

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

Activity Plan

April 1, 2020- March 31, 2023



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Please Note:

This document follows:

- **Clear Print Accessibility Guidelines** (Canadian National Institute for the Blind). Italics or upper-case letters have not been used for the titles of acts, titles, subtitles or for emphasis. Bold fonts of medium heaviness are used instead.
- Government of Newfoundland Labrador's **Accessible Communications Policy** in which clear/plain language, accessible formatting and taglines are used to ensure content is readable and understood.

Chairperson's Message

As chairperson of the Provincial Advisory Council for the Inclusion of Persons with Disabilities (the Council), I am pleased to submit our Activity Plan for the fiscal years April 1, 2020, to March 31, 2023. The creation of this plan complies with the **Transparency and Accountability Act**. The Council is categorized as a Category III Provincial Government entity and is required to develop an activity plan.

The Council is accountable for this three-year plan and for reaching its objectives. This plan has also considered the Provincial Government's 2020-23 strategic directions. The Council contributes to these directions by advising on policy, program and legislative development.

Furthermore, the Council provides valuable insight into 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. These insights will be reflective of the Articles contained in the United Nations Convention on the Rights of Persons with Disabilities.

Sincerely,

A handwritten signature in black ink, appearing to read 'Fraser Piccott', with a stylized flourish at the end.

Fraser Piccott

Chairperson

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Overview

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

- Advise 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.
- Secure and strengthen 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 Council is comprised of 13 members including the chairperson. Members are appointed for either two or three-year terms. Members are from various regions of the province and bring a wealth of knowledge and cross-disability experience, diverse perspectives and represent varying culture, gender, age and urban-rural living. The Council meets up to three times a year. Please refer to the Council's webpage for more information: <https://www.gov.nl.ca/cssd/disabilities/advisory-council/>. Current member biographies can be found in Appendix A.

The 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 (CSSD).

The Disability Policy Office (DPO), of CSSD, provides secretariat and administrative support to the Council.

The Council is mandated to advise and inform the Provincial Government, through the Minister Responsible, on matters concerning persons with disabilities in Newfoundland and Labrador.

Specifically, through the Minister Responsible, the Council is mandated to:

- Bring knowledge and understanding of disability-related issues to the Provincial Government;
- Advise the Provincial Government as it develops barrier-free policies, programs, strategies and recommendations to advance the inclusion of persons with disabilities; and
- Promote awareness to remove and prevent barriers experienced by persons with disabilities.

The 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.

The Council's vision is that 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.

Primary Clients

The Council brings knowledge and understanding of disability-related issues to the Provincial Government in advancing the inclusion of persons with disabilities in society. In this capacity, the 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.

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

The Council is mandated to advise and inform the Provincial Government, through the Minister Responsible for the Status of Persons with Disabilities, on matters concerning persons with disabilities in Newfoundland and Labrador. In carrying out this role, the Council provides advice on many issues including the development of policies, programs, strategies to advance the inclusion of persons with disabilities. Over the next three fiscal years, the Council will continue to advise the Provincial Government and will provide annual reports documenting its activities and advice.

Objectives

By March 31, 2021/2022/2023, the Council will have provided advice on issues critical to the inclusion of persons with disabilities.

Indicator

1. 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.
2. Provided advice on the development of Advocate for Persons with Disabilities, as per Minister Responsible's mandate letter.

Activity 2: Advise on the Accessibility Legislation

The government is committed to developing and enacting new provincial accessibility legislation. The Council has been very involved in the engagement process to date and, going forward, will continue to advise on barrier prevention and removal that can be addressed in the development of accessibility legislation. Likewise, their advice will impact the subsequent development of standards to encourage full participation of persons with disabilities and ensure effective representation of the disability community.

Objective

By March 31, 2021/2022/2023, the Council will have advised on the development, implementation and delivery of provincial accessibility legislation.

Indicator

1. Provided input on the development of materials to ensure a common understanding of what provincial legislation can achieve.
2. Provided input on considerations when drafting accessibility legislation.
3. Provided input on the development of the regulations and what regulations can achieve.
4. Provided feedback on the development and the process for standards.

Appendix A: Member Biographies

Fraser Piccott works for the Newfoundland and Labrador Association for Community Living; Avalon Region, as both the Solutions Lab Project Coordinator and Development Coordinator. He is a retired Canadian Armed Forces veteran who has professional experience in business and community in supporting and advancing the lives of individuals with intellectual disabilities. Fraser brings vast experiences from work with numerous associations and boards, including: Founding chairperson of the Eastern Residential Support Board, Vice-President of the Canadian Association for Community Living, Past President of the NL Association for Community Living, Past President of the Vera Perlin Society as well as has been a council member of the Provincial Advisory Council for the Inclusion of Persons with Disabilities since March 2017. Fraser is currently a board member of the Newfoundland and Labrador Housing Corporation and the Bowring Park Foundation.

