



CBC/Radio-Canada 2026-2029 National Accessibility Plan Summary

To truly be a public service media organization, CBC/Radio-Canada must be accessible to everyone. Committed to the 2019 Accessible Canada Act, we share the goal of achieving a barrier-free Canada by 2040, aiming for full and equal participation for persons with disabilities. To achieve this, we have made two important promises:

- **To the public:** We are committed to making our content and platforms fully accessible. All Canadians should be informed, enlightened and entertained without facing obstacles.
- **To our employees:** We are committed to creating a workplace that is inclusive and barrier-free. We respect and recognize that people with disabilities bring valuable skills and ideas that help us grow and innovate.

We continue our aim to be a public service media organization that is a world leader in accessibility, propelled by the contributions of people with disabilities. This plan continues the work of the 2023-2025 plan, [Breaking Barriers](#), with an emphasis on three focus areas:

1. An accessible and inclusive **employee experience**.
2. Proactively remove barriers throughout our content and platforms, with particular emphasis on **digital accessibility**.
3. Reflect disability in all aspects of our **content creation**.

We developed this plan on a clear understanding of where we are today on our accessibility journey and where we need to go. To create a roadmap that works, our process included a thorough internal self-assessment, complemented by an external analysis to understand trends in the media landscape. We also held broad consultations with over 1,400 employees and members of the public. These included national surveys in both official languages, deep-dive focus groups, and process reviews to gather feedback. Lastly, we listened and responded to feedback received through our audience relations teams.

The feedback from the public and our employees helped us inform the six objectives we will focus on for the next three years. Each of these objectives is linked to one or more of the key priority areas¹ of the *Accessible Canada Acts*, such as:

¹ The seven key priority areas are employment; the built environment; information and communication technologies; communication; the procurement of goods, services and facilities; the design and delivery of our programs, and transportation.



Objective	Example of action
1. Improve the inclusion of employees with disabilities at all levels by strengthening the employee experience.	We will support and increase the participation of employees with disabilities in internal career growth initiatives such as the INSPIRE mentorship program.
2. Increase employee awareness and enhance the inclusion of individuals with non-visible disabilities.	We will incorporate accessibility and plain language into job postings.
3. Reduce barriers in the built environment.	We will integrate a peer and external review process for certain projects prior to construction.
4. Proactively reduce barriers across our digital platforms by building technical expertise and leveraging emerging technologies (AI).	We will create an Accessibility Innovation Lab to accelerate how we build, test, and implement accessible products for both employees and our audience.
5. Strengthen representation of people and creators with disabilities and deepen industry partnerships to advance accessibility in content creation.	We will partner with other organizations in the media industry that advance accessibility and consult with audiences with disabilities.
6. Proactively reduce barriers in our content, with a focus on digital.	We will explore ways of providing warnings for photosensitive content on our platforms.

For a detailed list of our actions for 2026-2029, please read our [National Accessibility Plan](#) on our Corporate website. Annual progress reports will be shared on this site, and you can also find our 2023-2025 Plan and previous annual reports there.

We invite you to [provide feedback](#) on our Plan in either official language, or share with us the barriers you experience when interacting with CBC/Radio-Canada.