

Accessibility Gaps in Post-Secondary Institutions

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About the Problem

Across Canada, students with disabilities continue to face barriers in post-secondary education, ranging from inaccessible digital systems to inconsistent accommodations, outdated policies, and long wait times for support. Nearly 22% of post-secondary learners report a disability, yet many campuses rely on reactive, case-by-case accommodation models instead of proactive, universal design systems. These gaps affect academic success, mental health, employment readiness, and long-term career outcomes. The issue is systemic: it spans technology, teaching practices, funding structures, and institutional culture. Understanding these root causes is critical to creating campuses where all students can learn without barriers.

About the Community Partner

Enabled Talent is an inclusion and accessibility company building tools that make education and employment accessible for people with disabilities. We design AI-powered systems that support students, educators, and institutions—from accessible job pathways to digital accessibility tools, inclusive onboarding, and bias-free career placement systems. Our mission is simple: we build infrastructure that removes barriers before someone has to ask for help. Through partnerships with colleges, universities, and policy organizations, we help institutions strengthen accessibility compliance, modernize support services, and create equitable pathways from the classroom into meaningful employment.

Impact on the Organization

This research will directly support our work with colleges and universities by giving us a clear map of systemic accessibility gaps across student services, digital environments, academic processes, and employment pathways. It will identify root causes, stakeholders, and leverage points we can use to design stronger tools, training modules, and institution-wide solutions. Insights from this project will strengthen our evidence base, inform new pilots, and guide policy-aligned programs within the Enable Canada Tour. Ultimately, it will help us co-create more accessible systems for students with disabilities across Canada.

Potential Connections & Data Sources

Students can connect with Accessibility Offices at Ontario colleges and universities, provincial Accessibility Directorates, Colleges Ontario, Universities Canada, and the Canadian Business Disability Inclusion Network (CBDIN). Additional sources include ODEN, CNIB, Rick Hansen Foundation, and campus disability advocacy groups.



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