OUTtv NETWORK INC.

Progress Report

1 June 2026

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1. General

i) Introduction

OUTtv Network Inc. ("OUTtv") is pleased to publish our second Progress Report under the *Accessible Canada Act* following the release of our initial Accessibility Plan in 2024. This report marks a significant milestone in our commitment to creating an inclusive, barrier-free environment for our employees, stakeholders, viewers, and audiences.

At OUTtv, we believe accessibility is an ongoing journey. This second Progress Report reflects the continued steps we have taken over the past year to enhance accessibility across our organization, building on the work that we have done to date. As we continue to embark on this multi-year process to strengthen accessibility within our organization, we remain committed to identifying, removing, and preventing barriers to accessibilities so our stakeholders and clients can fully engage with and benefit from our services.

OUTtv is a Canadian independent broadcaster, dedicated to serving diverse Canadian audiences nationwide. Our mission is to connect, reflect, and enrich the lives of Canadians by delivering a wide range of compelling, entertaining, and high-quality programming. OUTtv is the world's first LGBTQ+ television and streaming service. Home to a compelling mix of inclusive, queer-focused content from comedy to drama, documentaries, reality, and award-winning movies. OUTtv is dedicated to telling stories by and for the community and is the world's leading provider of queer content. OUTtv Originals include Sew Fierce, Drag Heals, Sugar Highs, Drag House Rules, For the Love of DILFs, Settle Down, Call Me Mother, and the documentary strand OUTspoken.We are also a proud member of the Independent Broadcast Group (IBG)/Le groupe de diffuseurs indépendants (GDI), an association representing independent broadcasters across Canada in English, French, Indigenous, and numerous third languages, reflecting the diversity of Canada's population. We have worked in collaboration with other IBG members in the preparation of our respective Progress Reports for 2026.

The feedback we have received over the past year – as well as the feedback and input that we received over the last three years - from persons living with disabilities – both inside and outside our organization, employees, viewers, stakeholders, and accessibility experts has been

invaluable in shaping our second Progress Report. In accordance with the *Accessible Canada Act*, OUTtv is committed to ongoing engagement and consultation with persons living with disabilities. We remain committed to making our organization and services as inclusive, welcoming, and accessible as possible, and we look forward to continuing our work in the years to come.

ii) OUTtv Contact Information, Feedback Process and Alternative Format Requests

If you would like to provide OUTtv with feedback relating to accessibility and our organization, our Feedback Process, our Accessibility Plan 2024-2027, or our Progress Report please contact our Accessibility Champion who will be pleased to assist:

OUTtv Contact Information:

The Head of Business Affairs, our Accessibility Champion, is responsible for receiving all accessibility-related feedback, questions and comments. You can reach business affairs through the following methods:

Mailing address: 800 – 525 West 8th Avenue, Vancouver, BC V5Z 1C6
Phone: (604) 874-4300
Email: accessibility@outtv.ca

Requesting Alternate Formats: Accessibility Plan, Progress Report, and Accessibility Feedback Process

Our Accessibility Plan, Progress Report, and Accessibility Feedback Process are available in alternative formats.

To request an alternate format, please contact the Head of Business Affairs using the contact details above.

Anonymous Feedback

If you prefer to remain anonymous, please do not include personal details like your name or contact information in your communications with our organization.

Any personal information you provide will remain confidential unless you explicitly consent to share it with others.

2. Accessibility Priorities – Section 5 of the Accessible Canada Act

The purpose of the *Accessible Canada Act* is to allow all Canadians, especially Canadians with disabilities, to live in a country without barriers to accessibility by 1 January 2040.

Section 5 of the *Accessible Canada Act* identifies the following areas where the identification, removal, and prevention of accessibility barriers must be pursued:

a) Employment
b) The built environment
c) Information and communications technologies
d) Communications other than information and communications technologies
e) The procurement of goods, services, and facilities
f) The design and delivery of programs and services
g) Transportation
h) Other areas designated under regulation, such as conditions of licence for broadcasters.

