

Our Commitment to Accessibility

At Global Learning, we are unwavering in our commitment to creating and maintaining a barrier-free environment that celebrates diversity, equity, inclusion and belonging (DEIB) for all consultants, clients, partners, and communities who access our information and services. As a leading DEIB firm, we recognize the fundamental importance of ensuring that our services, information, and spaces are accessible to everyone, especially persons with disabilities. Global Learning is dedicated to not only complying with but exceeding accessibility standards and legislation to foster a safe and welcoming environment that is respectful of each person's dignity, independence and rights.

Global Learning is committed to embedding accessibility into every aspect of our operations, from employment practices and communications to service delivery and the design of our built environment. Our approach to accessibility is proactive and ongoing, to ensure that we not only meet but anticipate the needs of persons with disabilities. This commitment extends beyond compliance with the *Accessibility for Ontarians with Disabilities Act (AODA)*, the *Accessible Canada Act (ACA)*, and the *Web Content Accessibility Guidelines (WCAG) 2.1*. Global Learning continuously evaluate and adopt emerging technologies and innovative practices to enhance our accessibility efforts.

In today's dynamic digital landscape, Global Learning recognizes the critical role that technology plays in accessibility. To maintain leadership in accessibility innovation, we have partnered with an AI-powered solution that ensures our digital platforms meet and exceed the requirements of WCAG 2.1, AODA, ACA, and Section 508 legislation. This solution is designed to not only maintain compliance but also to adapt to new guidelines and best practices as they emerge, guaranteeing that our digital presence remains accessible to all.

Our commitment to accessibility is not static; it is a continuous journey of improvement and adaptation. Global Learning is committed to regularly reviewing our practices, seeking feedback from our community, and exploring new methods to remove and prevent barriers. These principles guide us in our creation of an inclusive environment where everyone has an equitable opportunity to thrive, contribute and access the resources they need.