

Provincial Advisory Council for the Inclusion of Persons with Disabilities



Activity Report

2012-13

Chairperson's Message

Honourable Joan Shea
Minister Responsible for the Status of Persons with Disabilities
September 10, 2013

Dear Minister Shea:

On the behalf of the Provincial Advisory Council for the Inclusion of Persons with Disabilities (the Council), I am pleased to submit the Activity Report of 2012-13.

The mandate of the Council 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 Council brings knowledge and understanding of disability-related issues to the Provincial Government. The Council advises the Provincial Government as it develops policies, programs, strategies and recommendations to advance the inclusion of persons with disabilities. The Council also promotes awareness of the barriers experienced by individuals with disabilities.

In this report, attention was given to "Access.Inclusion.Equality, a Provincial Strategy for the Inclusion of Persons with Disabilities" (the Strategy) and disability-related issues of importance. With upcoming changes to the Council membership, we have taken the opportunity to include highlights of reports over the past three years (see Appendix C: Annual Activity Reports Summaries). The Council continues to support the Provincial Government in its commitment to advance inclusion of persons with disabilities in all aspects of life in the province.

This report covers the period of April 1, 2012 to March 31, 2013. My signature below is on behalf of the Council and indicates the Council is accountable for the results reported.

Respectfully Submitted,
Sherry Hamlin - Wash
On behalf of Council members

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Overview

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

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

Mandate

The 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 Council:

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

Vision

The Council endorses the vision set out in the Provincial Strategy for the Inclusion of Persons with Disabilities:

Newfoundland and Labrador will be a province where individuals with disabilities have the same opportunities as individuals without disabilities - a society that is accessible and inclusive of everyone.

Physical Location

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

Representation

The 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 Council to serve a three-year term and the Council members are appointed for two years. The Council meets up to four times a year, (See Appendix A: Terms of Reference and Appendix B: Council Membership 2012-13).

The Council's representation is diverse in gender, disability and age. Members reside in various regions of the province.

Provincial Advisory Council for the Inclusion of Persons with Disabilities 2012-13	
REGION	NAME
Labrador	Delia Connell
St. Anthony-Port aux Choix	Oswald Gould
Corner Brook-Rocky Harbour	Elizabeth Chaulk
	Karon-Ann Parsons
	Ian Murley
Stephenville – Port aux Basques	Raymond Mclsaac (to September 2012)
Gander-New Wes Valley	Carmel Casey
Grand Falls – Windsor – Baie Verte – Harbour Breton	Dennis Gill

Avalon	Sherry Gambin-Walsh
	Joanne MacDonald (to November 2012)
	Lynn Green
	Susan Ralph
	Leon Mills
	Myles Murphy
	Karen Westcott

Primary Clients

The 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 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

Council members are appointed from the general public and receive remuneration in accordance with Level 3 of the Treasury Board Guidelines for Boards, Commissions, and Agencies. Remuneration is for expenses and travel costs only, and Council members are not paid for their work. The travel expenses and costs associated with the work of the Council are covered by the Department of Advanced Education and Skills and are included in its departmental budget.

Shared Commitments

The Council has a commitment to advance inclusion in the province. Inclusion consists of all elements of society. This means identifying barriers experienced by persons with disabilities, removing them 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 Strategy and the Convention on the Rights of Persons with Disabilities (the Convention). The Convention promotes and protects: all rights and freedoms of persons with disabilities, individuals have full participation, dignity and respect to live in society on an equal basis with others.

An inclusive society is a commitment that is expanding to all sectors including private businesses, community groups and other public organizations.

Highlights & Accomplishments

Over the past three years, Council advised government on the development of the strategy. The participation of Council in the launch of the Strategy in April 2012 was a highlight of this year.

