



**Provincial Advisory Council for the
Inclusion of Persons with Disabilities**

Annual Report

2014-15

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Chairperson's Message

Honourable Clyde Jackman
Minister Responsible for the Status of Persons with Disabilities
Government of Newfoundland and Labrador
P.O. Box 8700, St. John's, NL A1B 4J6

Dear Minister Clyde Jackman:

On behalf of the Provincial Advisory Council for the Inclusion of Persons with Disabilities, I am pleased to submit the Annual/Activity Report for 2014-15. This is the first annual/activity report for the Activity Plan 2015-17.

The Advisory Council has a mandate to inform and advise the Minister Responsible for the Status of Persons with Disabilities on issues related to persons with disabilities in the province. The Advisory Council brings expertise and understanding of disability-related issues to the provincial government and advises on its development of policies, programs, strategies and recommendations. This work and advice enhances the government's commitment to the full inclusion of persons with disabilities.

This report includes the Advisory Council's advice on the Provincial Strategy for the Inclusion of Persons with Disabilities and on issues of importance for persons with disabilities.

My signature below is on the behalf of the Advisory Council and indicates the Advisory Council is accountable for the results reported.

Respectfully submitted,



J. Paul Walsh
Chairperson

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Overview

The Provincial Advisory Council for the Inclusion of Persons with Disabilities (Advisory Council) was established in 2009 by the Provincial Government of Newfoundland and Labrador to advance its commitment to inclusion.

The Advisory Council shares its expertise and knowledge and advises the Provincial Government on disability-related issues and the removal of barriers to inclusion.

Mandate

The Advisory Council's mandate is to advise and inform the Minister Responsible for the Status of Persons with Disabilities on matters concerning persons with disabilities in Newfoundland and Labrador.

The Advisory Council:

- Brings knowledge and understanding of disability-related issues to the Provincial Government,
- Advises the Provincial Government as it develops policies, programs, strategies and recommendations to advance the inclusion of persons with disabilities, and
- Promotes awareness of barriers experienced by persons with disabilities.

Values

The Advisory Council supports the following values:

1. **Access** – providing equitable access to the same opportunities, on an equal basis with others.
2. **Respect** – Understanding that everyone is different, valuing everyone's contribution and treating everyone with dignity
3. **Inclusion** – promoting full and effective participation in all aspects of society
4. **Choice** – having choice on an equal basis as others
5. **Self Determination** – making informed choices that are free of persuasion and based on one's own personal beliefs, values, interests and goals; the right to have full control of one's own life
6. **Privacy** – maintaining the confidentiality of personal information that is important and sensitive.

Vision

Newfoundland and Labrador will be a province where persons with disabilities have the same opportunities and benefits as persons without disabilities – a society that is fully accessible and inclusive.

Physical Location

The Advisory Council does not have an office or physical location. The Advisory Council can be contacted through the Disability Policy Office, which is located within the Department of Seniors, Wellness and Social Development, 3rd Floor, West Block, Confederation Building, West Block, St. John's, Newfoundland and Labrador. The Disability Policy Office acts as secretariat to the Advisory Council .

Representation

The Advisory Council has 12 to 18 volunteer members who are appointed by the Minister Responsible for the Status of Persons with Disabilities (the Minister Responsible). The Minister Responsible appoints the Chair of the Advisory Council to serve a three-year term and the members are appointed for two-year terms. The Advisory Council meets up to four times a year, (see Appendix A: Terms of Reference and Appendix B: Advisory Council Membership).

Advisory Council representation consists of an urban-rural balance with regional representation, gender balance and representation of different types of disabilities. New and returning Advisory Council members were last appointed in February 2014.

Provincial Advisory Council for the Inclusion of Persons with Disabilities Membership 2014 – 2016

Name	Region
Delia Connell	Labrador
Patricia Moores	
Karen Hillier	St. Anthony – Port au Choix
Elizabeth Chaulk	Corner Brook - Rocky Harbour
Katarina Roxon	Stephenville – Port aux Basques
Dennis Gill	Grand Falls - Windsor - Baie Verte- Harbour Breton
Bruce Oldford	
Norman Austin	Gander – New-Wes-Valley

Name	Region
Freeman Wiseman	Clarenville - Bonavista
Donna Piercey	Burin Peninsula
Don Connolly	Avalon Peninsula
Paula Corcoran-Jacobs	
Lorna Gilbert	
Philip Lundrigan	
Shane Martland	
Justin Mercer	
Nancy Reid	
Paul Walsh	

Primary Clients

The Advisory Council brings knowledge and understanding of disability issues to the Provincial Government and advises government on initiatives to advance the inclusion of individuals with disabilities in all aspects of society. In this capacity, the Advisory Council serves its primary client, the Government of Newfoundland and Labrador, by providing advice to the Minister Responsible and other levels of government.

