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Disability and accessibility

Educational resources
June 2026



Educational resources on disability and accessibility

This educational resource guide aims to support employers and individuals in understanding disability and accessibility, and in creating and advocating for inclusive environments in everyday life and at work.

Disability can be visible or invisible, permanent or temporary. It intersects with all aspects of identity and can shape how people access spaces, opportunities, and systems. Accessibility extends beyond the built environment to include organizational practices, communication methods, digital systems, and workplace culture.

This guide includes a selection of online resources, books, films, podcasts, and social media accounts to support learning in a variety of formats. Resources are organized into key topic areas, including foundational concepts of disability and accessibility, the Canadian context, inclusive and accessible workplaces, inclusive language, and more.

Creating accessible and inclusive environments is an ongoing process that requires a willingness to challenge assumptions, and a commitment to continuous learning. This guide is intended to be a starting point for employers working to improve workplace practices, or individuals looking to build awareness and understanding.



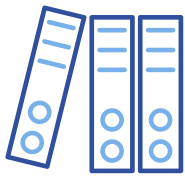
CCDI WEBINARS

The following webinars were delivered previously, and recorded versions can be accessed via CCDI's Knowledge Repository. If your organization is a [CCDI Employer Partner](#), you and your colleagues can visit the [Knowledge Repository portal](#) to register for access (using a work email address) and login credentials will be sent via e-mail (check Inbox and Junk Mail folder just in case).

Bilingual

- [Creating neuroinclusive and accessible workplaces / Créer des milieux de travail accessibles et inclusifs sur le plan neurologique](#) (2025)
- [Removing barriers to accessibility and inclusion – Panel / Éliminer les obstacles à l'accessibilité et à l'inclusion – Table ronde](#) (2024)
- [Accessibility / Accessibilité](#) (2023)
- [Intersections of disability and mental health / Croisements des notions de handicap et de santé mentale](#) (2022)

Please view a [schedule and descriptions of our upcoming webinars](#) to be delivered live (recorded versions will be accessible via CCDI's Knowledge Repository shortly thereafter). If your organization is a CCDI Employer Partner, you and your colleagues can register and attend for free. If your organization is not currently a CCDI Employer Partner and you are interested in joining, you can [learn more about partnership and submit an inquiry here](#).



ARTICLES, REPORTS, AND TOOLS

Understanding disability and accessibility

Bilingual

- [Federal Disability Reference Guide / Guide fédéral de référence sur l'incapacité](#), Employment and Social Development Canada
- [Roadblocks on the career path: Challenges faced by persons with disabilities in employment / Obstacles au cheminement de carrière : difficultés vécues par les personnes handicapées sur le marché du travail](#), Canadian Human Rights Commission
- [Understanding Barriers to Accessibility / Comprendre les obstacles à l'accessibilité](#), Council of Ontario Universities
- [Understanding Disability / Comprendre le handicap](#), Hire for Talent

French only

- [Comprendre les handicaps pour améliorer l'accessibilité](#), Gouvernement français
- [De quels types de handicaps parlons-nous?](#) Association québécoise pour le loisir des personnes handicapées

Understanding different models of disability

Bilingual

- [Models of Disability / Modèles de handicap](#), Centre for Innovation in Campus Mental Health
- [Medical Model VS Social Model of Disability / Modèle médical VS modèle social du handicap](#), Environmental Health Association of Quebec
- [What Is The Social Model Of Disability? / Qu'est-ce que c'est le modèle social du handicap?](#) Right for Education

English only

- [Conceptual models of disability throughout history](#), European Network on Independent Living
- [Conceptualizing disability: Three models of disability](#), APA
- [Social Model vs Medical Model of disability](#), Disability Nottinghamshire

Canadian context, history, and legislation

Bilingual

- [About the Accessible Canada Act / Au sujet de la Loi canadienne sur l'accessibilité](#), Canadian Human Rights Commission
- [Accessibility legislation, standards, and regulations in Canada / Lois, règlements et normes en matière d'accessibilité au Canada](#), BDO
- [Disability Culture in Canada / Culture des personnes handicapées au Canada](#), The Canadian Encyclopedia
- [Disability Rights Movement in Canada / Mouvement des droits des personnes handicapées au Canada](#), The Canadian Encyclopedia
- [Truths of Institutionalization: Past and Present / Les vérités de l'institutionnalisation : passées et présentes](#), Inclusion Canada, Community Living Ontario, and People First of Canada
- [Workplace Accessibility in Canada / Accessibilité au travail au Canada](#), Canadian Civil Liberties Association

