



# Accessibility and Universal Design Consultants

Businesses | Developers  
Not-For-Profit | Municipalities



## WHO WE ARE

Meaningful Access Consulting (MAC) is a proudly disability-led and family-run accessibility firm, co-founded by Marco and Karin Pasqua, partners in both life and purpose. Our consulting perspective comes from the unique intersection of lived experience, technical expertise, and deep-rooted community connection. Together, we bring over 40 years of combined experience in accessibility, universal design, and community advocacy, spanning civic engagement, inclusive policy, built environment consulting, disability education, and culture change work.



We've partnered with local governments, national institutions, nonprofits, and private sector organizations across Canada, offering a rare blend of professional fluency and personal insight.

As a family, we bring distinct perspectives to every project: Marco, as a person with a disability, RHFAC Instructor, and longtime public speaker, brings real-world experience navigating physical and societal barriers, along with a gift for helping others understand disability with nuance, empathy, and humour. Karin, as an RHFAC Professional, mother, and strategist, blends a systems-thinking mindset with a keen eye for design and a deep sense of care for the people using the spaces and programs. She is part engineer, part occupational therapist in her approach, appreciating her role in solving complex access issues with creativity, precision, and heart.

We understand accessibility as a spectrum, not a checklist. It touches every part of a person's experience: mobility, sensory interaction, communication, neurodivergence, chronic illness, and mental health. And we know that true inclusion is not just about infrastructure or policy, it's about culture, voice, dignity, and participation.

# OUR APPROACH

Our approach is rooted in:

**Lived Experience** – not just our own, but through ongoing dialogue with the communities, service organizations and individuals with different disability experiences. We understand what works because we navigate it ourselves.

**Human-Centered Design** – with attention to how people feel, move, and belong within spaces and systems;

**Practical Strategy** – delivering clear, actionable, and budget-conscious solutions for short, mid and long-term barrier removal;

**Technically Rigorous** – we draw on best practices developed by the Canadian Standards Association and we align with the Rick Hansen Foundation, the National Building Code and Provincial codes;

**Creatively Adaptive** – we find ways to make accessibility solutions work within your design, budget and organizational culture; and

**Transformational Outcomes** – helping clients move beyond compliance toward leadership in inclusion to see how creativity and accessibility can elevate design and how the community relates to a space.

MAC is a small but mighty team. We are deeply hands-on, highly collaborative, and committed to leaving every client more equipped to carry the work forward. We take pride in being both accessible and aspirational, able to meet you where you are, while guiding you toward what's possible.

Our reports include insights on how creating more accessible environments directly benefit all people, with specific information on why a recommendation has been made. Our goal is to make our communities more accessible to people of all abilities and disabilities, regardless of what their unique needs may be.



## MEET THE TEAM

### Marco Pasqua

Accessibility Consultant, Speaker & RHFAC Professional



Marco Pasqua is an award-winning Entrepreneur, Accessibility Consultant and Inspirational Speaker. With over 15 years of professional experience and a lifetime of experience as a wheelchair user, he brings a wealth of knowledge in the area of diversity and inclusion. He is a Rick Hansen Foundation Accessibility Certification (RHFAC) Professional and Instructor, a member of the RHFAC Technical Subcommittee, and a recognized leader in the inclusive employment and built environment sectors.

Marco has worked alongside some of the greatest change-makers in the areas of Accessibility and Inclusion. He's known for his ability to demystify disability with empathy, humour, and clarity, whether leading an audit, delivering a keynote, or guiding an accessibility committee toward a breakthrough.

### Karin Pasqua

Universal Design and Accessibility Consultant



Karin brings a rare and powerful blend of systems thinking, human-centered design, and communications expertise. As an RHFAC Professional, a former municipal Accessibility & Universal Design Specialist, and a mother, she's equal parts strategist and storyteller.

With a background in psychology and communication disorders, Karin understands the emotional landscape of disability as much as the technical one. She has led accessibility audits across dozens of parks, playgrounds, civic spaces, and events, and continues to mentor cities and organizations in developing inclusive policies, plans, and public environments.