Description of Expenditures

Advisory Council members are appointed from the public and do not receive remuneration. Advisory Council members are reimbursed for expenses and travel costs. The travel expenses and costs associated with the work of the Advisory Council are covered by the Department of Seniors, Wellness and Social Development and are included in its departmental budget.

Shared Commitments

The Advisory Council has a commitment to advance inclusion in all aspects of society throughout the province. This means identifying barriers experienced by persons with disabilities, and developing standards to prevent new barriers. Inclusion influences all aspects of an individual's life such as family, community, recreation, education, employment, access to information, access to services and access to opportunities.

This commitment is shared with the Provincial Government through the Provincial Strategy for the Inclusion of Persons with Disabilities and is aligned with the United Nations Convention on the Rights of Persons with Disabilities (the Convention). The Convention promotes and protects all rights and freedoms of persons with disabilities, so that individuals have full participation, dignity and respect to live in society on an equal basis with others.

The commitment to an inclusive society is expanding to all sectors including private businesses, community groups and other public organizations.

Highlights and Accomplishments

The Advisory Council accomplished much in the 2014-15 fiscal year. Members engaged with and advised the Minister Responsible for the Status of Persons with Disabilities, officials from various government departments and agencies on issues of importance for persons with disabilities. The Advisory Council provided advice to the:

- Newfoundland and Labrador Human Rights Commission regarding appointing commissioners with knowledge and experience of disability
- The Department of Seniors, Wellness and Social Development on accessible vehicle program, issues of importance including housing, universal design, accessibility, disability-related supports, education and assistive technology.

The Advisory Council gained information from presentations by community organizations and attended events including the:

- Independent Living Resource Centre which presented resources for employers to support and promote the hiring of individuals with disabilities
- Consumers Health Awareness Network Newfoundland and Labrador which presented information about the mental health awareness campaign “Understand Now”
- Premier’s Health Care Summit
- Poverty Reduction Strategy Summit
- Businesses and Employers Breakfast celebration of International Day for Persons with Disabilities with guest speaker Randy Lewis who presented on the benefits of hiring people with various disabilities
- Workshop with Interdepartmental Working Group on a model for assistive technology program
- Cabinet Secretariat and a representative from the Policy Innovation and Accountability Office who presented on policy development and decision making within government
- Proclamation signing for the International Day for Persons with Disabilities with the Minister Responsible for the Status of Persons with Disabilities.

Report on Performance

In its 2014-17 Activity Plan, the Advisory Council identified two key activities that supported its mandate and included performance measure information, including measures and indicators. This helps both the Advisory Council and the public in monitoring and evaluating the success of the activity plan.

The Advisory Council will directly support the Provincial Government’s strategic direction to enhance inclusion of persons with disabilities in all aspects of society. This included providing advice for the focus areas: employment and self-sufficiency and inclusion (as referred in Appendix C: Strategic Directions of the Department of Seniors, Wellness and Social Development).

The key activities of the Advisory Council are:

1. Advise the Provincial Government on the Provincial Strategy for the Inclusion of Persons with Disabilities.
2. Advise the Provincial Government on issues of importance to persons with disabilities

Activity 1: Provincial Strategy for the Inclusion of Persons with Disabilities

In 2012, the Government of Newfoundland and Labrador launched **Access. Inclusion. Equality, a Provincial Strategy for the Inclusion of Persons with Disabilities**. The Advisory Council’s terms of reference include advising the Provincial Government on matters of importance to persons with disabilities, including advising on the Strategy for Inclusion. In its activity plan, the Advisory Council is committed to advise the Provincial Government on the Provincial Strategy for the Inclusion of Persons with Disabilities.

