



**APN 2026**  
Inclusive by Design

Presented by



Accessibility Professional Network  
**Conference Program**

March 30 & 31, 2026

Brought to you by

Rick Hansen  
Foundation 

## Land Acknowledgement

We are grateful to be physically gathered for this conference on the traditional, ancestral, and unceded lands of the Huron-Wendat, the Seneca, and the Mississaugas of the Credit (Toronto, ON). We also respectfully acknowledge that delegates will be joining virtually from across the globe, from many traditional and unceded territories. As a community committed to accessibility and equity, we recognize that the work of designing inclusive spaces and systems is inseparable from the histories, peoples, and places in which that work occurs.



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Assistive listening technology is available throughout the APN Conference. This service is provided in partnership with Advanced Listening, The Wavefront Centre for Communication Accessibility, and Hearing Assistive Technology Group.

## Welcome to APN2026: Inclusive by Design

**More than 40 years ago, the Man In Motion World Tour set out to change how the world views disability. That same spirit of leadership and possibility brings us together today at APN2026: Inclusive by Design.**

This conference is both a celebration of progress and a reminder of the work that remains. In Canada, 27% of people aged 15 and over have a disability, and globally more than 1.3 billion people – about 16% of the world’s population – experience disability.

This year’s conference theme is ‘Inclusive by Design’, which challenges us to move beyond compliance and minimum building code standards and instead to create spaces that promote belonging, independence, and connection. Through the lens of Universal Design, it calls on us to anticipate diverse needs from the outset and design environments that support dignity, participation, and community well-being.

Over the next two days, APN2026 brings together experts and people with lived experience to share knowledge, explore real-world solutions, and examine how intentional design decisions can shape more inclusive communities.

Meaningful progress happens when people come together with purpose and a shared commitment to a world where everyone can go everywhere.

We are honoured to welcome you to APN2026 and to the ideas, partnerships, and leadership that will shape a more equitable built environment for all.



A handwritten signature in black ink that reads "Rick Hansen".

Rick Hansen, C.C., O.B.C.  
Founder,  
Rick Hansen Foundation



A handwritten signature in black ink that reads "Doramy Ehling".

Doramy Ehling  
Chief Executive Officer,  
Rick Hansen Foundation

# Monday, March 30, 2026

**8:00 am - 5:00 pm**

## **Registration Opens**

East Registration

**8:00 am - 9:00 am**

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## **Welcome Coffee Social**

East Registration

**9:00 am - 9:30 am**

## **Welcome Remarks and Land Acknowledgement**

Room 205 & 206

- **MC: Marco Pasqua**, Co-Founder and Accessibility Consultant, Meaningful Access Consulting
- **Land Acknowledgement**
- **Leslie Church**, Parliamentary Secretary to the Secretaries of State for Labour, Seniors, and for Children and Youth, and to the Minister of Jobs and Families
- **Raymond Cho**, Minister for Seniors and Accessibility, Ontario Government
- **Amanda Basi**, Senior Director, Programs, Rick Hansen Foundation

# Monday, March 30, 2026

**9:30 am - 10:30 am**

Brought to you by



## **Beyond Compliance: Designing for Real-World Impact**

Room 205 & 206

Minimum building code compliance alone falls short in creating inclusive spaces. Through powerful real-world stories and expert insights, the opening plenary session champions the theme 'Inclusive by Design' and challenges participants to move beyond compliance towards a people-centred approach. Speakers will share how embedding inclusion as a core design principle leads to stronger outcomes, deeper belonging, and measurable impact across projects and systems.

### **Speakers:**

- **Edward Steinfeld**, Director Emeritus, Center for Inclusive Design and Environmental Access, University at Buffalo
- **Jeffrey Ma**, Senior Design Director, Lemay
- **Jesse Klimitz**, Principal, Human Space

**10:30 am - 11:00 am**

Brought to you by



## **Wellness Break**

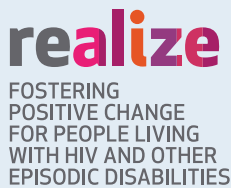
East Registration

Visit the virtual rooms or use this time to connect with fellow delegates in person and online.

# Monday, March 30, 2026

**11:00 am - 12:00 pm**

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## Advancing Accessibility Innovation Through Partnership and Co-Design

Room 205 & 206

Breakthrough accessibility solutions rarely succeed in isolation. This session examines how evidence-based partnerships and co-design approaches translate research into real-world impact. Drawing on examples from research, startups, and inclusive design practice, speakers will share practical strategies for adoption, scaling, and funding, as well as what it takes to create collaborations that sustain innovation.

