

Provincial Advisory Council for the Inclusion of Persons with Disabilities

Annual Report 2015-16



Chairperson's Message

Honourable Sherry Gambil-Walsh
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 Gambil-Walsh:

On behalf of the Provincial Advisory Council for the Inclusion of Persons with Disabilities, I am pleased to submit the Annual Report for 2015-16. This is the second annual report for the Activity Plan 2014-17.

The Advisory Council has a mandate to inform and advise the Minister Responsible for the Status of Persons with Disabilities on issues of importance related to persons with disabilities in the province. Strong effective public policy relies upon the involvement of citizens' experiences and knowledge in shaping the policies that will affect them. The Advisory Council brings this expertise and understanding of disability-related issues to the Provincial Government to ensure policies, programs, strategies and recommendations are well-informed and successful. This work and advice enhances the Government's commitment to the inclusion of 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, C.Mgr., MBA
Chairperson, Provincial Advisory Council for the Inclusion of Persons with Disabilities

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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 inclusion and accessibility.

The Advisory Council shares its expertise and knowledge and advises the Provincial Government on disability-related issues and on the identification, removal and prevention 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 (Minister Responsible) 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:

- 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 – promoting full and effective participation in all aspects of society
- Choice – having choice on an equal basis as others
- 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
- 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, 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 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. An interim member was appointed in July 2015 to bring expertise in Deaf culture.

The Advisory Council members' two year term expired in January 2016. Members accepted the Minister Responsible's request to stay on as interim members until the next nomination process.

The following table provides the names of Advisory Council members and their regions as of March 31, 2016.

2015-2016 membership of the Advisory Council

Region	Member Name
Labrador	Delia Connell
	Patricia Moores

Region	Member Name
St. Anthony - Port au Choix	Karen Hillier (resigned April 2016)
Corner Brook - Rocky Harbour	Elizabeth Chaulk
Stephenville – Port aux Basques	Katarina Roxon
Grand Falls - Windsor - Baie Verte-Harbour Breton	Dennis Gill Bruce Oldford
Gander – New Wes – Valley	Norman Austin
Burin Peninsula	Donna Piercy
Avalon Peninsula	Don Connolly Paula Corcoran-Jacobs Lorna Gilbert Philip Lundrigan Mackenzie Mitchell Justin Mercer Nancy Reid Paul Walsh (chair)

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 (SWSD) and are included in its departmental budget.

In 2015-16, \$62,600 was spent to cover costs associated with work of the Advisory Council, primarily four face-to-face meetings. This included \$11,365 for travel expenses and \$51,236 meeting costs and individual supports such as sign language interpretation, captioning services, and audio support.

Shared Commitments

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

This commitment is reflected in the Provincial Strategy for the Inclusion of Persons with Disabilities and its Action Plan. This commitment is also 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.

Through the course of its work, the Advisory Council engaged with various departments and agencies of Government, including Advanced Education and Skills, Health and Community Services, Communications Branch, Education and Early Childhood Development, Seniors, Wellness and Social Development, Office of the Chief Electoral Officer, Office of the Chief Information Officer and the Policy Innovation and Accountability Office, NL Human Rights Commission, and the chairperson of the Buildings Accessibility Advisory Board. Collaboration with officials for these various Government departments and agencies contributed to achievements during year.

Collaboration with external organizations such as Coalition of Persons with Disabilities – NL also contributed to the work of Advisory Council. Inclusion influences all aspects of an individual's life such as family, community, recreation, education, employment, and access to information, services and opportunities.

Highlights and Accomplishments

The year ending March 31, 2016 has been full and rich with dialogue, deliberations and advice, which was provided to the Minister Responsible and Government departments on issues of importance for persons with disabilities in various areas. A few highlights of the past year include:

- Assistive Technology
 - Reviewed current systems of accessing AT including gaps and challenges; trends and best practices
 - Discussion with and advice to Minister Responsible on the need for expanding and realigning to Assistive Technology to be individualized, portable and responsive across one's lifespan
 - Advice paper developed and submitted on access to Assistive Technology and Devices
- Accessibility within electoral processes
 - Advice provided to the Minister Responsible on the need for greater accessibility within voting processes for provincial elections. This initiated work on issues of accessible elections such as poll stations accessibility, alternate formats availability and inclusive training of electoral staff and volunteers
 - Council engaged in meetings with Office of the Chief Electoral Officer staff (OCEO) and representative from Coalition of Persons with Disabilities on ways to ensure accessibility within electoral processes so that all voters can exercise their right to vote.
 - Partnership formed between Elections NL, Coalition of Persons with Disabilities–NL and the Disability Policy Office to produce ASL versions of electoral information and training and resources for all electoral staff
- Accessibility in built environment
 - Accessibility issues for heritage buildings were identified and specific advice provided to the restoration of the Colonial Building (St. John's), including dignified access to all floors and main entrance, provision of alternate formats, use of audio for storyboards and staff training in inclusive service delivery. The advice was welcomed by the department and will be used in future restoration projects.

The Advisory Council received presentations and engaged in discussions with Government officials, businesses, community organizations and experts who have disability experiences. This included:

- Representatives from the Newfoundland and Labrador Steering Committee on Securing Citizenship and Legal Capacity for All on new supported decision-making legislation and framework
- Office of the Chief Information Officer on web accessibility for Government

- Centre for Learning and Development on media and communications in Government
- Coalition of Persons with Disabilities-NL, Office of the Chief Electoral Officer and Elections Canada on accessible voting
- Deputy Minister of Seniors, Wellness and Social Development, Rocket Bakery Owner and Sobey's Estates manager on employment challenges and success in hiring persons with disabilities
- Consumers Health Awareness Network Newfoundland and Labrador (CHANNEL) on mental health awareness and stigma
- Office of Public Engagement on effective engagement of the public on policy issues
- Office of the Chief Electoral Officer on accessibility updates for provincial elections
- Disability Policy Office on current trends, jurisdictional scans, best practices

The Advisory Council also participated in various planning sessions and events including:

- Inclusion Strategy's Action Plan Launch
- Harris Centre session: Disability lens on public policy
- Physician-assisted dying presentation with guest speaker, Dr. Patrick O'Shea
- Provincial Wellness Action Plan session
- Information session on Universal Design with expert: Betty Dion Enterprises
- NL Human Rights Award and Reception
- Community Sector Council Annual Volunteerism Luncheon
- Harbour Grace Addictions Center's Opening ceremony



Accessibility enables freedom of choice in all facets of life.

- Provincial Advisory Council for the Inclusion of Persons with Disabilities - definition of accessibility

Report on Performance

The 2014-17 Activity Plan for the Advisory Council includes two key activities with objectives and measures:

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

These activities with their objectives and measures will be monitored and used to evaluate the success of the activity plan. Through these activities, the Advisory Council will directly support goals of the Department of Seniors, Wellness and Social Development's (SWSD) to remove barriers and support inclusion for all.

The Advisory Council creates a yearly work plan with identified priority areas pertinent to the Provincial Strategy for Inclusion and matters of importance to persons with disabilities.

Priority areas in the 2015-16 work plan included:

- development of an universal definition of accessibility to support application of a disability lens on Government policy and decision making;
- accessible electoral processes with disability-related supports as required;
- access to assistive technology;
- equitable access to employment opportunities, including access to relevant supports and Government / community programs;
- engagement with community and Government to promote accessibility and inclusion;
- improved access to and delivery of disability-related supports that are individualized, flexible and responsive;
- enhanced effectiveness of building accessibility legislation;
- engagement with Government representatives and external stakeholders to promote action in universal design and web accessibility.

The work plan is a fluid document that the Advisory Council updates throughout the year.

The Advisory Council draws on the expertise and experiences of its membership, as well as that of external organizations, and research into current standards and best practices to advice Government on the implementation of the Strategy and matters of importance.

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

The Advisory Council's terms of reference include advising the Provincial Government on implementation of the Provincial Strategy for the Inclusion of Persons with Disabilities (Inclusion Strategy) and advising on matters of importance to persons with disabilities. These are reflected in the Advisory Council's Activity Plan 2014-2017.

Each year, the Advisory Council reports on objectives, measures and indicators as identified in their Activity Plan 2014-2017.