The following portions of our Accessibility Plan address these priority areas of accessibility

1. Employment

OUTtv is committed to building an inclusive and accessible workplace with an equal opportunity environment. During the second year of our Accessibility Plan we focused on employee training

Key initiatives undertaken included continuing meetings of OUTtv's Accessibility Committee, where we reviewed and updated our objectives for the next year where necessary. This ongoing conversation and honing of our policies and procedures through an accessibility lens will lay the groundwork for our next Accessibility Plan. We continue to update our policies, procedures, guidelines and practices with respect to the accessibility of all aspects of employment, from hiring through onboarding and beyond.

As we move forward, OUTtv will continue to refine our approach by regularly reviewing our employment practices, identifying opportunities for improvement, and engaging with employees to ensure a welcoming, accessible environment. Set out below are the actions related to employment taken each year since our initial Accessibility Plan was published in 2024.

Initiative	Action Taken in 2024-2025	Action Taken in 2025-2026
Further develop the mandate and objectives of OUTtv's Accessibility Committee	OUTtv's Accessibility Committee met quarterly during the year, and determined OUTtv's objectives for the next two years.	OUTtv's Accessibility Committee continued to meet regularly to further hone OUTtv's accessibility objectives for the next year.
Review and update of OUTtv policies, procedures, guidelines, and practices related to accessibility	We have conducted a review of OUTtv policies, procedures, guidelines and practices related to accessibility, through a disability lens, and have	OUTtv's policies, procedures, guidelines and practices related to accessibility continue to be monitored for

	updated them where applicable.	barriers and are updated where necessary.
Review and revise recruitment processes to ensure that job postings are accessible, interview processes are accommodating, and onboarding materials are available in multiple formats	We have reviewed and updated our recruitment processes to ensure that we are using plain language in our job postings, are posting jobs in places that are accessibile. We have also ensured that our onboarding materials can be available in multiple formats.	While OUTtv has not needed to recruit new staff in the last few years, the accessibility of our recruitment processes remains a priority for OUTtv.
Conduct a review of workstations at work and at home (for those working remotely) and assess accessibility and accommodation needs.	We conducted a review of workstations at work and at home, and assessed accessibility and accommodation needs.	OUTtv continues to have conversations with employees regarding their accessibility and accommodation needs.
Assess the accessibility training needs of all Departments, particularly those that have a direct impact on accessibility, such as the Human Resources Department	We have conducted an assessment of the accessibility training needs of all Departments, and have been able to provide accessibility training for 90% of Human Resources personnel to date.	Training for OUTtv's employess is ongoing. Cash-flow difficulties have slowed our ability to train all our staff, but we have availed ourselves of many free accessibility training opportunities, and many of our staff have benefitted from these opportunities in their ongoing education regarding accessibility issues.
Review hybrid and/or work from home accommodations for employees living with disabilities and/or requiring particular accommodations	OUTtv has continued to allow people to work from home, and makes accommodations for employees living with a disability on a case by case when it is requested.	OUTtv has continued to allow people to work from home, and makes accommodations for employees living with a disability on a case by case when it is requested
Conduct further consultations with employees over the next three years	We conducted a voluntary internal consulation with our employees in April/May 2025. We will discuss the results of this consulatation later in this report.	OUTtv did not conduct a voluntary internal survey this year, as we had done for the two previous years, due to reduced engagement by staff with the second survey. Consulting with staff on

		accessibility issues remains a priority for OUTtv, and staff are aware that they may approach any member of the Accessibilty Committee at any time, or submit anonymous feedback through our feedback page as discussed later in this report.

2. Built Environment

OUTtv occupies a limited number of offices in a co-working space, which are used part time by some of our employees. These offices are in a building that was completed in 2023, and follows all federal, provincial and municipal guidelines and codes with respect to accessibility. We have limited ability to alter signage, or make changes, but we have established a communications plan to advise persons living with disabilities of any physical limitations that exist and what accomodations can be provided.

