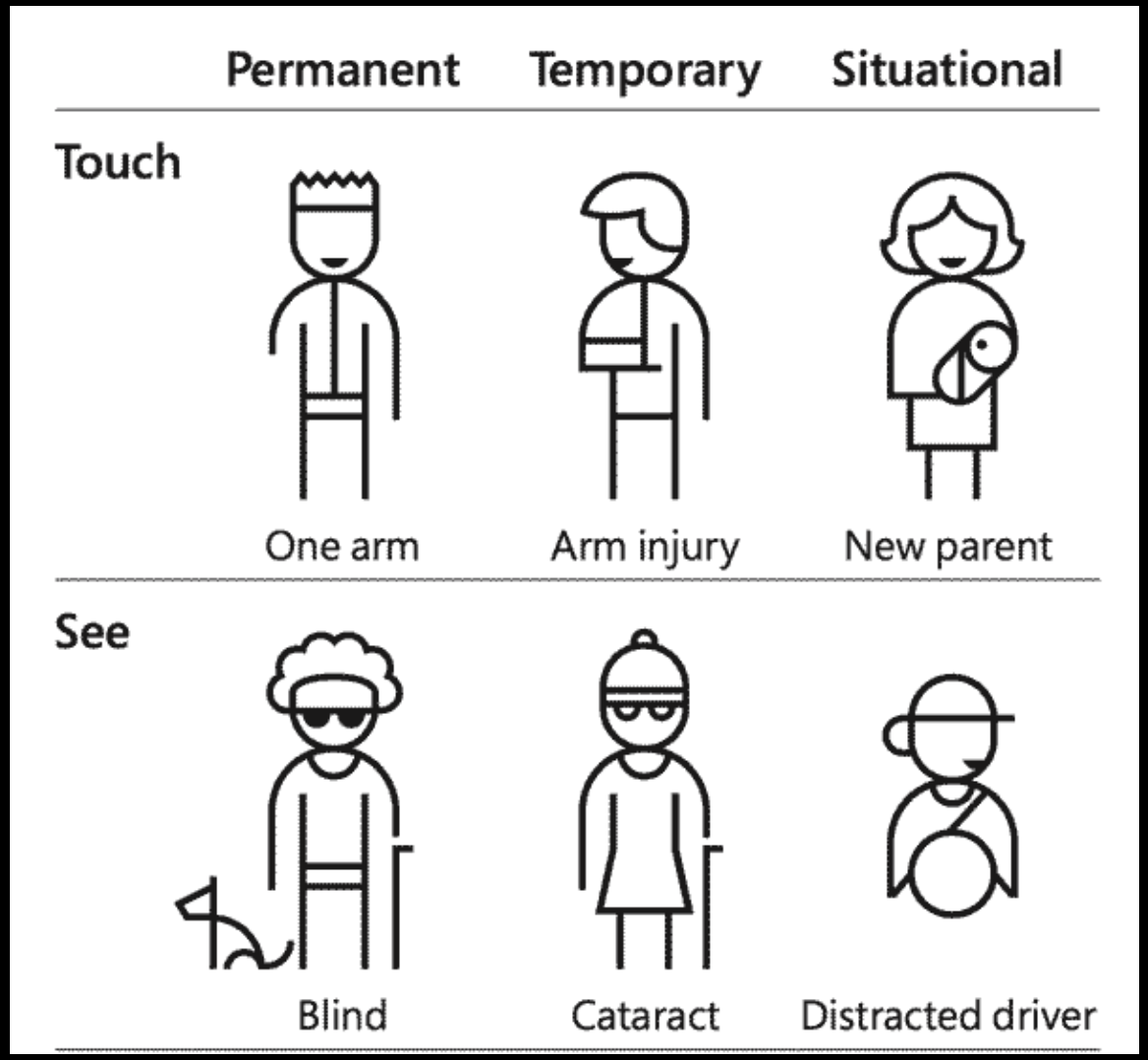
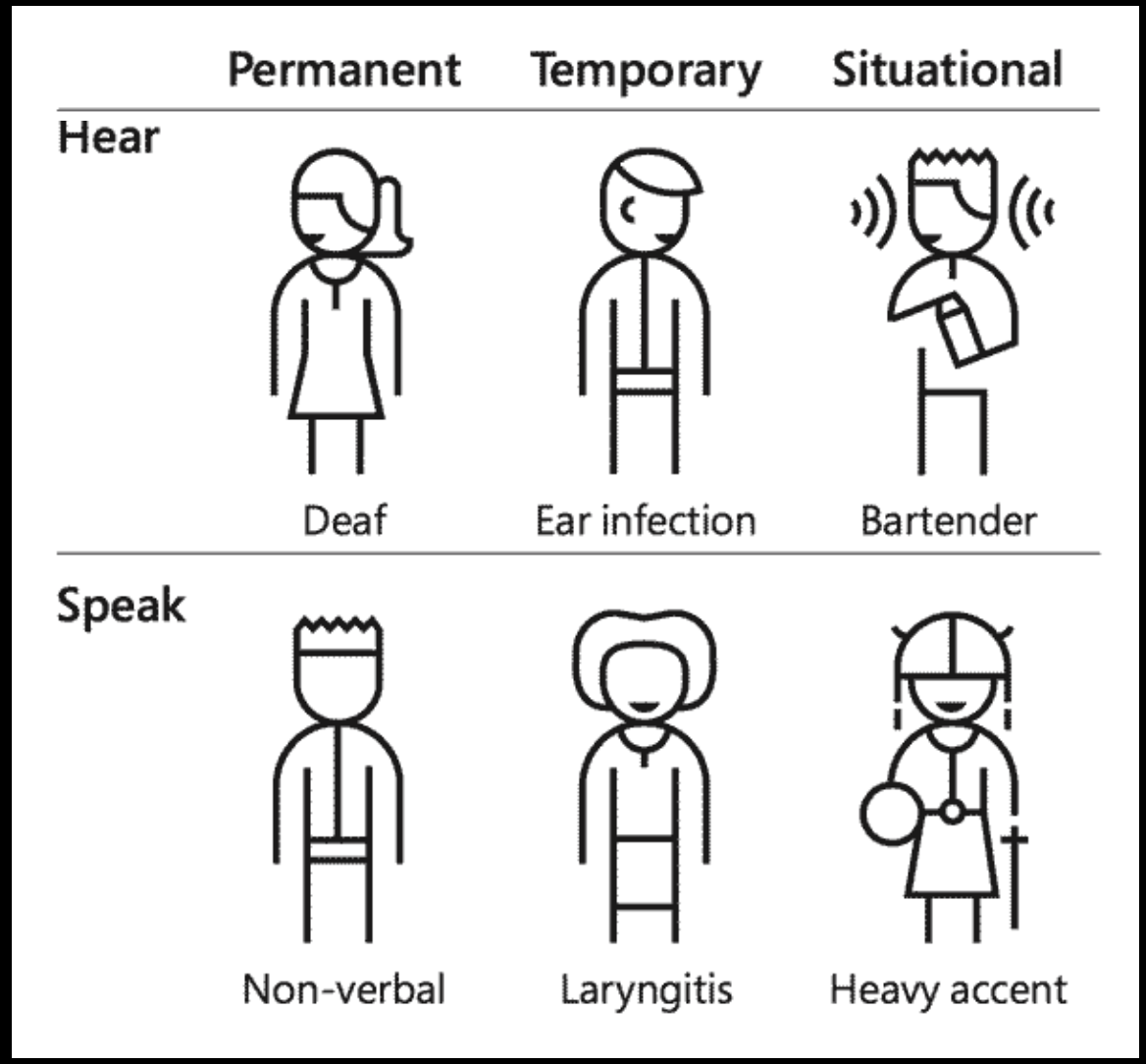
Understanding disability





