

NRC Accessibility Progress Report 2025



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Accessibility Plan 2025 progress report for the National Research Council of Canada

December 2025

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General

Feedback is essential to developing our future accessibility plans, which will build upon the NRC Accessibility Plan 2023-2025. Comments, recommendations and ideas from our employees and members of the public are a valuable part of this feedback. We commit to documenting and reviewing all feedback and addressing concerns as quickly as possible. We will acknowledge receipt of feedback on accessibility unless it is submitted anonymously.

Examples of enquiries and feedback:

- Requesting a copy of the accessibility plan, progress reports or feedback process
- Requesting alternate formats such as large text or braille
- Information about a barrier
- Comments about implementation of the action plan

To share feedback or submit an enquiry, complete the online accessibility feedback form. You can identify yourself or submit feedback anonymously; however, we are unable to acknowledge or reply to anonymous feedback.

The main contact for the NRC's accessibility plan is the manager of Workplace Programs.

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Overview

This report highlights the progress made by the National Research Council of Canada (NRC) since the December 2024 progress report. Over the past year, the NRC has completed the remaining 13 actions. While all actions outlined in the current plan are complete, we recognize that this does not mean all barriers have been fully addressed. We remain committed to identifying and addressing systemic barriers as part of our ongoing work. This commitment will continue to guide the development and implementation of our next plan.

Foundational areas of focus:

- Organizational culture and change management
- Governance and oversight

Priority areas of focus from the Act:

- Employment
- Built environment
- Information and communication technologies
- Communication (other than information and communication technologies)
- Procurement of goods, services and facilities
- Design and delivery of programs and services
- Transportation

Foundational elements

Organizational culture and change management

The NRC strives for a workplace culture that supports and fosters accessibility. Our culture and shared responsibility will support and sustain this important work across all areas of the plan.

Barrier 1: Managers and employees lack awareness about accessibility including the goals of the Act

Action 1.1

- Develop education and awareness campaigns to highlight barriers faced by persons with disabilities. This includes providing updates on the plan progress and promoting avenues for support and feedback.

Completed in September 2023

Updates:

- Routinely promoted the accessibility plan and feedback channel in our internal employee newsletter.
- Launched a self-identification campaign, which included raising awareness of disabilities.
- Highlighted avenues for support and feedback during new employee onboarding sessions.
- Further developed our communications plan to include ongoing education and awareness, which includes additional consultations with the NRC Employee Network for Persons with Disabilities.

Action 1.2

- Develop training programs tailored to employees, supervisors and service providers to help them understand their roles and responsibilities in ensuring accessibility and fostering a barrier-free workplace. Training will be delivered in accessible formats.

Completed in March 2025

Updates:

- Clarified roles and responsibilities in the streamlined NRC accommodation process, and delivered tailored and accessible information sessions for key parties identified to ensure a barrier-free workplace. New tools and resources were created to support employees, supervisors and NRC service providers.
- Building on training highlighted in previous reports, the NRC promoted accessibility learning events by the Canada School of Public Service, learning resources and toolkits to enhance inclusive competencies and support ongoing engagement accessibility best practices.
- NRC Equity, Diversity and Inclusion Strategy (2024–2027) has a specific focus on enhancing inclusive competency practices. Under this objective, additional training will be identified to support building awareness around accessibility.
- The NRC will continue to disseminate key information regarding accessibility to foster a barrier-free workplace.

Governance and oversight

A coordinated approach with regular monitoring and oversight is key to making steady and timely progress in advancing our objectives.

Barrier 2: Lack of a coordinated approach for advancing accessibility

Action 2.1

- Identify who is accountable for accessibility and establish clear roles and responsibilities for its implementation and decision-making.

Completed in December 2024

Updates:

- Defined key partners' responsibilities on reporting progress and challenges related to accessibility and providing an annual update to senior executives.
- Established clearer responsibilities for service providers in supporting and advancing accessibility practices.
- Provided tools, resources and learning opportunities to key partners including internal service providers to enhance overall competency, supporting a coordinated and effective approach in advancing accessibility best practices.

Action 2.2

- Establish advisory bodies for consultation on specific topics to advance accessibility. Advisory bodies may be established for ongoing engagement or for consultation on specific topics as appropriate.

Completed in June 2023

Updates:

- Launched a persons with disabilities employee network, which included developing terms of engagement to support the network, and

establishing avenues for members to voluntarily participate in consultations on accessibility.