We continue to utilize the communications plan created in the first year of our plan to inform employees and visitors of any physical limitations that may exist and any accommodations that can be provided, and ensuring that our organization's events and employee gatherings are held at accessibie venues.

As we move forward, OUTtv will regularly assess our built environment to ensure it meets evolving accessibility needs, both in the office and for those employees who work from home. We remain dedicated to identifying, preventing, and eliminating barriers in our facilities to foster a truly inclusive and accessible workplace. Set out below are the actions related to our built environment taken each year since our initial Accessibility Plan was published in 2024.

Initiative	Action Taken in 2024-2025	Action Taken in 2025-2026
Establish a communications plan to inform employees, clients and visitors of any physical limitations that may exist and any accommodations that can be provided	We have established a communications plan to inform employees, clients and visitors of any physical limitations that exist, and what accommodations can be provided.	We continue to use our established communications plan to inform employees, clients and visitors of any physical limitations that exist and what accommodations can be provided. We have also confirmed with the building owner the evacuation plans for the building if need arises and have endeavored to fill in

		the gaps where accessibility needs are not addressed by the landlord's plans to ensure the safety of our employees and visitors.
Ensure that our organization's events and employee gatherings are hosted at accessible venues	All our employees gatherings this past year were hosted at accessbile venues, and will continue to be so in the future. We held no events this past year other than employee gatherings.	All our employees gatherings this past year were hosted at accessbile venues, and will continue to be so in the future. We held no events this past year other than employee gatherings.

3. Information and Communication Technologies (ICT)

OUTtv is dedicated to ensuring that our employees, customers, and stakeholders have access to information and communication technologies, regardless of their abilities. During the second year of our Accessibility Plan, we focused on improving the accessibility of our online platforms.

Key initiatives undertaken included conducting audits of digital platforms, and developing resources for creating accessible content. These efforts are part of our ongoing commitment to removing barriers in our digital spaces and ensuring that users can interact with our technology with ease.

As we move forward, OUTtv will continue to assess and enhance our ICT accessibility, regularly reviewing our policies, platforms, and tools to ensure they remain aligned with best practices and the evolving needs of our employees and audience. We are committed to fostering an inclusive digital environment that promotes equal access. Set out below are the actions related ICTs taken each year since our initial Accessibility Plan was published in 2024.

Initiative	Action Taken in 2024-2025	Action Taken in 2025-2026
Conduct an audit of the communications technology options available for persons with disabilities	We are continually researching new communications technologies and how they might apply to our organization's	We continue to research communications technologies and how they might might assist employees and/or our audience.
Conduct an audit of our organization's policies and procedures for accommodating requests for use of accessible technologies	We audited our organization's policies and procedures for accommodating requests for use of accessible technologies, and made changes to ensure that the policy is clear, and the personnel responsible are	All of our organization's policies are reviewed at a minimum on an annual basis, and are updated as necessary.

	aware of and can properly respond to such requests.	
Conduct an audit of our web sites and web-based applications	We conducted an audit of our web sites and web-based applications to identify any barriers for users, and continue to work to ensure that those barriers are removed expeditiously.	Audits of our web sites and web-based applications are conducted regularly to identify barriers for users and to remove them.
Update websites and applications to ensure that they are accessible and comply with WCAG Guidelines	We continue to ensure that our websites and applications are accessible and comply with WCAG Guidelines.	Our organization's web team works hard to ensure that all our websites are in compliance with WCAG Guidelines.
Work with third-party suppliers of communications platforms to encourage the development of accessibility tools within the technology we use.	We continue to work with our third-party suppliers of communications platforms to encourage them to remove accessibility barriers and add new technologies to improve accessibility.	We continue to work with our third-party suppliers of communications platforms to encourage them to remove accessibility barriers and add new technologies to improve accessibility.
Provide employees with accessible technology tools and resources, including assistive devices and software that enhance digital accessibility (ie. screen readers, text to speech software, adaptive keyboards, touchscreen assistive technologies, closed captioning and audio descriptions, etc.).		Over the last two years, we have not received any accommodation requests from employees. Nothwithstanding that, OUTtv is committed to working with any employee, current or future, to determine what, if any, assistive technology may be required to enable an employee to successfully do their job.

