



Celebrate NL **Accessibility Plan** 2024-2026



celebrate **nl**
NEWFOUNDLAND & LABRADOR

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Statement of Commitment from the Chair of Celebrate NL

The Government of Newfoundland and Labrador's (GNL) **Accessibility Act** became law in December 2021. This enabling legislation allows GNL to outline the principles and goals for an accessible province.

Under the **Accessibility Act**, public bodies are required to develop an Accessibility Plan. Celebrate NL Inc. is a provincial Crown corporation and an entity of the Department of Tourism, Culture, Arts and Recreation. Celebrate NL's mandate is to attract major events to the province and foster the development and enhancement of celebrations and events in and about Newfoundland and Labrador within the tourism, culture, arts and recreation sectors.

Pursuant to our Event Strategy and Business Plan, we value equity, diversity and inclusivity, and we strive for events to be fair, accessible and inclusive. At Celebrate NL, we respect the dignity and diversity of all individuals.

As Chair of the Board, I am pleased to introduce Celebrate NL's 2024-2026 Accessibility Plan. This plan will help guide us in pursuit of our mandate with a commitment to improve accessibility and inclusivity within the province.

Sincerely,



Jamie O'Dea

Chair, Celebrate NL

Accessibility Advancements to Date

Celebrate NL was incorporated in March 2022. Since then, it has developed a three-year Event Strategy and a three-year Business Plan pursuant to the **Transparency and Accountability Act**, which Celebrate NL will report on annually.

Each of these strategic documents sets out Celebrate NL's values, which include equity, diversity and inclusion. These principles help guide Celebrate NL as it focuses on its two strategic pillars: attracting major events; and supporting, developing and delivering events within the tourism, culture, arts and recreation sectors. Celebrate NL classifies events as follows:

Major event – This level of event generates significant economic, social and cultural impacts. The event generates media coverage and is often televised. This event typically has a formal bid process.

Planned celebration – A large-scale, provincial government initiative that is typically branded or themed.

Special event – An event led by the provincial government, or an event which may support a broader planned celebration in or about Newfoundland and Labrador.

Homegrown event – A large-scale event or festival that is developed and delivered in Newfoundland and Labrador, which has significant economic, social and cultural impacts, and generates substantial in-bound visitation.

Celebrate NL is located in the West Block of the Confederation Building, which is an accessible building. Celebrate NL values the input and contributions of key stakeholders in the development of this plan. To inform this plan, Celebrate NL participated in an Accessibility Plan stakeholder consultation. The purpose of the session was to solicit feedback from representatives of the disability community with respect to Celebrate NL's mandate.

Celebrate NL has identified two accessibility goals within its scope and capacity.

Accessibility Goals

Goal One: Seek to Attract Major Para Sport Events to the Province

Celebrate NL will collaborate effectively with its partners and stakeholders to seek major Para sport events that align with Celebrate NL's Event Strategy and Business Plan.

2024 Indicator(s):

By December 31, 2024, Celebrate NL will have worked with partners and stakeholders to seek major Para sport events to the province.

2025 Indicator(s):

By December 31, 2025, Celebrate NL will have worked with partners and stakeholders to seek major Para sport events to the province.

2026 Indicator(s):

By December 31, 2026, Celebrate NL will have worked with partners and stakeholders to seek major Para sport events to the province.

Goal Two: Prioritize the Consideration of Accessibility and Inclusivity at Events of which Celebrate NL is a Partner

Celebrate NL will leverage its position as an event partner to ensure that event rights holders and stakeholders are considering accessibility and inclusivity needs.

2024 Indicator(s):

By December 31, 2024, Celebrate NL will have developed and implemented an assessment process for event attraction opportunities, which considers accessibility and inclusivity needs.

2025 Indicator(s):

By March 31, 2025, Celebrate NL will have considered the accessibility and inclusivity needs of the events of which it was a partner.

2026 Indicator(s):

By March 31, 2026, Celebrate NL will have considered the accessibility and inclusivity needs of the events of which it was a partner.

Promoting, Monitoring, and Evaluating

Celebrate NL will promote this Accessibility Plan during its meetings with partners and stakeholders. Similar to its Event Strategy and Business Plan, the Accessibility Plan will be publicly available on the Celebrate NL website (www.celebratenl.ca).

Celebrate NL will monitor and evaluate its Accessibility Plan concurrent to the Business Plan. Celebrate NL will identify any barriers to achieving its accessibility goals during the annual review. Celebrate NL will complete a full review of the Accessibility Plan at

the end of the plan's cycle on December 31, 2026. This evaluation will help inform Celebrate NL's subsequent Accessibility Plan for 2027-2029.

Conclusion

This Accessibility Plan provides guidance to Celebrate NL for the next three years on its activities to attract, support, develop and deliver events and celebrations in Newfoundland and Labrador that are accessible to persons with disabilities.

Celebrate NL is committed to collaborating with stakeholders, partners, events rights holders and the Government of Newfoundland and Labrador to help achieve the vision of a province that is fully accessible and inclusive for all.

Glossary of Terms

Accessibility

As defined in the Government of Canada's Guide on Equity, Diversity and Inclusion Terminology, accessibility is the quality of an environment that enables a person to access it with ease.

Accessibility Plan

As defined in the **Accessibility Act**: a plan to address the prevention, identification, and removal of barriers in the policies, programs, practices, and services of a public body.

Disability

As defined in the **Accessibility Act**, disability includes a physical, mental, intellectual, cognitive, learning, communication or sensory impairment, or a functional limitation that is permanent, temporary, or episodic in nature that, in interaction with a barrier, prevents a person from fully participating in society.

Inclusion

As defined in the Government of Canada's Guide on Equity, Diversity and Inclusion Terminology, inclusion is the practice of using proactive measures to create an environment where people feel welcome, respected, and valued, and to foster a sense of belonging and engagement. This practice involves changing the environment by removing barriers so that each person has equal access to opportunities and resources and can achieve their full potential.



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