Action Plan
2015 - 2018

Access. Inclusion. Equality.

Provincial Strategy for the Inclusion of Persons with Disabilities in Newfoundland and Labrador

Newfoundland
Labrador

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Message from the Minister

As Minister Responsible for the Status of Persons with Disabilities, I am pleased to present this action plan, which will further direct *Access. Inclusion. Equality. Provincial Strategy for the Inclusion of Persons with Disabilities in Newfoundland and Labrador.*

The strategy focuses on working together to find solutions that remove barriers, provide services with dignity, fairness and respect, and advance our goal of an inclusive society.

We all share a responsibility for creating inclusive, accessible communities. Through this action plan, the Provincial Government will both lead by example and work in collaboration with private industry, community groups and other public bodies to foster the development of a more inclusive society. We want to make accessibility and inclusion an everyday consideration.

This action plan includes activities to be undertaken across Provincial Government departments and agencies over the next three years. We will continue to work with our partners, including the Provincial Advisory Council for the Inclusion of Persons with Disabilities, as we take action to change attitudes and eliminate barriers while enhancing all aspects of the lives of Newfoundlanders and Labradorians, including visitors and newcomers to our province.

Clyde Jackman

Clyde Jackman
Minister Responsible for the Status of Persons with Disabilities

Design

The action plan is designed to advance inclusion and increase each person's access to meaningful participation in all aspects of society.

The goal and five objectives within the plan reflect the vision and strategic directions of *Access. Inclusion. Equality. Provincial Strategy for the Inclusion of Persons with Disabilities.*

Actions were developed from solutions proposed during public consultations, advice from the Provincial Advisory Council, deliberations from a cross-governmental working group and leading practices from around the world.

Actions are designed to ensure policies, services and attitudes are inclusive and that barriers are removed and prevented. Persons with disabilities experience attitudinal, systemic, physical and technological barriers on a daily basis. Removing barriers will make a positive difference in people's lives and benefit all Newfoundlanders and Labradorians.

Over 60 programs and services are already in place for persons with disabilities. These programs will continue within a common policy framework that provides a coordinated and streamlined approach to services and actions that supports inclusion.

Some actions in this plan are closely aligned with other Provincial Government strategies and plans, including: the Open Government Initiative, Healthy Aging Policy Framework, Poverty Reduction Strategy, Ten-Year Child Care Strategy and the Strategy for Long-Term Care and Community Support Services. This plan will work together with other action plans and strategies with complementary goals and initiatives.

Through the strategy, accessibility and inclusion considerations will become a natural course of doing business and will be integrated into the work of government throughout its departments and agencies.

Implementation

The action plan will be implemented over a three-year period: 2015-2018.

Oversight will be provided by the Ministers' Committee for the Inclusion of Persons with Disabilities with ongoing advice and guidance of the Provincial Advisory Council for the Inclusion of Persons with Disabilities.

Government departments and agencies will lead actions that fall within their mandates and will adopt a collaborative approach for actions with shared responsibilities.

The Provincial Government will work in partnership with private, community and other public sectors on specific actions throughout implementation of the action plan.

Furthermore, the Provincial Government will collaborate with community and private organizations whose existing strategic plans and initiatives are aligned with the vision, principles and goals of Access. Inclusion. Equality. Provincial Strategy for the Inclusion of Persons with Disabilities.

The Disability Policy Office, within the Department of Seniors, Wellness and Social Development is responsible for coordinating, monitoring and reporting on the action plan. This office will continue to work closely with the Advisory Council, government committees and other stakeholders throughout the life of the action plan.

Evaluation

To enable meaningful evaluation and guide future decisions, a qualitative and quantitative accountability framework will be used to measure the impact of this action plan.

A singular, robust measure of inclusion does not exist. There is no exact tool that can capture every aspect of inclusion and accessibility. Therefore, baseline data and statistical tools for measuring advancement toward accessible and inclusive societies will be established.

A comprehensive profile of barriers experienced by people with disabilities living in Newfoundland and Labrador will be developed. Research will then take place to determine the extent to which barriers limit participation in social, civic, educational and economic opportunities and the degree to which this changes over the life of the strategy.

