



Backgrounder

Project description

The Better Accommodation Project (BAP) is a one-year initiative sponsored by Tina Namiesniowski, the Deputy Minister Champion (DMC) for Federal Employees with Disabilities. Its goal is to drive transformative change in how federal employees with disabilities are accommodated across the public service.

BAP supports the Government of Canada (GC) in implementing the [Accessible Canada Act](#), as outlined in the [Accessibility Strategy for the Public Service of Canada](#), which sets out a goal for the federal public service to become the most accessible and inclusive public service in the world. Although the federal public service works diligently to identify, prevent and remove workplace accessibility barriers, challenges remain to empower employees with disabilities to thrive at work.

End game: Best-in-class accommodations

The BAP aims to create lasting improvements in accommodations for all federal employees with disabilities. The goal is to provide best-in-class accommodations that:

- reflect the social model of disability;
- are timely, consistent, inclusive, and responsive: and
- ensure that federal employees with disabilities get what they need to thrive in their jobs, no matter where they work.

September 2024-September 2025: Testing, learning and sharing knowledge

In September 2024, nine departments who committed to accelerating progress on moving toward best-in-class accommodations focused on barrier removal for employees with disabilities were selected for the BAP:

- Agriculture and Agri-Food Canada
- Canadian Heritage
- Crown-Indigenous Relations and Northern Affairs Canada
- Employment and Social Development Canada
- Indigenous Services Canada
- Innovation, Science and Economic Development Canada
- Justice Canada
- Statistics Canada
- Transport Canada

The selected departments identify accommodations as a top priority in their accessibility plans, are ready for change and agree to dedicate resources in making improvements within their organizations.

Departments agree to work closely with the BAP project team in the DMC's office and experts to identify pain points in their accommodation processes and develop, test, and refine solutions for improvements. They commit to learning from each other in real-time and ensure the 'Nothing Without Us' principle and the perspectives of employees with disabilities are front and centre.

The BAP focuses on innovation, collaboration and trying new ideas. By focusing on a smaller group, we will create promising solutions that can later be shared and expanded to other departments. Sharing what we learn is a key part of the project.

Beyond September 2025: Scaling for broader impacts

Further steps to fully leverage the outcomes of the BAP are planned. Based on the project findings, a practical guide accompanied by tools and resources, such as tip-sheets, process maps and infographics will be created. These products will be available to all federal departments and agencies to help improve how employees with disabilities are accommodated across the public service.