English only

- [Disability in Canada: Know the Facts](#), Easter Seals
- [Legislation around “Unfit” People In Canada: A History of Disability Rights and Justice in Canada](#), Disability Justice Network of Ontario

French only

- [Compréhension historique du handicap et participation sociale des personnes ayant des capacités différentes](#), Ligue des droits

The business case for disability inclusion

Bilingual

- [Accessibility Is Good For Business \(PDF\)](#) / [L'accessibilité porte fruit pour les entreprises \(PDF\)](#), Government of Ontario
- [The Importance of Inclusion](#) / [L'importance de l'inclusion](#), Hire for Talent
- [The Business Case for Inclusion: People with Disabilities](#) / [L'analyse de rentabilisation de l'inclusion : Personnes handicapées](#), Employment Accessibility Resource Network
- [The case for hiring employees with disabilities \(PDF\)](#) / [Les arguments en faveur de l'embauche d'employés en situation de handicap \(PDF\)](#), Canadian Disability Participation Project
- [Business Case](#) / [Avantages commerciaux](#), Ready, Willing & Able
- [The Economic Case for Inclusion](#) / [Les arguments économiques en faveur de l'inclusion](#), Canadian Council on Rehabilitation and Work (CCRW)

English only

- [Disability and leadership: Engendering visibility, acceptance, and support](#), Heidrick & Struggles International
- [Maximizing impact: The return on investing in workplace disability inclusion](#), CCRW
- [The Disability Inclusion Imperative](#), Accenture and Disability:IN
- [Making the case for disability inclusion](#), Business Disability Forum

Creating inclusive and accessible workplaces

Bilingual

- [Breaking Down Work Barriers for People with Disabilities](#) / [Abattre les barrières pour les personnes en situation de handicap](#), Cardus
- [Building an Inclusive Workplace Culture](#) / [Créer un milieu de travail inclusif](#), The Inclusive Workplace
- [Doing Things Differently: A Disability Rights At Work Handbook](#) / [Faire les choses différemment : guide pour le respect des droits des personnes ayant un handicap au travail](#), Canadian Labour Congress

- [Employer Toolkit / Trousse d'outils de l'employeur](#), Hire for Talent
- [Employers Guide to Hiring and Working with Professionals with Disabilities \(PDF\) / Guide de l'employeur pour embaucher et travailler avec des professionnels en situation de handicap \(PDF\)](#), David C. Onley Initiative
- [HR Inclusive Policy Toolkit / La trousse en matière de politiques d'inclusion des RH](#), Canadian Association for Supported Employment

English only

- [Disability Inclusion @ Work 2024: A Global Outlook](#), Deloitte
- [Disability-inclusive workplace care practices: the business case](#), ILO
- [Embedding Disability Inclusion in DEI Plans](#), Presidents Group and Open Door Group
- [Employment Lifecycle Accessibility Framework](#), Accessible Employers
- [How to Create a Disability Inclusion Plan](#), Accessibility.com
- [Inclusion@Work: A Framework for Building a Disability-Inclusive Organization](#), EARN

French only

- [Check-list handi-accueillante \(PDF\)](#), Charte de la Diversité Lëtzebuerg
- [Guide de l'employeur embauche, intégration et maintien en emploi des personnes handicapées \(PDF\)](#), Ville de Montréal
- [Guide pratique – Inclusion en milieu de travail](#), Le Phénix au-delà du handicap
- [Les obstacles à l'embauche, à l'intégration et au maintien en emploi des personnes en situation de handicap](#), Commission des droits de la personne et des droits de la jeunesse

Accommodations

Bilingual

- [A Manager's Guide to Workplace Accommodations / Guide à l'intention des gestionnaires sur les mesures d'adaptation en milieu de travail](#), Mental Health Commission of Canada
- [Accommodation policy and procedure / Politique et procédure en matière d'adaptation](#), Ontario Human Rights Commission

- [Developing a workplace accommodation policy / Élaboration d'une politique sur les mesures d'adaptation en milieu de travail](#), Canadian Human Rights Commission
- [Duty to accommodate / Obligation d'accommodement](#), Ontario Human Rights Commission
- [Employers Guide to Workplace Accommodations \(PDF\) / Guide de l'employeur : accommodements en milieu de travail \(PDF\)](#), David C. Onley Initiative
- [The Fundamentals - Accommodation Options / Les Fondements - Options d'adaptation](#), Government of Canada