### Speakers:

- **Anthony Palma**, Director, Partnerships and Strategic Initiatives, KITE Research Institute, University Health Network
- **Tracey McGillivray**, Co-founder & Chief Executive Officer, Axtion Independence Mobility Inc.
- **Varun Chandak**, Founder and Executive Director, Access to Success

**12:00 pm - 1:00 pm**

Brought to you by



## Networking Lunch

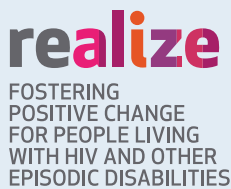
East Registration

Network with delegates over a delicious lunch before our exciting afternoon sessions.

# Monday, March 30, 2026

**1:00 pm - 2:00 pm**

Brought to you by



## **From Standards to Impact: What's New at ASC** Room 205 & 206

Join leaders from Accessibility Standards Canada (ASC) for an engaging, conversation-driven session exploring how collaboration across design, policy, research, and industry can accelerate meaningful accessibility progress. Learn about ASC's mandate, new and emerging standards, and the role of the Centre of Expertise. Speakers will highlight barriers, successes, and practical pathways for professionals to engage — whether through committees, research partnerships, or implementation efforts — to advance accessibility across Canada.

### **Speakers:**

- **Dino Zuppa**, Chief Executive Officer, Accessibility Standards Canada
- **Mojgan Yazdani**, Director, Board of Directors, Accessibility Standards Canada
- **Paul Walsh**, Chair, Board of Directors, Accessibility Standards Canada

**2:00 pm - 2:30 pm**

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## **Wellness Break**

East Registration

Visit the virtual rooms or use this time to connect with fellow delegates in person and online.

# Monday, March 30, 2026

**2:30 pm - 3:30 pm**

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## Rethinking Spaces for Children and Youth with Disabilities

Room 205 & 206

Children and youth with disabilities interact with many spaces that were not designed with them in mind. This panel brings together researchers, practitioners, and lived-experience experts to share evidence-based and practical strategies for creating environments that support dignity, autonomy, and belonging — from early planning through implementation.

### Speakers:

- **Alison Novak**, Senior Scientist, KITE Research Institute — University Health Network

- **Dolly Menna-Dack**, Senior Bioethicist, Manager, Youth Engagement Strategy, Holland Bloorview Kids Rehabilitation Hospital

- **Sarah Moore**, Director, Board of Directors, Accessibility Standards Canada

- **Pina Mallozzi**, Senior Vice President, Design, Waterfront Toronto

**3:30 pm - 4:00 pm**

Brought to you by



## Wellness Break

East Registration

Visit the virtual rooms or use this time to connect with fellow delegates in person and online.

# Monday, March 30, 2026

**4:00 pm - 5:00 pm**

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## **Integrating Meaningful Access from the Ground Up: Strategies for Pre-construction**

Room 205 & 206

Research consistently shows that incorporating thoughtful accessibility considerations early in the design process adds minimal cost — yet many projects still treat accessibility as an afterthought, aiming only to meet minimum code requirements. Discover how to integrate meaningful access in new construction projects from the outset to create inclusive spaces, and explore practical strategies for aligning involved parties, navigating legislative requirements, and addressing site constraints and budget pressures without compromising inclusion.

### **Speakers:**

- **Azam Khan**, CEO, TRAX Co
- **Henry Chen**, Principal, Hygge Architecture Ltd
- **Joe Moro**, Senior Project Director, Brisbin Brook Beynon Architects

**5:00 pm - 5:15 pm**

## **Closing Remarks**

Room 205 & 206

**5:15 pm - 6:30 pm**

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## **Networking Reception**

East Registration

Join us as we celebrate Day One of APN2026 with colleagues over refreshments.



# Empowering Every Journey

At YVR, we're committed to creating a seamless and inclusive travel experience for everyone. Through our award-winning accessibility program and innovative solutions, we're working to ensure all passengers feel empowered and supported throughout their journey.

YVR is proud to be a global leader in accessibility, making travel not just possible but enjoyable for everyone.

Discover how YVR is redefining accessibility and innovation at [yvr.ca/accessibility](http://yvr.ca/accessibility)



## Advance your access and inclusion journey today!

The Rick Hansen Foundation (RHF) is proud to offer three courses designed to support individuals and organizations on their journey toward increased accessibility and inclusion. These courses build foundational knowledge that helps break down attitudinal barriers and create equitable environments.