The Minister Responsible for the Status of Persons with Disabilities will provide annual updates to the House of Assembly. A final report at the end of the three-year action plan in 2018 will be used to inform future directions.
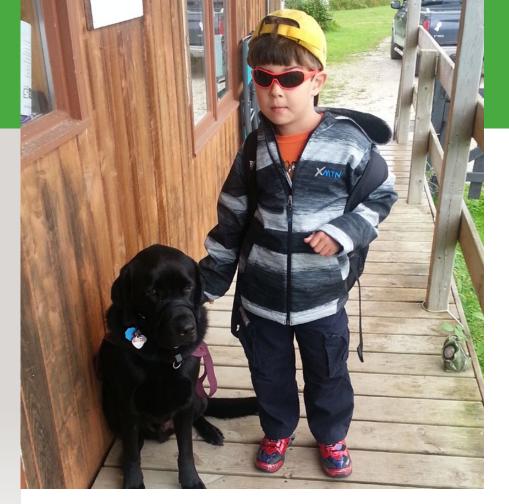
Vision:

A fully inclusive province where people with disabilities have the same opportunities and choices on an equal basis with others

Access. Inclusion. Equality.
Provincial Strategy for the Inclusion of Persons with Disabilities

Goal:

To advance inclusion throughout the province

Objectives:

1. Build a positive image of disability
2. Engage persons with disabilities in decision-making
3. Increase accessibility of the built environment
4. Increase access to disability-related supports
5. Deliver services with dignity, fairness and respect

Positive Image of Disability

The way society views and understands disability has a direct impact on how people are treated and included. Negative stereotypes can lead societies to exclude people.

Achieving full inclusion in this province will require a new way of thinking.

Increased awareness of disability and knowledge of barriers that people experience on a daily basis will give way to changes where everyone can be included.

The inclusion of persons with disabilities requires the removal of barriers, particularly attitudinal barriers that result from negative stereotypes, lack of knowledge and familiarity.

Objective:

- **Build a positive image of disability**

Actions:

1. Develop and launch a social media campaign to shift public attitudes by challenging negative stereotypes, and building knowledge about barriers and how to remove them.

2. Consistently, include a positive portrayal of persons with disabilities throughout Provincial Government publications and campaigns.

3. Work with public and private industry employers to encourage hiring persons with disabilities to fill labour market needs.

4. In recognition of its unique language and culture, engage the Deaf community to identify opportunities to celebrate and promote awareness about Deaf culture.

Engagement of Persons with Disabilities

Utilizing the knowledge and expertise of persons with disabilities is critical to the development of informed public policies, programs and services.

Ideas and solutions from persons with disabilities provide consumer-tested and effective ways to remove barriers.

Engaging persons with disabilities upholds the right of individuals to be part of decisions that affect their lives.

Objective:

- **Engage persons with disabilities in decision-making**

Actions:

1. Develop and implement accessibility guidelines for government public engagement activities.

2. Enhance accessibility of electoral processes.

3. Enhance community capacity and knowledge of public engagement and collaboration with government.

4. Implement a process to consider disability impacts within public policy and programs.

5. Hold an accessibility summit, in collaboration with community partners.

6. Promote representation of persons with disabilities on government agencies, boards and commissions.

Built Environment

The built environment refers to anything human-made and used for human activity. It includes buildings, communication and transportation systems, infrastructure, products and walkways.

Access to the built environment is an essential component of inclusion.

Accessibility design features are beneficial to everyone, such as level entries, automatic door openers and websites that are straightforward and easy to navigate.

Universal design produces products, environments, communications and programs that can be used by most people without the need for adaptation. Universal design principles are a practised standard throughout the world.

Universal design and accessibility standards increase accessibility and inclusion throughout society including homes, businesses, neighborhoods and information.

Objective:

- **Achieve accessibility in the built environment**

Actions:

1. Study the implications of incorporating universal design principles to inform new Provincial Government building projects.

2. Engage in the sharing of information and promotion of universal design with private and community stakeholders.

3. Conduct a comparative analysis of accessibility standards in other provinces, territories and countries to inform Provincial Government building projects.

4. Enhance education for the building design and construction industries and the public about the requirements of the province's Buildings Accessibility Regulations.

5. Review select standards within the province's Buildings Accessibility Act and Regulations to respond to changing needs.

6. Review regulations concerning accessible parking with respect to adequacy of size specifications.

7. Improve accessibility within selected Provincial Government-owned buildings.

8. Increase usage of visual smoke and fire alarms in private homes.

9. Implement new accessibility guidelines for public information to ensure equitable access to Provincial Government information and documents.

10. Review accessibility in provincial parks and ecological reserves.

11. Support accessibility enhancements of community-based facilities and events.

12. Increase accessibility of personal vehicles and taxi/shuttle bus services.

Disability-Related Supports

Disability-related supports are essential for people to live independently with dignity and choice and participate in all aspects of community life.

