

Sea Change CoLab



Their mission is to empower leaders and teams across private, public, and impact-driven sectors to foster impactful learning and meaningful change. They're building a movement of accessible and equitable workplaces, disrupting ableism and inequities in Nova Scotia and beyond. Through customized learning, transformational facilitation, and human-centred change management, they equip employers, leaders, and champions to drive impact and inclusion.

Sea Change CoLab offers a series of free ACE (Accessibility Confident Employers) training, targeting a range of sectors in Nova Scotia, including businesses, public service organizations, and the impact (non-profit) sector.

For more info go to: <https://seachangecolab.com/ace-trainings/>

UPCOMING COURSES:

Accessible Customer Service

Date: Nov 27th, 2025 | Time: 1:00 pm – 3:00 pm | Location: Online

During this skill builder, we will:

- Identify how to communicate with customers who have various disabilities
- Explore how to interact with customers who:
 - Use service animals, support persons, and assistive devices
 - Are neurodivergent
- Identify how to use any devices or equipment the provider may have to help customers access goods or services.
- Practice assisting a customer who has difficulty accessing goods or services.

360° – Organization-Wide Accessibility

Date: Feb 5th – Mar 5th, 2026 | Time: Anytime | Location: Online

Organization-Wide Accessibility: Everyone Plays a Part!

For an organization-wide accessibility plan to be impactful, staff at every level must understand and embrace an approach that supports all employees, including those with disabilities.

- Assess your organization: what is working well, existing gaps, and strategies to address barriers.
- Develop and sustain an organization-wide accessibility plan
- Establish organizational values that embrace the “Accessibility is Everyone’s Responsibility” mindset
 - Establish workplace expectations and policies
 - Ensure accessibility is integral to the recruitment and hiring process
 - Empower individuals to request and receive reasonable accommodations
 - And more!

ON-DEMAND TRAINING:

These 2-hour, self-paced training opportunities help you build skills in accessibility and equity with practical tools you can use right away.

Each training includes:

- **Intro Video** to set the stage
- **Accessible features** like captions, transcripts, audio-only, and a complete downloadable PDF
- **Clear navigation** through lessons, activities, and resources

Training modules move from **concepts to action** with short lessons and videos, real-world scenarios, quick knowledge checks, and resources for further exploration.

Most trainings are reviewed by **first voice advisors and the Accessibility Directorate** to reflect lived experience and best practices.

Accessibility Foundations

- Define types of disabilities, accessibility, and the prevalence of disability in Nova Scotia.
- Explain the importance of the Nova Scotia Accessibility Act
- Explore the impact of the Accessibility Act on employers
- Provide examples of barriers and ableism and their impacts on persons with disabilities
- Outline practices to address accessibility barriers

Allyship Foundations

- Define allyship and how it can be a powerful force toward inclusion and belonging.
- Unpack your privilege and your power.
- Identify historic and current-day realities and inequities for equity-seeking groups
- Feel more confident to interrupt bias and respond to microaggressions
- Use an active allyship framework to identify inequities and potential allyship actions

Breaking Barriers: The Art of Inclusive Hiring

- Evaluate current organizational culture and systems
- Establish impactful partnerships
- Optimize job postings and processes, incorporating accommodations
- Practice inclusive and bias-free interviewing techniques
- Embrace skills-based hiring

Introduction to Accessible Communications

- Define accessible communications and its importance
- Explore digital accessibility, alternative formats, and plain language
- Discover the accessibility +1 practice to get started

Core Skills of Plain Language

- Define clear and accessible language and why it's important
- Describe who benefits from plain language and why
- Apply key principles of plain language to review a document
- Start using plain language in your communication

Core Skills of Digital Accessibility

Practice 7 core skills of digital accessibility, including headings and document structure, font style, lists and tables, links, alternative text, colour contrast, and video and audio.

Welcoming All: Accessible Customer Service

Learn how to provide customer service that is inclusive of everyone. This course will help you build confidence in:

- Communicating with customers who have diverse disabilities
- Supporting service animals
- Support persons
- Removing barriers to access
- Practical strategies to create welcoming spaces, meet accessibility standards, and strengthen your organization's commitment to equity and inclusion

For more info go to: <https://seachangelab.com/ace-trainings/>