Objective

By March 31, 2016, 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 Inclusion Strategy goals, objectives and actions to identify and prioritize actions that may still require implementation.	<p>The Advisory Council reviewed Inclusion Strategy goals, objectives and actions, and prioritized actions that require implementation by creating a work plan with priority areas which included:</p> <ul style="list-style-type: none">• Equitable employment• Heritage Building accessibility• Buildings Accessibility legislation• Access to assistive technology• Access to and delivery of disability-related supports• Elections accessibility• A framework for supported decision-making• Engagement with government, community and businesses• Promote awareness and education on disability and inclusion• Universal definition of accessibility• Disability lens on government decision-making and policy-making• Universal design

Indicators	Results
	<ul style="list-style-type: none"> • Web accessibility <p>The process of developing this work plan required the Council to thoroughly review the goals and actions, so that it could identify which areas still required implementation. Once identified, the work plan was then created to ensure the actions were prioritized correctly.</p>
Identified tools that the Advisory Council requires to address priority issues.	<p>Through strategic and focused discussions with stakeholders, Council sessions, participation in consultations and research of good practices, the Advisory Council identified tools that would support the provision of advice on priority areas, including:</p> <ul style="list-style-type: none"> • Consistent communication and dialogue with government and community representatives on issues and solutions to further inclusion; • Yearly meetings with key agencies, including the NL Human Rights Commission, and Buildings Accessibility Advisory Board; • Specific and targeted discussions with key witnesses including Newfoundland and Labrador Steering Committee on Securing Citizenship and Legal Capacity for All; Coalition of Persons with Disabilities NL, CHANNEL, and Empower NL; • Presentations and dialogue with key government departments on specific areas of concern/interest, including Office of Public Engagement, Office of the Chief Electoral Officer, Office of the Chief Information Officer, Health and Community Services, the Policy Innovation and Accountability Office and the Interdepartmental Working Group for the Inclusion of Persons with Disabilities; • Active participation in events related to inclusion and disability such as government consultations and community events;

Indicators	Results
	<ul style="list-style-type: none"> • Development and submission of advice papers and resources to identify gaps and solutions to be implemented; • Research on current standards and best practices (by Disability Policy Office) for discussion papers.
Advised the Provincial Government in the development of the Inclusion Strategy Action Plan.	<p>The Advisory Council provided advice on specific areas relative to the five objectives of the Action Plan (Inclusion Strategy):</p> <ul style="list-style-type: none"> • Objective: Build a positive image of disability <ul style="list-style-type: none"> ○ Building awareness of issues related to inclusion and equality; ○ Engaging employers to hire persons with disabilities and recognizing champion employers who are hiring. • Objective: Engage persons with disabilities in decision-making <ul style="list-style-type: none"> ○ Developing an inclusion lens for policy-makers and decision-makers within Government; ○ Advising on the need for accessible electoral processes to ensure persons with disabilities can exercise their right to vote; ○ Working on the first early stage of developing a provincial inclusion-based disabilities act. • Objective: Achieve accessibility in the built environment <ul style="list-style-type: none"> ○ Identifying gaps, loop holes, inconsistencies with current trends and standards, inspection and enforcement issues of the Buildings Accessibility Act and Regulations; ○ Maintaining communication with the Chairperson of the Buildings Accessibility Advisory Board; ○ Providing on-site review and practical feedback on accessibility of a heritage building (Colonial

Indicators	Results
	<ul style="list-style-type: none"> ○ Building, St. John's); ○ Providing advice on using universal design principles in housing developments and public buildings. ● Objective: Strengthen Disability-related Supports <ul style="list-style-type: none"> ○ Advising on enhancements to transitional supports for K-12 to post-secondary to workforce; ○ Advising on impact of aging caregivers and the importance of providing additional supports; ○ Advising on the importance of future planning for families with a family member with disability and need for supportive social and financial policies; ○ Advising on enhancing access to assistive technology, policies, programs and services that are respectful, individualized, streamlined, portable, consistent, and delivered in a timely manner; ○ Providing insight on the delivery of disability-related supports and access to policy information; ○ Encouraging that work commence on developing a legislative framework for supported decision-making. ● Objective: Deliver services with dignity, fairness and respect <ul style="list-style-type: none"> ○ Advising on access to public programs and services by individuals who are Deaf; ○ Encouraging changing society's mindset from accommodating access to universal access as the default; ○ Defining accessibility for consistent understanding and use in application of a disability / inclusion lens on policy and decision-making;

Indicators	Results
	<ul style="list-style-type: none"> ○ Advising on improving access to mental health supports and services; ○ Advising on enhancing supported decision-making when considering physician-assisted dying.
<p>Provided advice on the implementation and effectiveness of the Provincial Strategy for the Inclusion of Persons with Disabilities.</p>	<ul style="list-style-type: none"> ● The Advisory Council provided input on accessibility features of the Action Plan, including readability, layout and compliance with accessibility standards for print, electronic versions. ● The Advisory Council confirmed that their discussions and recommendations were captured in the Action Plan.