- Refreshed our committee on equity, diversity and inclusion, a consultative body that supports our commitment to building an equitable, diverse, inclusive and accessible workforce.
- Established an inclusive innovation community of practice to bring together employees across the NRC working on projects and initiatives related to equity, diversity and inclusion.
- Established the NRC Council Working Group on Equity, Diversity and Inclusion to provide advice to support the NRC in making greater progress in meeting objectives related to attracting, hiring and retaining individuals in equity-deserving groups, including persons with disabilities.
- Launched numerous consultations using different communications channels and formats (in-person workshops, online surveys, phone, email and virtual meetings with accessibility features such as closed captions) for a significant building renovation project in order to integrate accessibility into design.

Action 2.3

- Publish annual progress reports starting in December 2023 on the implementation of the plan.

Completed in December 2025

Updates:

- Published the first annual progress report in December 2023.
- Published the second annual progress report in December 2024.
- Published the final annual report in December 2025.

Areas under the *Accessible Canada Act*

Employment

The NRC is committed to being an accessible employer and strengthening the hiring, support, participation and retention of persons with disabilities. The following actions will help eliminate representation gaps and create an inclusive and barrier-free work environment where employees with disabilities can thrive.

Barrier 3: Persons with disabilities are not recruited and represented at a level relative to the available workforce in Canada

Action 3.1

- Implement and monitor goals and actions to increase the representation and hiring of persons with disabilities established as part of the Workforce and Workplace Equity, Diversity, and Inclusion Strategy 2021–2024. Report representation and hiring data on a quarterly basis to NRC executives.

Completed in September 2022

Updates:

- Established hiring and representation goals for persons with disabilities.
- Implemented oversight mechanisms, including quarterly reports shared with senior-level leadership and an annual progress report for the Senior Executive Committee.
- Relative to the labour market availability (LMA), the NRC's representation goal for persons with disabilities is 75% by the end of

March 2026, and 80% by the end of March 2027. As of the end of September 2025, representation was 72.4% relative to LMA. This is an increase of 10.7% from September 2023.

- Completed internal consultations with various research centres and branches to increase the representation of equity-deserving groups in the NRC's workforce through inclusive hiring practices.
- Continued revising and expanding our inclusive hiring tools and training resources.
- Developed and implemented a plan to establish a diverse selection board inventory.

Action 3.2

- Establish regular awareness campaigns on types of disabilities and their definitions within an employment equity context to encourage job applicants and employees to self-identify.

Completed in March 2023

Updates:

- Launched an NRC-wide self-identification campaign, with a focus on persons with disabilities.
- Established regular and ongoing internal awareness campaigns about disabilities and accessibility.

Action 3.3

- Develop an outreach strategy to recruit persons with disabilities. Establish one or more strategic partnerships with organizations that advance employment of persons with disabilities to increase NRC hires and to better support and retain them in our workforce.

Completed in January 2025

Updates:

- The NRC achieved its representation goals for persons with disabilities in fiscal year 2024-2025. New goals were established to build on this progress and address remaining representation gaps.
- Leveraged the NRC internship program for persons with disabilities to support recruitment efforts.
- Created and shared a new resource document for management teams to support inclusive recruitment strategies and practices to help close representation gaps for persons with disabilities. This action compliments the NRC Equity, Diversity and Inclusion strategy (2024-2027).
- Worked with a contracted partner to provide coaching services to supervisors and support onboarding for persons with disabilities hired through the internship program.
- Took part in the Algonquin College Accessible Spring Career Fair to support outreach and recruitment efforts of persons with disabilities.

Barrier 4: Employees are reporting that the current accommodation policy and process is lengthy and challenging to navigate

Action 4.1

- Review and update the accommodation policy and streamline our practices to better support employees.

Completed in January 2025

Updates:

- Launched the streamlined NRC accommodation process. Rooted in collaboration, empathy, and respect, this process focuses on identifying and addressing barriers to deliver meaningful solutions.
- Developed and published comprehensive tools and resources on our intranet. These include a roadmap outlining the five-step accommodation process; conversation guides to help initiate accommodation discussions; guides for employees and supervisors; the NRC Accommodation Passport to support requests and document agreed-upon measures; clearly defined roles and responsibilities; and a glossary explaining key terms.
- Hosted briefing sessions with service providers. Clarified roles and responsibilities to ensure coordinated support across the organization.
- Delivered branch and divisional information sessions and supervisor training by presenting the new process and tools to strengthen awareness and support consistent implementation.

