



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

Activity Plan

April 1, 2017- March 31, 2020

Available in alternate format. Please contact:
Disability Policy Office
Toll Free: 1-888-729-6279
TTY: 1-888-729-5440
Text: 1-709-725-4463
E-mail: disability.policy@gov.nl.ca

Chairperson's Message

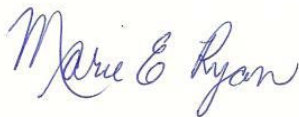
As the chairperson of the Provincial Advisory Council for the Inclusion of Persons with Disabilities (Advisory Council), I am pleased to submit our Activity Plan for the fiscal years April 1, 2017 to March 31, 2020. The creation of this plan complies with the Transparency and Accountability Act. The Advisory Council is categorized as a Category III Provincial Government entity and is thereby required to develop an activity plan.

The Advisory Council is accountable for this three-year plan and for reaching its objectives and measures. This plan will apply the strategic directions of the Provincial Government and The Way Forward objectives and outcomes, as communicated by the Minister Responsible for the Status of Persons with Disabilities (Minister Responsible). The Advisory Council contributes to these directions by advising on policy, program and legislative development.

Furthermore, the Advisory Council provides valuable insight to the Provincial Government's commitment on the inclusion of persons with disabilities in all aspects of society. This commitment is horizontal - across all Provincial Government departments and agencies. The Advisory Council's role is to advise government and its mandate remains the same.

As chairperson of the Advisory Council, I look forward to the next three years and continue to support **Inclusion. Access. Equality.**, a framework to achieve inclusion for all. I welcome the engagement and collaboration of Advisory Council members as we advise government on issues of importance to persons with disabilities, recommend the removal and elimination of barriers and how to best achieve full inclusion of persons with disabilities.

Sincerely,



Marie E. Ryan
Chairperson

Table of Contents

Overview	1
Mandate	1
Values	2
Primary Clients	2
Vision	2
Activity 1: Issues Critical to the Inclusion of Persons with Disabilities	3
Activity 2: Advice and Feedback on the Action Plan 2015-2018	4
Activity 3: Provincial Inclusion-Based Legislation	5
Activity 4: Individualized Funding	6
Appendix A: Advisory Council Members	7
Appendix B: Children, Seniors and Social Development's Departmental Strategic Directions	10

Overview

The Provincial Advisory Council for the Inclusion of Persons with Disabilities (Advisory Council) was established in November 2009. The Advisory Council's role continues to be:

- Advising the Provincial Government on ways to remove and prevent barriers to ensure persons with disabilities can participate in society and access policies, programs and services on an equitable basis with others.
- Securing and strengthening relationships with communities and businesses, to be informed of current issues, innovative ideas, new priorities and best practices to advise the Minister Responsible for the Status of Persons with Disabilities.

The Advisory Council has twelve members who were appointed on March 16, 2017 by the Government of Newfoundland Labrador. The chairperson of the Advisory Council is appointed for a three year term (March 16, 2017 to March 15, 2020) and members are appointed for two-year terms (March 16, 2017 to March 15, 2019). The members are from various regions of the province and bring cross-disability representation, as well as gender, age and urban-rural balance. These members are leaders in inclusion for persons with disabilities and have a wealth of knowledge and related experience (refer to Appendix A: Advisory Council Members).

Advisory Council members serve in a volunteer capacity and are reimbursed for expenses to attend meetings as per government policy. Costs of the Advisory Council are covered by the department of Children, Seniors and Social Development. The Advisory Council meets up to four times a year.

The Disability Policy Office (DPO) provides secretariat and administrative support to the Advisory Council. DPO is within the department of Children, Seniors and Social Development.

Mandate

The Provincial Advisory Council for the Inclusion of Persons with Disabilities is mandated 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 is mandated to:

- Bring knowledge and understanding of disability-related issues to the Provincial Government.
- Advise the Provincial Government as it develops policies, programs, strategies and recommendations to advance the inclusion of persons with disabilities.

- Promote awareness to the Provincial Government of barriers experienced by persons with disabilities.

Values

The Advisory Council supports the following values:

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

Primary Clients

The Advisory Council brings knowledge and understanding of disability-related issues to the Provincial Government and advances the inclusion of persons with disabilities in society. In this capacity, the Advisory Council serves its primary client, the Government of Newfoundland and Labrador, by providing advice to the Minister Responsible for the Status of Persons with Disabilities.

Vision

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

Activity 1: Issues Critical to the Inclusion of Persons with Disabilities

By carrying out its role to advise the government on important issues related to the inclusion of persons with disabilities, the Advisory Council strengthens the government commitment for a more inclusive province. The Advisory Council's advice and support impact the Provincial Government's strategic direction to advance inclusion of persons with disabilities in the province (Appendix B: Children, Seniors and Social Development's Departmental Strategic Directions).

