

Accessibility Standards Advisory Board

Activity Plan

April 1, 2026 - March 31, 2029

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Chairperson's Message

Honourable Joedy Wall
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 Wall:

On behalf of the Accessibility Standards Advisory Board, I am pleased to submit the 2026-2029 Activity Plan, which covers the period of April 1, 2026, to March 31, 2029.

This activity plan has been developed in accordance with the requirements for a Category 3 entity under the **Transparency and Accountability Act**. It aligns with the strategic directions of the provincial government and the Department of Social Supports and Well-Being.

The Board remains dedicated to supporting the Government of Newfoundland and Labrador's ongoing efforts to enhance accessibility and inclusion across the province. This commitment includes identifying, removing and preventing barriers experienced by persons with disabilities.

My signature below represents the Board as a whole and reflects our accountability for developing this plan and achieving the objectives set out within it.

Sincerely,



Jeffrey Normore
Chairperson

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Overview

The Accessibility Standards Advisory Board (the Board) was established in June 2022 following the enactment of the **Accessibility Act** in December 2021. The Board advises the Minister Responsible for the Status of Persons with Disabilities (the Minister) on the development, content and implementation timelines of accessibility standards. The Board is also responsible for advising government on its measures, policies, and practices to improve accessibility.

As per Section 9 of the **Accessibility Act**, the Board consists of a minimum of seven members to a maximum of nine members, including a chairperson and vice-chairperson. Members are appointed by the Lieutenant-Governor in Council on the Minister's recommendation. The Board must include at least 50% persons with disabilities or representatives of disability organizations, and at least one Indigenous person. Members serve three-year terms and may be reappointed once. Members are appointed from the public through a merit-based process through the Public Service Commission.

As of April 1, 2026, the following members comprised the Board:

- Jeffrey Normore, Chair (St. John's)
- Trisha Rose, Vice Chair (Mount Pearl)
- Leslie Gilholme, Member (Newman's Cove)
- Juanita Ford, Member (Mount Pearl)
- Joshua Menchions, Member (St. John's)
- Allison Noseworthy, Member (Paradise)
- Kathleen Parewick, Member (St. John's)
- Camille Rose, Member (Come By Chance)

Board members receive remuneration and reimbursement of travel expenses, which are covered within the budget of the Disability Policy Office (DPO), a division of the Department of Social Supports and Well-Being (SSWB). DPO provides secretariat support for the Board.

The Board holds at least four regular meetings each year and meets with the Minister at least once per year. Meetings are held in person at an accessible venue or by video conference.

Mandate

The Board advises and makes recommendations to the Minister Responsible for the Status of Persons with Disabilities on:

- Priorities for the establishment of accessibility standards, the content of accessibility standards, and the time periods for their implementation.
- Measures, policies, practices, and other requirements that may be implemented by the government to improve accessibility.
- Long-term accessibility objectives for furthering the purpose of the **Accessibility Act**.
- Any other matter relating to accessibility on which the Minister seeks the Board's advice.

Vision

Newfoundland and Labrador is a province committed to improving accessibility and inclusion for all persons, where equity and respect are realized, and the barriers experienced by persons with disabilities are prevented and removed.

Objectives

Strategic Issue One: Effective Accessibility Recommendations

The Board is responsible for advising and making recommendations to the Minister regarding proposed accessibility standards, and must consider the following when making recommendations:

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- Content and activities related to the accessibility standard being developed and any sectors, organizations, public bodies and other relevant groups that relate to the standard.
- The key focus areas for standard development outlined in the **Accessibility Act** include design and delivery of programs and services; built environment; information and communication; procurement of goods, services and facilities; accommodations; education; health; employment; and any other activity prescribed in the regulations.
- How, and who, should implement measures, policies, practices, or other requirements related to accessibility standards, and the time period in which these measures, policies, and practices should be implemented.
- When recommending time periods for implementation of accessibility standards, it is important the Board considers the nature of the barriers that the standard is trying to prevent or remove, and any technical or economic considerations.
- The United Nations Convention on the Rights of Persons with Disabilities.

The following objective is the focus for each of the fiscal years ending March 31, 2027, 2028, and 2029. This objective will be reported in each of the respective annual reports.

Objective One:

By March 31, 2027, 2028 and 2029, the Accessibility Standards Advisory Board will have provided evidence-based recommendations to the Minister on proposed accessibility standards that contribute to progress in removing and preventing barriers for persons with disabilities.

Strategic Issue Two: Equitable Accessibility Standards

When the Minister determines that an accessibility standard will be developed, the Board will be directed to establish a standard development committee of technical experts to assist the Board in making recommendations regarding the content and the implementation of the accessibility standard, in accordance with sections 11 and 12 of the **Accessibility Act**.

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When preparing recommendations on standards, the Board will engage with persons with disabilities, disability organizations, individuals and groups who may be impacted by a proposed accessibility standard, and public bodies with related responsibilities. The Board will also engage with representatives from Indigenous governments and organizations, as well as any other individuals, organizations, or public bodies the Minister considers appropriate.

The following objective is the focus for each of the fiscal years ending March 31, 2027, 2028, and 2029. This objective will be reported in each of the respective annual reports.

Objective Two:

By March 31, 2027, 2028 and 2029, where an accessibility standard has been approved for development, the Accessibility Standards Advisory Board will have led the development of recommendations respecting standard content and implementation to improve accessibility for persons with disabilities.