Disability-related supports meet specific needs of an individual. These supports include personal assistance, equipment, technology, service animals and home or work modifications.

While access to supports is currently through specific programs and linked to a person's age, activity or cause of disability, there is a growing awareness of the benefits of linking supports directly to the person and his or her current need.

> The true value of technology for learning lies not in learning to use technology, but in using technology to learn.
>
> – Educational Research Service, 2001

Objective:

- **Strengthen disability-related supports**

Actions:

1. Develop and pilot a new program model for delivery of disability-related supports.

2. Review and provide recommendations for the development of a provincial Assistive Technology Program, in partnership with community stakeholders.

3. In collaboration with community partners, review and monitor the issue of supported decision-making towards supporting legal capacity on an equal basis with others.

4. Implement a transition policy for students with an exceptionality transitioning into and within the K-12 system and as they prepare to transition from the K-12 system to community, work and/or post-secondary environments.

5. Pilot, in select schools, a primary reading and writing program supporting early intervention, entitled Working Together to Support Student Achievement.

6. Evaluate the Inclusive Education Initiative and the Service Delivery Model for Students with Exceptionalities within the K-12 school system.

7. Assess and implement selected recommendations made through the evaluation of the After-School Physical Activity Pilot Initiative to assist schools to address barriers to participation including access to disability-related supports.

8. Improve services through enhanced capacity at all Department of Advanced Education and Skills Employment Centres in the delivery of services to individuals and employers.

9. Explore with public, post-secondary institutions the potential to provide multi-year accessibility plans with annual reporting.

10. Evaluate the Paid Family Caregiver Pilot Project to inform future directions in the delivery of supports for persons with disabilities with a focus on flexibility and choice.

11. Conduct a review of the Provincial Home Support Program.

Services with Dignity, Fairness and Respect

Delivering services with dignity, fairness and respect is simply about providing good customer service. It is about making sure services are accessible and meet the customer's or client's needs.

Good public policy benefits everyone and ensures individuals do not experience barriers when accessing a service.

Services become inclusive when disability-related requirements and accessibility considerations are incorporated. This includes training about how to promote and deliver inclusive services and how to take accessibility into consideration when leasing, purchasing goods and contracting services.

Equality means meeting disability-related needs as a natural course of business so that everyone has equitable access.

Objective:

- **Deliver services with dignity, fairness and respect**

Actions:

1. Work with community and other stakeholders to develop new public procurement accessibility and inclusion guidelines.

2. Promote and provide accessibility and inclusion information within government and share new learning tools with other sectors.

3. Hold exploratory discussions with stakeholders on best practices arising from broad-based accessibility legislation.

4. Encourage emergency management planning processes to be inclusive of persons with disabilities.

5. Promote the web-based resource www.inclusionnl.ca for information about accessibility and inclusion.

6. In partnership with ParasportNL, support the participation of persons with disabilities in sport and recreational activities.

7. Promote broad awareness and education regarding the Service Animal Act, with specific focus on industry, such as tourism and hospitality.

8. Encourage removal of barriers experienced by persons with intellectual disabilities when opening or managing Registered Disability Savings Plans.

9. Review and streamline the application and renewal process for designated accessible parking.

10. Review the Wild Life Regulations under the Wild Life Act regarding the Disabled Hunter and Disabled Angler Programs.

What the Provincial Government is Doing Now

The Government of Newfoundland and Labrador recognizes the importance of barrier-free environments, and the positive impacts of including everyone in the economic, social, cultural, recreational and civic life of the province.

Many initiatives currently in place across Provincial Government departments and agencies support and advance inclusion. These initiatives support access to education, employment, disability-related supports and services, housing, as well as various health, infrastructure and community initiatives.

With the introduction of Access. Inclusion. Equality. Provincial Strategy for the Inclusion of Persons with Disabilities, programs and services are becoming more cohesive and integrated. This strategy provides a common policy framework that defines inclusion as a natural course of doing business. It provides a framework for moving forward towards barrier-free environments and systems that provide access, inclusion and equality for all.

The following chart provides an overview of ongoing programs, services and initiatives for persons with disabilities.

