

**Provincial Advisory Council for the  
Inclusion of Persons with Disabilities  
Annual Report 2017-18**



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- **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, sub-titles or for emphasis. Bold fonts of medium heaviness are used instead.
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## Chairperson's Message

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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 2017-18. This is the first report for the Activity Plan 2017-20.

This year we continued to dialogue and provide advice on strategies for facilitating inclusion in our province. We, as Council, took time to do a retrospective of our work and highlighted key areas of focus for the coming year. We wish to reiterate that we must continue to evolve how we think about disability in our province if we are to achieve full inclusion.

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,



Marie Ryan  
Chairperson

# Overview

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

- Advising 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.
- 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 Advisory Council currently has 11 members who were appointed on March 16, 2017, by the Government of Newfoundland Labrador. The chairperson of the Advisory 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 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 Advisory Council meets up to three times a year.

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

## Mandate

The Advisory Council is mandated to advise and inform the Minister Responsible for the Status of Persons with Disabilities on matters concerning persons with disabilities in Newfoundland and Labrador.

The Advisory 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 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 – 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 Advisory Council does not have a physical office or location. The Advisory 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 Advisory Council has 12 to 18 volunteer members who are appointed by the Provincial Government. The chair of the Advisory Council is appointed to serve a three-year term and the members are appointed for two-year terms. The Advisory Council meets at least three times a year (see Appendix A: Terms of Reference and Appendix B: Advisory Council Biographies).

## **Membership List**

Cyril Peach	Vikas Khaladkar (resigned October 2017)
Paula Gillis	Nicole Marsh
Katarina Roxon	Patricia Moores
Dennis Gill	Fraser Piccott
Bruce Oldford	Nancy Reid
Paula Corcoran-Jacobs	Marie Ryan (chair)

## **Primary Clients**

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

## Description of Expenditures

Advisory 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 Advisory Council are covered by CSSD and are included in its departmental budget.

### Expenditures for Fiscal Year 2017-18

Area of Expenditures	Amount
Travel <ul style="list-style-type: none"><li>Flights, hotels, mileage, per diems, incidentals, taxi, disability-related supports</li></ul>	\$17, 042.00
Purchase Services <ul style="list-style-type: none"><li>Venue rental and catering</li><li>Reservationless conference line</li><li>Disability-related supports (real time captioning, sign language interpreters, audio support)</li></ul>	\$26, 761.00
Total	\$43, 803.00

## Highlights and Accomplishments

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The fiscal year of 2017-18 was an interactive and industrious year for the Advisory Council. Discussions within the Advisory Council provided an opportunity to review their work and identify future actions and advice giving to ensure that inclusion for persons with disabilities remains the core goal.

The Advisory Council engaged with government officials including:

- Associate Deputy Minister of Education and Early Childhood Development (EECD) and Assistant Deputy Minister of EECD provided an overview of the report of the Premier’s Taskforce on Improving Educational Outcomes and the development of an Education Action Plan



- Assistant Deputy Minister of Health and Community Services (HCS) and the Provincial MAiD Medical Consultant presented on the overview of Medical Assistance in Dying (MAiD) and discussed safeguards for training and implementation
- DPO presented on:
  - Individualized supports funding including jurisdictional information and current trends
  - Overview of inclusion-based legislation in Canada and existing provincial legislation that has disability-related components
  - Overview of the Advisory Council for newly appointed and returning members (i.e. role and responsibilities, mandate, accountability and reporting)

The Advisory Council also participated in events including:

- Community meeting with the Minister Responsible on supporting Canada's intention to sign the Optional Protocol for the United Nations Convention on the Rights of Persons with Disabilities
- Action Plan for the Inclusion of Persons with Disabilities Year 2 Showcase event
- Community Sector Council - Volunteer Appreciation Luncheon
- International Day of Persons with Disabilities proclamation
- Human Rights Award ceremony, Government House
- Independent Living Awards ceremony, Government House

The commitment to enhance inclusion in the province is shared among all levels of Government, the Advisory Council, communities and businesses. The Advisory Council continues to engage, discuss and provide advice to Provincial Government. This commitment also adheres to the principles and spirit of the United Nations Convention on the Rights for Persons with Disabilities (the Convention). Inclusion for everyone includes everyday life areas: work, mental health, community, health, education and rights.