Action 4.2

- Establish service standards for accommodation requests and monitor response times.

Completed in January 2025

Update:

- Rolled out service standards to support a streamlined accommodation process. Response times will be monitored to support the continuous improvement of the process.

Action 4.3

- Implement a standard practice to follow up with employees with disabilities who have submitted accommodation and adjustment

requests to ensure they have the tools and equipment they need.

Completed in January 2025

Updates:

- Implemented a dedicated follow-up step into the accommodation process. Supervisors now proactively check-in with employees at an agreed-upon time after measures are in place to ensure they are effective.
- Included a dedicated section in the new NRC accommodation passport allowing employees and supervisors to document and request adjustments to accommodation measures following check-ins.
- Created a dedicated accommodation support inbox and promoted the accessibility feedback form so employees and supervisors can request assistance throughout the process, provide feedback and follow-up as necessary.

Barrier 5: Lack of community, sense of belonging and sources of support for persons with disabilities

Action 5.1

- Create an NRC network for persons with disabilities and encourage ongoing participation.

Completed in June 2023

Update:

- Launched the NRC Employee Network for Persons with Disabilities in June 2023, which meets monthly and has established terms of reference and avenues for members to voluntarily participate in consultations on accessibility.

Action 5.2

- Promote the NRC mentoring program (Mentoring@the NRC) to mentors and mentees who identify as persons with disabilities.

Completed in June 2023

Update:

- Promoted the mentoring program to members of the Employee Network for Persons with Disabilities and to all employees via our internal newsletter.

Action 5.3

- Promote on a regular basis available support services and avenues to report a concern, including the NRC ombud.

Completed in April 2023

Updates:

- Promoted Ombud services in our internal newsletter and at employee onboarding sessions so employees are aware of the services available and the existence of a trusted, safe and impartial space to discuss and resolve work-related issues that affect well-being.
- Provided and continue to provide information on support services and avenues to report concerns.

Built environment

The NRC strives to ensure its built environment is welcoming and accessible for employees, partners and members of the public. Our built environment includes buildings and workspaces.

Barrier 6: Not all NRC buildings, parking facilities and designated drop-off zones are fully accessible

Action 6.1

- Complete the remaining 3 accessibility assessments for buildings. As of October 2022, we completed a total of 54 building assessments.

Completed in December 2023

Updates:

- Completed the remaining accessibility assessments.
- Identified areas requiring upgrades, including parking areas, main entrances, washrooms, elevators and lifting devices.
- Developed plans to address identified accessibility barriers.

Action 6.2

- Establish the process to engage with persons with disabilities for the planning, implementation and post-implementation stages for new builds and retrofits to existing buildings to address accessibility.

Completed in December 2024

Updates:

- Planned and developed an approach to engage with employees with disabilities for launching a large-scale accommodation project.
- Conducted an accessibility and inclusivity survey that led to over 200 responses identifying barriers and challenges in specific workplaces, which will be taken into consideration to help ensure the project design responds to the accessibility and inclusivity needs of the workforce.

Action 6.3

- Utilize tools to help identify deficiencies with respect to accessibility issues in the management of real property assets (buildings).

Completed in December 2025

Updates:

- Assessed software solutions to identify and address accessibility barriers and deficiencies in the built environment.
- After identifying potential software solutions, a comparative analysis of platforms was conducted to assess capabilities and outcomes.
- Implemented a software solution to proactively identify accessibility barriers.
- Relevant information will be uploaded in this tool, enabling us to systematically identify, track and address deficiencies in the built environment and enhance accessibility across NRC facilities.

Action 6.4

- Engage with building owners for all NRC-leased facilities to develop strategies to address accessibility deficiencies.

Completed in December 2025

Updates:

- Collected key accessibility data from building owners for NRC-leased facilities to identify deficiencies and strategies moving forward.
- Established process to request annual updates for all NRC-leased facilities with respect to accessibility deficiencies.
- Developed process whereby information related to accessibility deficiencies and action plans for all new spaces being considered for

lease are evaluated for alignment prior to finalization of lease agreements.