- RHF Inclusion & Accessibility Training
- RHFAC Fundamentals Training
- RHFAC Professional Training

Learn more at [RickHansen.com/Courses](http://RickHansen.com/Courses)



Long-Term Pain Multiple Sclerosis Post-traumatic Stress Disorder (PTSD)  
Cancer Asthma Migraines Repetitive Strain Injury Tuberculosis Substance Use Disorder  
Chronic Pain Arthritis Depression Muscular Dystrophy Crohn's Disease & Ulcerative Colitis  
HIV/AIDS Chronic Inflammatory Demyelinating Polyneuropathy (CIDP) Meniere's Disease  
Chronic Obstructive Pulmonary Disease (including chronic bronchitis and emphysema) Fibromyalgia Lupus • ME/CFS ALS Schizophrenia  
Anxiety Bi-polar Disorder Cystic Fibrosis Guillain-Barre Syndrome Diabetes  
Epilepsy Long-COVID POTS (Postural Orthostatic Tachycardia Syndrome) Hepatitis B & C Parkinson's Disease



# Are you managing episodic disabilities in your workplace?

**Realize** offers resources for HR professionals, business leaders and employees

Find out more at  
<https://www.realizecanada.org/resources/education/>

**realize**

FOSTERING  
POSITIVE CHANGE  
FOR PEOPLE LIVING  
WITH HIV AND OTHER  
EPISODIC DISABILITIES

## Accessibility Professional Network

- Connect with accessibility professionals
- Stay up-to-date with the latest in accessibility
- Gain exclusive access to educational tools and resources

**Join today: [RickHansen.com/APN](https://rickhansen.com/APN)**

# Tuesday, March 31, 2026

**8:00 am - 4:00 pm**

## Registration Opens

East Registration

**8:00 am - 9:00 am**

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**Choice  
Properties**

## Welcome Coffee Social

East Registration

**9:00 am - 10:00 am**

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**CF** Cadillac  
Fairview

## The Connected Journey: Accessibility Across the Airport Experience (Concurrent)

Room 205

Discover how accessibility can be seamlessly woven into every aspect of the airport experience — from arrival at the curb to the gate, and throughout airport workplace environments. This session connects the latest research, industry trends, and real-life practices to reveal what truly inclusive and scalable airport accessibility looks like in action.

### Speakers:

● **Ernesto Morales**, Full Professor, Université Laval

● **Josh Vander Vies**, Director, Diversity, Inclusion, and Belonging, Vancouver Airport Authority

● **Kathleen Henderson**, Senior Director, Operations, Environment and Regulatory Affairs, Canadian Airports Council

● **Molara Awosedo**, Director, Inclusion and Workplace Culture, Greater Toronto Airport Authority

# Tuesday, March 31, 2026

**9:00 am - 10:00 am**

Brought to you by



## **Designing for Neurodiversity: Inclusive Spaces in Practice (Concurrent)**

Room 206

Designing for neurodiversity requires moving beyond awareness to action. This session offers practical strategies for creating inclusive spaces that support neurodiverse people while benefiting everyone. Through focused talks and real-world examples, participants will learn sensory-aware design techniques and inclusive facilitation practices that can be applied immediately in design and planning practice.

### **Speakers:**

● **Lola Fenton**, Emerging Architect, DFS Architecture & Design

● **Samantha Biglieri**, Associate Professor, School of Urban and Regional Planning, Toronto Metropolitan University

● **Sarah Taslimi**, Senior Project Manager, Landscape Architect & Arborist Planning, Landscape Architecture, and Urban Design, WSP

**10:00 am - 10:30 am**

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## **Wellness Break**

East Registration

Visit the virtual rooms or use this time to connect with fellow delegates in person and online.

# Tuesday, March 31, 2026

**10:30 am - 11:30 am**

Brought to you by

**human**—space

## **Inclusive Festivals & Events: From Research to Practice (Concurrent)**

Room 205

Discover how truly inclusive festivals and events come to life. Join a dynamic panel featuring voices from research, operations, and lived experience as we reveal what it takes to break down barriers for people with disabilities. Drawing from national research on festival accessibility, major event operations, and lived experience, this session will highlight barriers, promising practices, and opportunities for improvement across sectors.

### **Speakers:**

- **Jean-marc Valmont**, Human Resources Director, Canadian National Exhibition Association
- **Mike Greer**, Accessibility Consultant, Blood Sweat and Wheels
- **Lisa Snider**, Project Coordinator, Festival Accessibility Research Project, Independent Living Canada

# Tuesday, March 31, 2026

**10:30 am - 11:30 am**

Brought to you by

**TOYOTA**

## **Creating Accessible Cultures from Education to Professional Practice (Concurrent)**

Room 206

Explore how Canada can build an accessible culture that extends beyond the built environment into education, public awareness, and cross-sector collaboration. This session will highlight real initiatives shaping accessibility in universities, K-12 schools, facility operations, and national research networks, while identifying systemic barriers, emerging practices, and actionable strategies for driving cultural change.