4. Communication, Other Than ICT

OUTtv is committed to ensuring that both internal and external communications are accessible, inclusive, and reflective of the diverse needs of our audiences, employees, and partners. During the second year of our Accessibility Plan, we focused on clear, respectful, and accessible communication that promotes dignity and inclusion for individuals with disabilities, with a focus on the use of plain language in all our communications.

A Key initiative undertaken included the creation fo a Policy and Style Guide for ensuring that internal and external communications are more inclusive and accessible.

As we move forward, OUTtv will continue to review and enhance our communication strategies considering feedback and evolving needs to create an inclusive and equitable environment. Set out below are the actions related to communication other than ICT taken each year since our initial Accessibility Plan was published in 2024.

Initiative	Action Taken in 2024-2025	Action Taken in 2025-2026
Conduct an audit of our organization's communications tools and assess how they may be more accessible	We have audited our organization's communications tools and have made changes where necessary to ensure that we are using the most accessible ones.	We continue to monitor communications tools as technology evolves to ensure that the communications tools we are using are the most accessible ones.
Create a Policy for ensuring that virtual conference calls and meetings are conducted on accessible platforms	We have created a communications policy for ensuring that virtual conference calls and meetings are conducted on accessible platforms, such as Zoom.	We continue to follow our communications policy for all virtual conference calls and meetings to be conducted on accessible platforms.
Create a Policy for creating accessible documents	We have implemented a policy to ensure that all documents are accessible.	We continue to educate communications staff on the creation of accessible documents and have updated our policy where applicable.
Train staff in creating accessible documents and presentations to ensure all internal and external materials are inclusive.	We have been training staff on the creation of accessibile documents and presentations, to ensure that we use accessible fonts, font sizes and plain language so that all internal and external materials are inclusive. This is, and will continue to be, an ongoing process	Staff training on accessible documents is an ongoing endeavour, and continues to be a priority as standards evolve and change.
Create a Policy and Style Guide for ensuring that internal and external communications are more inclusive and accessible (consider type and size of font for email messages, message boards, etc.)		We have been working on a Policy and Style Guide for creating accessible documents for the company. We are in the final review stages for this policy and will be implementing it over the next few months.

5. Procurement of Goods, Services, and Facilities

OUTtv is dedicated to ensuring that accessibility is a priority in the procurement of goods, services, and facilities. During the second year of our Accessibility Plan, we focused on the implementation of the procurement processes and guidelines that we developed over the first year of our Accessibility Plan. In addition, we worked closely with our vendors to ensure that they also made accessibility a priority in their products and businesses.

Key initiatives undertaken included providing resources for employees to identify accessible suppliers, and ensuring accessibility standards are communicated to vendors. These efforts have been crucial in ensuring that the products and services we procure meet accessibility requirements, fostering a more inclusive environment.

As we move forward, OUTtv will continue to enhance our procurement practices regularly reviewing and updating our guidelines, contracts, and policies to ensure compliance with accessibility standards and to promote barrier-free access to goods and services. Set out below are the actions related to the procurement of goods, services, and facilities taken each year since our initial Accessibility Plan was published in 2024.