Information and communication technologies

Accessible information and communication technologies help ensure barrier-free access to information, tools and digital resources for employees and clients. The long-term goal is to make digital platforms fully accessible for all.

Barrier 7: Systems, tools and communications channels on our networks are not fully accessible

Action 7.1

- Develop awareness and training requirements for IT professionals to gain better knowledge on accessibility.

Completed in March 2024

Updates:

- Organized accessibility training for web developers in several of the corporate applications teams.
- Integrated web accessibility efforts in monthly activity reports for senior management for visibility and awareness.
- Identified training courses and tutorials for IT professionals.
- Compiled and promoted training resources (training and course lists) for IT professionals.

Action 7.2

- Commence regular, ongoing accessibility assessments of current websites and applications.

Completed in March 2024

Updates:

- Conducted numerous web accessibility assessments for new applications and existing web forms and websites.
- Introduced requirement for all new corporate applications to consider accessibility requirements or complete an assessment prior to launch.
- Conducted numerous web accessibility assessments for new applications and existing web forms and websites. Completed 27 full and partial assessments from January 1, 2024, to June 18, 2024.

Action 7.3

- Create an inventory of digital resources and prioritize and track their improvement.

Completed in March 2024

Updates:

- Established and expanded the inventory.
- Defined target scope of inventory to include web applications and websites.
- Developed process to engage with internal partners and gather inventory items from across the organization.

Action 7.4

- Develop accessibility requirement standards for procured IT solutions.

Completed in December 2024

Updates:

- Launched a new business process automation software (Process Street) to embed accessibility considerations into procurement processes, procedures and policies.
- Equipped procurement officers and clients with tools and considerations to support accessibility practices.

Barrier 8: The NRC does not have the necessary tools, processes and resources to support technology-related accommodation requests

Action 8.1

- Develop and publish a list of software and tools available to enhance accessibility.

Completed in March 2024

Updates:

- Published and advertised a list of tools to employees. List will be updated as required.
- Created an internal communications plan to increase awareness.

Action 8.2

- Put a process in place to identify and prioritize software and hardware requests that help improve accessibility.

Completed in March 2024

Updates:

- Developed intake form to identify and prioritize accessibility-related software and hardware requests.

- Developed and socialized service standard for accessibility-related IT requests.

Communication, other than information and communication technologies

The NRC is committed to equipping and supporting NRC employees to acquire skills to apply accessibility standards and develop compliant communications products. All communications products in print and on digital platforms must be accessible and inclusive for all NRC employees and Canadians.

Barrier 9: Not all internal and external communications products (print and online) are consistently accessible

Action 9.1

- Identify existing online content that does not comply with the Treasury Board of Canada Secretariat's standards on accessibility and guidelines for making communications products and activities accessible.

Completed in September 2025

Update:

- Identified more than 4,200 internal and external web pages were not compliant with the accessibility guidelines.

Action 9.2

- Update existing non-compliant online content as per the new Information and Communications Technology standard.

Completed in September 2025

Updates:

- Updated internal and external online content to meet compliance standard.
- 100% of external web pages are compliant as of September 2025.
- 92% of internal web pages are compliant as of September 2025. The remaining 8% of internal pages are being updated as part of a scheduled review. Alternate accessible versions of those pages are available by request.
- Following the release of the new digital technology standard, previous work completed will be reviewed to ensure alignment.

Action 9.3

- Perform ongoing quality-assurance exercises on all communications products.

Completed in December 2024

Updates:

- Developed and shared an accessibility and plain language checklist on requirements for print and online communication materials.
- Designed a system that ensures all new print and online content is assessed for accessibility compliance before publication.
- Designed a system to enable users to assess all new print and online content for accessibility compliance before it is published.
- Added to our automated translation form a section to confirm an accessibility review was conducted before documents are translated.

Action 9.4

- Provide training and support to communications professionals on how to create accessible documents and on the use of plain language.

Completed in April 2024

Updates:

- Developed and presented 7 accessibility training sessions to internal communications professionals.
- Established regular online training on accessibility for employees working in communications.
- Held a plain language training session for Communications Branch employees.
- Provided ad hoc accessibility presentations to other NRC divisions.

Action 9.5

- Raise awareness on accessibility and provide advice to employees, through internal channels (employee and supervisor newsletters), for the preparation and publishing of documentation.

