

**Provincial Advisory Council for the
Inclusion of Persons with Disabilities
Annual Report 2018-19**



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Chairperson's Message

Honourable Lisa Dempster
Minister Responsible for the Status of Persons with Disabilities
Government of Newfoundland and Labrador
P.O. Box 8700, St. John's, NL A1B 4J6

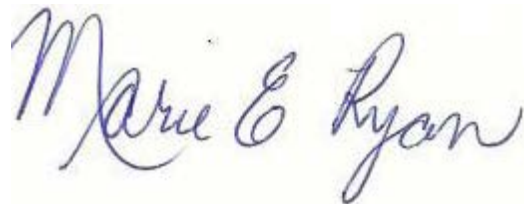
Dear Hon. Minister Dempster:

On behalf of the Provincial Advisory Council for the Inclusion of Persons with Disabilities, I submit our Annual Report 2018-19. This is the second report for the Activity Plan 2017-20.

We appreciate the opportunity to continue to provide advice to the Minister Responsible and contribute to enhancing the quality of life of persons with disabilities throughout this province.

Council is a category III entity under the **Transparency and Accountability Act**. My signature below is indicative of the Council's accountability for the actual results reported within this document.

Sincerely,

A handwritten signature in blue ink that reads "Marie E. Ryan". The signature is written in a cursive style with a large initial "M".

Marie Ryan
Chairperson

Overview

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

- Advising the Provincial Government, through the Minister Responsible for the Status of Persons with Disabilities (Minister Responsible), 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 Council currently has 11 members who were appointed on March 16, 2017, by the Government of Newfoundland Labrador. One member resigned in October 2017, resulting in the current number. The chairperson of the 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 whose terms expire on March 31, 2019 agreed to serve in an interim capacity until new members are appointed, for a minimum of 12 members. The Independent Appointment Commission (IAC) process to fill the member vacancies started in January 2019 and will continue through the beginning of 2019-20. The current members are from various regions of the province and bring cross-disability representation, as well as gender, age and urban-rural balance. The members are leaders in inclusion for persons with disabilities and have a wealth of knowledge and related experience. The Council meets up to three times a year.

The Disability Policy Office (DPO), Department of Children, Seniors and Social Development (CSSD), provides secretariat and administrative support to the Council.

Mandate

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 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 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.

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.

Physical Location

The Council does not have a physical office or location. The Council can be contacted through the DPO, which is located within CSSD, 3rd Floor, Confederation Building, West Block, St. John's, Newfoundland and Labrador.

Representation

The Council can have between 12 to 18 volunteer members (and currently there are 11 members) who are appointed by the Provincial Government. The chair of the Council is appointed to serve a three-year term and the members are appointed for two-year terms. The Council meets at least three times a year (see Appendix A: Terms of Reference and Appendix B: Council Biographies).

Membership List

Cyril Peach	Nicole Marsh
Paula Gillis	Patricia Moores
Katarina Roxon	Fraser Piccott
Dennis Gill	Nancy Reid
Bruce Oldford	Marie Ryan (chair)
Paula Corcoran-Jacobs	

Primary Clients

The Council brings knowledge and understanding of disability-related issues to the Provincial Government through the Minister Responsible and advances 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.

Description of Expenditures

Council members serve in a volunteer capacity and are reimbursed for expenses to attend meetings as per government policy. The travel expenses and costs associated with the work of the Council are covered by CSSD and are included in its departmental budget.

Expenditures for Fiscal Year 2018-19

Area of Expenditures	Amount
Travel <ul style="list-style-type: none">• Flights, hotels, mileage, per diems, incidentals, taxi, disability-related supports	\$8 506
Purchase Services <ul style="list-style-type: none">• Venue rental and catering• Reservationless conference line• Disability-related supports (real time captioning, sign language interpreters, audio support)	\$18 425
Total	\$26, 931*

***Note:** This year there were two in-person meetings and a teleconference rather than three in person meeting. Travel costs in 2018-19 were therefore lower than previous years.

Highlights and Partnerships

In the fiscal year of 2018-19, the Council's work was dynamic and progressive. There were productive dialogues with community and government representatives that helped achieved goals to enhance the government commitment on the inclusion for persons with disabilities. This included:

- Members of the Council were present at the public consultations discussing the Inclusion-Based Legislation. Together with the Council's advice on designing and implementing this engagement process, its contribution to the public consultations supported the development process.
- One of the responsibilities in the mandate letter of the Minister Responsible was to lead on government's goal to enact Inclusion-Based Legislation. With the Council's agreement, this was later renamed to Accessibility Legislation to change the focus from deficit-based to strength-based. The ongoing work of the Council will support government's commitment on strengthening inclusion.
- The Council chair met with the Minister Responsible and the Executive Director of Coalition of Persons with Disabilities on the optional protocol to the United Nations Convention on the Rights of Persons with Disabilities (UN Convention). The Minister Responsible delivered a statement supporting Canada to sign the optional protocol in the House of Assembly on April 19, 2018.

The Council attended events including:

- Province-wide public engagement on the proposed Accessibility Legislation (Happy Valley-Goose Bay, Corner Brook, Gander and St. John's)
- Accessibility Symposium Workshop
- International Day of Persons with Disabilities proclamation
- Human Rights Award ceremony, Government House
- Independent Living Awards ceremony, Government House
- Action Plan Showcase June 20, 2018

Engagement and information shared between government officials and the Council included:

- Service NL Assistant Deputy Minister (ADM) provided an update on the engagement approach on the Buildings Accessibility Act (BAA)
- Communications and Public Engagement Branch staff (Director and Policy Specialist), provided information on the government consultation process and planning for the Accessibility Legislation

- DPO provided updates on:
 - Structural changes with DPO and executive
 - Upcoming appointment process for Council's membership
 - Individualized Funding
 - Proposed Accessibility Legislation

The commitment to enhance inclusion in the province is shared among all levels of Government, the Council, communities and businesses. The Council continues to engage, discuss and provide advice to the Provincial Government. This commitment also adheres to the principles and spirit of the UN Convention. All share the same vision of inclusion for everyone in all aspects of daily living including access to disability-related supports, the built environment and universal design, transportation, mental health, community, health, education and employment.

Report on Performance

The Activity Plan 2017-20 includes four key activities with objectives and indicators for three fiscal years (2017-18, 2018-19 and 2019-20):

- Issues Critical to the Inclusion of Persons with Disabilities
- Advice and Feedback on the Action Plan 2015-18
- Accessibility Legislation
- Individualized Funding

These activities are used to accomplish the Council's activity plan goals. In order for indicators to be achieved, the Council developed a work plan to identify priority areas.

Priority areas in the 2017-20 work plan are:

- Accessibility of the built environment
- Accessible elections
- Individualized Funding
- Accessibility legislation
- Inclusive education
- Inclusive employment
- Medical assistance in Dying (MAiD)
- Mental health
- Supported decision-making
- Text 911
- Universal Design

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

The Council’s main role is to advise the Provincial Government through the Minister Responsible on issues related to persons with disabilities. Efforts will continue to strengthen government’s commitment to enhance inclusion for persons with disabilities in the province.

Objective:

By March 31, 2019, the Council provided advice on issues critical to the inclusion of persons with disabilities.

Indicators	Results
Identified, prioritized and advised on issues critical to the inclusion of persons with disabilities.	Identified and prioritized primary issues to advise on in the fiscal year including: <ul style="list-style-type: none"> • Accessibility legislation • Individualized funding model • The need for a cultural shift within government in terms of disability • Disability-related supports • Supported decision-making • Legal capacity • Mandatory inclusive procurement • Inclusive education supports • Engagement with municipalities • Accessible electoral process • Universal Design
Provided advice via correspondence, position statements, advice papers and presentations to the Minister	Dialogue with the Minister Responsible on issues critical to the inclusion of persons with disabilities included: <ul style="list-style-type: none"> • Accessibility legislation

Indicators	Results
<p>Responsible and other Provincial Government officials on systemic issues critical to the inclusion of persons with disabilities</p>	<ul style="list-style-type: none"> • Individualized funding model • Culture change/shift on disability and inclusion within and across government by: <ul style="list-style-type: none"> ○ prevention of barriers in programs, services, grants, contracts, purchases and leases; ○ addressing inclusion through systemic change instead of individual circumstances ○ facilitating and maintaining relationships between advisory bodies. • Continue to strengthen DPO and its staff by having the office well resourced (especially through securing a permanent Director position), as this will assist DPO in its role of providing secretariat support to the Council. • Incorporating American Sign Language (ASL) and Langue des Signes Québécoises (LSQ - Sign Language in Québec) in all government policies, services, programs and information • Implementing Universal Design in all housing units and increasing the ratio of accessible units. • Ensuring supports for students with disabilities are not taxed provincially and federally.

Indicators	Results
	<ul style="list-style-type: none"> • Integrating a common understanding and usage of the concept of inclusion across government, instead of focusing on a series of lenses (e.g., gender, mental health, disabilities). • Ongoing partnership building with municipalities to be ambassadors of inclusion, i.e. accessible elections, universal design in new housing builds, municipal trails, facilities, playgrounds • Support and strengthen DPO holistically, including DPO's capacity to broker liaisons and partnerships between community and government, to build community capacity via capacity grants and funds, and by bringing organizations together for collaborative purposes and dialogue.

Summary:

As of March 31, 2019, the Council identified and provided advice with the Minister Responsible and Provincial Government officials on issues critical to persons with disabilities.

Objective 2019-20:

By March 31, 2020, the Council 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 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 Council will provide advice on the final evaluation report of the Action Plan.

Objective:

By March 31, 2019, the Council advised on the action plan and provided feedback on its final report.

Indicators	Results
Provided feedback on the action plan's final evaluation report.	The final report for the Action Plan was released in June 2018 with feedback provided by the Council. A final evaluation report of the actions will be completed in 2019 and the Council will provide input.

Summary:

As of March 31, 2019, the Council advised on the action plan and provided feedback on its final report.

Objective 2019-20:

By March 31, 2020, the Council advised on the action plan and provided feedback on its evaluation report.

Indicators:

1. Provided feedback on the action plan’s final evaluation report.

Activity 3: Accessibility Legislation

In the Minister Responsible’s mandate letter, one focus is working with advocacy groups and community stakeholders to promote a more inclusive province, including leading a review of existing legislation and regulations in the province with the goal of enacting new Accessibility Legislation. Inclusion-based legislation was later changed to accessibility legislation due shifting to a strength-based focus, as per agreement with the Council. The Council will continue advising and sharing insight on the development of the legislation.

Objective:

By March 31, 2019, the Council advised on the review of legislation and the development of accessibility legislation.

Indicators	Results
Provided input on the review of existing provincial legislation and input on the preliminary stages of developing new Accessibility Legislation.	<ul style="list-style-type: none">• Identified foundational components to guide the legislation’s purpose and function:<ul style="list-style-type: none">○ Advocacy – consumers and cross disability organizations inform the Coalition of Persons with Disabilities.○ Advice – provided by the Council who are appointed individuals with personal and professional lived experiences.○ Action – Minister Responsible receives advice from advocacy groups and the Council. DPO implements the

Indicators	Results
	<p>directions from the Minister Responsible.</p> <ul style="list-style-type: none"> ○ Accountable – Council suggested that a Commissioner be assigned to investigate complaints, monitor progress and report to the House of Assembly. ● Provided input on the question of including a definition of disability (arising from the consultations) and continue to discuss the optimal approach for the legislation. The legislation must be inclusive by design and about preventing and removing barriers that exist in the environment, attitudes, policies and services. ● Discussed and gave feedback that the timing of the legislation must not be rushed to ensure that the legislation process is clearly understood. ● The Council advised that DPO should develop accessible public information materials on the legislation’s scope and purpose
<p>Identified and advised on the comprehensive consultation process for new inclusion-based legislation.</p>	<p>Identified and advised on the consultation process which included:</p> <ul style="list-style-type: none"> ● More planning time to ensure sufficient and wide-spread participation.

Indicators	Results
	<ul style="list-style-type: none"> • The Council members' presence at all consultations to listen to the public's input. • Importance of capturing a diverse range of perspectives during the consultation. • Presentations tailored to business and employer organizations, developers, municipalities, health care professionals as well as youth; the Council to lead with Minister Responsible, departmental and community representatives. • Recognition of ASL and LSQ as important.

Summary:

As of March 31, 2019, the Council provided expertise and advice on the consultation process and the development of the inclusion-based legislation.

Objective 2019-20:

By March 31, 2020, the Council advised on the review of legislation and the development of new Accessibility Legislation.

Indicators:

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

Activity 4: Individualized Funding

One of the objectives in [The Way Forward: A Vision for Sustainability and Growth in Newfoundland and Labrador](#) is support for better services. Within this objective, one of the actions is implementing an individualized funding (IF) model. This model is a self-managed model of care that provides a single point of access and supports the creation of individualized support plans. IF is a mechanism that supports the UN Convention by providing individuals with choice and control over their supports and services, promoting the rights of all individuals to live in community, accessing a range of supports which are reasonable and necessary and promoting community inclusion. The Council will guide and advise on the progress of IF.

Objective:

By March 31, 2019, the Council advised on the development and implementation of an individualized funding model for government programs and services.

Indicators	Results
Advised on the development of a new IF Model.	Council's advice on the development of the IF model included: <ul style="list-style-type: none"> ○ Ensuring consistency across all Regional Health Authorities when implementing IF, especially in urgent situations. ○ Integrating mental health and addictions as an active part of the IF model.
Provided feedback on the progress of IF.	Council provided feedback via discussions at Council meetings which included: <ul style="list-style-type: none"> ○ Ensuring the IF process does not create new barriers (i.e., impact on

Indicators	Results
	<p>the level of supports when there are changes in the management approach to the funding.)</p> <ul style="list-style-type: none"> ○ Ensuring the IF process enables real change. IF must be flexible, portable, and choice-orientated. It was recommended that services be redirected and consolidated to enhance inclusion for all people to access.

Summary:

As of March 31, 2019, the Council gave feedback on the development of IF and its progress to the Minister Responsible and DPO.

Objective 2019-20:

By March 31, 2020, the Council 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 IF Model.
2. Provided feedback on the progress of IF.

Opportunities and Challenges

In the year to come, the Council anticipates that the Provincial Government will take ongoing positive steps to influence a cultural change in relation to disability and strengthen efforts to build an inclusive province.

Opportunities

- Being involved in the development of Accessibility Legislation for persons with disabilities in Newfoundland and Labrador.
- Building and strengthening relationships with stakeholders and governments to facilitate a deeper understanding of and support for accessibility and inclusion.
- Embracing accessibility and inclusion on an intersectional level throughout government.
- Advising the Minister Responsible on the development and implementation of an IF model for government programs and services.

Challenges

- Expanding and recognizing opportunities to advance inclusion for persons with disabilities.
- Safeguarding supports and resources for DPO to continue to provide secretariat support to the Council to effectively continue its mandate.
- Facilitating a deeper understanding and cultural shift within government on issues related to disability.

Appendix A: Terms of Reference

Mandate

The Provincial Advisory Council for the Inclusion of Persons with Disabilities advises and informs Government through the Minister Responsible for the Status of Persons with Disabilities on matters concerning persons with disabilities in Newfoundland and Labrador.

Role and Functions

The Council:

- Brings knowledge and understanding of disability-related issues to Provincial Government through the Minister Responsible
- Advises Provincial Government through the Minister Responsible as it develops policies, programs, strategies and recommendations to advance the inclusion of persons with disabilities
- Promotes awareness to the Provincial Government through the Minister Responsible of barriers experienced by persons with disabilities and how to remove and prevent them

Membership and Structure

The Council is comprised of 12 to 18 members appointed by the Provincial Government. The chair of the Council is appointed to serve a three-year term. Council members are appointed for two years.

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 Council.

Application Process

Individuals who have a broad knowledge and understanding of disability-related barriers and issues experienced by people with disabilities in this province, interested in serving on the Council complete an application form for agencies, boards and commissions, accessed from the Public Service Commission website.

Consideration is given to cross-disability, regional, urban-rural representation and gender balance. Applications are accepted in alternate formats.

Steps in applying online:

1. Go to the Public Service Commission website (<https://www.iacnl.ca/>)
2. In the left menu bar, click on Apply Online, which directly opens to the online form page.
3. Fill out the form and apply to any agencies, boards and commissions that are of interest.

Please contact Public Service Commission or DPO for alternate format of form.

Accountability

The Council reports to the Minister Responsible for the Status of Persons with Disabilities. Under the **Transparency and Accountability Act**, the 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: Council Biographies

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 with 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, 10 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 College of the North Atlantic and a member of the Association for Community Living.

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 autoimmune 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 has experience with various organizations that focus on inclusion and accessibility.

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 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 the 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.