



The VOICE of Albertans with Disabilities

November 1, 2025

Accessible Driver Appreciation Week (ADAW) - Nov. 9 to 15

Voice of Albertans with Disabilities (VAD) has started a social media campaign which will run until November 15 to increase awareness about this year's Annual Accessible Driver Appreciation Week, the second week of November. We've created social media messages that we'll be sharing across our Facebook, Twitter, and Linked In and are asking your support in sharing these messages.



This year Accessible Driver Appreciation Week runs from November 9 to 15, 2025. The hope is that in showing appreciation towards our drivers, and making noise surrounding accessible transportation, that we will be able to increase awareness. Increased awareness about the need for appreciation of accessible transportation will help us move towards advocating for increases in funding, driver training, and an overall improved service.

This campaign is hoping to plant the seeds of appreciation, and encourage patrons, organizations, and truly any Albertan using Accessible Transportation, to consider thanking their drivers. The campaign hashtags are:

#AccessibleTransportation
#AccessibleDriverAppreciation

We are hoping to create a dialogue with organizations about what they appreciate most about working with Accessible Transportation and the Drivers that support them!

Here's how we hope you can help support this campaign: Let your team members know about the campaign, and ask them to share #AccessibleTransportation or #AccessibleDriverAppreciation using the campaign hashtags. We'd love to collect different perspectives, positive experiences, and photos! Share your campaign posts on our social media accounts.

Ways to get involved:

- Display posters— make copies and hang them in your offices or where seen by the public.
- Print and hand out stickers to people who use accessible transport or those who come in contact with drivers and dispatchers.
- Share the poster on social media along with a shout out to those making accessible transportation possible.
- Take and share pictures on social media with the hashtag #AccessibleTransportation or #AccessibleDriverAppreciation.
- Provide coffee and/or treats for the drivers during the week – pick a day to promote the event publicly.
- Encourage your clients to let their drivers know that their services are much appreciated – provide Thank You cards for patrons to sign.
- Ask your local government official for a proclamation about Accessible Driver Appreciation Week.
- Send a NEWS RELEASE to local news outlets for inclusion about your event.

Sample post for Instagram and Facebook:

- Annual Accessible Driver Appreciation Week – second week of November. November 9-15, 2025. Please let the people who drive and schedule



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ADAW 2025

ACCESSIBLE DRIVER APPRECIATION WEEK

November 9th to 15th, 2025

Purpose

At Voice of Albertans with Disabilities (VAD), we believe in showing appreciation for drivers who provide accessible transportation and we help raise awareness in our communities. Increased awareness about the importance of accessible transportation strengthens our advocacy for better driver training and improved services for everyone. Join us in celebrating the incredible Community Drivers who assist with accessibility services and make a difference every day!

Send us your photos, stories, testimonials, and signs of appreciation—we'll feature them on the VAD Blog to showcase the impact of accessibility champions in our community.

Together, we can show gratitude, spark conversations, and push for positive change in accessible transportation.



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accessible transportation know they are appreciated. It is through their daily work that many people get to live, work and play in our communities. Thank you for your welcoming manner, your professional driving skills, and your organization of complicated scheduling demands. Your work is essential to support the full participation of persons with disabilities in society. #AccessibleTransportation

Sample posts for Twitter:

- Accessibility Drivers & Dispatchers: Thank you for your welcoming manner, your professional driving skills & organizing of complicated schedules. Your work is essential to support the full participation of persons with disabilities in society. #AccessibleTransportation
- Accessible Driver Appreciation Week – November 9 -15. Let the people who drive & schedule accessible transportation know they're appreciated. It's through their daily work that people with disabilities get to live, work and play in our communities. #AccessibleTransportation

Preparing for International Day of Persons with Disabilities (Dec 3)

<https://diversity-inclusion-speakers.com/news/general-news/how-to-celebrate-international-day-of-disabled-persons/>

How to Celebrate International Day of Disabled Persons (IDPD) 2025 in the Workplace

International Day of Disabled Persons recognizes visible and invisible disabilities to promote the importance of inclusion in life and the workplace. An annual event hosted by the United Nations, World Disability Day encourages business leaders across the globe to value the unique contributions of disabled people.