Initiative	Action Taken in 2024-2025	Action Taken in 2025-2026
Conduct an audit of current procurement policies, processes and procedures and consider options to improve accessibility within our organization	We looked at current procurement processes and implemented a set of guidelines for consideration when purchasing goods or services, and when choosing venues for company events.	We continue to review and update the procurement guidelines established in previous years, and ensure that staff apply the guidelines when considering a purchase of goods or services, and when choosing venues for company events.
Incorporate accessibility criteria into procurement policies and procedures		We have implemented the guidelines developed during the first year of our Accessibility Plan and continue to refine those guidelines. This is an ongoing project for the foreseeable future.
Develop a list of approved suppliers that offer goods, services, and facilities that are accessible for persons living with disabilities		In this second year of our Accessibility Plan, we have developed a list for approved suppliers that can easily be updated. This is an ongoing project that we will work on for the foreseeable future.

6. Design and Delivery of Programs and Services

OUTtv **i**s committed to ensuring that our programs and services are designed and delivered with accessibility at the forefront, allowing for diverse needs to be met. During the second year of our Accessibility Plan, we focused on working with our SaaS provider to implement accessibility improvements for our web-based services to make the delivery of our programming more accessible.

Improvements on OUTtv's web-based services this year include better announcements to assistive technologies, making all interactve elements accessible via keyboard, and updating the video player controls with improved text-to-speech labels to strengthen compatability with screen readers. In addition to the improvements to our web-based services, various apps through which our programming can be viewed have also had accessibility-related improvements, with more coming in the near future. These actions have been crucial in reducing barriers and improving the overall experience for customers and employees interacting with our programs and services.

As we move forward, OUTtv will continue to enhance the design and delivery of our programs and services. Set out below are the actions related to the design and delivery of programs and services taken each year since our initial Accessibility Plan was published in 2024.

Initiative	Action Taken in 2024-2025	Action Taken in 2025-2026
Conduct a review and assessment of how programming content licensed for our broadcasting service(s) may be more accessible for audiences	During the consultations we conducted with persons living with disabilities this year, we learned a about a number of of barriers to accessibility that we could mitigate to make our content more accessible for all audiences, and are making changes to our policies to ensure that content we acquire in the future does not contain those barriers.	We continue to review content that we are considering acquiring for our services to ensure that there are as few barriers as possible in that content. For instance, we are obtaining described video files whenever they are available.
Conduct outreach with the Disability Screen Office (DSO) to determine how best to work with content creators and producers that are living with a disability	We conducted outreach with the DSO to find out what resources are available to help us work with content creators and producers that are living with a disability.	n/a

Review and update our Guidelines for Producers to ensure that accessibility is prioritized throughout the production process.	We have reviewed our Guidelines for Producers through a disability lens and have updated them significantly to include expectations that all producers that work with OUTtv consider accessibility throughout the production process.	We have continued to work with all our producers of original content to ensure that accessibility is a priority throughout the production process.
Conduct a review of the content available on our web-based platforms and determine how accessibility may be enhanced		As the content on our web-based platforms is almost identical to that on our linear service, the work we have done to ensure that our content is accessible for our linear service is equally applicable to the content on our web-based services. In addition, there have been improvements implemented on our direct-to-consumer platform over the last year that increase the accessibility of the content on that platform.

7. Transportation (If Applicable)

OUTtv does not provide transportation services, and as such, no barriers were identified or actions required in this area under our Accessibility Plan.

8. Licence Conditions and Requirements Under the *Broadcasting Act*:

The Canadian Radio-Television and Telecommunications Commission (CRTC) regulates and supervises broadcasting in Canada. As such, the CRTC requires broadcasters to comply with certain accessibility requirements, such as closed captioning, described video and audio description of audiovisual content (these obligations can vary depending on a broadcaster's licensing requirements).

In our Accessibility Plan and 2025 Progress Report we identify these requirements by providing reference to the relevant CRTC regulations, policies, orders, and decisions.

Closed Captioning

1. The licensee shall caption 100% of the English- and French-language programs broadcast over the broadcast day, consistent with the approach set out in *A new policy with respect to closed captioning*, Broadcasting Public Notice CRTC 2007-54, 17 May 2007.