Over the next 3 fiscal years, the Advisory Council will continue to advise the Provincial Government and will provide annual reports of its activities and advice.

Objectives

By March 31, 2018/2019/2020, the Advisory Council will have provided advice on issues critical to the inclusion of persons with disabilities.

Indicators

1. Identified, prioritized and advised on issues critical to the inclusion of persons with disabilities.
2. Provided advice via correspondence, position statements, advice papers and presentations to the Minister Responsible and other Provincial Government officials on systemic issues critical to the inclusion of persons with disabilities.

Activity 2: Advice and Feedback on the Action Plan 2015-2018

[Access. Equality. Inclusion](#) is a broad policy framework to further the government's commitment to enhance inclusion for persons with disabilities in the province. This framework was created in 2012 and its [Action Plan for Inclusion of Persons with Disabilities](#) was launched in June 2015. The action plan highlights five objectives that include:

1. Build a positive image of disability;
2. Engage persons with disabilities in decision-making;
3. Increase accessibility of the built environment;
4. Increase access to disability-related supports;
5. Deliver services with dignity, fairness and respect.

The Advisory Council will advise on the third year (2017-18) implementation of the action plan and will provide input for its evaluation report.

Objective

By March 31, 2018/2019/2020, the Advisory Council will have advised on the action plan and provided feedback on its final report.

Indicators

1. Advised on activities designed to enable attainment of the stated goals of the action plan by March 31, 2018, including collaboration with community on the importance of supported decision-making and enhancing legal capacity, accessibility in events, social media campaign to awareness and removal of barriers.
2. Provided feedback on the action plan's final evaluation report.

Activity 3: Provincial Inclusion-Based Legislation

The mandate letter for the Minister Responsible includes a commitment to review existing provincial legislations and regulations with the goal of enacting new provincial inclusion-based legislation.

The Advisory Council will advise on the development of inclusion-based legislation, to ensure that legislation enables full participation.

Objective

By March 31, 2018/2019/2020, the Advisory Council will have advised on the review of legislations and the development of a provincial inclusion-based legislation.

Indicators

1. Provided input on the review of existing provincial legislation and input on the preliminary stages of developing an inclusion-based legislation.
2. Identified and advised on the comprehensive consultation process for a new inclusion-based legislation.

Activity 4: Individualized Funding

[The Way Forward: A Vision for Sustainability and Growth in Newfoundland and Labrador](#) is a roadmap/ list of government commitments on improving socially and economically to ensure a sustainable province. The four objectives to achieve its commitments are:

1. a more efficient public sector;
2. a stronger economic foundation;
3. better services;
4. better outcomes.

The objective of better services includes a commitment to implement a new individualized funding model for social programs and services. This enables greater control and choice by individuals who access government services. The Advisory Council will advise on developing and implementing this model using a disability lens.

Objective

By March 31, 2018/2019/2020, the Advisory Council will have advised on the development and implementation of an individualized funding model for government programs and services.

Indicators

1. Advised on the development of a new individualized funding model.
2. Provided feedback on the progress of individualized funding.

Appendix A: Advisory Council Members

Paula Corcoran-Jacobs

Paula is the Provincial Executive Director of Consumers' Health Awareness Network Newfoundland and Labrador (CHANNAL). Paula brings both personal and professional experiences in mental health, involved in the Understanding Changes Everything campaign. Paula shares her own amazing story, her fairy tale and powerful recovery journey. 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.

Dennis Gill

Dennis is a retired high school teacher and administrator who has a son who has disabilities. He is president of the Newfoundland and Labrador Association for Community Living since 2011, participating in meetings of the Canadian Association for Community Living throughout the country. He received the Queen Elizabeth II Diamond Jubilee Medal for volunteer work in Pilley's Island, and dedication to various committees and associations throughout Newfoundland and Labrador to help better the lives of people with disabilities. Dennis is a strong advocate for inclusive communities, where everyone belongs and everyone has something to contribute.

Paula Gillis

Paula has a lifelong connection for inclusion personally and professionally. She has been a member of the Board of Directors of the Bay St. George Community Employment Corporation for 30 years, ten of which she served as chairperson. Throughout her career and community involvement, Paula promotes the philosophy of inclusion and the importance of disability-related supports for students in school and post-secondary education. She is an accessibility services coordinator at the College of the North Atlantic and a member of the Association for Community Living.

Vikas Khaladkar

Vikas immigrated to Canada in 1962, moving to NL in 2007 to work as a Crown Attorney with Special Prosecutions. Vikas, as Chair of the project management team for the building of the First Nations University of Canada in Regina, Saskatchewan brings professional experiences, an understanding of accessibility and the built environment. Vikas also shares a personal connection within the Deaf community which he feels has broadened his worldview and will be an asset for his work with the Advisory Council.