The Principles of Universal Design

The design of products and environments to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design.

1 Equitable Use

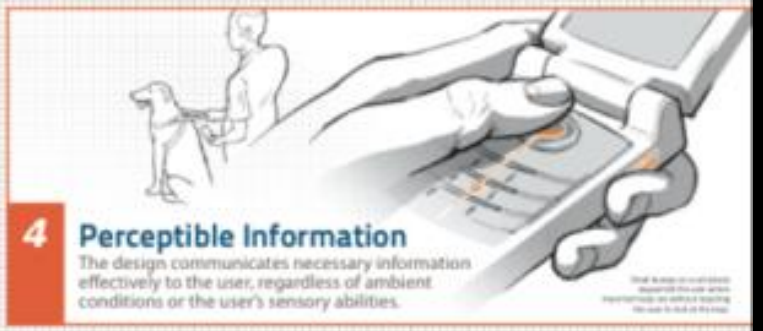
The design is useful and marketable to people with diverse abilities.

2 Flexibility in Use

The design accommodates a wide range of individual preferences and abilities.

3 Simple and Intuitive Use

Use of the design is easy to understand, regardless of the user's experience, knowledge, language skills, or education level.



4 Perceptible Information

The design communicates necessary information effectively to the user, regardless of ambient conditions or the user's sensory abilities.

5 Tolerance for Error

The design minimizes hazards and the adverse consequences of accidental or unintended actions.

6 Low Physical Effort

The design can be used efficiently and comfortably and with a minimum of fatigue.

7 Size and Space for Approach and Use

Appropriate size and space is provided for approach, reach, manipulation, and use regardless of user's body size, posture, or mobility.

Center for Universal Design at NC State

8 Goals of Universal Design

Body Fit

Accommodating a wide a range of body sizes and abilities

Comfort

Keeping demands within desirable limits of body function and perception

Awareness

Ensuring that critical information for use is easily perceived

Understanding

Making methods of operation and use intuitive, clear, and unambiguous

Wellness

Contributing to health promotion, avoidance of disease, and protection from hazards

Social Integration

Treating all groups with dignity and respect

Personalization

Incorporating opportunities for choice and the expression of individual preferences

Cultural Appropriateness

Respecting and reinforcing cultural values and the social and environmental contexts of any design project

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Canadian Laws

1982 – 2 laws passed

1. Canadian Charter of Rights and Freedoms
2. Human Rights Code amendments

Both laws ban discrimination because of disability

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2040 DUE

ACCESSIBLE CANADA ACT

VISION PROACTIVELY **ELIMINATE** AND **PREVENT BARRIERS** AND **ENSURE** GREATER OPPORTUNITIES FOR PERSONS WITH DISABILITIES

GOALS OF THE ACCESSIBLE CANADA ACT

- Realization of a barrier-free Canada
- Culture change
- Standards development
- Proactive compliance and enforcement measures
- Monitoring and oversight

WHERE DOES IT APPLY?

- PARLIAMENT
- GOVERNMENT OF CANADA
- FEDERALLY-REGULATED PRIVATE SECTOR

"NOTHING ABOUT US WITHOUT US": the Accessible Canada Act will be implemented in partnership with persons with disabilities and the disability community.

Canadian GDP stands to gain $17B by 2030 by improving disability access: report

By Jessica Vomiero · Global News

Posted February 23, 2018 4:12 pm · Updated February 26, 2018 1:54 pm

David Lepofsky is a Toronto lawyer with a passion for fighting accessibility inequality. **Global News**

Lifetime of Changing Abilities

Who are we designing for?

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Image shows the silhouettes of a woman at the different ages over her life span.
Includes changing size and ability from a crawling infant to using a wheelchair

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Workplace Accessibility

1. Site accessibility
2. Workplace entrances
    a. Power door operators
    b. Ramps
3. Reception areas
4. Interior path of travel
5. Kitchens
6. Offices, meeting rooms, photocopy rooms, etc.
7. Wayfinding and identification signage
8. Fire and life safety