# Stella Pasqua

## Junior Accessibility Consultant & Future Barrier Buster



As the youngest member of the MAC team, Stella brings a perspective that reminds us all: you're never too young to care about access. Whether she's pressing the automatic door opener with pride or spotting the best grab bars in the building, Stella approaches every site visit with curiosity, enthusiasm, and a deep sense of purpose.

She's especially passionate about what she lovingly calls "be careful bumps" (a.k.a. tactile walking surface indicators), and she's been known to explain their importance to unsuspecting grown-ups with impressive confidence. Stella often joins us on walk-throughs or quietly takes notes, reminding us that the built environment is for everyone, regardless of age, height, or ability.

Her presence grounds our mission in joy, intergenerational learning, and the truth that accessibility is about belonging.

## OUR TRACK RECORD

We've had the honour of working with organizations and governments across Canada of all sizes including, but not limited to:

- **Municipalities:** City of Surrey, New Westminster, Port Moody, Coquitlam, Cranbrook, Richmond, Squamish, Saanich, Langley, Vancouver, Regina, Medicine Hat and White Horse
- **Parks & Culture:** Special Olympics of Canada, BC Parks, Royal BC Museum and Archives, BC Transit and Parks Canada
- **Institutions:** Langara College, Simon Fraser University, Ronald McDonald House, Easter Seals of BC and the Yukon and Environment Canada
- **Developers, Builders & Planners:** Wesgroup, GWL Realty, HDR Architecture, Parkins Architecture, Hapa Collaborative, Happy Cities, PWL, Space2Place
- **Provincial Governments:** Province of Alberta, Office of the Advocate for Persons with Disabilities,
- **Non-profits & Advocacy Groups:** Presidents Group, AccessibleEmployers.ca, Inclusion Incorporated.

We have proudly supported the first arena in North America and the first aquatics centre in Canada to achieve RHFAC Gold Certification.

## WHAT WE OFFER

Meaningful Access Consulting (MAC) offers a suite of accessibility and universal design consultation services providing a holistic perspective on ways to include all members of our community throughout the built environment, user experience and employment opportunities. We know that accessibility impacts all of us and we envision a world where the barriers that create disability, no longer exist.

MAC works with a team of accessibility professionals and has a wide network of organizations that we consult with to ensure that we are truly providing best practices to our clients.



### Built Environment

We believe that well-designed spaces should be inherently inclusive. We provide strategic consulting from early schematic phases to post-occupancy, ensuring that accessibility is integrated as a foundational design principle and not as a last-minute fix or compliance checkbox.

We cover both public and private developments and have experience in both residential and commercial projects.

Our services include:

- Rick Hansen Foundation Accessibility Certification™ (RHFAC) audits & submissions
  - Pre-construction and upon occupancy options
- CSA B651-23 alignment and best practice recommendations
- Reviews of design schematics, landscape, and architectural drawings
- Site walkthroughs and accessibility gap analysis
- Specialized assessments that go beyond the built environment for:
  - Civic buildings;
  - Trails, parks, and recreation sites;
  - Aquatics centres, arenas, and playgrounds; and
  - Libraries, museums, schools, and childcare centres.
- We provide detailed recommendation reports highlighting accessibility successes, opportunities for improvement, and phased strategies for both short-term wins and long-term upgrades. Our lens is always practical, solutions-oriented, and human-centered.



## Accessibility Planning & Policy Development

We work with municipalities, institutions, and organizations to develop policies, strategies, and governance models that go beyond minimum requirements. Whether supporting your first Accessibility Plan under the Accessible BC Act or refining infrastructure design guidelines, our work blends legislative fluency with a deep understanding of community needs.



Our services include:

- The creation or support of an Accessibility Plans aligned with the Accessible BC Act or Accessible Canada Act;
- Policy creation and refinement for public infrastructure, transit, and snow clearing;
- Internal accessibility policy audits;
- Development of inclusive signage and wayfinding guidelines;
- Staff-facing implementation resources and communications support;
- Development of enhanced accessibility infrastructure design guidelines; and
- Facilitation of Accessibility Advisory Committees and internal working groups

Our clients appreciate our ability to navigate both internal political landscapes and community engagement with professionalism, clarity, and compassion.