Completed in December 2024

Updates:

- Updated our internal web page about accessibility with new content and additional resources.
- Updated information about accessibility on our Intranet with new content and additional resources.
- Published several articles, guidelines and resources about accessibility internally.
- Featured accessibility on the intranet home page as needed.
Experienced considerable increase in accessibility awareness (+18%

views since April 2024).

Action 9.6

- Develop a schedule to regularly share resources, guidance and standard practices on how to develop accessible documents and materials.
Promote the information monthly through our internal channels.

Completed in January 2024

Updates:

- Identified opportunities (specific events and commemorative days) to raise awareness about accessibility and related resources.
- Communicated information and resources internally to develop accessible documents and materials.
- Guided employees and supervisors on accessibility best practices, including using plain language, creating accessible documents and organizing inclusive meetings and events.
- Promoted relevant training and initiatives related to accessibility, including those offered by the Canada School of Public Service and Accessibility, Accommodation and Adaptive Computer Technology service at Shared Services Canada.
- Developed and shared an accessibility and plain language checklist on the requirements for print and online communications materials.
- Developed and shared accessible Microsoft Office templates for reports, presentations and more to all employees.

Procurement of goods, services and facilities

The NRC strives to ensure accessibility is considered in all procurement processes. Procurement refers to the acquisition of goods and services through purchase orders and contracts. The procurement action plan includes both the process of procurement and the goods and services that are being procured.

Barrier 10: Lack of knowledge on accessibility and barriers faced by persons with disabilities in the procurement process

Action 10.1

- Offer accessibility training to procurement officers to ensure it is considered in procurement based on Public Services and Procurement Canada guidelines.

Completed in December 2023

Updates:

- Designed and added an accessibility module to our internal procurement training program for new and existing employees.
- Procurement employees participated in a training session about accessibility standards and resources provided by a Government of Canada procurement specialist.
- Employees leading accessibility in procurement completed training about accessibility, accommodation and adaptive computer technologies.

Action 10.2

- Provide accessibility guidance to employees with procurement responsibilities based on Public Services and Procurement Canada guidelines.

Completed in December 2024

Updates:

- Developed a library of policies and guides to support procurement officers in providing guidance to employees with procurement responsibilities.
- Embedded guidance throughout the procurement process to enable procurement officers to consider accessibility in their practices and procedures.
- Process Street software will enable procurement professionals to integrate new tools and resources to sustain efforts in supporting accessibility best practices.
- Next steps include monitoring compliance of this action. A dashboard will be developed to track procurements for accessibility considerations.

Action 10.3

- Ensure that procurement officers identify accessibility requirements in the statement of work and evaluation criteria and carefully review requests that exclude them.

Completed in December 2023

Updates:

- Updated and distributed a guide, form and evaluation criteria for accessibility requirements to procurement officers.
- Developed and shared a checklist to help internal teams identify required documents.

Action 10.4

- Establish guidelines and expectations that consideration will be given to accessibility requirements in the purchase of goods and services, particularly when renting facilities for off-site meetings or events.

Completed in December 2023

Update:

- Developed an accessibility and inclusion checklist for renting facilities and organizing off-site events.

Barrier 11: Procurement documentation is not consistently available in accessible formats

Action 11.1

- Review all internal and external procurement documents for compliance with Web Content Accessibility Guidelines requirements.

Completed in December 2023

Updates:

- Developed a dashboard to track and monitor documents that require updates to be compliant with Web Content Accessibility Guidelines requirements.
- Reviewed, evaluated and prioritized documents that require updates.

Action 11.2

- Convert inaccessible documentation beginning with external procurement documents.

Completed in December 2024

Updates:

- Identified and assessed 48 external procurement documents to align with accessibility standards.
- Created a tracking sheet to record the document structure, typography, website links, non-text elements and multimedia to manage the changes.
- New documents will be compliant with accessibility standards and will undergo a review process to ensure accessibility. Moving forward, the new plan will maintain support for this action.

Design and delivery of programs and services

The NRC is committed to making every program and service it offers accessible. The initial focus of the design and delivery of programs and services will be on the National Research Council Industrial Research Assistance Program. The program provides advice, connections and funding to help Canadian small and medium-sized businesses grow, increase their innovation capacity and take ideas to market.

Barrier 12: Accessibility is not fully integrated into the design and delivery of programs and services

Actions led by the National Research Council Industrial Research Assistance Program:

Action 12.1

- Conduct a review of programs and services across the NRC to identify barriers in design and delivery. This review will result in recommended areas of focus going forward.