Paula Corcoran-Jacobs is the 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 recovery journey in hopes of inspiring hope and affecting change. Paula is involved with the Mental Health Commission of Canada, the Department of Health and Community Services' Recovery Project and Workplace NL.

Pauline Duffy has personal lived experience with disability and has vast professional and volunteer experience with accessibility and inclusion. She was a board member with Epilepsy NL for over 20 years, as well as a treasurer and a tutor with the Laubach Literacy Association for over five years. Pauline is currently an active Rotarian and lives in Stephenville.

Patricia Lorraine Dwyer has personal experience fostering and supporting children with disabilities. Her longtime volunteering in her community includes the Royal Canadian Legion, the Lions Club, the Girl Guides and the Army Cadets, and, formerly, the adaptive ski program at Marble Mountain. She has received several awards for her work in the community and provincially. Patricia lives with her husband, Fraser, in Steady Brook and has two grown children.

Erika Breen Hearn lives in Gander with her husband and two small children. Erika has professional experience in law and lived experience in accessibility. She also has a background of advocacy and volunteer work particularly with the Canadian Hard of Hearing Association Newfoundland and Labrador.

Kimberly Maich has professional experience and lived experience with disabilities and inclusion. She is an associate professor in the Faculty of Education at Memorial University and works in the field of inclusive education, researching, writing, and teaching on autism spectrum disorders in inclusive classrooms. She has studied, lived, and worked across Canada from Vancouver to St. Anthony. Kimberly has three grown children with disabilities and lives in a four-generation family outside of St. John's.

Wendy Monk has vast professional experience in education in various roles including teacher, Guidance Counsellor and Adult Basic Education instructor. She is an Accessibility Services Coordinator with College of the North Atlantic. Wendy is a parent to two extraordinary children who are hard of hearing.

Bruce Oldford has lived experience with removing barriers in the workplace, in the community and in his personal life. He has passion in finding adaptive ways and solutions to daily barriers in the environment experienced by persons with disabilities and sharing his learnings with others to strengthen inclusion in his community. Bruce lives in Central Newfoundland.

Nancy Reid 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.

Jennifer Rimmer is a proud user of American Sign Language (ASL) as her primary language. She is committed to Deaf activism and has had lifelong connections with Deaf and women's organizations across Newfoundland and Labrador, as well as Canada. Jennifer is committed to Deaf activism as a volunteer, advocate and outreach consultant. She works with the Newfoundland and Labrador Association of the Deaf as a Family Communication Program ASL consultant and has assisted with and co-lead wellness sessions with NLAD Health and Wellness. She is a recipient of 2014 Cecilia Carroll Award for Independent living and has a long-term and extraordinary personal commitment to full inclusion of people with disabilities in Newfoundland and Labrador, locally and nationally. Jennifer is a proud Memorial University of Newfoundland alumnus with a Bachelor of Arts in Sociology/Anthropology and Women Studies. She is also a member of Newfoundland and Labrador Deaf Choir and has worked with Canada Video Relay Service as Community Outreach Specialist.

Katarina Roxon is a recipient of the Order of Newfoundland and Labrador and the Queen Elizabeth II Diamond Jubilee Medal and is a 2016 Paralympic Gold Medalist. She lives and trains in Kippens-Stephenville, and has successfully represented Canada in major world swimming championships and Paralympic Games for 15 years.

Debbie Ryan has vast lived and professional experience with vision loss and is a strong advocate for persons with disabilities. She has been very active with CNIB, promoting awareness, eye health, self-advocacy, and removing barriers. She is currently a member of the City of St John's Inclusion Advisory Committee and Marine Atlantic's Inclusion Advisory Committee, and works with businesses on the best practices of diversity and accessibility. She is a past Board Member of the Coalition of Persons with Disabilities Newfoundland and Labrador and past president of the International

Association of Business Communicators Newfoundland and Labrador (IABCNL). In 2019, Debbie was recognized by IABCNL as the Communications Professional of the Year for her work in inclusion and the prevention of vision loss.

Rose Anna Wilson is a Military veteran who served for 23 years, and has lived experiences with disabilities, mental health and issues related to seniors. She actively volunteers in her community as an Area Director of the Northern Peninsula for the Newfoundland and Labrador 50+ Federation, is a peer supporter for Seniors NL, secretary to local Royal Canadian Legion, and a current member on the Buildings Accessibility Advisory Board. Rose is originally from Buchans Junction and currently lives in Deer Lake.