

*Let's try thinking of accessibility as a creative, long-term process. It's not just about the built environment, but about ideas of agency and power.” – Carmen Papalia*

**Everyone needs support at various points in their life**, and everyone is deserving of the safety, respect and space required to share their individual needs.

Accessibility is not a task that can be accomplished, it is an ongoing relationship that grows from meaningful conversation and sharing in diverse perspectives. We are all related: an individual's well-being is connected to the well-being of the entire community. Our goal is that the MacKenzie be a place where our visitors, staff, volunteers and partners trust that their needs will be supported.

We must **uphold voices who speak from lived experience** as we develop plans for MacKenzie programs, operations, and facilities.

We acknowledge the need to listen to those who face barriers in society and we pledge to honour the embodied expertise of those who identify as disabled; sick or chronically ill; Deaf or Hard of Hearing; impoverished; mentally ill; LGBTQI2S+; neurodiverse; blind or low vision; BIPOC.

**We will invest time, energy and financial resources** towards fostering meaningful, reciprocal relationships with the individuals who share their embodied expertise with MacKenzie staff and volunteers.

**Our accessibility commitment is built on the following additional values:**

- Honouring the land we are situated upon, its history, and our responsibility in caring for its future.
- Considering access from diverse emotional, physical, intellectual, language, cultural and social perspectives.
- Using our programs to celebrate variety in modes of learning, communicating, and caring for each other.
- Recognizing the impact of actions as more important than intent.
- Acknowledging that harm is integral to the process of healing and forming strong relationships.
- “Calling people in” and sharing information rather than “calling people out”.
- Emphasizing curiosity and conversation over assumption.
- Prioritize collaboration, adaptability and opportunities for learning.
- Creating a space where people feel safe to acknowledge mistakes—as mistakes are part of the learning process—knowing that they will be supported by others to grow and learn from them.

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**An Accessibility Manifesto for the Arts by Carmen Papalia**