The Advisory Council provided advice on the Provincial Strategy for the Inclusion of Persons with Disabilities based on its experiences and expertise. This work contributed to the implementation of the strategy and the development of the action plan.

Objective

By March 31, 2015, the Advisory Council will have advised the Provincial Government on the Provincial Strategy for the Inclusion of Persons with Disabilities.

Measure

Advised the Provincial Government on the Provincial Strategy for the Inclusion of Persons with Disabilities.

Indicators	Results
Reviewed Strategy Inclusion goals, objectives and actions to identify and prioritize actions that may still require	The Advisory Council reviewed the inclusion strategy goals, objectives and actions to set priorities, and developed a

<p>implementation.</p>	<p>work plan that is a working document toward priority issues identified in the Provincial Strategy, as demonstrated in its goals, objectives and actions. These include:</p> <ul style="list-style-type: none"> • Accessibility / built environment • Access to assistive technology • Engagement and communication with government and community agencies and other disability organizations • Services with dignity • Disability-related supports • Health care • Long-term care • Supported decision-making
<p>Identified tools that the Council requires to address priority issues.</p>	<p>Through a series of discussions, tools were identified by the Advisory Council that support the provision of advice on priority areas, including:</p> <ul style="list-style-type: none"> • Regular communication and dialogue with government and community representatives on issues and solutions to further inclusion • Active participation in events related to inclusion and disability such as government consultations and community events • Development of advice papers and resources to identify gaps and solutions to be implemented
<p>Advised the Provincial Government in the development of the Inclusion Strategy Action Plan.</p>	<p>The Advisory Council held deliberations on priorities and issues brought forward in the 2010 public consultations and provided further insight on the development of specific initiatives and actions reflected in the Action Plan. For example:</p> <ul style="list-style-type: none"> • Initiatives that support individualized supports versus by program eligibility • Acquire advice from persons with

	<p>disabilities regarding policy divisions that affect their lives</p> <ul style="list-style-type: none"> • Initiatives that remove negative stereotypes and negative images of persons with disabilities
<p>Provided advice on the implementation and effectiveness of the Provincial Strategy for the Inclusion of Persons with Disabilities.</p>	<p>The Advisory Council provided advice related to implementation and effectiveness of the strategy, as per the strategic directions in the strategy. This included ways to enhance inclusion and remove barriers:</p> <p>Strategic Direction #1: Creating a Positive Image of Disability</p> <ul style="list-style-type: none"> • Awareness of issues on disability, inclusion and equality <p>Strategic Direction #2: Nothing About Us Without Us</p> <ul style="list-style-type: none"> • Accessible electoral processes to ensure persons with disabilities can exercise their right to vote <p>Strategic Direction #3: Accessibility for All in the Built Environment</p> <ul style="list-style-type: none"> • Buildings Accessibility Act Advice Paper submitted to Minister Responsible and Service NL • Sharing information related to Buildings Accessibility Act with Buildings Accessibility Advisory Board • Promoting universal design and accessibility to Chief Executive Officer of NL Housing Corporation <p>Strategic Direction #4: Strengthening Disability-Related Supports</p> <ul style="list-style-type: none"> • Timely access of disability-related supports for post-secondary students • Supports for students who have learning disabilities

	<ul style="list-style-type: none"> • Access to electronic formats in public libraries • Enhanced access to assistive technology, policies, programs and services that are respectful, individualized, streamlined, portable, consistent, and delivered in a timely manner <p>Strategic Direction #5: Delivering Services with Dignity, Fairness and Respect</p> <ul style="list-style-type: none"> • Supports to live in the community for persons with aging caregivers • Accessibility for non-visible disabilities such as mental health and sensory • Adjusting the income threshold in Accessible Vehicle Funding Program
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As of March 31, 2015, the Advisory Council successfully identified priority actions, tools and provided advice in relation to the Provincial Strategy for the Inclusion of Persons with Disabilities and the development of an action plan.

The Advisory Council will report on the same objective, measures and indicators in 2015-16.