When is the International Day of Disabled Persons 2025?

International Day of Disabled Persons is the 3rd of December 2025. First launched in 1992, the event has championed three decades of meaningful change for the disabled community. In 2025, the theme of International Day of Disabled Persons is Amplifying the Leadership of Persons with Disabilities for an Inclusive and Sustainable Future.

Host a Training Session

The best way to ignite meaningful change in your workplace is to host a disability training session. Anyone can be affected by a disability, so it is important to ensure all employees understand the importance of accessibility to cultivate an inclusive culture.

5 Benefits of Disability Awareness Training:

1. Improve Customer Service: Employees who recognize different conditions will better serve your customers, who may have such disorders.
2. Learn the Legal Requirements: Reduce the risk of legal implications or unfair treatment by learning about the Equality Act 2010.
3. Encourage Open Communication: Disabled people live with their conditions every day, so training can supply wellbeing support through open communication.
4. Transform Perceptions: Reduce unconscious bias and misinformation through an informative training session, which informs your able-bodied staff.
5. Validate Disabled Staff: A training session shows disabled employees that their feelings, experiences, and struggles are valid.

Recognize Neurodiversity

One of the most common invisible disabilities, it is vital to recognize neurodiversity in your workplace. These people uniquely view the world, as their brains are wired differently from their able-bodied counterparts. Neurodiversity speakers regularly attend corporate events to promote the many strengths of neurodiversity and dismantle the stigma.



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What is Neurodiversity?

Examples of neurodiversity include:

- ADHD
- Autism
- Dyspraxia
- Dyslexia
- Dyscalculia
- Dysgraphia
- Tourette's Syndrome

Neurodiversity defines natural variations of the human brain which influence their cognitive and intellectual processes.

Improve Accessibility & Inclusion

In the workplace, several common hurdles can prevent disabled employees from performing at their best. From wheelchair ramps to screen readers, and braille signage to accessible toilets, it is important to cater to employees of all abilities and consider how your workplace may impact a disabled person. On this International Day of Disabled Persons, create an accessible environment for everyone in your team.

Examples of Accessibility in the Workplace

- Wheelchair Ramps/Lifts
- Quiet Rooms for Noise Sensitivity
- Braille Signage
- Adaptive Desks & Chairs
- Invest in Digital Accessibility Tools

Make a Pledge

It is impossible to solve the world's inequalities in a single day, so make a meaningful pledge to celebrate diversity, value accessibility and serve your disabled employees this World Disability Day. Going forward, learn from the experts and implement genuine changes in your workplace which will benefit your disabled staff.

5 Meaningful Pledges You Can Make

1. Donate to Disability Charities
2. Strengthen Your Discrimination Policies
3. Improve Accessibility e.g., Wheelchair Ramps
4. Assess Your Employees' Diversity
5. Make a Public Statement of Support

Gratitude & Giving: Giving Tuesday (Nov. 26, 2025).

GivingTuesday was created in 2012 as a simple idea: a day that encourages people to do good. Since then, it has grown into a year-round global movement that inspires hundreds of millions of people to give,



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**GIVING
TUESDAY**

collaborate, and celebrate generosity.

How to Participate in GivingTuesday

- Give Nourishment - Create a Little Free Pantry in your community.
- Give Blood.
- Donate to a Nonprofit or Community Organization.
- Pay It Forward.
- Distribute Essentials to People Experiencing Homelessness.
- Give Voice.
- Adopt a Family.

Every act of generosity counts and everyone has something to give. Whether it's making someone smile, helping a neighbor out, or showing up for an issue or people we care about, we each have something to contribute. Identify your gifts, pick a cause that gets you fired up, and give back. Each seemingly small act turns a ripple into a wave of good, transforming society and building the world we all want to live in.