INITIATIVE	WHAT IT DOES
Advanced Education and Skills	
Earning exemptions for those receiving income support basic benefits	Income support clients who have some employment and require supportive services to assist with daily living (living with a disability), may qualify for a supplement to their earnings. Depending on the family type (single or family-unit), a portion of the employment earnings (up to $150/month for a single person and up to $250/month for a family, plus 20 per cent of the balance), will be exempted when assessing income support allowances. In short, the exemption means that not all employment earnings are considered when calculating the monthly rate of income support that an individual can receive.
Support Trusts	Funds in a support trust (up to a maximum of $100,000) are exempt from the income and asset assessment for income support clients who require supportive services (living with a disability). Any individual can set up a support trust fund, on behalf of a person over the age of 18 years living with a disability. This means the accumulated funds will not affect eligibility for income support benefits.
Registered Disabilities Savings Plans Exemption	Funds in a Registered Disability Savings Plan (up to a limit of $200,000) are exempt from income and asset assessment for income support clients who require supportive services (living with a disability). This means the accumulated funds will not affect eligibility for income support benefits.
Training Services Program – Post-Secondary and Employment Supports	Provides supports and services to eligible individuals with disabilities who wish to pursue post-secondary training or employment, as part of an employment plan. It provides tuition and related supports to attend college or university. This is funded by the Labour Market Agreement for Persons with Disabilities.

INITIATIVE	WHAT IT DOES
Services and Equipment Grant - Student Financial Services (Student Aid)	Through the Canada/NL Student Loan Program, services and equipment grants, as well as disability-related supports are available to support students with disabilities to attend college or university. Needs are assessed as part of the student aid application.
Disability Supports to Public Post-Secondary Institutions	This program provides funding to public, post-secondary institutions to support the participation of students with disabilities in education and training. The schools, in turn, offer assessment and training supports which identify the need for assistive and adaptive technologies, as well as other services, such as tutors. This is funded by the Labour Market Agreement for Persons with Disabilities.
Wage Subsidy Program	While available for all types of employers or individuals, persons with disabilities can avail of a wage subsidy that would help support attaining employment by providing a partial wage for a period of time.
Supported Employment Program	This program provides the necessary supports to encourage employment attachment of persons with intellectual disabilities. This is offered at over 15 employment corporations around the province that assist with job-readiness. This may involve pairing employers with individuals, including the hiring of job trainers, which support individuals at workplaces. This is funded by the Labour Market Agreement for Persons with Disabilities.
School-to-Work Transitions Program	This program is for high school students with developmental disabilities to obtain summer/after school opportunities with part-time work experience, to support the transition to employment or post-secondary education. The program can provide wages, assistive technologies or needed supports.

INITIATIVE	WHAT IT DOES
Grants to Community Partners	Grants are provided to community-based organizations to deliver programs and services that augment the programs and services offered by Advanced Education and Skills, funded by the Labour Market Agreement for Persons with Disabilities. These community partners are able to provide expertise, deliver services, provide technical aids, offer support and form relationships that assist persons with disabilities to prepare for, attain or maintain employment. Examples of the programs funded include: • Work-oriented Rehabilitation Centres, two located in St. John's and another in Lewisporte; • Educational support services for post-secondary students who are hard of hearing or deaf, provided by the Newfoundland and Labrador Coordinating Council on Deafness; • In-school mentoring programs through the Independent Living Resource Centre; • Career counselling, job-readiness coaching, job maintenance supports, provided by several organizations assisting persons with various disabilities such as spinal cord injuries, autism, and hard of hearing.
Local Labour Market Partnerships	Grants to employers and community-based organizations that promote labour market attachment such as the Independent Learning Resource Centre's grant to develop a marketing campaign to promote the benefits of hiring persons with disabilities. This is funded by the Labour Market Development Agreement.
Online Diversity Workshop	There is a web-based diversity training course available at www.NLHRManager.ca for employers, to help raise awareness on diversity.
Employment Centres	There are 27 community-based employment centres located around the province linking job seekers and employers. These resource centres provide a host of employment supports such as career counselling, job-readiness support, and program information to assist job seekers. These employment centres are equipped with adaptive technology and accessible equipment for persons with disabilities.