Completed in March 2024

Updates:

- Collected 2022–2023 NRC data from the TBS Service Inventory on past and future actions to enhance service accessibility. This includes doing website assessments, providing online documents in accessible formats and giving internal training.
- Identified accessibility best practices from other science-based departments and agencies to inform future service designs.
- Presented the findings from these exercises to an executive NRC service management committee to inform and continue to improve our approach to service management.
- Worked with service owners to identify additional steps to improve and prioritize accessibility in all of our services.

Action 12.2

- Review and assess all of the documentation and communications products (website, materials) against accessibility standard.

Completed in March 2025

Updates:

- Consultants provided recommendations on key documents and communication products to enhance accessibility.
- Reviews of the website have been done for inclusive language, accessible links and documents, and accommodation considerations.

Action 12.3

- Develop a pilot program to educate Industrial Research Assistance Program employees on equity, diversity and inclusion including accessibility considerations in all aspects of program policy and delivery.

Completed in March 2023

Updates:

- The National Research Council of Canada Industrial Research Assistance Program developed, launched and completed internal equity, diversity and inclusion pilot training programs (online, scenario-based micro-learning accessible from any device anywhere, and a speaker series) on topics such as disability inclusion and reducing bias in hiring.
- After completing the online learning program, 80% of participants indicated they were more likely to act if they noticed bias or discrimination.
- The National Research Council of Canada Industrial Research Assistance Program is developing an implementation plan to offer the online training to all its employees, with training on communications and engagement skills offered to specific teams.

Action 12.4

- Contribute financial support to up to 5 client companies in the advanced manufacturing sector to hire persons with disabilities, in particular people identifying as being on the autism spectrum.

Completed in March 2025

Update:

- Contributed financial support to five employers to develop inclusive hiring practices and work environments to support the transition of neurodivergent employees into their companies. A total of \$65,000 in fiscal year 2024-2025 was dedicated to support this project.

Action 12.5

- The National Research Council of Canada Industrial Research Assistance Program will evaluate assistive technologies such as teletypewriter (TTY) technology, chatbots, live-agent chat services, real-time text and video relay services in its call centre.

Completed in December 2025

Update:

- Explored and evaluated various assistive technologies to provide accessible solutions for firms looking to contact IRAP. Recommendations for continuous improvement and accessibility best practices will be provided to senior leadership.

Transportation

The NRC reviewed all its policies, practices, programs and services, and determined there are no barriers in the area of transportation.

Consultations

Engaging with persons with disabilities is essential to building an accessible workplace. Throughout the implementation of our plan and related initiatives, we have prioritized consultations so the voices of persons with disabilities and other equity-deserving groups lead our efforts.

Key consultation held in the past year:

- To support the implementation of a streamlined accommodation process, we consulted with the NRC Persons with Disabilities Employee Network and the Committee on Equity, Diversity and Inclusion. Their insights played a crucial role in shaping a more accessible, inclusive and streamlined process. Feedback on barriers, the need for resources, and

opportunities for collaboration was embedded into the design, ensuring the process was both responsive and meaningful.

Feedback

In the last year, we integrated feedback received from employees, NRC networks, and the accessibility feedback form to help narrow areas of focus and determine actions to inform the next iteration of our accessibility plan. We will continue to promote the accessibility feedback form and maintain open lines of communication with employees to ensure our actions are responsive and support an accessible workplace.

Conclusion

The completion of our NRC Accessibility Plan (2023-2025) marks a significant milestone in our journey to become a more inclusive, barrier-free organization. Over the past three years, this plan has served as a roadmap, grounding meaningful action across our work.

The plan has also served to deepen our understanding of accessibility, build new partnerships, modernize our workplace practices and engage people with lived experience to ensure our progress is reflective of diverse voices. We have seen how a thoughtful, organization-wide approach to accessibility can drive change.

As we close the plan and look ahead, we carry forward the lessons, momentum, and the commitment to foster a workplace and culture where accessibility is embedded by design, and everyone can thrive. We invite you to review our new [NRC Accessibility Plan 2026-2028](#), which reflects our

renewed commitments to accessibility and disability inclusion and outlines actions, measurable outcomes and an enhanced focus on addressing barriers.

Date modified:

2025-12-22