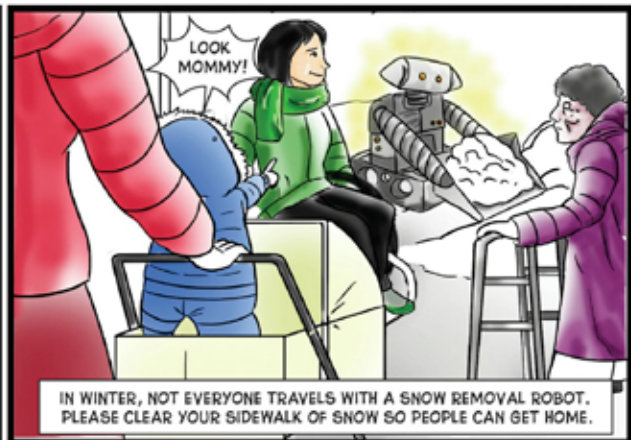
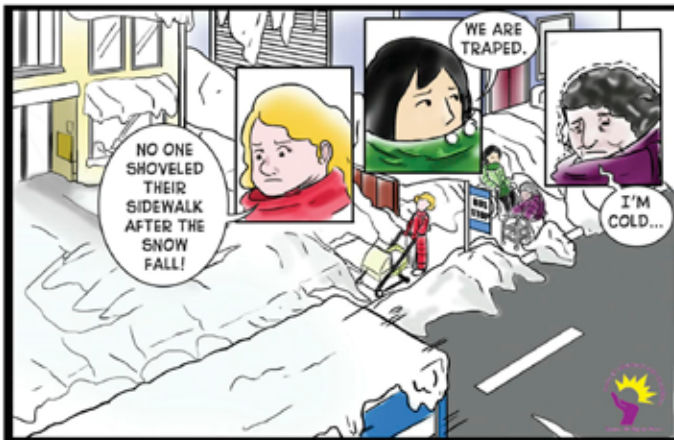
Winter Accessibility Tips

As snow and ice arrive, accessibility becomes even more important. Whether you're a homeowner, renter, or business owner, small steps make a big difference in ensuring that everyone — including people using mobility aids, strollers, or delivery carts — can get around safely.

Winter accessibility isn't just good practice — it's part of building inclusive communities where everyone can move freely, participate fully, and stay safe.

Snow Clearing

- Shovel or plow sidewalks, ramps, and accessible parking stalls as soon as possible after snowfall.
- Remove snowbanks near curb cuts and bus stops — they can block wheelchair users.
- Keep pathways at least 1 metre (3 feet) wide.
- Ensure snow is not piled in accessible parking spaces or near entrances.



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Accessible Parking

- Keep access aisles beside accessible stalls clear of snow and ice.
- Replace any missing or damaged signage or pavement markings.
- Apply ice melt or sand frequently, especially during freeze-thaw cycles.

Safe Sidewalks & Entrances

- Use non-slip mats and ensure doorways are well-lit.
- Check that ramp surfaces and handrails are clear and dry.
- Fix uneven or broken pavement before winter sets in.
- Encourage visitors to report icy or blocked areas right away.

Mobility Safety on Icy Conditions

- Choose rubber or carbide ice tips for canes or walkers.
- Wear boots with deep treads or traction devices.
- Move slowly and use handrails whenever possible.
- If using mobility devices, plan routes along maintained sidewalks and accessible transit stops.

Winter Accessibility for Residents & Businesses

- Clear all pathways and ramps within 48 hours of snowfall.
- Keep accessible parking stalls and access aisles free of snow.
- Apply sand or ice melt daily.
- Check outdoor lighting and replace dim bulbs.
- Post a contact number or email for accessibility concerns.
- Review snow removal contracts for accessibility standards.
- Train staff on assisting customers with mobility needs.