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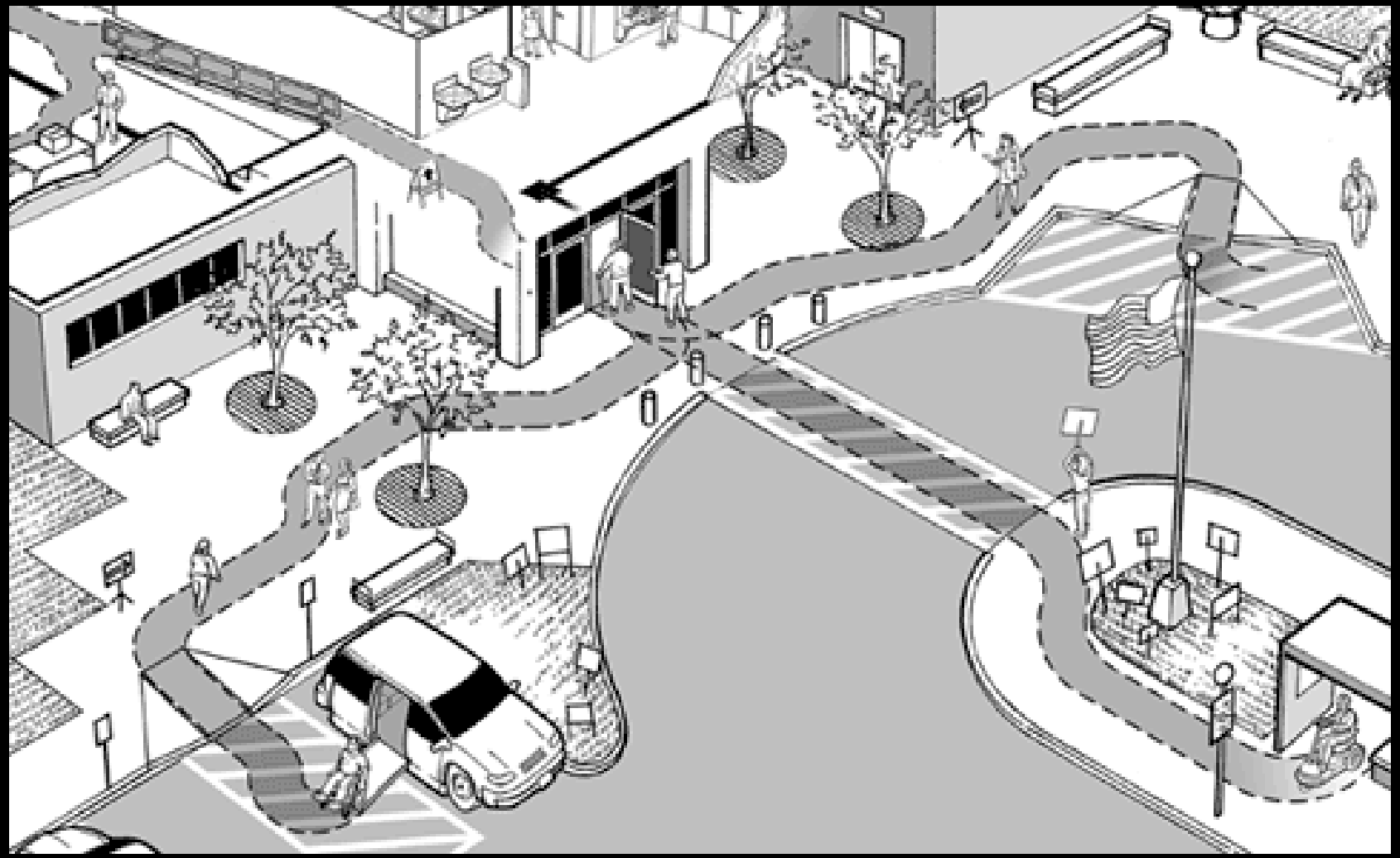
Site Accessibility