English only

- [A to Z of Disabilities and Accommodations](#), Job Accommodation Network
- [Accommodations](#), Canadian Association for Supported Employment
- [Workplace Accommodation Guide](#), Presidents Group
- [Workplace Accommodation Toolkit](#), Job Accommodation Network

French only

- [Guide virtuel : Traitement d'une demande d'accommodement](#), Commission des droits de la personne et des droits de la jeunesse, Québec
- [L'obligation d'accommodement au moment de l'embauche](#), CRHA

Inclusive language

Bilingual

- [CNIB Inclusive Language Guidelines / Lignes directrices d'INCA sur le langage inclusif](#), CNIB
- [Disability Inclusive Language Guidelines / Lignes directrices pour l'inclusion du handicap dans la langue](#), United Nations
- [Inclusive Language and Etiquette / Langage inclusif et règles d'étiquette](#), Hire for Talent
- [Inclusive Language Guide / Guide linguistique inclusive](#), GIVE

English only

- [Community and Culture – Frequently Asked Questions](#), National Association of the Deaf
- [Disability Inclusive Language Guide](#), Accessible Employers
- [Disability Language Style Guide](#), National Center for Disability and Journalism
- [Identity-First Language](#), Autistic Self Advocacy Network
- [Inclusive Language in Media: A Canadian Style Guide \(PDF\)](#), Humber College
- [Inclusive language: The dos and don'ts](#), Business Disability Forum
- [Self-Defined – A modern dictionary about us](#)

French only

- [Guide de communication inclusive \(PDF\)](#), Université du Québec
- [Langage inclusif pour les personnes en situation de handicap \(PDF\)](#), CIUSSS du Centre-Ouest-de-l'Île-de-Montréal
- [Guide sur le langage inclusif : comment éviter le validisme](#), Agile

Disability and intersectionality

Bilingual

- [Accessibility and Accommodations – Intersectionality / Accessibilité et Adaptation – Intersectionnalité](#), Centre for Innovation in Campus Mental Health
- [Intersectional accessibility lens / Perspective d'accessibilité intersectionnelle](#), Accessibility Standards Canada
- [Intersectionality in the Workplace / Intersectionnalité en milieu de travail](#), Canadian Association for Supported Employment
- [Towards more inclusive practices: A Disability, Gender and Age Intersectional Resource / Vers des pratiques plus inclusives : l'intersectionnalité handicap, genre et âge](#), Humanity & Inclusion
- [Understanding the Intersectional Forms of Discrimination that Impact Persons with Disabilities / Comprendre les formes intersectionnelles de discrimination qui touchent les personnes handicapées](#), Eviance

English only

- [Anti-Black Racism and Ableism in the Workplace](#), Disability & Philanthropy Forum
- [Intersectionality resource guide and toolkit](#), UN Women and United Nations Partnership on the Rights of Persons with Disabilities
- [Intersectionality: Guidance for organisations of persons with disabilities](#), CBM Global Disability Inclusion
- [Research Overview: Advance Intersectional Equity for Disabled Employees](#), Accessible Employers
- [Supporting the Diverse Identities of Employees with Disabilities](#), Boston Consulting Group
- [The Great Big Workplace Adjustments Survey: Intersectional experiences at work](#), Business Disability Forum



BOOKS

CCDI encourages you to check with your local bookstore or municipal library for availability of these publications.

Bilingual

- Get a Life, Chloe Brown (Talia Hibbert; available in French with the same title)
- Girl at War / La jeune fille et la guerre (Sara Nović)
- Mom on Wheels / Maman en fauteuil roulant (Marjorie Aunos)

English only

- a fate worse than death: poems (Nisha Patel)
- Artificial Divide (edited by Randy Lacey and Robert Kingett)
- Care Work: Dreaming Disability Justice (Leah Lakshmi Piepzna-Samarasinha)
- Dispatches from Disabled Country (Catherine Frazee)
- Falling for Myself (Dorothy Ellen Palmer)
- If At Birth You Don't Succeed: My Adventures with Disaster and Destiny (Zach Anner)
- It's Just Nerves: Notes on a Disability (Kelly Davio)
- knot body (Eli Tareq El Bechelany-Lynch)
- Look Both Ways (Brooke Ellison)
- True Biz (Sara Nović)
- Ugly (Robert Hoge)

French only

- Des enfants uniques (Gabrielle de Tournemire)
- Infirmes (Yoan Lavoie)
- Le boulevard, Au carrefour et Les Avenues (Jean-François Sénéchal)
- Les bracassées (Marie-Sabine Roger)
- Ne dites pas à ma mère que je suis handicapée, elle me croit trapéziste dans un cirque (Charlotte de Vilmorin)
- Sclérose en plaques et talons aiguilles (Charlotte Tourmente)
- Un jour, ils entendront mes silences (Marie-Josée Martin)
- Un si petit oiseau (Marie Pavlenko)



FILM AND TELEVISION

Please note: There may be a cost related to watching this content and CCDI is not responsible for those costs.