This year the Council identified priority areas and informed their advice to government through presentations from a panel of experts on disability-related topics. In addition to this, the Council met with the following government departments and agencies, community organizations and associations:

- Department of Advanced Education and Skills (AES)
- Department of Health and Community Services (HCS)
- Human Rights Commission NL
- Workplace Health and Safety Commission NL
- NL Injured Workers Association
- Chair of Buildings Accessibility Advisory Board (Service NL)
- Panel of Community Living experts (consumer, advocacy organization) and officials from HCS.
- Representatives from the College of the North Atlantic (CNA) and Memorial University (MUN)

Council's learning from presentations and discussions informed their advice to government on a number of issues and topics. These included labour market issues for persons with disabilities, and supports for students with disabilities in post-secondary institutions. Council met with the Ministers of Health and Community Services and the Minister Responsible to advise on issues regarding needs of aging caregivers and supports needed for community living. The Council also shared its knowledge and expertise on the built environment with the Buildings Accessibility Advisory Board. Meetings and discussions were held with the Workplace Health and Safety Commission NL and NL Injured Workers Association regarding disability-related issues.

Council met with senior executives from the Department of Advanced Education and Skills to advise on potential impacts of transferring employment assistance services from community to government, and the accessibility of Career Work Centres. Council provided advice on the Labour Market Agreement for Persons with Disabilities and Student Aid, and received a presentation from the Human Rights Commission on the Human Rights Act. Council was also invited to provide input on the inclusion initiative of Memorial University and College of the North Atlantic.

Council participated in the Husky Oil Forum and the Housing NL Corporation Forum on issues related to persons with disabilities and collaborated on the community level.

A reception was held with representatives from the community during the September 2012 meeting. Council shared its work and networked with community organizations.

The informative presentations from individuals, associations, and government departments within the past year enhanced Council's knowledge and deliberations of various topics.



Report on Performance

In the 2011-14 Activity Plan, the Council identified two key activities that support its mandate and include performance measure information (i.e. measures and indicators). This assists both the Council and the public in monitoring and evaluating the success of the activity plan. The Council was successful in meeting performance objectives in its second year of the 2011-14 Activity Plan.

The key activities of the Council are:

1. Advise the Provincial Government on the design, implementation, monitoring and reporting for the provincial strategy.
2. Advise the Provincial Government on issues of importance to people with disabilities that may include advice on time sensitive, emergency, individual and/or systemic issues.

Activity 1: Provincial Strategy for the Inclusion of Persons with Disabilities 2012-13

The Council was pleased to provide advice on the strategy based on its expertise. This work contributed to the development and launch of

the “Access.Inclusion.Equality. a Provincial Strategy for the Inclusion of Persons with Disabilities”.

Objective: The Council will have advised the Provincial Government on the design, implementation, monitoring and reporting for a provincial strategy for the inclusion of persons with disabilities.

Measure: The Council advised the Provincial Government on the design, implementation, monitoring and reporting for a provincial strategy.

Indicators	Results
<p>Provided advice on the implementation, monitoring, evaluating, and reporting mechanisms for the strategy.</p>	<p>Members shared responses to the strategy and its launch from their regions and communities.</p> <p>Feedback on strategy investment and opportunities to promote it throughout the province was provided.</p> <p>The Council identified priority areas of the strategy and provided advice to support the five strategic directions in the strategy. Advice included:</p> <ul style="list-style-type: none"> • Multimedia messaging on disabilities • Universal design as related to Building Accessibility Act • Implementing policies within government (supported decision making, universal assistive technology program) • The Council also highlighted the importance of applying disability lens to services, programs and information distribution.
<p>Contributed to the development of an Action Plan to achieve the five strategic directions of the provincial strategy for the inclusion of persons with disabilities.</p>	<p>The Council provided advice on principles that would guide an Action Plan. It also provided feedback on the development of early initiatives of the strategy, the Accessible Vehicle Funding and Inclusion Grants Program. Advice on the early initiatives included consideration of eligibility criteria, support to applicants, and promotion.</p>

2013-2014 Looking Forward

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

Objective: By March 31, 2014, the Council will have advised the Provincial Government on the implementation, monitoring and reporting for a Provincial Strategy for the Inclusion of Persons with Disabilities.

