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International Day of People with Disabilities: December 3, 2022

About the International Day of People with Disabilities (IDPWD)

The [International Day of People with Disabilities \(IDPWD\)](#), observed every year on December 3, was declared by the United Nations General Assembly in 1992. IDPWD is an opportunity to celebrate the achievements and contributions of able-bodied people, improve our understanding of the barriers people with disabilities face, and evaluate our effort toward inclusive and accessible communities and workplaces.

For more information about IDPWD, please visit the government of Canada's information page: <https://www.canada.ca/en/> and the United Nations information page: <https://idpwd.org/>

THE IMPORTANCE OF INCLUSION:

James Ballard, CRA, P.App (British Columbia)

"Sitting on the President's Council for Equity, Diversity and Inclusion is a continuation of my personal journey. As a member of the Institute with a hearing disability, I am making strides to become a better person, and ultimately a better appraiser. With this disability, there are real personal barriers that I strive to overcome. It all started when I volunteered with the Fraser Valley Chapter Organizing Committee. I want to show other members with similar disabilities that there is value in volunteering. The

part of what my journey is about."

AIC Accessible Website Improvements

In an effort to foster a more inclusive environment for AIC Members, the aicanada.ca website has recently been enhanced with a number of accessibility improvements. While these improvements are just the tip of the iceberg in ensuring that our able-bodied Members have the same access to information and resources, it's a step further in our journey to establishing a more inclusive AIC. These website updates include:

1. Keyboard Navigation enabled to ensure that navigation menus can be accessed with a keyboard alone.

Why this is important: Keyboard accessibility is one of the most important aspects of web accessibility. Some people cannot use a mouse, including users with limited fine motor control, tremors, motor disabilities, the visually-impaired, and users with little to no use of their hands. An accessible website does not rely on the mouse; it makes all functionality available from a keyboard.

2. Programming to enable Focus Outlines for keyboard and mobile users

Why this is important: Focus outlines help users figure out where they are on a page. People who use a mouse might use their cursor for this, but not everyone uses a mouse. Focus indication also helps people who have limited attention spans or issues with short-term memory.

3. Screen reader-enabled accessibility

Why this is important: Screen reader software enables those who cannot see the screen to access information on computers and smartphones. The technology reads the screen aloud or converts it to Braille.

For more information about website accessibility fundamentals, please visit:

<https://www.w3.org/WAI/fundamentals/>

For questions, comments or feedback, please contact us at diversity@aicanada.ca