Activity 2: Issues of importance to persons with disabilities

Over the past year, the Advisory Council engaged and communicated on various disability-related issues with the Minister Responsible for the Status of Persons with Disabilities and other government officials. These disability-related issues included:

- Access to assistive technology
- Service NL and the Buildings Accessibility Advisory Board on the Buildings Accessibility Act and Regulations
- Department of Business, Tourism, Culture and Rural Development on accessibility of historic buildings
- Timely access to disability-related supports
- Department of Health and Community Services on supports for individuals with disabilities to live in their communities, including individuals whose caregivers are aging and the availability of program and policy information relating to these supports

- Office of the Chief Electoral Officer on accessibility guidelines for polling stations and returning offices, inclusive services training for all staff, and making public information available in alternate formats
- Newfoundland and Labrador Housing Corporation on visitable housing and universal design

Objective

By March 31, 2015, the Advisory Council will have advised on issues of importance to persons with disabilities.

Measure

Advised on issues of importance to persons with disabilities

Indicators	Results
<p>The Advisory Council identified, prioritized and advised on issues of importance to persons with disabilities.</p>	<p>Through thorough discussion and review, the following issues were identified and prioritized for advice to the Minister Responsible. Some issues identified are listed below:</p> <ul style="list-style-type: none"> • Access to assistive technology • Building accessibility and universal design • Historical building accessibility • Accessibility of provincial elections • Supported employment • Universal design and age-appropriate housing • Physician-assisted dying and supported decision-making • Improve supports for individuals to stay in community when caregivers are aging • Timely access to disability-related supports for post-secondary students with disabilities • Access to information in electronic formats • Health and Community Services information on programs and policies to be available on web and on request

<p>Provided correspondence from the Chair of the Advisory Council to the Minister Responsible and other Provincial Government officials on time sensitive, emergency, individual and/or systemic issues of importance to persons with disabilities.</p>	<p>The Advisory Council provided advice to the Minister Responsible on issues such as:</p> <ul style="list-style-type: none"> • Building accessibility and universal design implemented in all buildings • Accessibility of historical buildings • Accessibility of electoral process • Importance of having a provincial assistive technology program • Housing accessibility • Supports for students with disabilities • Supports for individuals to live in community when caregivers are aging. • Supported employment • Physician-assisted dying and potential implications with supported decision-making • Cross-government adherence to accessibility for meetings and events • Age-appropriate policies and programs; disability is lifelong and persons with disabilities should not be routinely included in initiatives and programs for older persons <p>The Advisory Council provided advice to other government departments and agencies including:</p> <ul style="list-style-type: none"> • NL Housing Corporation on housing accessibility and universal design • Service NL, Buildings Accessibility Advisory Board on enhancing legislation • Human Rights Commission on appointing representatives who have experience and knowledge of disability, and interest in human rights • The Department of Seniors,
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	Wellness and Social Development on accessible vehicle program, issues of importance including housing, universal design, accessibility, disability-related supports, education and assistive technology.
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During the past year, the Advisory Council highlighted important issues related to persons with disabilities and advised the Minister Responsible and government officials on solutions to address these issues such as housing, voting, disability-related supports, human rights, engagement, accessibility and equality.

The Advisory Council will report on the same objective, measures and indicators in 2015-16.

Opportunities and Challenges Ahead

The Provincial Advisory Council for the Inclusion of Persons with Disabilities faces a number of opportunities and challenges going forward. In the upcoming year, the Advisory Council will work to advise the Provincial Government towards inclusion of persons with disabilities with the following opportunities and challenges:

Opportunities:

- The Advisory Council will continue to communicate and engage with the Minister Responsible for the Status of Persons with Disabilities, as well as other government departments and agencies.
- The Advisory Council will continue its work and its objectives according to the Activity Plan 2014-2017.
- The Advisory Council will further the Provincial Government’s commitment to inclusion for everyone in the province.

Challenge:

- Continuing to strengthen communications and engagement across government, community, and the private sector.

The Advisory Council will embrace opportunities and work collaboratively with government to meet the goal of becoming a fully inclusive province.

Appendix A: Terms of Reference

Mandate

The Provincial Advisory Council for the Inclusion of Persons with Disabilities advises and informs the Minister Responsible for the Status of Persons with Disabilities on matters concerning persons with disabilities in Newfoundland and Labrador.