Measure: Advised the Provincial Government on the design, implementation, monitoring and reporting for a provincial strategy.

Indicators 2013-14:

- Provided advice on the implementation, monitoring, evaluating, and reporting mechanisms for the strategy.
- Contributed to the development of an Action Plan to achieve the five strategic directions of the provincial strategy for the inclusion of persons with disabilities.

Activity 2: Issues of importance to people with disabilities

2012-13

Over the past year, the Council communicated with the Minister Responsible, Ministers, Deputy Ministers, government and community representatives on a variety of disability-related issues. The Council enhanced their knowledge and ability to advise by obtaining information from government, groups and individuals. The Council advised on the following issues during 2012-13:

- Accessibility of built environment
- Supports necessary to live in community
- Issues identified on aging caregivers
- Accessibility and equal access to employment
- Disability-Related Supports
- Post-Secondary Supports

- Assistive Technology Supports

Objective: By March 31, 2013, the Council will have provided input, advice, and guidance on issues of importance to people with disabilities.

Measure: Provided input, advice, and guidance on time sensitive, emergency, individual and/or systemic issues of importance to people with disabilities.

Indicators	Actual Results
<p>Advised the Minister Responsible and other Provincial Government officials on time sensitive, emergency, individual or systemic issues of importance to people with disabilities.</p>	<p>The Council presented to the Minister of Health and Community Services and the Minister Responsible for the Status of Persons with Disabilities, providing advice on supports to live in the community and aging caregivers.</p> <p>Council advised officials in the Department of Advanced Education and Skills on potential impacts of transferring employment assistance services from community to government, and the accessibility of Career Work Centres.</p> <p>Council advised government on supports for students with disabilities in post-secondary institutions.</p> <p>Council also developed advice on principles of a framework for disability-related supports such as accessibility, community inclusion, fairness, portability, transparency, self-determination, and universality.</p>
<p>Provided correspondence from the Chair of the Council to the Minister Responsible and Provincial Government officials on time sensitive, emergency, individual and/or systemic issues of importance to people with disabilities.</p>	<p>The Minister Responsible and the Minister of Health and Community Services received correspondence from the Council on disability-related issues regarding supports to live in community and aging caregivers.</p>

Received presentations from various government departments and agencies to inform their work of advising the Minister Responsible on issues of importance to persons with disabilities

The Council received presentations from the Disability Policy Office on:

- Assistive technology; scope, various programs within Newfoundland, across Canada, United States and other jurisdictions.
- Federal Labour Market report entitled *Rethinking Disability in Public Sector* .

The Council received a panel of experts presentation (a person with a disability, an advocacy organization, and officials from the Department of Health and Community Services) about:

- Independent living
- Supports to live in the community with choice
- Services currently available to adults with disabilities to support living in the community.

The Council received a presentation from Advanced Education and Skills about the Labour Market Agreement for Persons with Disabilities and Student Aid.

The Council received presentations from:

- NL Injured Workers' Association about the association and issues faced by injured workers.
- Workplace Health and Safety Compensation Commission regarding workers with disabilities.
- Human Rights Commission NL on the Human Rights Act.
- Consumers' Health Awareness Network Newfoundland and Labrador regarding Mental Health Strategy for Canada and linkages to NL.
- The College of the North Atlantic and

	Memorial University regarding the joint project on an inclusive education initiative for students with disabilities.
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- Council shared its expertise and knowledge of the Buildings Accessibility Act with the Buildings Accessibility Advisory Board.

2013-2014 Looking Forward

Activity 2: Issues of importance to people with disabilities

Objective: By March 31, 2014, the Provincial Advisory Council will have provided input, advice, and guidance on issues of importance to people with disabilities.

Measure: Provided input, advice and guidance on time-sensitive, emergency, individual and/or systemic issues of importance to people with disabilities.