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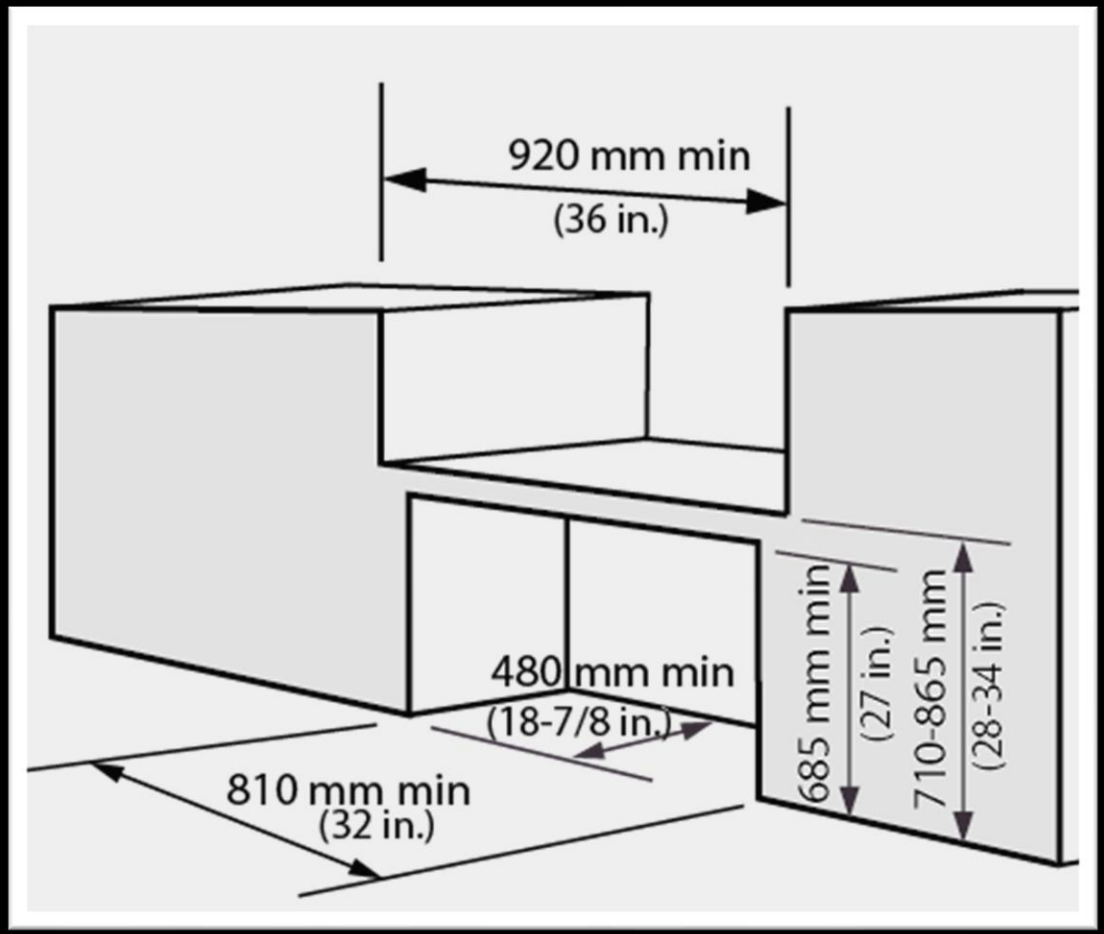
Office Entrance - Power Door Operators

Reception Area – Service Counter



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Wayfinding and Identification Signage

