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SFU ACCESSIBILITY COMMITTEE
TERMS OF REFERENCE
June 26, 2024
This Terms of Reference will remain as a working document to meet the various needs of people with disabilities
and/or people who are neurodivergent.

GUIDING PRINCIPLES
The work of the Accessibility Committee is guided by the following principles:
x Inclusion
x Adaptability
x Diversity
x Collaboration
x Self-determination
x Universal Design1
x Nothing About Us Without Us2
x Trauma-informed3
MANDATE
x Assist the organisation in identifying all barriers, including attitudinal, physical or architectural,
information or communication, systemic/organisational, technology, and sensory barriers.
x Raise awareness about accessibility and inclusion of people with disabilities.
x Set internal accessibility standards.
x Increase accessibility within the organisation.
x Provide support, information, and education related to accessibility and inclusion.
x Encourage feedback about accessibility issues.
x Develop or build on Accessibility Action Plan component of Equity Compass.

1
 From the Accessible BC Act and requirements for action plans to consider these six principles.
2
 From the Dimensions Handbook, “The phrase “nothing about us without us” was the title of an influential critical
disability studies text by James Charlton. The phrase, originally used in the context of disability rights and activism,
highlights the importance of oppressed peoples speaking for themselves, and that being denied the opportunity to
speak for oneself is a key source of oppression. See: Charlton, James I. Nothing about Us without Us: Disability
Oppression and Empowerment. University of California Press, 1998.”
https://www.ucpress.edu/book/9780520224810/nothing- about-us-without-us.
3
 From discussions with the Accessibility Steering Group

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x Provide advice on policy development consultations and review of existing accessibility-related policies as
needed.

MEMBERSHIP COMPOSITION
The committee must, to the extent possible, have members who are selected in accordance
with the following goals:
x At least half of the members are:
x persons with disabilities, or
x individuals who support, or are in units or roles that support persons with
x disabilities;
x The membership reflects the diversity of persons with disabilities.
x Representation from Indigenous community members. The province requires at least
x one member is an Indigenous person; the selection committee will strive to ensure
x meaningful representation, expanding on this provincial requirement.
x The committee reflects the diversity of persons in British Columbia.

APPOINTMENT PROCEDURES
The committee will consist of a mix of appointed and at-large positions. Appointed positions will be drawn from the
below units, appointed by the VP PEI in consultation with the relevant units. Appointed positions are standing
positions from the following units and will be reviewed on a biennial basis:
x Advancement
x Centre for Accessible Learning
x Centre for Educational Excellence
x Equity Office (dual function to host Accessibility Secretariat)
x Facilities Services
x Faculty Relations
x Graduate Student Society
x Human Resources
x Human Rights Office
x Indigenous Student Centre
x IT Services
x Library