Indicators:

- Advised the Minister Responsible and other Provincial Government officials on time-sensitive, emergency, individual or systemic issues of importance to persons with disabilities.
- Provided correspondence from the Chair of the Council to the Minister Responsible and Provincial Government officials on time-sensitive, emergency, individual and/or systemic issues of importance to persons with disabilities.
- Received presentations from various government departments and agencies to inform their work of advising the Minister Responsible on issues of importance to persons with disabilities.

Opportunities and Challenges Ahead

The work of the Provincial Advisory Council in its third year continued to be constructive. The Council participated in the public launch of the Provincial Strategy on the Inclusion of Persons with Disabilities and also provided input on the strategic directions and development of the action plan of the strategy.

There will be changes to the Council in the upcoming year, with the appointment of a new chairperson and other member appointments. The hard work and dedication of the former chair and retiring members is greatly appreciated.

There are challenges in moving forward in the fiscal year with addressing existing systemic barriers. However, much can be accomplished as we consider the priorities of Council:

- The culture change needed in how disability is viewed
- Addressing the strategic directions of the inclusion strategy
- Ensuring Action Plans are cohesive and coordinated

The Council will continue to work with the Provincial Government on the opportunities and challenges of implementing and evaluating Access.Inclusion.Equality. a Provincial Strategy for the Inclusion of Persons with Disabilities.



Appendix A

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

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

Membership and Structure

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

Appendix B

Provincial Advisory Council for the Inclusion of Persons with Disabilities Council Membership 2012-13

The Provincial Advisory Council for the Inclusion of Persons with Disabilities is composed of 15 community leaders from across the province. The Council is cross disability membership ranging from individuals who have various disabilities, family members and others who have expertise in the area of inclusion. The membership is diverse with men and women who live in rural and urban locations throughout the province.

Joanne MacDonald (Chair, 2009-2012)

Joanne MacDonald is a member of the Order of Newfoundland and Labrador and an Officer of the Order of Canada. She has over 26 years' experience as a community activist promoting equality for individuals with disabilities. Joanne was the Chair of the Provincial Advisory Council for the Inclusion of Persons with Disabilities from 2009-2012.

Raymond McIsaac (Council Member, 2009-2012)

Raymond McIsaac is Past Chair of the Newfoundland and Labrador Association for Community Living and is active with numerous local, provincial and national initiatives for inclusion. Raymond was a Council Member from 2009-2012.

Carmel Casey

Carmel Casey is a family physician in Gander who has over 14 years' of experience volunteering with individuals with intellectual disabilities. She is Chairperson of the VON Broadening Horizons and is very involved in the Special Olympics. She has been Team Doctor for the Canadian National Team at two world games and coach for provincial teams at national games on three occasions. She has a sister who has an intellectual disability.

Elizabeth Chaulk

Elizabeth Chaulk is Associate Vice-President of Learner Services, College of the North Atlantic. She is a current Director of the Provincial Conservation Corps Board and a member of Harris Center Advisory Board, Memorial University NL. She is Past-Chair of the Newfoundland and Labrador Regional Economic Development Association and Red Ochre Regional Economic Development Board.

Delia Connell

Delia Connell is a social worker and her current professional role is 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 NL Association for Community Living, NL Children's Wish Foundation, School Council Member, and Happy Valley-Goose Bay Special Olympics. Delia is also a parent of a 17 year old daughter who was born with Down Syndrome and who thrives in an inclusive school and community environment. Delia has more than 30 years of experience working with individuals and community groups that support individuals with disabilities.

Sheryl (Sherry) Gambin-Walsh

Sheryl (Sherry) Gambin-Walsh is a Registered Nurse and the Executive Director of the Newfoundland and Labrador Association for Community Living. She has a son who is a 17 old individual with autism and epilepsy. She is a member of the Autism Society of NL and Coalition of Persons with Disabilities-NL. Sherry is the Chair of the international committee, NL Irish Connections.