# Accessibility Awareness Training & Disability Simulation Experiences

We offer training that is both experiential and pragmatic, merging story-rich, lived experience with strategic insights and real-world application. As co-presenters, Marco and Karin offer a dynamic and authentic learning experience that fosters connection and culture change.

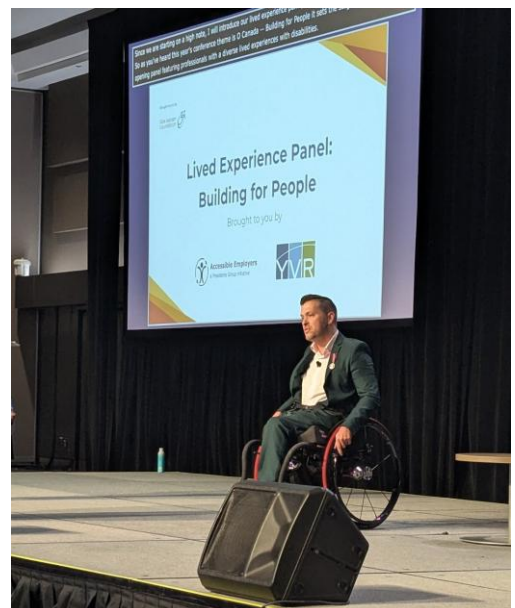
Training and presentation formats include:

- Keynote presentations (in-person or virtual);
- Half-day or full-day staff training;
- Board and executive briefings;
- Disability simulation experiences (in-person or guided); and
- Interactive Q&A and empathy workshops

Topics we cover:

- Language and etiquette around disability;
- Universal design principles and why they matter;
- Moving beyond code: practical ways to embed inclusion;
- Empathy-driven design thinking; and
- The intersection of policy, built form, and human experience

Whether delivering a keynote for a national symposium or training front-line staff in a local rec centre, our approach is engaging, humorous, and deeply informative.







## Inclusive Event & Community Engagement

We help ensure that your events, whether small workshops or large festivals, are inclusive, safe, and welcoming for all members of the community. Our support includes both behind-the-scenes consultation and direct tool creation to help your team succeed.

We offer:

- Event accessibility reviews (virtual and physical);
- Accessible signage and maps;
- Custom social stories and picture communication systems;
- Sensory kits and communication boards;
- Accessibility considerations for public engagement sessions; and
- Post-event evaluations and feedback loop design.



City of Regina  
Accessibility Plan



## Inclusive Employment Strategy & Workplace Design

We support organizations in creating workplaces that welcome people of all abilities, starting with inclusive hiring practices and extending through retention, workplace accessibility, and organizational culture.

We assist with:

- Review and redesign of HR policies and hiring practices;
- Inclusive job postings and onboarding processes;
- Accessibility accommodations and work-from-home strategy;
- Workplace audits and staff engagement; and
- Employer branding and disability-forward communication.

Our work in this space builds on Marco's leadership in the Presidents Group and *AccessibleEmployers.ca*, combined with Karin's operational insight into municipal and cultural systems.



## Relationship Connections

Marco and Karin are deeply integrated into the disability and accessibility community and if we are not the right fit for your organization, we can connect you with someone that is. Our network is wide and broad stretching across disability experience, industry and expertise.

If we can't help you directly, we can connect you with who can.

THANK YOU

## for considering Meaningful Access Consulting

Accessibility is not a checkbox, it's a culture shift. A mindset. A shared responsibility.

We are honoured each time we're invited into a project. Whether it's shaping an accessibility strategy, reviewing design drawings, facilitating a training session, or reimagining how a space can welcome *everyone*, this work is deeply personal to us.

At MAC, we approach accessibility not as a checklist to be completed, but as an ongoing invitation to reimagine what is possible and to challenge what has been accepted. We see the opportunity to design spaces, policies, and communities where every person can belong, participate, and thrive.

Whether your team is just beginning this journey or already walking the path, we're here to support with empathy, insight, and solutions that are as meaningful as they are actionable.

Let's move beyond barrier-free and toward something richer, braver, and built for all regardless of one's mobility, sensory, cognitive experience of disability.

We'd love to connect, please feel welcome to reach out at any time.

With sincere gratitude,



Marco & Karin Pasqua  
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[www.meaningfulaccess.com](http://www.meaningfulaccess.com)