# Report on Performance

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The Activity Plan 2017-20 includes 4 key activities with objectives and indicators for 3 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
- Provincial Inclusion-Based Legislation
- Individualized Funding

These activities are used to accomplish the Advisory Council's activity plan goals. In order for indicators to be achieved, the Advisory 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
- Inclusion-based 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 core mandate for the Advisory Council is to advise Provincial Government and the Minister Responsible on issues related to persons with disabilities. This role is critical to strengthen the Provincial Government's commitment to inclusion of persons with disabilities.

### Objective 1:

By March 31, 2018, the Advisory 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.

Indicators	Results
Identified, prioritized and advised on issues critical to the inclusion of persons with disabilities.	Focused on the identified areas in the work plan tied into the activities of the Activity Plan 2017-20: <ul style="list-style-type: none"><li>• Ensuring that legislation related to MAiD implements safeguards to prevent coercion and misinformation and ensure protection of persons with disabilities</li><li>• Strengthened and maintaining Inclusive Education commitment, services and resources</li><li>• Text 911 implementation</li><li>• Ensuring mental health is included in all government policies, legislations, initiatives</li></ul>

Indicators	Results
	<ul style="list-style-type: none"> <li>• Supported employment available to all regions of province</li> <li>• Ensuring supports for individuals who have aging caregivers</li> <li>• Ensuring recreation and sport is inclusive</li> <li>• Universal Design used by Government in all policies and legislations</li> <li>• Procurement on supporting inclusion within government</li> <li>• Importance of supported decision-making and legal capacity</li> <li>• Developing Inclusion-based legislation scope and consultation process</li> <li>• Providing insight on Individualized Funding principles, design and implementation</li> </ul> <p>Flagged for future discussion:</p> <ul style="list-style-type: none"> <li>• Creating a new legislative officer to oversee disability-related issues</li> </ul> <p>Reviewed Advisory Council's work including advice papers, position statements, correspondences in the past eight years and the status of each focus area. Setting priorities for the upcoming year to include:</p> <ul style="list-style-type: none"> <li>• Inclusion- based legislation <ul style="list-style-type: none"> <li>○ Areas identified for discussion within legislation context: <ul style="list-style-type: none"> <li>▪ inclusive education</li> </ul> </li> </ul> </li> </ul>

Indicators	Results
	<ul style="list-style-type: none"> <li>▪ individualized funding</li> <li>▪ universal design</li> <li>▪ inclusive workplaces</li> <li>▪ legal capacity</li> <li>▪ mandatory inclusion lens</li> <li>▪ access to services available to public</li> </ul> <ul style="list-style-type: none"> <li>• <b>Buildings Accessibility Act</b> review</li> <li>• Inclusive Employment</li> <li>• Engaging with municipalities on inclusion, accessibility and universal design</li> <li>• Inclusive Education – supports for students who are hard of hearing and Deaf</li> <li>• Individualized Funding</li> <li>• Supported decision-making</li> <li>• Accessibility of provincial electoral processes</li> <li>• Waterford Hospital Replacement</li> <li>• Replacing government TTYs with text lines</li> <li>• Text enabled 911 in the NL 911 system</li> </ul>
<p>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.</p>	<p>Wrote letters to government departments advising on issues critical to the inclusion of persons with disabilities including:</p> <ul style="list-style-type: none"> <li>• Minister of HCS on replacing the Waterford hospital and attaching to hospital services, more community options, accessible, universal design, discontinue institutionalization</li> </ul>

Indicators	Results
	<ul style="list-style-type: none"> <li>• Minister of Justice and Public Safety on supported decision-making</li> <li>• Minister of Service NL on the status of the <b>Buildings Accessibility Act</b> review</li> <li>• Chief Electoral Officer on maintaining and enhancing accessibility (polling stations, staff training accommodations)</li> <li>• Minister of EECD on designated position to support students who are Deaf and hard of hearing</li> <li>• Minister Responsible on replacing Provincial Government TTY lines with text lines</li> <li>• Minister Responsible on enabling text 911 in 2018</li> </ul> <p>Dialogue with the Minister Responsible discussing issues about:</p> <ul style="list-style-type: none"> <li>• Availability of accessible products in the homebuilding industry</li> <li>• Enhancing supports for individuals to participate in community, rather than being forced into long term care and/or seniors' complexes that are not age appropriate</li> <li>• Awareness and access to transitioning supports for students with disabilities</li> <li>• Supports needed for individuals with aging caregivers to enable them to stay and live in their communities</li> </ul>

Indicators	Results
	<ul style="list-style-type: none"> <li>Increasing the focus on mental health and wellness</li> </ul>

**Summary:**

As of March 31, 2018, the Advisory Council identified and provided advice by discussions with Minister Responsible and letters to Provincial Government officials on issues critical to persons with disabilities.

**Objective 2:**

By March 31, 2019, the Advisory Council will have provided advice on issues critical to the inclusion of persons with disabilities. The indicators are:

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 2015-18**

[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 Advisory Council will provide advice on the Action Plan’s implementation, input on the final evaluation report and advise on the next steps.

**Objective 1:**

By March 31, 2018, the Advisory Council advised on the action plan and provided feedback on its final report.

**Indicators:**

1. Advised on activities designed to enable attainment of the stated goals of the action plan by March 31, 2018, including collaboration with community on the importance of supported decision-making and enhancing legal capacity, accessibility in events, social media campaign to awareness and removal of barriers.
2. Provided feedback on the action plan’s final evaluation report.

<b>Indicators</b>	<b>Results</b>
Advised on activities designed to enable attainment of the stated goals of the action plan by March 31, 2018, including collaboration with community on the importance of supported decision-making and enhancing legal capacity, accessibility in events, social media campaign to awareness and removal of barriers.	Shared advice with government officials in dialogue and/or correspondence: <ul style="list-style-type: none"><li>• Importance of moving forward with supported decision-making commitment and enhancing legal capacity</li><li>• Advising government to ensure accessibility of public events</li></ul>
Provided feedback on the action plan’s final evaluation report.	Final evaluation report will be compiled in 2018-19. Council will provide input.

**Summary:**

As of March 31, 2018, the Advisory Council provided feedback on the remaining Action Plan goals.

**Objective 2:**

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



**Indicators:**

1. Advised on activities designed to enable attainment of the stated goals of the action plan by March 31, 2019, including collaboration with community on the importance of supported decision-making and enhancing legal capacity, accessibility in events, social media campaign to awareness and removal of barriers.
2. Provided feedback on the action plan’s final evaluation report.

**Activity 3: Provincial Inclusion-Based Legislation**

One of the responsibilities in the Minister Responsible’s mandate letter 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 a new inclusion-based Disabilities Act. The Advisory Council will provide insight and advice on this review as well as the development of the legislation.

**Objective 1:**

By March 31, 2018, the Advisory Council advised on the review of legislations and the development of a provincial inclusion-based legislation.

**Indicators:**

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

<b>Indicators</b>	<b>Results</b>
Provided input on the review of existing provincial legislation and input on the preliminary stages of developing an inclusion-based legislation.	Identified areas for the new legislation: <ul style="list-style-type: none"><li>• inclusive education</li><li>• individualized funding</li><li>• universal design</li></ul>

Indicators	Results
	<ul style="list-style-type: none"> <li>• inclusive workplaces</li> <li>• legal capacity</li> <li>• mandatory inclusion lens</li> <li>• access to services available to public</li> </ul> <p>Identified what is needed to develop inclusion-based legislation:</p> <ul style="list-style-type: none"> <li>• infrastructure to be in place to inform and enforce</li> <li>• resources for adequate funding</li> <li>• functionality with clear precise flexible standards</li> <li>• government-wide application</li> <li>• promotion of purchasing power</li> <li>• integrate principles to ensure implementation enables full inclusion and rights</li> <li>• focus on universality not on disabilities</li> <li>• appointment of commissioner's office to oversee legislation</li> <li>• include a focus on systems' issues - e.g., implementing text 911 in Newfoundland and Labrador 911 service delivery</li> <li>• Include formal recognition of American Sign Language (ASL)</li> </ul>

Indicators	Results
Identified and advised on the comprehensive consultation process for new inclusion-based legislation.	<p>Advised on consultation process for inclusion-based legislation:</p> <ul style="list-style-type: none"> <li>• All options of communication are available with an urban and rural balance (i.e., phone, email, mail). Importance of social media activity to reach youth</li> <li>• Engaging and sharing information about the consultation to a wide range of stakeholders in businesses, communities, professionals of public and private sectors, industries</li> </ul>

**Summary:**

As of March 31, 2018, the Advisory Council provided insight and advice on a comprehensive consultation process and the development of the inclusion-based legislation.

**Objective 2:**

By March 31, 2019, the Advisory Council will have advised on the review of legislations and the development of a provincial inclusion-based legislation.

**Indicators:**

1. Provided input on the review of existing provincial legislation and input on the preliminary stages of developing an inclusion-based legislation.
2. Identified and advised on the comprehensive consultation process for a new inclusion-based 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. The Advisory Council will guide Provincial Government to utilize inclusion and advise on IF.

### Objective 1:

By March 31, 2018, the Advisory Council advised on the development and implementation of an IF Model for Provincial Government programs and services.

### Indicators:

1. Advised on the development of a new IF Model.
2. Provided feedback on the progress of IF.

Indicators	Results
Advised on the development of a new IF Model.	Identified components needed for the new model: <ul style="list-style-type: none"><li>• IF principles - flexible, portable across lifespan/regions/province, cross disability, shared accountability, no disincentives/barriers</li><li>• Design of IF - community participation, co-designing, timeframes, phases and evaluation process</li><li>• Scope of IF - Basic Income, home support/respite, assistive technology, communication supports (ASL, technologies), job</li></ul>

Indicators	Results
	<p>coach/employment programs, housing supports, recreation, transportation, life areas (variable to changes in life, long term)</p> <ul style="list-style-type: none"> <li>• Individuals will need supports to use the IF model. Possible gaps and cautions include individuals' limited understanding of how relevant policies intersect, ensuring transition supports to new programs, change management considerations, and addressing barriers for people who need temporary/episodic supports</li> </ul>
<p>Provided feedback on the progress of IF.</p>	<p>Flagged a concern on developing a new model within current service levels. This may cause barriers for individuals to access and have appropriate supports and services under the IF model.</p> <p>Advised the Minister Responsible on the progress of IF:</p> <ul style="list-style-type: none"> <li>• The IF model includes two funding streams (individual supports and community capacity building)</li> <li>• Supports must reflect individual needs</li> </ul>

Indicators	Results
	<ul style="list-style-type: none"> <li>• There are strong links between a Supported Decision-Making Framework and IF</li> <li>• Need to include and address Workers Compensation benefits for support workers hired under an IF model</li> <li>• The IF model must consider collective needs (ex: text-enabled 911 services)</li> <li>• The IF model must not present new barriers</li> </ul>

**Summary:**

As of March 31, 2018, the Advisory Council gave feedback on the development of IF and its progress.

**Objective 2:**

By March 31, 2019, the Advisory Council will have advised on the development and implementation of an IF Model for Provincial 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 Ahead

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The upcoming year will be action-packed with identified priorities to move inclusion forward. The ongoing challenge within government is to ensure that the concept of inclusion is not only understood, but becomes a foundational principle that guides all decision-making. This challenge can be met by creating and maximizing opportunities for greater learning and collaboration about inclusion, to ensure it remains a strong commitment in our province.

# Appendix A: Terms of Reference

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## **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 Provincial Government
- Advises Provincial Government as it develops policies, programs, strategies and recommendations to advance the inclusion of persons with disabilities
- Promotes awareness to the Provincial Government of barriers experienced by persons with disabilities and how to remove and prevent them

## **Membership and Structure**

The Advisory Council is comprised of 12 to 18 members appointed by the Provincial Government. The chair of the Advisory Council is appointed 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.



## **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 Advisory 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
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 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 report.

## **Appendix B: Advisory Council Biographies**

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### **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.

## **Vikas Khaladkar**

Vikas immigrated to Canada in 1962, moving to Newfoundland and Labrador in 2007 to work as a Crown Attorney with Special Prosecutions. Vikas, as Chair of the project management team for the building of the First Nations University of Canada in Regina, Saskatchewan brings professional experiences, an understanding of accessibility and the built environment. Vikas also shares a personal connection within the Deaf community which he feels has broadened his worldview and will act as an asset for his work with the Advisory Council.

## **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 will be an asset to the Advisory Council.

## **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 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.