A barrier-free winter benefits everyone — from delivery drivers to grandparents. Let's make sure our communities stay open, inclusive, and safe this season.

VAD SOCIETY BURSARY

To mark the occasion of our 25th anniversary in 1998, Voice of Albertans with Disabilities initiated the Education for Life Bursary program. With this program, we help support students who have a disability to achieve their post-secondary goals.

<https://vadsociety.ca/participation/>

BURSARY CRITERIA

- Have a disability
- Live in Alberta
- Be registered for post secondary program with proof of paid enrollment
- Meet eligibility criteria
- Submit a completed application form to VAD by November 15
- Include one letter of reference from an adult other than a family member. (Only one letter of reference will be accepted)
- Write a brief biography (max. one page)
- Include your educational goals, financial need and characteristics of you as a person

**Apply
Now!**

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DISABILITY AWARENESS

VIRTUAL PRESENTATIONS TO EDUCATE YOUR STAFF



Participants will gain knowledge in:

- How to treat and act around a person with a disability
- Appropriate use of language
- The meaning of disability
- Understanding of people with disabilities rather than myths and misconceptions
- Attitudes and barriers faced by people with disabilities
- Programs and services available for people with disabilities

www.vadsociety.ca

BOOK TODAY

Disability awareness presentations to create inclusive and accessible work environments

- Removing Barriers
- Changing Attitudes
- Appropriate Language
- Being an Ally
- Ableism



EMAIL: PRESENTATIONS@VADSOCIETY.CA

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IDPD Community Resource Fair on December 3, 2025 - Exhibitors Wanted

Voice of Albertans with Disabilities, (VAD) Is inviting you to participate in the 2025 IDPD Community Resource Fair on December 3, 2025 as an exhibitor.

What is the purpose of International Day of Persons with Disabilities?

Celebrated on December 3rd around the world, IDPD mobilizes support for critical issues relating to the inclusion of persons with disabilities, promotes awareness-raising about disability issues and draws attention to the benefits of an inclusive and accessible society for all.

VAD focuses on full participation, equity and accessibility for everyone, and this year to celebrate IDPD, we are hosting our second resource fair, and we want you to participate and invite your friends.

DATE: December 3, 2025
TIME: 11 AM Exhibitors set up
11:30 AM Open to public
4 PM Tear down
COST: \$50 each
LOCATION: Millwoods Town Center
2331 66 St NW, Edmonton, AB T6K 4B5

There will be table name cards to direct exhibitors to their designated spot in the event space.

- Please bring a tablecloth, banner, promotional materials, swag, and business cards.

As a participant in the resource fair, we ask that you invite your clients and patrons to the event to boost attendee numbers. We have a poster you can promote through social media, in person and on your websites.

Participants can be anyone that would like to attend from the community. Attendance is free for patrons. As an exhibitor we would like your agency/company to provide a short description of what your company does in the community to help the public become aware of your services, as well as what demographic you support.

We would like each exhibitor to provide VAD with their company logo for the printed Exhibitor Directory given out during the event and a short write-up that can be put in an exhibitor directory to be provided

to each attendee as a resource guide for the community.

We ask that you also forward this invitation to all your resource supports so that we have a large group of community resources for youth/families, adults and seniors. Our focus is disabilities but as that demographic is in each part of society, we believe this is an opportunity to gather all aspects of the journey through navigation systems that are a lifelong process and celebrate the International Day of Persons with Disabilities.



IDPD Resource Fair

\$50 per Table



December 3, 2025

Register Today!



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**VOICE OF ALBERTANS WITH
DISABILITIES PRESENTS**

IDPD COMMUNITY RESOURCE FAIR



**OPEN
TO
PUBLIC**

DECEMBER 3, 2025

11 TO 4 PM

OPEN TO PUBLIC



**Millwoods Town Centre
2331 66 St NW, Edmonton, AB
Exhibitors Register Today!**

Tables cost \$50

www.vadsociety.ca

Limited tables available.

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