

VAUGHAN ACCESSIBILITY CHAMPION AWARDS 2022

Medium Business/Organization

This category recognizes a medium business or organization that makes outstanding contributions to accessibility and inclusion.

Medium businesses or organizations are defined as having between 100 to 499 employees. Nominations should be for initiatives and achievements undertaken in the past two calendar years (2021 and 2022).

To be considered for the Award, the business or organization must fit at least one of the following criteria:

- provide goods or services to people with disabilities in Vaughan and go above and beyond to enrich the lives of people with disabilities
- show leadership in integrating and providing barrier-free working conditions for people with disabilities beyond compliance required by the *Accessibility for Ontarians with Disabilities Act, 2005*.
- make measurable progress in the recruitment, hiring, retention and advancement to leadership positions of individuals with disabilities

Examples of relevant initiatives or activities may include:

- developing a diversity and inclusion plan that includes disability
- participating in job fairs or other recruitment targeting talent with disabilities
- sponsoring internships or fellowships for students or recent graduates with disabilities
- doing outreach to high schools and colleges to broaden the recruitment pipeline for young people living with disabilities

ELIGIBILITY

To be eligible for this category, nominees must be:

- located in York Region and provide services to residents of Vaughan
- non-profit or for-profit
- employing more than 100 to 499 individuals

Ineligible nominations include:

- elected members of federal, provincial or municipal governments
- current City of Vaughan committee, board or task force members
- current City of Vaughan employees
- current Vaughan Public Libraries employees
- current members of the Vaughan Accessibility Advisory Committee
- nominee with a [Conflict of Interest](#) (see below)

SUBMISSION PACKAGE CHECKLIST:

- Signed consent and conflict of interest form for the individual or each member of the group (provided below)
- A detailed description of the nominee's work and initiatives in the established category
- Three to five signed testimonials that speak to the contributions and impact of the nominee related to accessibility and inclusion in the city of Vaughan

EVALUATION

The evaluation committee will consider the entirety of the application and the substance of the information contained within. To support the nomination, please consider providing the following information:

- evidence of work done to increase labour market participation
- evidence the local community has benefited from the endeavour of the nominee (e.g. advocating inclusion in other areas of the community beyond the labour market)
- demonstrated excellence in minimizing barriers to employment
- profile or visibility of the nominee within the community as a role model or a leader in accessibility and inclusion
- evidence of collaboration and partnership results in measurable improvement for people living with disabilities
- innovation to service with measurable improvement related to access and inclusion for people living with a disability
- advocacy with measurable improvement related to access and inclusion for people living with a disability
- description of a product invented with descriptions of intended impact for people living with disabilities

TESTIMONIALS

Nominations require three to five signed testimonials (electronic signature or scanned copy of the signed letter) of support that speak to the business's or organization's contribution and their impact on accessibility and inclusion within Vaughan. Each testimonial will be weighted separately. Testimonials must be from individuals who are not the nominator. The testimonial writers should:

- be able to explain the nominee's work and its impacts.
- support the nomination.

Testimonials should demonstrate excellence as it relates to accessibility in one or more of the following categories:

- leadership
- innovation to service for people living with disabilities
- invention of a product for people with disabilities
- collaboration and partnership
- public education and awareness campaigns or activities

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- furthering the development of accessibility
- demonstrated commitment to recruiting, hiring and training people with disabilities
- impact on the community and individuals with disabilities

ADDITIONAL INFORMATION

If you believe any additional information highlights the nominee's contribution, there is a section in the application to upload this material. This may include, but is not limited to, news articles, committee work, business or not-for-profit organization profiles.