Dennis Gill

Dennis Gill is a retired high school administrator, President of the Newfoundland and Labrador Association for Community Living, a member of Buildings Accessibility Advisory Board, and Chair of the Provincial Advisory Committee on Supported Employment NL. Dennis is a parent of a 32 year old son who has significant intellectual and physical disabilities.

Lynn Green

Lynn Green is Chair of the Learning Disabilities Association of Newfoundland and Labrador, national member of the Canadian Partnership for Children's Health and Environment, a board member of the Community Services Council, and a member of the College of the North Atlantic Advisory Committee.

Oswald Gould

Oswald Gould is a retired teacher of children with exceptionalities and is active with the Newfoundland and Labrador Association for Community Living.

Leon Mills

Leon Mills has worked in the hard of hearing sector for 18 years. He is the Executive Director of the Canadian Hard of Hearing Association-NL, Co-Chair of Marine Atlantic's Accessibility Committee, Chair of the College of North Atlantic Learner Services Committee and Co-Chair of the Buildings Accessibility Appeals Board.

Ian Murley

Ian Murley is a business graduate from Memorial University and is Past-President of the National Educational Associations of Disabled Students.

Myles Murphy

Myles Murphy is active with local provincial and national associations for the Deaf as well as the Independent Living Resource Centre, Coalition of Persons with Disabilities-NL, and the Mayor's Advisory Committee on the Status of Persons with Disabilities (St. John's).

Karon-Ann Parsons

Karon-Ann Parsons is Executive Director of the Consumers' Health Awareness Network Newfoundland and Labrador. Karon-Ann is active with advisory committees for Western and Eastern Health Boards, as well as other community boards focusing on mental health.

Susan Ralph

Susan Ralph is a woman with a disability who has 18 years' experience working in the community of people with disabilities.

Currently she is employed as the Accessible Transit Coordinator for the City of St. John's. She has held many volunteer roles such as the President of the Coalition of Persons with Disabilities-NL and 2nd Vice-Chair of the Council of Canadians with Disabilities (CCD). She is an active member of CCD's Transportation Committee as well as Marine Atlantic's Accessibility Advisory Committee.

Karen Westcott

Karen Westcott has volunteered with local, provincial and national organizations including People First of NL, Independent Living Resource Centre, Newfoundland and Labrador Association for Community Living, and Coalition of Persons with Disabilities-NL.

Appendix C

Provincial Advisory Council for the Inclusion of Persons with Disabilities Annual Activity Report Summaries

BACKGROUND

- The Provincial Advisory Council was appointed in 2009 by the Minister Responsible for the Status of Persons with Disabilities, holding their first meeting in February 2010.
- The Council is categorized as a Category 3 public body pursuant to the *Transparency and Accountability Act*. Under this Act, all public bodies are required to submit three year activity plans and annual activity reports which are tabled in the House of Assembly.
- Council submitted a one-year transitional plan in 2010 and their three year Activity Plan (2011- 2014) in June 2011.
- Council has submitted two annual reports (2010-11, 2011-12).

HIGHLIGHTS

- 2010-2011:
 - Throughout the first year, the Council acquainted itself in its role as well as sharing knowledge and experiences related to disabilities.
 - The Council provided input and advice on a public consultation plan, as well as disability-related issues, such as respectful language and accessibility in consultations.
 - The Council attended, participated and networked with communities across the province in the “What We Heard” Consultations.

- 2011-2012:
 - Council advised NL Housing Corporation on implementing Universal Design in housing initiatives.
 - The Council advised government departments on disability-related issues such as the Buildings Accessibility Act and Regulations (Service NL), issues regarding children with disabilities (Department of Child Youth and Family Services), and the accessibility of the provincial voting process (Chief Electoral Officer).

- 2012-2013:
 - The Council advised on the development and participated in the launch of the Provincial Strategy for the Inclusion of Persons with Disabilities.
 - The Council advised on disability-related issues and solutions to supports for living in the community and aging caregivers.