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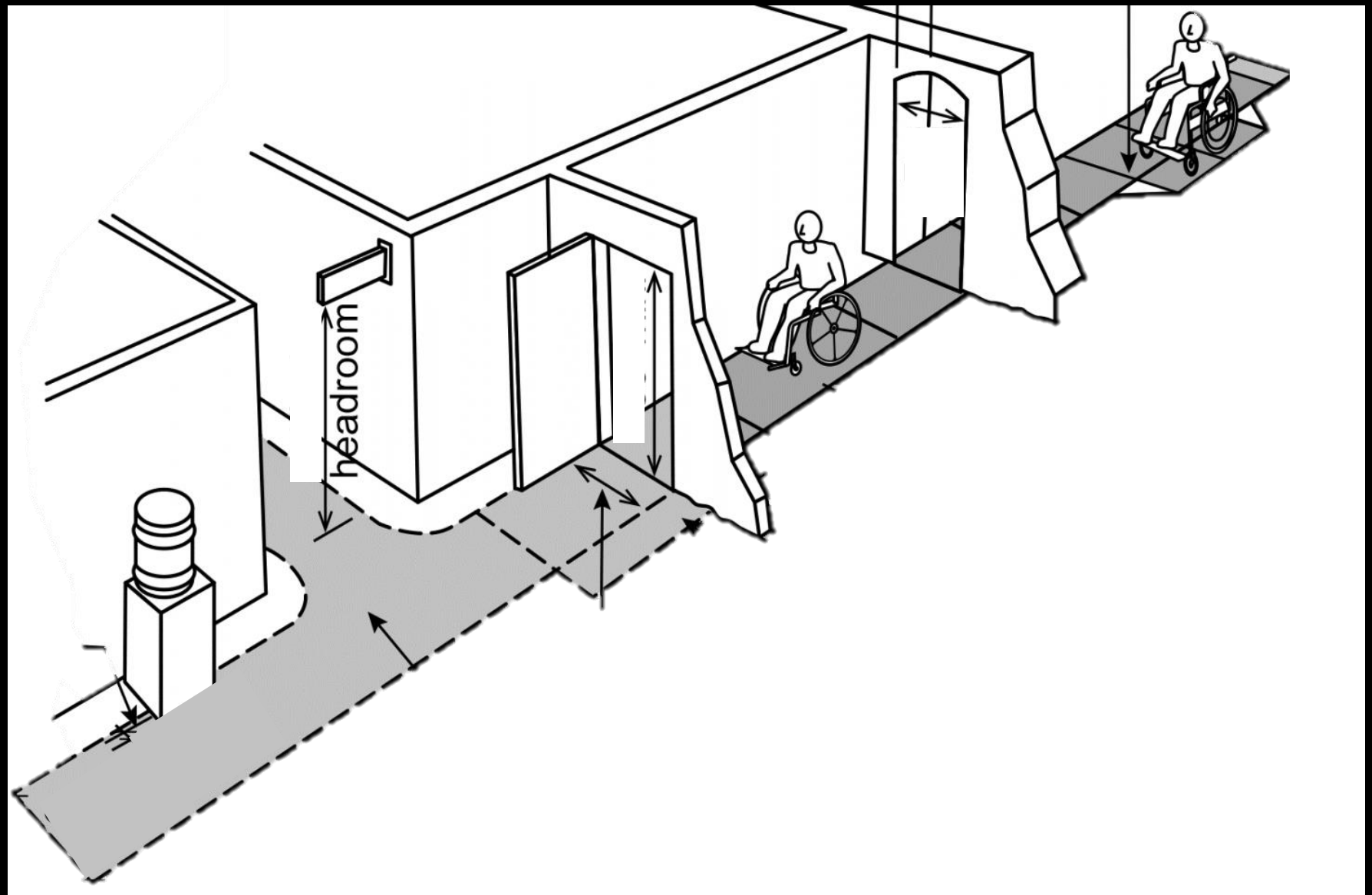
Interior Path of Travel