Described Video

1. If the licensee broadcasts four hours or more per broadcast week of English- or French-language programming drawn from any of the program categories listed below, it shall, by the beginning of the fourth year of the first licence term during which this condition of licence applies, provide a minimum of four hours of described video per broadcast week for that programming.
2. If the licensee broadcasts less than four hours per broadcast week of English- or French-language programming drawn from any of the program categories listed below, it shall, by the beginning of the fourth year of the first licence term during which this condition of licence applies, provide described video for all of that programming.
3. These requirements apply to programming drawn from the following program categories set out in Item 6 of Schedule 1 to the *Discretionary Services Regulations*, as amended from time to time: 2(b) Long-form documentary, 7 Drama and comedy, 9 Variety and 11(a) General entertainment and human interest and 11(b) Reality television, and/or to programming targeting preschool children (0-5 years of age) and children (6-12 years of age).

Audio Description

The licensee shall provide audio description for all the key elements of Canadian information programs, including news programming.

Since 2015, OUTtv has met all its obligations with respect to the condition of licence to broadcast 100% of its programming, promos and advertising with closed captions, both during the broadcast day and overnight.

OUTtv currently broadcasts more than four hours per broadcast week of English-language programming in categories 2(b), 7, 11(a), and 11(b) and is therefore required to broadcast a minimum of 4 hours of such programming with described video. OUTtv's library of programming with described video is growing, and every program that is delivered with described video is broadcast with it available.

In addition to programming with a separate described video audio track, we have also been involved in the production of programming containing Integrated Described Video, which builds the described video into the script for the program. Rather than having a track that speaks over the original sound for the production, the people on camera describe what they are doing while they are doing it.

Some of the feedback we received in consultations with people with blindness or low vision while we were creating our Accessibility Plan was that a traditional described video track can be distracting, or even speak over the program's dialogue. We are therefore encouraging the producers we work with to consider using Integrated Described Video in the hope of making our original programs more enjoyable for all.

OUTtv does not broadcast information or news programming, so provision of audio description is not applicable to our service.

Set out below are the actions related to licence conditions and requirements under the *Broadcasting Act* taken each year since our initial Accessibility Plan was published in 2024].

Initiative	Action Taken in 2024-2025	Action Taken in 2025-2026
Operate in compliance with licensing and regulatory requirements relating to closed captioning, described video and audio description.	OUTtv has contined to operate in compliance with licensing and regulatory requirements with respect to closed captioning, described video and audio description on our linear service. In addition, we are taking steps to ensure that all our content on our on-demand service is provided with closed captions.	OUTtv has contined to operate in compliance with licensing and regulatory requirements with respect to closed captioning, described video and audio description on our linear service. In addition, we have ensured that all our content on our on-demand service is provided with closed captions and described video where available.
Explore best practices within the broadcasting sector to serve persons with disabilities	OUTtv continues to research and explore best practices and new technologies in the broadcasting sector to ensure that persons with disabilities can use our services, barrier-free.	OUTtv continues to research and explore best practices and new technologies in the broadcasting sector to ensure that persons with disabilities can use our services, barrier-free.

3. Consultations

In alignment with the principles of the *Accessible Canada Act*, OUTtv conducted external consultations to gather valuable feedback on our progress in implementing the Accessibility Plan. These consultations allowed us to engage directly with employees, stakeholders, and external organizations to ensure that accessibility remains a central focus in our ongoing efforts.

1) Internal Consultations

Internal Employee Consultation 2026 Update:

This year, we opted not to conduct an internal survey, as we had done one for each of the two previous years. OUTtv's staff is very small, and the turnover is minimal, and we found that we had less engagement with the survey in the second year than in the first.

