



N O R T H L A N D S
C O L L E G E

Accessibility Plan

2026 – 2029

(PREPARED BY NORTHLANDS COLLEGE ACCESSIBILITY COMMITTEE UNDER THE
ACCESSIBLE SASKATCHEWAN ACT)

Introduction

Northlands College recognizes the importance of accessibility for all people and is committed to identifying, removing, and preventing barriers that limit full participation in education and employment.

The College serves northern Saskatchewan through campuses and community sites across Treaties 5, 6, 8 and 10 territories and the traditional Homeland of the Métis peoples. We acknowledge that accessibility is foundational to upholding these commitments to community, learning, and inclusion.

This plan outlines the actions the College will take during 2026 – 2029 to improve access, awareness, and equity in collaboration with students, staff, Elders, and community partners. Progress will be reviewed every three years.

Engagement

Consistent with [The Accessible Saskatchewan Act](#), Northlands College consulted persons with disabilities and additional key stakeholders to inform this plan.

In October 2025, the College conducted the Accessibility and Inclusion Survey, which gathered input from more than 100 participants — including employees, students, and College community members — to identify barriers and measure satisfaction with existing supports. Survey results highlighted that several students with learning disabilities experience barriers when accessing exam accommodations, learning supports, and adaptive technologies.

Findings were complemented by discussions with campus leadership, human resources staff, and facilities teams. Before final submission, this plan was also reviewed by Indigenous Elders and by staff and students who have identified as having accessibility needs to ensure that their lived experiences meaningfully shape the strategies and priorities.

Key themes from consultation:

- Generally positive satisfaction with inclusion efforts, but variation between campuses across the region.
- Desire for consistent support and clearer policy.
- Need for improved signage, accessible and gender-neutral washrooms, hard surface parking lots, pathways, egress and automated doors.
- Interest in training focused on accessibility and inclusion (including mental health awareness).
- Calls for more visible Indigenous and cultural inclusion linked to accessibility.

Accessibility Achievements

Northlands College has already taken several steps to strengthen accessibility:

- **Facilities Upgrades (2025/26 Engineered Accessible Controlled Investment):**
New sustainable sidewalks at Mine School building; lighting and exit sign upgrades at Buffalo Narrows; ramp repairs and walkway improvements at the Creighton campus; full sidewalk renovations at Canoe campus. Northlands College is committed to enhancing and investing in accessibility across all areas of the institution, ensuring that our programs, services, facilities, and communication are welcoming, barrier-free, and inclusive for every student.
- **Accessible Washrooms:**
Buffalo Narrows Residence includes student accessible washrooms. Although progress has been made, we recognize that additional work and funding are required to fully meet the diverse needs of our students.
- **Policy Framework:**
Accessibility issues are increasingly incorporated in our accountability framework, capital planning and safety projects.
- **Accessibility Coordinator Role:**
A responsible position within Student Services was established to coordinate initiatives, liaise and support Student Advisors with accessibility related inquiries and committee objectives.
- **Education and Awareness:**
Mental health education was introduced as part of the College's wellness and training agenda. The College has created a dedicated email address to provide students with a direct point of contact for accessibility-related questions, accommodation requests, and support services.

Goals and Actions (2026 – 2029)

	Goals	Actions	Indicators of Success
2026 – Year 1	Strengthen policy and communication	• Develop, approve, and integrate a Collegewide Accessibility Policy and incorporate initiatives into strategic and operational plans. • Launch an Accessibility web page listing resources, support and feedback channels for students and staff. • Continue with planned improvements to wayfinding and accessibility signage on all campuses. • Hire, orient and onboard the Accessibility Coordinator.	• Policy approved by Executive and Board. • Web page live and Web Content Accessibility Guidelines (WCAG) 2.1 compliant. • Baseline survey completed to measure awareness and barriers. • Accessibility Coordinator has been hired and successfully on-boarded.
2027 – Year 2	Advance infrastructure and training	• Continue infrastructure upgrades (e.g., door buttons, lifts, ramp repairs, washroom retrofits) through the Engineered Accessible Controlled Investment program and approved Capital Budget initiatives, <i>subject to funding support from the Ministry of Advanced Education.</i> • Source student accessible housing options. • Provide Accessibility and Inclusion training for staff and faculty — including mental health and wellbeing awareness — to build capacity and foster inclusive practice. • Research and develop an organizational plan to assess digital materials for compliance with WCAG 2.1.	• ≥ 75 % staff participate in training. • Develop and introduce annual physical access audit. • Annual physical access audit system shows reduced barriers year over year. • Develop a proposal on potential options and investments in accessible student housing in Buffalo Narrows, Creighton and La Ronge areas. • An organizational plan is developed to assess digital materials for WCAG 2.1 compliance.
2028 – Year 3	Embed continuous improvement	• Conduct follow-up Accessibility Survey to measure progress since 2026. • Hold collegewide consultation sessions with students, staff, Indigenous Elders, and College community partners to validate results and update priorities. • Publish a public Accessibility Progress Report and present findings to College Leadership and governing bodies. • Set new priorities and budget requests for the 2029–2031 cycle.	• Progress report publicly available. • Achieved a 5% increase in student and staff satisfaction with accessibility supports. • Accessibility Progress Report is published and findings presented to College Leadership and governing bodies. • Next three-year plan priorities approved by the Executive Committee.

Monitoring and Evaluation

Lead: Accessibility Coordinator with support from the Accessibility Advisory Committee.

Data Sources: Annual surveys, consultation feedback, facility work order summaries, training records, and facility audits.

Review Team: Indigenous Elders and staff and students who have self-identified as having accessibility needs will review and validate the plan prior to final submission and every three years thereafter.

Reporting: Annual progress update published each December and shared with the Ministry of Advanced Education and the Saskatchewan Accessibility Office.

Provide Feedback

Northlands College welcomes public input on this Accessibility Plan and on campus accessibility in general.

Feedback can be submitted at:

- **Email:** accessibility@northlandscollege.sk.ca
- **Phone:** 306-425-4353
- **Mail:** Northlands College, Accessibility Office, P.O. Box 509, Canoe Campus, La Ronge, SK S0J 1L0. All comments will be recorded and reviewed quarterly.

Conclusion

Northlands College upholds the values of inclusion and accessibility and is committed to an environment where students, employees, and community members can fully participate and thrive. Through this plan, the College will continue to identify and remove barriers, enhance awareness, and understanding of accessibility needs, and build welcoming, supportive, and barrier-free spaces across all campuses and learning centres throughout Northern Saskatchewan.