Kitchen

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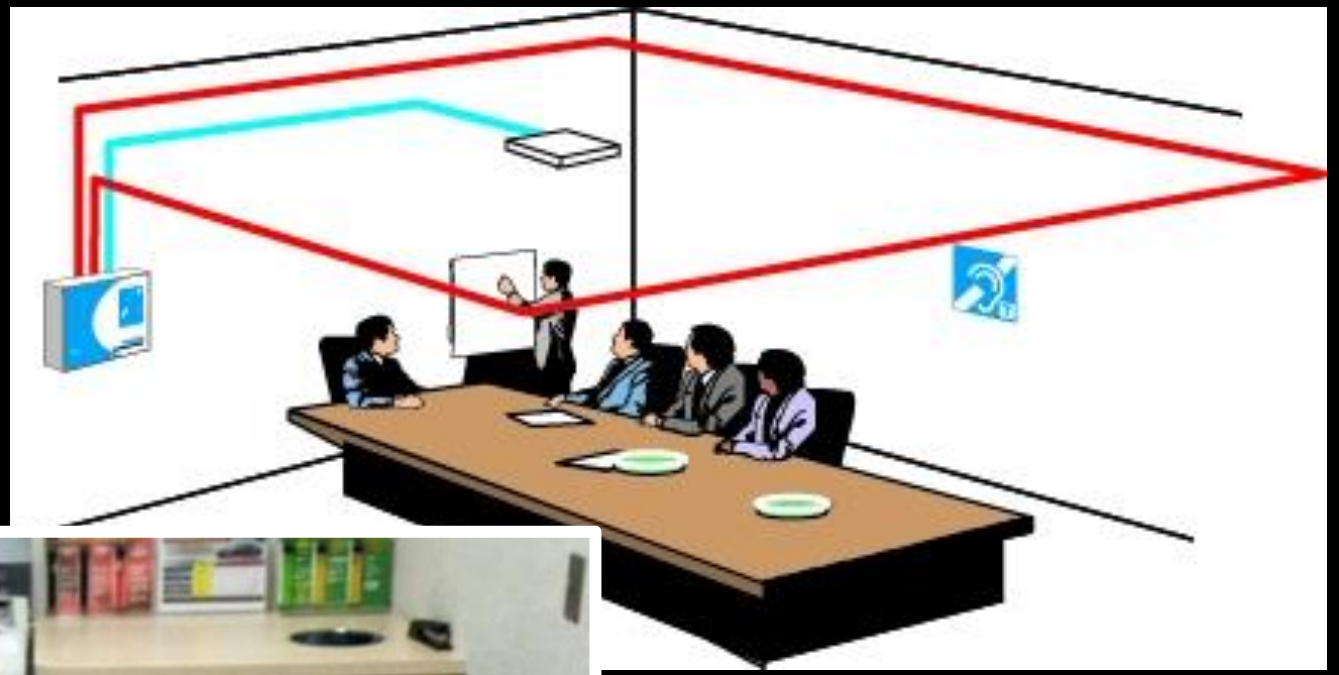