We have reviewed the feedback that we received from our internal surveys over the last two years, and have built on the insights obtained through those surveys, and have implemented changes to policies and procedures where necessary. Moving forward, we will continue to encourage open dialogue about accessibility and actively seek input from employees on their experiences. Through regular discussions and ongoing improvements, we remain committed to fostering an inclusive and accessible workplace.

2) External Consultations with individuals living with disabilities

OUTtv has taken a deliberate and sustained approach to consultation with persons with disabilities since the development of our initial Accessibility Plan in 2024. From the outset, we have treated consultations as an ongoing and important process rather than a one-time exercise, recognizing the importance of learning directly from lived experience and building on insights over time.

In the winter and spring of 2026, members of the IBG Accessibility Working Group again engaged in consultation sessions with individuals living with disabilities and experts on accessibility. This included an engagement with a representative from Accessible Media Inc. (AMI) and a consultation with a panel of four individuals living with disabilities coordinated through the Broadcasting Accessibility Fund (BAF). As discussed in greater detail below, these consultations provided practical, lived-experience and insights that continue to inform our accessibility efforts, and were instrumental in developing our second Progress Report.

Accessible Media Inc. (AMI) is a media organization dedicated to empowering Canadians with disabilities through relevant original content. AMI-tv is the world's first television network to broadcast all programming with open format described video for viewers who are blind or partially sighted. AMI's presentation outlined its accessibility-first approach across all operations, including governance, human resources, training, event planning, content development and broadcasting. This session highlighted AMI's internal Accessibility Advisory Committee, composed of volunteer employees, more than half of whom have lived disability experience. This Committee provides guidance on internal policies and software, accessibility plans, training, feedback processes.

AMI also described its accessibility training programs, inclusive employment practices, and work placement, apprenticeship, and early-talent initiatives that support career pathways for people with disabilities. In addition, AMI discussed the role of its external research panel in informing content development and programming decisions, including comparative assessments of

traditional and integrated described video. AMI noted that, while it continues to monitor the use of artificial intelligence in accessibility-related work, current AI tools do not yet meet its standards for closed captioning accuracy. The presentation concluded by emphasizing that accessibility must be embedded from the outset of all projects as an ongoing practice that strengthens creative outcomes, workplace culture, and audience engagement.

OUTtv also participated in a consultation session with four individuals living with disabilities representing organizations consisting of the Broadcasting Accessibility Fund (BAF), the Alliance for Equality of Blind Canadians (AEBC), People First of Canada, and the Neil Squire Society. The panel brought together perspectives from individuals with lived experience relating to blindness and low vision, hearing loss, intellectual and developmental disabilities, and physical disabilities requiring assistive technologies and adaptive supports. The session included discussions from the panelists about their lived experiences with disability and was structured around specific questions which gathered feedback on the areas of employment, broadcasting accessibility (including described video, closed-captioning, and integrated described video), communication practices, built environments include remote work, and assistive technology.

Throughout the session, panelists responded to questions regarding best practices for hiring and retaining employees living with disabilities, building workplace cultures that support accommodation requests, improving accessibility in television and radio broadcasting, and creating accessible communication and workplace environments. Panelists emphasized the importance of proactively identifying and removing barriers in hiring processes, including reviewing job postings to eliminate requirements that may unintentionally exclude qualified candidates, such as requiring a driver's licence, and clearly communicating organizational commitments to accessibility and accommodation.

The discussion also highlighted the importance of normalizing accessibility conversations in the workplace by creating environments where employees feel comfortable discussing accommodation needs without stigma or fear of negative consequences. Additional best practices included the use of plain language in workplace, providing materials in accessible formats in advance of meetings, and conducting usability testing with persons living with disabilities to help identify barriers within digital systems and communications tools.

The session also included discussions regarding barriers associated with described video and closed captioning in television broadcasting, accessibility considerations in digital and physical workspaces, and challenges related to assistive technologies and compatibility with broadcasting systems. Panelists emphasized the importance of integrating accessibility features into broadcasting and workplace practices from the outset, rather than relying solely on retroactive accommodations or post-production solutions.