As of March 31, 2016, the Advisory Council had identified priority actions and tools to address issues and had provided advice on the Provincial Strategy for the Inclusion of Persons with Disabilities and its Action Plan. The Advisory Council will report on the same objective, measure and indicators in 2016-17.

Activity 2: Issues of importance to persons with disabilities

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

- Interdepartmental Working Group for the Inclusion of Persons with Disabilities representatives from the departments of Advanced Education and Skills, Education and Early Childhood Development, and Health and Community Services on the delivery of disability-related supports;
- Deputy Minister of Seniors, Wellness and Social Development on equitable access to employment;
- Assistant Deputy Minister of Advanced Education and Skills and departmental representatives on establishing a Provincial Supported Employment Committee;
- Department of Business, Tourism, Culture and Rural Development on accessibility of heritage buildings;
- Office of the Chief Electoral Officer on accessibility of elections;
- Minister Responsible and Minister of Justice and Public Safety on supported decision-making when considering physician-assisted dying.

Objective

By March 31, 2016, 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
The Advisory Council identified, prioritized and advised on issues of importance to persons with disabilities.	<p>Through comprehensive discussion and review, the following issues were identified and prioritized for advice to the Minister Responsible:</p> <ul style="list-style-type: none">• Access to education that is inclusive and barrier-free• Access to mental health services in American Sign Language (ASL) by persons who are Deaf• Access to mental health supports and services to parents and guardians• Application of disability lens in Government Renewal Initiative and Budget processes• Communication accessibility in rural areas for the Deaf community in their natural language, American Sign Language• Physician-assisted dying• Preliminary discussion on options for inclusion-based legislation
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>The Advisory Council provided written advice to the Minister Responsible on:</p> <ul style="list-style-type: none">• Supported-decision making and physician-assisted dying• Assistive Technology <p>The Advisory Council provided written advice to other Provincial Government departments and agencies including:</p> <ul style="list-style-type: none">• Minister of Justice and Public Safety on supported decision-making

During 2015-2016, the Advisory Council emphasized important issues related to persons with disabilities and advised the Minister Responsible and Government officials on solutions to address these issues such as accessibility in elections, access to services, employment, accessibility, and education.

The Advisory Council will report on the same objective, measure and indicators in 2016-17.

Opportunities & Challenges Ahead

The Advisory Council plays an important role in providing information and advice from a citizen perspective as Government develops public policy and manages public programs for the inclusion of persons with disabilities. While recognizing its role as advisory, the Advisory Council will continue to provide challenging research and intelligence that gives focus to the complex and evolving issues of inclusion, and to champion the changes required for a fully inclusive Newfoundland and Labrador.

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 Provincial Government departments and agencies.
- The Advisory Council will continue its work according to the Activity Plan 2014-2017.
- The Advisory Council will continue to support and further the Provincial Government's commitment to inclusion for everyone in the province.

Challenge:

- The Advisory Council will provide relevant and current feedback to the Minister Responsible on the province-wide impact for persons with disabilities to access services and supports in the current economy (Budget 2016)

The Advisory Council will continue its journey towards an inclusive province for all Newfoundlanders and Labradorians.

Persons with disabilities want equal access; not special access.

- Provincial Advisory Council for the Inclusion of Persons with Disabilities

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 plan.

Appendix B: Advisory Council Membership Biographies



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.

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.



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.



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.



Mackenzie Mitchell

Mackenzie is the president of the Newfoundland and Labrador Association for the Deaf and one of the provincial delegates to the Canadian Association of the Deaf. Mackenzie has personal experience with Deaf culture and actively promotes equitable access to opportunities and services for everyone in the province.



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.

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.

Donna Piercley

Donna Piercley 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 was a past executive Board Member of the Coalition of Persons with Disabilities - Newfoundland and Labrador.



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 Clarenville. He resigned from the Advisory Council in September 2015.