### **Speakers:**

- **Brian Sinclair**, Professor of Architecture + Environmental Design, University of Calgary
- **Carmela Cucuzzella**, Dean of the Faculty of Environmental Design and Planning, Université de Montréal
- **Marcia O'Connor**, President, Founder, AM FM Consulting Group Inc.
- **Henry Tsang**, Architect & Chair of the RAIC Centre for Architecture, Athabasca University

**11:30 am - 12:30 pm**

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## **Networking Lunch**

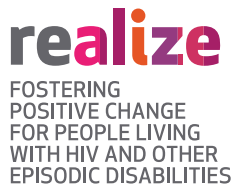
East Registration

Connect with fellow APN2026 delegates over a delicious lunch and online before the afternoon sessions begin.

# Tuesday, March 31, 2026

**12:30 pm - 1:30 pm**

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## **From Policy to Performance: A Fireside on Canada's Accessibility Future**

Room 205 & 206

How do we turn strong policy into everyday inclusion? This fireside chat brings together leaders from government, regulation, and industry for a candid discussion on moving beyond compliance toward measurable, meaningful impact. Panelists will explore what effective oversight looks like under federal accessibility frameworks, how large enterprises embed accessibility into strategy and procurement, and where public/private collaboration can remove barriers at scale.

### **Speakers:**

- **Hon. Carla Qualtrough**, Former Minister of Employment, Workforce Development and Disability Inclusion, Member of Parliament, Strategic Advisor, Rick Hansen Foundation
- **Christopher Sutton**, Accessibility Commissioner, Canadian Human Rights Commission (CHRC)
- **Mia de Freitas**, Director, Accessibility Enablement, RBC

**1:30 pm - 2:00 pm**

Brought to you by



## **Wellness Break**

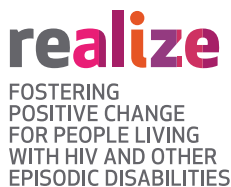
East Registration

Visit the virtual rooms or use this time to connect with fellow delegates in person and online.

# Tuesday, March 31, 2026

**2:00 pm - 3:00 pm**

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## **From Standards to Homes: Accelerating Accessible Housing Across Canada**

Room 205 & 206

Explore how Canada can transform accessibility standards into tangible improvements within the housing sector, accelerating the delivery of accessible and accessibility-ready homes nationwide. This session brings experts together to discuss common language for accessibility, introduce relevant standards and design catalogues, highlight practical design solutions, and identify key policy and industry shifts needed to advance accessible housing across Canada.

### **Speakers:**

- **Collinda Joseph**, Manager, Accessibility and Education, Accessibility Standards Canada
- **Elle Ziegler**, Advisor, Housing Programs, Canadian Mortgage and Housing Corporation
- **Henry Tsang**, Architect & Chair of the RAIC Centre for Architecture, Athabasca University
- **Marie-Josée Houle**, Federal Housing Advocate, Canadian Human Rights Commission

**3:00 pm - 3:30 pm**

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## **Wellness Break**

East Registration

Visit the virtual rooms or use this time to connect with fellow delegates in person and online.

# Tuesday, March 31, 2026

**3:30 pm - 4:30 pm**

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## **Capital, Capacity, and Confidence: Financing Accessibility for Impact**

Room 205 & 206

Unlocking accessibility in Canadian buildings requires more than funding alone. This session introduces the 3C framework — Capital, Capacity, and Confidence — to show how smart policy, innovative financing, and cross-sector collaboration can transform accessibility from a compliance requirement into a driver of performance and value. Speakers will share practical financing strategies and scalable approaches for mainstreaming accessibility improvements.

### **Speakers:**

- **Chandra Ramadurai**, CEO, Efficiency Capital
- **Meenu Sikand**, Assistant Deputy Minister, Infrastructure & Special Projects, Government of Ontario
- **Matthew Shaw**, Head, Accessibility Practice & Innovation, Rick Hansen Foundation

# Tuesday, March 31, 2026

**4:30 pm - 4:45 pm**

## **Conference Closing Remarks**

Room 205 & 206

Closing remarks and recap after two days of engaging conversations.

● **Matthew Shaw**, Head, Accessibility Practice & Innovation, Rick Hansen Foundation

**4:45 pm - 6:00 pm**

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## **Networking Reception**

East Registration

Share what you learned and what inspired you over the last two days with your fellow delegates.



# Notes



A series of 20 horizontal dotted lines spanning the width of the page, intended for taking notes.



# Thank you to our Partners

## Presenting Partner

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## Gold Partner

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**realize**

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POSITIVE CHANGE  
FOR PEOPLE LIVING  
WITH HIV AND OTHER  
EPISODIC DISABILITIES

## Silver Partners

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