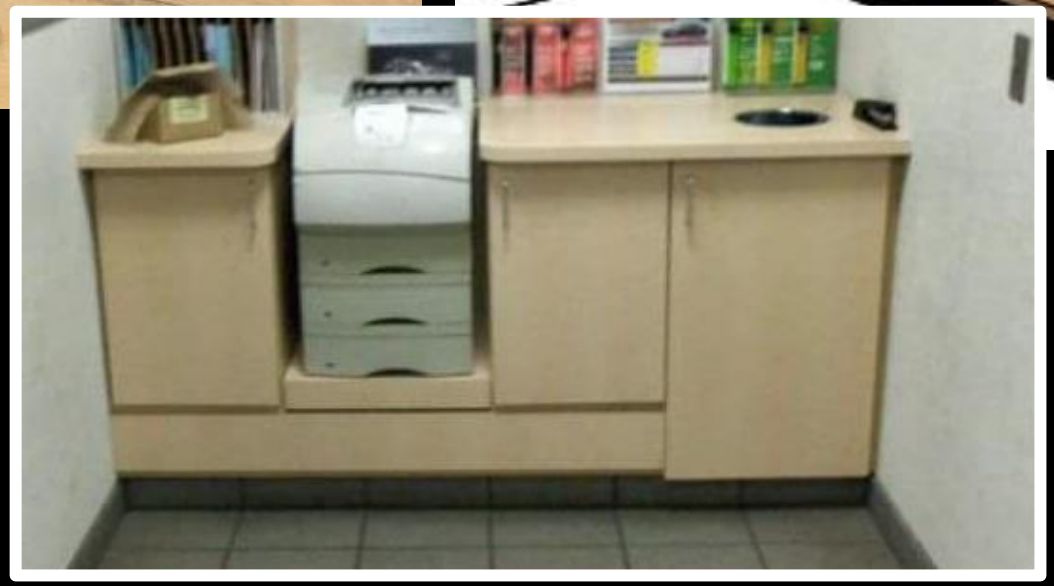
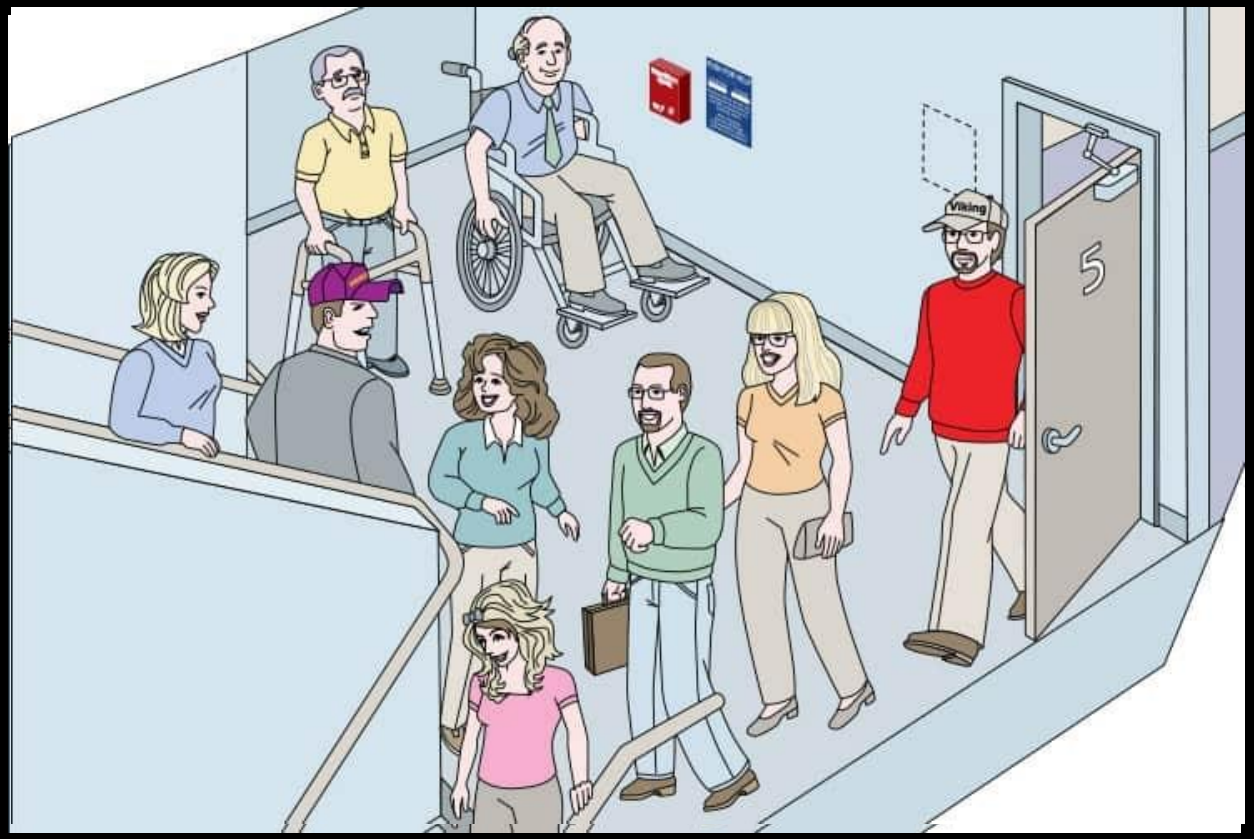
Offices, Meeting, and Training Rooms





