

Provincial Advisory Council For The Inclusion Of Persons With Disabilities

Activity Plan

**Fiscal Years
2011-14**

June 21, 2011

Chairperson's Message

As the Chair of the Provincial Advisory Council for the Inclusion of Persons with Disabilities (the Council), I am pleased to submit the Activity Plan for the fiscal years 2011-2014. This plan is prepared in compliance with the *Transparency and Accountability Act (2004)* pursuant to which the Council has been identified as a category III Provincial Government entity and requires the Council to prepare a performance-based activity plan. The Council is accountable for the preparation of this three-year plan and for the achievement of its objectives.

In development of this plan, careful consideration was given to the strategic directions of the Provincial Government, as communicated by the responsible minister. The achievement of these strategic directions is the direct responsibility of the Provincial Government. The Council contributes to these directions by advising on policy, program and legislative development. Furthermore, the Council provides direct input to the achievement of the Provincial Government's commitment to the inclusion of people with disabilities in all aspects of society, across all Provincial Government departments and agencies.

The Council has elected not to develop a mission as it is already described in our mandate and objectives. The Council also carefully considered adopting the mission of the Department of Human Resources, Labour and Employment but concluded that the mission is not relevant to the specific work of the Committee.

As Chair of the Council, I look forward to our collective efforts over the next three years as we strive to make positive impacts for people with disabilities throughout the Province. We are all striving for a province that is truly inclusive and accessible.

Sincerely,



Joanne MacDonald, Chairperson

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1.0 Overview

The Provincial Advisory Council for the Inclusion of Persons with Disabilities (the Council) was created in November 2009. 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 advises the Provincial Government as it takes action to ensure people with disabilities have the same opportunities as people without disabilities, by removing barriers and ensuring that policies, programs and services are inclusive.

The Council is comprised of 12 to 18 members appointed by the Minister Responsible for the Status of Persons with Disabilities. The members of the Council have cross-disability representation, come from all regions of the province and have demonstrated leadership in the advancement of people with disabilities. Council membership reflects gender, age, and an urban-rural balance. From amongst the members, the Minister appoints the chair of the Council to serve a three-year term. Council members are appointed for two years. Expressions of Interest are sought on a revolving basis as terms expire to allow for continuity.

Council members serve in a volunteer capacity and receive no remuneration other than reimbursement for expenses to attend meetings, as per the Provincial Government Guidelines for compensation to members of Agencies, Boards and Commissions. The Council meets up to four times a year. The costs of the Provincial Advisory Council for the Inclusion of Persons with Disabilities are borne by the Department of Human Resources, Labour and Employment.

The Disability Policy Office, located within the Department of Human Resources, Labour and Employment, provides secretariat and administrative support to the Council.

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2.0 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 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
- Promotes awareness to the Provincial Government of barriers faced by people with disabilities.

3.0 Values

The Council supports the following values:

1. **Access** – providing equitable access to the same opportunities, on an equal basis with others
2. **Respect** – understanding everyone is different, valuing everyone's contribution and treating everyone with dignity
3. **Inclusion** - full and effective participation in all aspects of society
4. **Choice** – having choice on an equal basis as others
5. **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
6. **Privacy** – maintaining the confidentiality of personal information that is important and sensitive

4.0 Primary Clients

The 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 Council serves its primary clients, the Government of Newfoundland and Labrador, by providing advice to the Minister Responsible for the Status of Persons with Disabilities.

5.0 Vision

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

6.0 Activities

1. Provincial Strategy for the Inclusion of Persons with Disabilities

In the 2010 Speech from the Throne, the Government of Newfoundland and Labrador committed to developing a new provincial Strategy for the Inclusion of Persons with Disabilities (the Strategy). Public consultations to develop this Strategy were held in the fall of 2010. Council advised on various processes of the consultations and the Council attended consultations in their regions. The Council's terms of reference include advising the Provincial Government on matters of importance to persons with disabilities. This includes advising on the development of the Strategy. Over the next three fiscal years (2011/12, 2012/13 2013/14) the council will advise the Provincial Government in the design, implementation and monitoring of the Strategy. This objective will be reported on at the end of each fiscal year. Through these activities, Council will directly support the Provincial Government's strategic direction to enhance the inclusion of persons with disabilities in all aspects of society.

Objective: The Council will have advised the Provincial Government on the design, implementation, monitoring and reporting of a provincial Strategy for the Inclusion of Persons with Disabilities.

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

Indicators:

1. Reviewed Strategy goals, objectives and actions.
2. Provided advice on reporting mechanisms for monitoring, evaluating and reporting on the effectiveness of the Strategy.
3. Participated in future opportunities for consultation on Strategy design, implementation, monitoring and reporting.

2. Issues of importance to people with disabilities

In the 2008 Speech from the Throne, the Government of Newfoundland and Labrador stated that it will appoint a Provincial Advisory Council for the Inclusion of Persons with Disabilities. Council's role includes advising the Provincial Government on issues of importance to people with disabilities that may include advice on time sensitive, emergency, individual or systemic issues. The following objective will apply over the three fiscal years, (2011/12, 2012/13, 2013/14) and will be reported on at the end of each fiscal year. Council's advisory work is critical to and supportive of the Provincial Government's strategic direction to enhance the inclusion of persons with disabilities.

Objective: 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:

1. Advised the Minister Responsible and other Provincial Government officials on time sensitive, emergency, individual or systemic issues of importance to people with disabilities.
2. 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.

7.0 Appendix A: Strategic Direction

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 Council were considered and the one relevant to the Council is identified below. Strategic directions are composed of a number of focus areas, indicated in the table provided. These focus areas do not reflect all areas of the Council's activities, as the Council's mandate crosses all Provincial Government departments and agencies.

Inclusion of Persons with Disabilities

Outcome Statement: Enhanced inclusion of persons with disabilities in all aspects of society.

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

Strategic Direction Component (Focus Area)
Labour Market Attachment
Policy Development and Research
Education and Training
Social and Financial Supports
Disability Supports
Accessibility
Partnerships