The films and television shows listed below cover a range of themes. Some showcase authentic disability experiences and stories, while others have been recognized for their accurate and meaningful portrayal of characters with disabilities.

Bilingual

- [37 Seconds](#) / [37 secondes](#) (Netflix)
- [Away From Her](#) / [Loin d'elle](#) (Crave)
- [CODA](#) / [CODA : la vie en musique](#) (Apple TV, [ICI TOU.TV](#))
- [Crip Camp: A Disability Revolution](#) / [Crip Camp : La révolution d'une communauté](#) (Netflix)
- [Rising Phoenix](#) / [Comme des phénix : L'esprit paralympique](#) (Netflix)
- [Sound of Metal](#) / [Le son du silence](#) (CBC Gem, [Apple TV](#), [Télé-Québec](#))
- [Special](#) / [Spécial](#) (Netflix)
- [The Father](#) / [Le père](#) (Amazon Prime)
- [The Terry Fox Story](#) / [Terry Fox : Le coureur de l'espoir](#) (Crave)
- [Then Barbara Met Alan](#) / [Tout commence avec nous](#) (Netflix)
- [Walk. Ride. Rodeo.](#) / [Courage et rodéo](#) (Netflix)

English only

- [100 Meters](#) (Netflix)
- [Act of God](#) (Vimeo)
- [disABLEd](#) (YouTube)
- [Focus on Ability Short Film Festival](#)
- [The Diving Bell and the Butterfly](#) (Crave)
- [The Fundamentals of Caring](#) (Netflix)
- [This Close](#) (Amazon Prime)
- [Wonderstruck](#) (Amazon Prime)



TED TALKS

French links are for the original Ted Talk with French subtitles and/or French transcript.

Bilingual

- [4 ways to design a disability-friendly future / 4 façons de façonner un avenir adapté aux personnes handicapées](#) (Meghan Hussey)
- [A disability-inclusive future of work / Un avenir du travail intégrant le handicap](#) (Ryan Gersava)
- [How I fail at being disabled / Comment j'échoue à être handicapée](#) (Susan Robinson)
- [How to help employees with disabilities thrive / Aider les employés handicapés à s'épanouir](#) (Tiffany Yu)
- [I got 99 problems ... palsy is just one / J'ai 99 problèmes, la paralysie n'est que l'un d'entre eux.](#) (Maysoon Zayid)
- [I'm not your inspiration, thank you very much / Je ne suis pas votre source d'inspiration, merci](#) (Stella Young)
- [Our fight for disability rights -- and why we're not done yet / Notre combat pour les droits des handicapés n'est pas terminé](#) (Judith Heumann)
- [The perks of being a pirate / Les avantages d'être un pirate](#) (Tom Nash)
- [Why design should include everyone / Pourquoi le design devrait inclure tout le monde](#) (Sinéad Burke)



PODCASTS

Bilingual

- [BroadcastAbility](#)
- [Disability with Possibility](#) / [Handicap et possibilité](#)

English only

- [AAC Town](#)
- [Below the Radar: The Power of Disability](#)
- [Disability After Dark](#)
- [Disability Visibility](#)
- [Living Blind](#)
- [PWD Allies](#)
- [The Mad and Crip Theology Podcast](#)
- [The Voice](#)
- [Transition Magazine Podcast](#)
- [You Can't Spell Inclusion Without a D](#)



INSTAGRAM ACCOUNTS

CCDI is not responsible for the content posted by any of these accounts.

- ◉ [@accessbytay](#)
- ◉ [@accessemployers](#)
- ◉ [@accessiblemediainc](#)
- ◉ [@cnibguidedogs](#)
- ◉ [@disabilitycollective](#)
- ◉ [@i_am_shay_reid](#)
- ◉ [@inclusion_ca](#)
- ◉ [@lilgabid](#)
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