INITIATIVE	WHAT IT DOES
Business, Tourism, Culture and Rural Development	
Community Capacity Building Program	Provides board governance and leadership training and development for organizations, including organizations of and for persons with disabilities.
Tourism Information	Indicates sites and accommodations that are accessible within the Newfoundland and Labrador Travel Guide and website and as determined through the Canada Select process.
Education and Early Childhood Development	
Inclusion Supports Program (Child Care Strategy)	Supports the inclusion of all children within regulated child care services through an inclusion consultant and grants to increase capacity.
Service Delivery Model for Students with Exceptionalities	Provides a model for the coordination and delivery of supports and services to students with exceptionalities, including students with disabilities.
Alternate Transportation	Provides transportation to students who are unable to access the regular school bus, or who live within 1.6 km of their school and unable to walk to school. The program also provides transportation to primary school age students whose parents cannot accompany the student due to a physical disability.
Itinerant teachers/ Psychologists	Provides a specialized knowledge-base to support students and teachers through itinerants of Assistive Technology, Deaf and Hard of Hearing, Inclusive Education, Autism, Fetal Alcohol Syndrome Disorder, Blind and Visually Impaired, as well as Speech Language Pathologists and Auditory/Verbal Therapists.
Home Tutoring Program	Provides a short-term measure to students who are unable to attend school due to medical issues.
Supports for Students who are Deaf or Hard of Hearing	Provides supports and training through workshops and summer camps (self-advocacy, assistive technologies, and networking) and American Sign Language training for teachers.

INITIATIVE	WHAT IT DOES
Supports for Students who are Blind or have Low Vision	Provides supports (including Braille materials and assessments) and training (including teacher training, assessments, orientation and mobility); all delivered through the Atlantic Provinces Special Education Authority in Nova Scotia.
Student Assistants	Supports teachers in their implementation of daily programming needs of students with significant needs.
Health and Community Services	
Long-Term Care and Community Support Services Strategy	Guides the process of bringing together all components of long-term care and community support services into an integrated system that provides support to individuals.
Provincial Home Support Program	Provides personal and behavioral supports, household management and respite at the minimum level to maintain individual independence.
Adult Disabilities Program	Provides supportive services to individuals with physical and intellectual/developmental disabilities between the ages of 18 and 64. This includes, but is not limited to, residential arrangements - Alternate Family Care, Cooperative Living, Independent and Shared Living Arrangements, as well as other supports including Board and Lodging additional assistance, Community Inclusion funds and Personal Allowance.
Special Assistance Program	Provides basic medical supplies and equipment to assist with activities of daily living for individuals living in the community.
Special Child Welfare Allowance	Assists families with the cost of disability-related equipment, services and supports for children with physical or intellectual/developmental disabilities and living at home.

INITIATIVE	WHAT IT DOES

Intervention Services	1. Community Behavioral Services:
	   Provides intervention and supports to individuals, school aged and older, who have developmental disabilities and significant behavioral concerns.
	2. Direct Home Services Program:
	   Provides a home-based early intervention program for children with significant developmental disabilities, including autism.

Human Resource Secretariat	
Office of Employment Equity for Persons with Disabilities Employment Services	Provides wage subsidies to Provincial Government departments to hire persons with disabilities and provides employment counseling, job search techniques, job placement and labour market information to individuals.
Disability Accommodation Policy	Provides guidance and direction for the provincial public service so that every reasonable effort, up to the point of undue hardship, is made to accommodate a Provincial Government employee's disability-related employment needs.
Harassment and Discrimination-Free Workplace Policy	Supports and fosters a respectful workplace that recognizes and welcomes differences, promotes diversity and provides a safe and healthy workplace for all Provincial Government employees.
Justice and Public Safety	
Mental Health Office of the Legal Aid Commission	Assists persons with complex mental health issues to continue to obtain dedicated legal support without lengthy application processes or having to meet specific financial criteria.
Service Animal Act	Ensures all persons with disabilities who use service animals have the right of access to accommodations, services or facilities available in a place to which the public is customarily admitted.

INITIATIVE	WHAT IT DOES
Uniformed Services Response • Royal Newfoundland Constabulary • Royal Canadian Mounted Police • Office of the High Sheriff • Adult Corrections Institutional Services	Ensures that officers receive training which focuses on working with persons with mental illness. Training is geared to preparing the officers for positive outcomes through the use of client-focused intervention, liaising with mental health providers and reducing stigma associated with mental illness. Supports officers in performing duties through a means that accommodates an individual's disability while preserving his or her dignity.
Natural Resources	
Gender Equity and Diversity Plans (Joint with Women's Policy Office)	Requires medium and large-scale energy and mining project operators to support accessible worksites, and training and employment of persons with disabilities.
Newfoundland and Labrador Housing Corporation	
Cataloging of Accessible Units	Maintains a list of Newfoundland and Labrador Housing units that are accessible or have accessible features.
Public Rental Housing	Helps households with low-to-moderate income obtain suitable and affordable public rental housing. Priority is assigned to people with disabilities.
New Building Construction	Requires new social housing units built by Newfoundland and Labrador Housing to be designed to visitable standards and principles of universal design whenever possible. