

Provincial Advisory Council

for the Inclusion of Persons with Disabilities

Annual Report

2013 - 2014



This document is available in alternate format upon request. Please contact:

Disability Policy Office

Toll Free: 1-888-729-6279

TTY: 1-888-729-5440

E-mail: disability.policy.office@gov.nl.ca

Chairperson's Message

August 1, 2014

Honourable Kevin O'Brien
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 O'Brien:

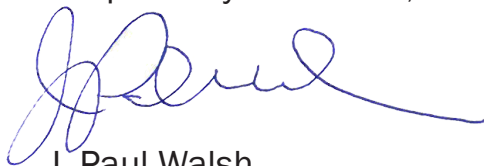
On behalf of the Provincial Advisory Council for the Inclusion of Persons with Disabilities (the Council), I am pleased to submit the Activity Report for 2013-14. As this is the last annual report of the Activity Plan 2011-2014, it includes a summary of all three years of the Plan.

The mandate of the Council 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 brings knowledge and understanding of disability-related issues to the Provincial Government. The Council advises the Provincial Government as it develops policies, programs, strategies and recommendations to advance the inclusion of persons with disabilities. The Council also promotes awareness of the barriers experienced by individuals with disabilities.

In this report, attention was given to "Access.Inclusion.Equality, Provincial Strategy for the Inclusion of Persons with Disabilities" and disability-related issues of importance. On behalf of the newly appointed Council, I would like to thank outgoing Council members for their achievements and dedication to advancing inclusion in this province.

My signature below is on behalf of the Council and indicates the Council is accountable for the results reported.

Respectfully submitted,



J. Paul Walsh
Chairperson

Table of Contents

Chairperson’s Message	
Overview	1
• Mandate	1
• Vision	1
• Physical Location	1
• Representation	2
• Primary Clients	3
• Description of Expenditures	3
Shared Commitments	3
Highlights & Accomplishments	4
Report on Performance	5
Opportunities and Challenges Ahead	16
Appendix A	17
Appendix B	19

Overview

The Provincial Advisory Council for the Inclusion of Persons with Disabilities was established in 2009 by the Provincial Government of Newfoundland and Labrador to advance its commitment to inclusion.

The Council shares its expertise and knowledge, advises the Provincial Government on disability-related issues and the removal of barriers to inclusion.

Mandate

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:

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

Vision

The Council endorses the vision set out in the Provincial Strategy for the Inclusion of Persons with Disabilities:

Newfoundland and Labrador will be a fully inclusive province where people with disabilities have the same opportunities and choices on an equal basis with others.

Physical Location

The Council does not have an office or physical location. The Council can be contacted through the Disability Policy Office, which is located within the Department of Advanced Education and Skills, 3rd Floor, West Block, Confederation Building, St. John's, Newfoundland and Labrador. The Disability Policy Office acts as secretariat to the Council.

Representation

The 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 Council to serve a three-year term and the Council members are appointed for two-year terms. The Council meets up to four times a year, (see Appendix A: Terms of Reference and Appendix B: Council Membership 2013-14).

Council representation consists of an urban-rural balance with regional representation, gender balance and representation of different types of disabilities. New Council members were appointed in February 2014.

Provincial Advisory Council for the Inclusion of Persons with Disabilities Membership 2014 - 2016

Region	Name
Labrador	Delia Connell
	Patricia Moores
St. Anthony - Port aux Choix	Karen Hillier
Corner Brook - Rocky Harbour	Elizabeth Chaulk
Stephenville - Port aux Basques	Katarina Roxon
Gander - New Wes Valley	Norman Austin
Grand Falls - Windsor - Baie Verte - Harbour Breton	Dennis Gill
	Bruce Olford
Clareville - Bonavista	Freeman Wiseman
Burin Peninsula	Donna Piercey
Avalon	Don Connolly
	Paula Corcoran
	Lorna Gilbert
	Philip Lundrigan
	Shane Martland
	Justin Mercer
	Nancy Reid
Paul Walsh	

Primary Clients

The 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 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

Council members are appointed from the general public and do not receive remuneration. Council members are reimbursed for expenses and travel costs. The travel expenses and costs associated with the work of the Council are covered by the Department of Advanced Education and Skills and are included in its departmental budget.

Shared Commitments

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

This commitment is shared with the Provincial Government through the Provincial Strategy for the Inclusion of Persons with Disabilities and the 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.

An inclusive society is a commitment that is expanding to all sectors including private businesses, community groups and other public organizations.

Highlights & Accomplishments

The Council has accomplished a great deal over the period covered by the Activity Plan 2011-2014. By the end of the fiscal year 2013-2014, Council met on numerous occasions with the Minister Responsible for the Status of Persons with Disabilities, officials from a number of departments and agencies, as well as representatives of community organizations, to gain information and provide advice. Some of the initiatives and achievements are outlined below:

- Advised on implementation of the strategy and priority actions, including a multi-media campaign with positive promotion of persons with disabilities; promotion and incorporation of universal design, engaging municipalities throughout the province; accessible electoral processes; legislative review of the *Buildings Accessibility Act*; universal access to disability-related supports; supports for children with disabilities in foster care; supports for living in the community; and incorporation of accessibility and inclusion practices in emergency/evacuation planning.
- Advised on issues of importance to persons with disabilities, including the development of three position statements:
 - Disability-Related Supports Framework
 - Supports for Students with Disabilities (K-12)
 - Supports for Post-Secondary Students with Disabilities
- Developed a three year Activity Plan for 2014-2017. The Activity Plan for Council includes activities on advising the Provincial Government on the Provincial Strategy for the Inclusion of Persons with Disabilities as well as advising the Minister Responsible on time sensitive, emergency or systemic issues.

The Council held one meeting in March 2014 with newly appointed and re-appointed members. In addition, a meeting was also held with the Minister Responsible for the Status of Persons with Disabilities to discuss the Provincial Government's commitment to inclusion and the development of an action plan for the Inclusion Strategy.

Council members participated in a networking opportunity with the Minister Responsible and representatives from organizations of and for people with disabilities.

Report on Performance

In its 2011-14 Activity Plan, the Council identified two key activities that supported its mandate and included performance measure information, including measures and indicators. This assists both the Council and the public in monitoring and evaluating the success of the activity plan. The Council was successful in meeting performance objectives in its third year of the 2011-14 Activity Plan.

Council's mandate crosses all Provincial Government departments and agencies. The Council addressed the following strategic direction of the Department's Strategic Plan: "Enhanced inclusion of persons with disabilities in all aspects of society".

The key activities of the Council are:

1. Advise the Provincial Government on the design, implementation, monitoring and reporting for the provincial strategy.
2. Advise the Provincial Government on issues of importance to people with disabilities that may include advice on time sensitive, emergency, individual and/or systemic issues.

Activity 1: Provincial Strategy for the Inclusion of Persons with Disabilities 2013-14

The Council was pleased to provide advice on the strategy based on its expertise. This work contributed to the implementation of "Access. Exclusion. Equality, Provincial Strategy for the Inclusion of Persons with Disabilities".

Objective: By March 31, 2014, the Council will have advised the Provincial Government on the design, implementation, monitoring and reporting for a Provincial Strategy for the Inclusion of Persons with Disabilities.

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

Indicators	Result
<p>Provided advice on the implementation, monitoring, evaluating, and reporting mechanisms for the strategy.</p>	<p>Members provided input on the implementation of the strategy, and shared responses from around the province to the strategy's launch in 2012.</p> <p>Members advised on the importance of investment in the strategy and opportunities to promote the document and its strategic directions. Members also advised that regular reporting, monitoring and evaluating are key elements to advance the strategy.</p> <p>The Council identified priority areas that would support the five strategic directions in the strategy. These included:</p> <ul style="list-style-type: none"> • A multimedia campaign promoting a positive image of people with disabilities and building knowledge to support inclusion • Promotion and incorporation of universal design as related to the <i>Buildings Accessibility Act</i> • Policies on and access to supported decision making, universal assistive technology program, and universal access to disability-related supports • Application of a disability lens to services, programs and policies • Accessible information including websites, documents, and Provincial Government publications

<p>Contributed to the development of an action plan to achieve the five strategic directions of the provincial strategy for the inclusion of persons with disabilities.</p>	<p>The Council provided advice on the development of an action plan and identified priority areas to support each of the five strategic directions in the strategy. These included:</p> <p>Strategic Direction #1</p> <ul style="list-style-type: none"> • Ensure positive promotion of persons with disabilities through a multi-media campaign <p>Strategic Direction #2</p> <ul style="list-style-type: none"> • Engage municipalities throughout the province in inclusion initiatives; • Ensure all voting booths and electoral information is accessible <p>Strategic Direction #3</p> <ul style="list-style-type: none"> • Update buildings accessibility standards through a legislative review; • Enhance inspection capacity to increase compliance; • Promote awareness of universal design within architecture and construction industries <p>Strategic Direction #4</p> <ul style="list-style-type: none"> • Review financial contribution formulas for disability-related supports; • Implement individualized programs; • Develop a legislative framework for supported decision-making <p>Strategic Direction #5</p> <ul style="list-style-type: none"> • Ensure emergency/evacuation planning and responses include accessibility and inclusion practices; • Provide inclusive services and accessibility training for public service staff
---	--

Over the past three years, the Provincial Advisory Council for the Inclusion of Persons with Disabilities has accomplished a great deal, sharing knowledge and experiences related to disability.

The Council initiated discussions with a variety of Provincial Government officials, organizations and individuals with expertise in disability to inform their advice. Some highlights of their advice included:

- Advised NL Housing Corporation on visitability and incorporating Universal Design in social housing
- Advised Service NL on the *Buildings Accessibility Act* and Regulations
- Advised the Chief Electoral Officer and staff on how to improve accessibility of the provincial voting process
- Advised on the development, implementation and evaluation of the Provincial Strategy for the Inclusion of Persons with Disabilities
- Advised on disability-related issues and solutions regarding supports for living in the community including supports for individuals whose caregivers are aging
- Identified priority areas for advice to the Provincial Government
- Developed a three-year Activity Plan for 2014-2017

The Council held nine meetings throughout the past three years. Topics included:

Entity/Name	Topic discussed
2011-12	
NL Housing Corporation	Universal design, accessible housing, visitability
Department of Child, Youth Family Services	Children with disabilities accessing supports in foster care
Service NL	Buildings accessibility: experiences, legislation, compliance exemptions

NL Statistics Agency	Data collection opportunities and ways to measure the strategy
Consumers Health Awareness Network of Newfoundland and Labrador (CHANNAL) and the Provincial Mental Health and Addictions Advisory Council	Awareness of stigmas associated with mental health
2012-13	
Minister Responsible for the Status of Persons with Disabilities and the Minister of Health and Community Services	Supports to live in the community and aging caregivers, age appropriate housing with supports
Advanced Education and Skills	Potential impacts of transferring employment assistance services from community agencies to Provincial Government offices; student loans; accessibility of AES Employment Centres Labour Market Agreement for Persons with Disabilities and Student Aid
NL Injured Workers' Association	Barriers and issues experienced by injured workers
Workplace Health and Safety Compensation Commission	Services available for injured workers with disabilities
Human Rights Commission NL	Role of the Commission, trends in disability-related complaints
Consumers' Health Awareness Network Newfoundland and Labrador	Mental Health Strategy for Canada and linkages to Newfoundland and Labrador

College of the North Atlantic and Memorial University	Inclusive education
Buildings Accessibility Advisory Board Chair	<i>Buildings Accessibility Act</i>
A panel of experts (a person with a disability, an advocacy organization – Coalition of Persons with Disabilities, and officials from the Department of Health and Community Services)	Independent living, supports to live in the community with choice

Meetings were also held with the Minister Responsible for the Status of Persons with Disabilities:

Topic discussed
2011-12
Input on development and monitoring/reporting of provincial inclusion strategy
2012-2013
Framework for disability-related supports, and supports for post-secondary students with disabilities
Supports to live in the community, and aging caregivers
Commitment to advance inclusion; development of action plan for the Inclusion Strategy
2013-2014
Commitment to advance inclusion; development of action plan for the Inclusion Strategy

The Council sent correspondence to departments and agencies on a variety of issues of importance to persons with disabilities:

Title/Department Name	Topic communicated
April 2011 - March 2012	
Minister Responsible for the Status of Persons with Disabilities	Election accessibility, inclusive education policy, home supports
Chief Electoral Officer of Elections NL	Accessibility of polling stations and electoral processes
Deputy Minister of Child Youth and Family Services	Letter summarizing discussion items in response to presentation provided by Child Youth and Family Services
Deputy Minister of Service NL	Barrier removal in the built environment, compliance issues
April 2012- March 2013	
Deputy Minister of Service NL	Accessibility issues
Chief Executive Officer of NL Housing Corporation	Accessible housing, and championing universal design
Minister of Service NL	<i>Buildings Accessibility Act</i>
Minister of Health and Community Services	Independent living; alternate living arrangement for adults with disabilities who live with aging caregivers
Minister Responsible for the Status of Persons with Disabilities	Comprehensive disability support framework; research practices and trends

Minister of Health and Community Services	Supports for non-seniors with disabilities to live in the community and not long term care facilities; issues related to aging caregivers
Minister Responsible for the Status of Persons with Disabilities	Inclusion strategy and action plan
April 2013- March 2014	
Chairperson of the Buildings Accessibility Advisory Board	<i>Buildings Accessibility Act</i> , linkages between Council and the Board

Activity 2: Issues of importance to persons with disabilities 2013-14

Council communicated with the Minister Responsible and advised on a variety of disability-related issues 2013-14, including:

- An assistive technology program with universal access
- Differences between disability-related supports required for seniors and persons with disabilities
- Universal access to disability-related supports
- Accessibility and equitable access to employment
- Access to supports for post-secondary students

Objective: By March 31, 2014, the 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	Actual Results
<p>Advised the Minister Responsible and other Provincial Government officials on time sensitive, emergency, individual or systemic issues of importance to people with disabilities.</p>	<p>The Council provided advice to Provincial Government departments on:</p> <ul style="list-style-type: none"> • Department of Health and Community Services: supports to live in the community for individuals who live with aging caregivers • Department of Advanced Education and Skills: potential impacts of transferring employment assistance services from community to the Provincial Government and the accessibility of Employment Centres • Department of Advanced Education and Skills: supports for students with disabilities in post-secondary institutions • Department of Advanced Education and Skills: feedback on two early initiatives of the strategy: the Accessible Vehicle Funding and Inclusion Grants programs. Advice addressed eligibility criteria, program scope, support to applicants, and promotion of both initiatives • Department of Advanced Education and Skills: principles of a framework for disability-related supports such as accessibility, community inclusion, fairness, portability, transparency, self-determination, and universality • Department of Advanced Education and Skills: the importance of an assistive technology program that

	<p>included principals of accessibility and universality</p> <ul style="list-style-type: none"> • Newfoundland and Labrador Housing Corporation: the importance of age-appropriate services and housing, i.e. the needs of seniors being distinct separate from the needs of persons with disabilities; and the need for universal access to disability-related supports
<p>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.</p>	<p>Council provided communications on:</p> <ul style="list-style-type: none"> • Department of Health and Community Services: disability-related issues regarding supports to live in community and aging caregivers • Department of Advanced Education and Skills: the need to ensure accessibility in all buildings, including historical buildings such as the Colonial Building • Department of Service NL: the need to address accessibility in emergency preparedness exercises
<p>Received presentations from various Provincial Government departments and agencies to inform their work of advising the Minister Responsible on issues of importance to persons with disabilities</p>	<p>The Council received presentations, including:</p> <ul style="list-style-type: none"> • Department of Advanced Education and Skills (Disability Policy Office): assistive technology - scope, various programs within Newfoundland, across Canada, United States and other jurisdictions • Department of Advanced Education and Skills (Disability Policy Office):

	<p>Federal Labour Market report entitled <i>Rethinking Disability in Public Sector</i></p> <ul style="list-style-type: none"> • Department of Advanced Education and Skills (Disability Policy Office): supports to live in the community with dignity and choice • Department of Health and Community Services: services currently available to adults with disabilities to support living in the community • Department of Advanced Education and Skills: Labour Market Agreement for Persons with Disabilities and Student Aid • Human Rights Commission: the <i>Human Rights Act</i>, role of the Human Rights Commission • College of the North Atlantic and Memorial University of Newfoundland: an inclusive education initiative for students with disabilities in the College of the North Atlantic and Memorial University of Newfoundland • Department of Advanced Education and Skills: the Provincial Strategy for the Inclusion of Persons with Disabilities
--	--

Over the past three years, the Council advised on a variety of time sensitive, emergency, individual or systemic issues regarding barriers to inclusion on an equal basis with others. Some examples of Council advice included: the accessibility of the retrofit of Arts and Culture Centres, program design of Accessible Vehicle and Inclusion Grants, the need for a continued increase in accessible housing throughout

the province, amendments to the *Buildings Accessibility Act* to enable increased accessibility, and broadening program eligibility to be based on need.

Opportunities and Challenges Ahead

The Council is eager to build upon its advice to the Provincial Government on the Provincial Strategy for the Inclusion of Persons with Disabilities, and issues of importance to persons with disabilities.

New members were appointed to the Council in February 2014. Input from the Council will provide an opportunity to continue to build upon its achievements while advancing the Provincial Government's commitment to inclusion.

There are challenges in moving forward in the fiscal year with addressing existing systemic barriers. However, much can be accomplished as priorities are considered:

- Providing guidance on improving Provincial Government policies and services
- Ensuring implementation of initiatives of the Provincial Strategy is cohesive and coordinated and appropriately funded and resourced



Appendix A

The Provincial Advisory Council for the Inclusion of Persons with Disabilities

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 Council:

- Brings knowledge and understanding of disability related issues to government
- Advises government as it develops policies, programs, strategies and recommendations to advance the inclusion of persons with disabilities
- Promotes awareness of disabilities and 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 Council 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 Council meets up to four times a year.

The Disability Policy Office, located within the Department of Advanced Education and Skills, provides secretariat and administrative support to the 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 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 general public

Advertisements are placed in newspapers province-wide, encouraging nominations to the Council based on the above noted criteria. Further information about the Council and nomination criteria is available from the Disability Policy Office via website, phone or email.

All public documents related to the 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 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 report.

Appendix B

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

The Provincial Advisory Council for the Inclusion of Persons with Disabilities is composed of 18 community leaders from across the province. The Council has cross disability membership ranging from individuals who have various disabilities, family members and others who have expertise in the area of inclusion. The membership is diverse with men and women who live in rural and urban locations throughout the province.



J. Paul Walsh (Chair) 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 is an executive Board Member of the Coalition of Persons with Disabilities - Newfoundland and Labrador, a member of the Advisory Committee for Students with Disabilities (Memorial University), and member of the selection committee for the Glenn Roy Blundon Award.



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 the Municipal Affairs Appeals Board. He is the father of a 34-year old son with an intellectual disability.



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 the 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.



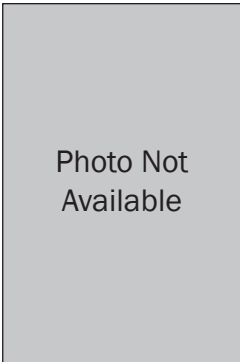
Delia Connell is the Vice-President of Community Services/Aboriginal Affairs and Chief Operating Officer for Central/Northern Labrador with Labrador Grenfell Health. She is an active member and volunteer with local, regional, and provincial groups including Newfoundland and Labrador Association for Community 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 is actively promoting awareness and inclusion for individuals with disabilities locally and nationally. He is President of the Canadian 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 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 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 is a retired high school administrator, and a recipient of the Queen Elizabeth II Diamond Jubilee Medal. He is President of the Newfoundland and Labrador Association for Community Living, a member of the Buildings Accessibility Advisory Board, and member of Income Employment Disability Supports Working Group - Canadian Association of Community Living. Dennis is a parent of a 33-year-old son who has intellectual and physical disabilities.



Karen Hillier is active in the Deaf community and has been a long-time advocate for Deaf consumers. Karen lives in St. Anthony.



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 councillor with the Town of Upper Island Cove. He has over 20 years involvement with various committees provincially and nationally promoting inclusion of persons with disabilities.



Shane Martland is a Community Outreach Specialist at the Learning Disabilities Association of Newfoundland and Labrador. He is a community advocate for inclusion for individuals with learning disabilities. Shane is a member of the Memorial University of Newfoundland and Labrador Assistive Technology Committee.



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.



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 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 Piercey is a Coordinator of Disability Services at the College of the 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 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 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.



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 Clareville.

Copyright © Department of Advanced Education and Skills
ISBN: 978-1-55146-537-1

For additional copies of this document please contact:

Disability Policy Office

P.O. Box 8700

St. John's, NL A1B 4J6 Canada

Phone: 709-729-6279

Fax: 709-729-6237

TTY: 1-888-729-5440

Available in alternate formats, upon request.