Fire and Life Safety



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When do accessibility in design process?

Pre-design

1. Furniture, Fixtures & Equipment (FF&E) – equipment standards
   eg. Photocopiers
2. Functional Programming – space planning
   eg. Areas of Refuge in every stair
3. Feasibility Study – site and budget
   eg. Assistive listening at all service counters

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New Zealand Resources

1. New Zealand Standards – Design for Access and Mobility https://www.standards.govt.nz/shop/nzs-41212001/
2. Building Performance – Buildings that Must Be Accessible for People with Disabilities https://www.building.govt.nz/building-code-compliance/d-access/d1-access-routes/buildings-that-must-be-accessible-for-people-with-disabilities/
3. Blind Low Vision NZ – Clearing Our Way Guide https://blindlowvision.org.nz/information/clearing-our-way-guide/
4. Blind Low Vision NZ - Accessible Signage & Buildings https://blindlowvision.org.nz/how-we-can-help/businesses-and-professionals/accessible-signage-and-buildings/

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Canadian Resources

1. CNIB Clearing Our Path
   http://www.clearingourpath.ca/8.0.0-design-needs_e.php
2. City of Aurora Facility Accessibility Design
   https://www.aurora.ca/en/town-services/town-of-aurora-accessibility-design-standards.aspx
3. Ontario Historical Society – Accessible Heritage Toolkit
   https://ontariohistoricalsociety.ca/accessible-heritage/
4. Nova Scotia Built Environment Standard
   https://novascotia.ca/accessibility/built-environment/

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Conducting Accessible Meetings - Resources

1. Making Events Accessible to People With Disabilities
   https://adata.org/guide/planning-guide-making-temporary-events-accessible-people-disabilities
2. Planning an Accessible Meeting
   https://www.canada.ca/en/employment-social-development/programs/disability/arc/inclusive-meetings.html
3. Conducting Accessible Meetings
   https://www.omssa.com/docs/OMSSA_Conducting_Accessible_Meetings.pdf

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Thank you!

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