Recommendations included ensuring digital systems are compatible with assistive technologies such as screen readers, considering acoustic design and wayfinding within physical workspaces, maintaining accessible remote work and virtual meeting environments, and incorporating accessibility testing into technology and platform development. Panelists also stressed the value

of direct consultations with persons living with disabilities and noted that accessibility improvements often benefit all users, whether or not they are living with a disability, by supporting clearer communication and more inclusive workplace and audience experiences.

In addition to these sessions, beginning in 2024, members of the IBG Accessibility Working Group engaged with disability advocacy organizations and individuals living with disabilities, including SignAble Vi5ion, the Canadian National Institute for the Blind (CNIB), and DeafBlind Ontario Services, to better understand barriers related to employment practices, workplace communications, and broadcasting services. These early consultations were critical in informaing the development of our initial Accessibility Plans. In 2025, this work was expanded through additional engagement sessions with organizations such as the Disability Screen Office (DSO), the Centre for Addiction and Mental Health (CAMH), the Broadcasting Accessibility Fund (BAF), and the CNIB, which provided further practical guidance on accessibility in content production, mental health in the workplace, and evolving best practices to help inform our first Progress Report. Further details regarding consultations conducted in earlier years is set out in our initial Accessibility Plan and previous Progress Reports.

These sessions conducted over the past three years are all part of our ongoing commitment to learning from and collaborating with persons with disabilities, experts in the area, and stakeholders. These takeaways and key learnings were very helpful and used to implement accessibility goals in our Accessibility Plan and inform the development of both of our Accessibility Progress Reports.

Throughout these consultation sessions, we have learned that accessibility should be part of the conversation from the beginning, whether it is about a renovation of an orginzation's premises, the production of a television series or the creation of a social media post. We have also learned that there is not a "one size fits all" solution to accessibility barriers, and what works for one person may not work for another. While it is a difficult balance to navigate, any steps taken to improve access for persons living with disabilities are better than none. OUTtv endeavors to apply the lessons we've learned to all facets of our organization, and continues to make improvements to ensure that anyone using OUTtv's services is able to do so, barrier-free.

4. Feedback

As part of our commitment to continuous improvement, OUTtv has implemented various mechanisms for gathering feedback on accessibility barriers from both internal and external stakeholders. This feedback helps us identify, address, and prevent barriers while shaping future enhancements to our services.

Internal and External Feedback Received:

OUTtv has not received any accessibility-related feedback regarding our organization through our Accessibility Feedback Process Page. We remain committed to fostering an open and inclusive dialogue and will continue to raise awareness about our Accessibility Feedback

Process Page. Our goal is to ensure that individuals are aware of the opportunity to provide feedback through this page and that our processes remain accessible, responsive, and transparent

Accessibility Committee:

OUTtv also meets regularly with its Accessibility Committee to review progress, identify potential barriers, and discuss strategies for improvement. These meetings provide an ongoing opportunity to assess accessibility initiatives, proactively address potential concerns, and ensure that accessibility remains a priority in our operations. Through this process, we continue to explore ways to enhance our feedback mechanisms and encourage greater engagement from our community.

Continuous Improvement:

We value the feedback we receive from both internal and external stakeholders, as it provides us with opportunities to further improve accessibility. We will continue to monitor feedback and take proactive steps to address any barriers that arise, ensuring that our services remain accessible and inclusive.

5. Conclusion

OUTtv thanks you for taking the time to read our second Progress Report following the publication of our 2024-2027 Accessibility Plan. As we reflect on the progress made during the second year of our Accessibility Plan, OUTtv remains committed to creating an inclusive and accessible environment for our stakeholders, employees, and clients. While we are proud of the steps we have taken, we recognize that accessibility is an ongoing journey, and we will continue to identify and address barriers in the years ahead. Together, we look forward to building a more inclusive future.