ACCESSIBILITY ACTION PLAN
2025-2028

GABRIEL DUMONT INSTITUTE
of Native Studies and Applied Research

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Plan timeframe: October 2025 – September 2028

Introduction

The Gabriel Dumont Institute of Native Studies and Applied Research (GDI) is dedicated to strengthening Métis culture through education, training, and research. We recognize that accessibility is fundamental to inclusion and are committed to ensuring that all students, employees, and community members can fully participate in our programs and services.

This Accessibility Plan outlines the actions GDI will take over the next three years to identify, remove, and prevent barriers to accessibility. Our plan aligns with the principles of dignity, independence, integration, and equal opportunity for persons with disabilities.

Engagement

To inform this plan, GDI sought feedback from staff, instructors, service providers, elders and learners across our campuses and divisions. Engagement included informal discussions and both staff and student surveys, which were distributed in October 2025. The feedback gathered highlighted barriers in areas such as technology access, facility navigation, and communication, and helped identify priority areas for improvement.

We recognize the importance of ongoing dialogue and will continue to welcome feedback from persons with disabilities and other stakeholders throughout the implementation of this plan.

Accessibility Achievements

GDI has made several strides toward improving accessibility in recent years, including:

- Upgrading facilities to ensure accessible entrances and washrooms at all owned locations.

- Providing virtual and hybrid learning options for students who face barriers to in-person attendance.

- Offering individualized support through instructors and student advisors for learners with accessibility needs.

- Incorporating accessibility features into our Learning Management System (LMS).

- Establishing inclusive hiring practices that encourage applicants from diverse backgrounds, including persons with disabilities.

These accomplishments reflect our ongoing commitment to inclusion and equitable access to education and employment opportunities.

Goals and Actions

Goal 1: Improve the accessibility of communication and information

Actions:

- Review all public documents and web content to ensure they meet accessibility standards (WCAG 2.1).

- Provide alternate formats (e.g., large print, digital copies, plain language summaries) upon request.

- Train staff on accessible document creation and inclusive communication practices.

Goal 2: Enhance physical accessibility across campuses

Actions:

- Conduct an accessibility audit of all facilities (owned, leased, rented) in 2026.

- Ensure signage, lighting, and pathways are clear and accessible.

- Include accessibility considerations in all renovation and construction projects.

Goal 3: Foster an inclusive learning and working environment

Actions:

- Expand awareness and training for staff and instructors on disability inclusion and cultural sensitivity.

- Ensure accommodations are consistently available for learners and employees with disabilities.

- Continue to build partnerships with organizations that support accessibility and inclusive education.

- Increase awareness of resources available to clients, students and staff.

Goal 4: Strengthen accessibility in technology and digital systems

Actions:

- Review the GDI website and other digital platforms to ensure they are current, user-friendly, and meet accessibility standards.

- Assess learning tools and online resources to confirm they support accessible learning experiences.

- Provide IT support and training to ensure users, including those using assistive technologies, can access GDI systems effectively.

Conclusion

The Gabriel Dumont Institute remains committed to creating an accessible, inclusive environment that respects the diverse needs of our learners, staff, and community. We will continue to evaluate our progress, engage with stakeholders, and update this plan to reflect our growth and learning in accessibility.

Feedback and Contact Information

We value your feedback and welcome students, staff, and members of the public to submit comments about our accessibility plan using the contact information below:

GDI Human Resources
Email: hr@gdins.org
Phone: 306-242-6070
Address: 917 22nd Street West, Saskatoon, SK S7M 0R9