Nicole Marsh

Nicole is Deaf and proud of it; she runs a successful social media consulting business in Newfoundland and Labrador, and is an active member of numerous deaf advocacy groups including the Deaf Wireless Canada Committee (DWCC) and the Newfoundland and Labrador Association for the Deaf (NLAD). She studied sociology at Gallaudet, the only Deaf university in the world and has travelled Canada to advocate for Deaf rights. Recently she presented on behalf of the DWCC at a Canadian Radio-television and Telecommunications Commission (CRTC) hearing regarding Deaf friendly wireless service plans. She also participated in two CRTC hearings for 9-1-1 accessibility and a review of the Wireless Code. Nicole is also involved with Inclusion NL, a provincial organization that promotes accessible workplaces throughout the province.

Patricia Moores

Patti has over 25 years' experience working as an occupational therapist with people of all ages and has held various positions in health care. She has served as a member of the Board of Directors for Labrador West Association for Community Living and Labrador West Employment Corporation and has volunteered on many professional and community initiatives. Patti is passionate about creating opportunities for persons with disabilities to participate as active members of their communities and is particularly interested in inclusion as it relates to the built environment.

Bruce Oldford

Bruce, a retired superintendent of Regional Operations with Newfoundland Power Inc., has been a Safety Trainer for many years. Bruce maintains a keen interest in worker safety and supports efforts to ensure injured workers and individuals with disabilities have opportunities for rewarding careers and productive lives. Bruce has a long history modifying his own work and personal life environment to remove barriers as the result of a chronic, auto-immune disease and uses this learning to support others and advance inclusion in his community. Bruce lives in Grand Falls-Windsor.

Cyril Peach

Cyril is a retired teacher who lives in Happy Valley-Goose Bay and is currently working part-time for 5 Wing Goose Bay teaching English as a Second Language. He is a member on the Board of Directors of the Coalition of Persons with Disabilities and founder/president of the Happy Valley-Goose Bay Branch of the Canadian Hard of Hearing Association. Cyril hopes his experience with various organizations that focus on inclusion and accessibility will be an asset to the Advisory Council.

Fraser Piccott

Fraser is retired and a Canadian Armed Forces veteran who has professional experiences in business and community in supporting and advancing the lives of individuals who have intellectual disabilities. Fraser brings vast experiences from work with numerous associations and boards including St. John's Board of Trade, NL Road Builders Association, Eastern Residential Support Board, Canadian Association for Community Living, NL Association for Community Living and Vera Perlin Society. Fraser currently sits as vice-chairperson of Avalon Employment Inc.

Nancy Reid

Nancy has personal lived experience with disability and is a parent of a young adult who has multiple disabilities. She has a passion for advocacy and has worked in various related roles. Today, Nancy uses her professional and personal experience in her work with the Coalition of Persons with Disabilities - Newfoundland and Labrador.

Katarina Roxon

Katarina is a gold medalist of Rio Paralympic Games. She 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.

Marie Ryan, chairperson

Marie, partner with Goss Gilroy Inc., is a long-time advocate of social justice and inclusion. After acquiring her disability, she immersed herself in working with organizations of and for persons with disabilities locally, regionally, provincially and nationally, including eight years as Chairperson of the Council of Canadians with Disabilities.

Appendix B: Children, Seniors and Social Development's Departmental Strategic Directions

The strategic directions are created to provide social, economic or cultural outcomes and actions needed for all government departments, agencies and boards. The Transparency and Accountability Act requires government departments, agencies and boards to develop strategic directions in their performance activity plans.

The Department of Children, Seniors and Social Development has strategic directions that support the Advisory Council's mandate:

Strategic Direction: Improved health and well-being outcomes for individuals, families, groups and communities.

Outcome: Individuals families, groups and communities experience measureable improvement in health and well-being.

Focus will be in the following areas:

- Awareness and engagement of individuals to take action for healthy, active lives
- Creation of communities that support healthy living
- Health and well-being of infants and young children
- Adults who do not understand or appreciate that they are at risk of abuse and neglect are protected.
- Access to One-Window, Multi-Year Community Grants

Strategic Direction: Improved and equitable access to economic, cultural and social opportunities for people who experience barriers to inclusion.

Outcome: People at all stages of life and of variable abilities can participate economically, socially and culturally in a strong and viable province.

Focus will be in the following areas:

- Inclusion and improved access to services for persons with disabilities and seniors by expanding housing and transportation service
- Build a positive image of aging and persons with disabilities and
- Individualized funding model
- Poverty reduction and social development
- Client focused interventions to support individuals with complex needs
- Health in All Policies
- Inclusion-based Disabilities Act

The Advisory Council's work will support the department's strategic directions.