Role and Functions

The Advisory Council:

- Brings knowledge and understanding of disability-related issues to government
- Advises government as it develops policies, programs, strategies and makes recommendations to advance the inclusion of persons with disabilities
- Promotes awareness of the barriers faced by persons with disabilities

Membership and Structure

The Advisory Council is comprised of 12 to 18 members appointed by the Minister Responsible for the Status of Persons with Disabilities. From amongst the members, the Minister appoints the Chair of the Advisory Council to serve a three year term. Advisory Council members are appointed for two years.

Advisory Council members serve in a volunteer capacity and do not receive remuneration other than reimbursement for expenses to attend meetings.

The Disability Policy Office provides secretariat and administrative support to the Advisory Council.

Nomination Process

Individuals with a broad knowledge and understanding of disability-related barriers and issues experienced by people with disabilities in this province and interested in serving on the Advisory Council shall either complete an Expression of Interest form or be nominated by a third party. Consideration is given to regional, cross-disability and urban-rural representation and gender balance. Nominations are accepted in alternate formats.

The Minister Responsible for the Status of Persons with Disabilities in Newfoundland and Labrador seeks nominations from:

- Members of the House of Assembly
- Community organizations working on disability-related issues
- The public

Advertisements are placed in newspapers province-wide, encouraging nominations to the Advisory Council based on the above noted criteria. Further information about the

Advisory Council and nomination criteria is available from the Disability Policy Office via website, phone or email.

All public documents related to the Advisory Council are available in alternate formats upon request.

Accountability

The Advisory Council reports to the Minister Responsible for the Status of Persons with Disabilities. Under the *Transparency and Accountability Act*, the Advisory Council is a Category 3 public body and therefore must submit an annual report to be tabled in the House of Assembly. In addition, it must prepare and submit a three year activity report.

Appendix B: Membership



Norman Austin

Norman Austin works with athletes with disabilities at national and provincial levels. He is a board member of Calypso Foundation, a coach for Special Olympics and a past member of Municipal Affairs Appeals Board. He is the father of a 34-year old son with an intellectual disability.



Elizabeth Chaulk

Elizabeth Chaulk is Associate Vice-President of Learner Services, College of the North Atlantic. She is an ex-officio member of the Provincial College of North Atlantic Advisory Committee for Learners with Disabilities. She is a current director of the Provincial Conservation Corps Board and a member of the Harris Centre Advisory Board, Memorial University.



Delia Connell

Delia Connell is the Vice-President of Community Services/Aboriginal Affairs and Chief Operating Officer for Central/Northern Labrador with Labrador Grenfell Health. She is an active member and volunteer with local, regional, and provincial groups including Newfoundland and Labrador Association for Community Living, Happy Valley-Goose Bay Special Olympics, Happy Valley-Goose Bay Homelessness/Supportive Living and Happy Valley-Goose Bay Interdisciplinary Committee for Persons with Disabilities. Delia has a daughter who was born with Down Syndrome.



Don Connolly

Don is actively promoting awareness and inclusion for individuals with disabilities locally and nationally. He is President of the Canadian Advisory Council of the Blind-Newfoundland and Labrador Region. He is also a member of the St. John's Lions Club; and District Chair for Lions Clubs in District 4 which covers 52 Lions Clubs from Gander to St. John's. He is also President of VISRA-NL (Visually Impaired Sport and Recreation Association), and Coordinator of VISUAL (Visually Impaired Students and Seniors Committee Undertaking Active Living).



Paula Corcoran-Jacobs

Paula Corcoran-Jacobs is the Provincial Executive Director of Consumers' Health Awareness Network Newfoundland and Labrador (CHANNAL). She has personal and professional experiences in mental health. Paula is involved with the Mental Health Commission of Canada, the Department of Health and Community Services' Recovery Project and Bell's National Mental Health Advisory Committee.

Photo
Not Available

Lorna Gilbert

Lorna Gilbert has worked as a nurse and educator (Special Education). Her academic credentials include degrees in Nursing, Education, Special Education, Masters in Education, Graduate Certificate in Autism Spectrum Disorders and a background in Counselling Psychology. She is a volunteer on several boards including the Independent Living Resource Centre. She is also a member of the St. John's Mayor's Advisory Committee, the Coalition of Persons with Disabilities-NL and FEAT (Families for Effective Autism Treatment). Lorna has personal experience with a disability.



Dennis Gill

Dennis Gill is a retired high school administrator, and a recipient of the Queen Elizabeth II Diamond Jubilee Medal. He is a member of the Buildings Accessibility Advisory Board of Service NL and president of the Newfoundland and Labrador Association for Community Living. In his capacity with the latter, he attends meetings and events sponsored by the Canadian Association for Community Living throughout the country. Dennis is a parent of a 35 year-old son who has intellectual and physical disabilities.

Photo
Not Available

Karen Hillier

Karen Hillier is active in the Deaf Community and has been a long-time advocate for Deaf consumers. Karen lives in St. Anthony.



Philip Lundrigan

Philip Lundrigan is a community activist in disability issues, human rights and HIV/AIDS education and awareness. He is currently chair of the AIDS Committee of Newfoundland and Labrador, and a Advisory Councillor with the Town of Upper Island Cove. He has over 20 years involvement with various committees provincially and nationally promoting inclusion of people with disabilities.



Shane Martland

Shane Martland is a Community Outreach Specialist at the Learning Disabilities Association of Newfoundland and Labrador. He is a community advocate for inclusion for individuals with learning disabilities. Shane is a member of the Memorial University of Newfoundland and Labrador Assistive Technology Committee.



Justin Mercer

Justin Mercer is active in the community, promoting inclusion for individuals with disabilities. He is a member of several disability organizations and a keynote speaker on accessibility at various events.



Patricia Moores

Patricia Moores is active in the community as a professional and as a volunteer, promoting inclusion for individuals with disabilities. She is an occupational therapist and is a board member of Labrador West Association for Community Living and Labrador West Employment Corporation.

Photo
Not Available

Bruce Oldford

Bruce Oldford is a retired superintendent from Newfoundland Power Inc. and a Workplace Health and Safety Compensation Commission certified safety trainer. Bruce lives in Grand Falls-Windsor.

Photo
Not Available

Donna Piercey

Donna Piercey is a Coordinator of Disability Services at the College of North Atlantic in Burin. She is active in the community promoting inclusion for individuals with disabilities. Donna is also an active volunteer for Burin Peninsula Voice Against Violence.



Nancy Reid

Nancy Reid has professional and personal experiences in working with individuals with disabilities. She is a member of the Independent Living Resource Centre and Cerebral Palsy Association of Newfoundland and Labrador. She has a daughter with multiple disabilities.



Katarina Roxon

Katarina Roxon is a Paralympian who is active in War Amps Canada, Canadian Paralympic Team, Canadian Para Swim Team and Swimming Newfoundland and Labrador-Swimmer with a Disability. Katarina promotes athletes with disabilities through speaking engagements in schools and other organizations.



J. Paul Walsh, Chairperson

Paul Walsh is a Senior Business Analyst with Newfoundland Power Inc., a course instructor at Memorial University and the Academic Dean of Canadian Institute of Management. He holds a Bachelor of Commerce and a Master of Business Administration from Memorial University. He has personal experiences with disabilities. Paul is an executive Board Member of the Coalition of Persons with Disabilities - Newfoundland and Labrador, a member of the Advisory Committee for Students with Disabilities (Memorial University), and member of the selection committee for the Glenn Roy Blundon Award.

Freeman Wiseman



Freeman Wiseman is a craftsman who has personal experience with disabilities, and is an advocate for the inclusion of persons with disabilities. Freeman lives in Clarendville.

Appendix C: Strategic Directions of the Department of Seniors, Wellness and Social Development

Strategic directions are the articulation of the desired physical, social or economic outcomes and normally require action by more than one Provincial Government entity. The Transparency and Accountability Act requires departments and public bodies to take into account these strategic directions in the preparation of their performance-based plans.

The strategic directions relevant to the entities reporting to the Minister Responsible for the Advisory Council were considered and the one relevant to the Advisory Council is identified below. Strategic directions are composed of a number of focus areas, indicated in the table provided. The Advisory Council's mandate crosses all Provincial Government departments and agencies which are broader than focus areas of the department.

Outcome Statement: All people in the province have improved access to and share in a better future.

This outcome supports a policy direction of the Provincial Government and requires systemic intervention in the areas below:

Strategic Direction (Focus Area)	Addressed in the Activity Plan
Employment and self-sufficiency	✓
Inclusion	✓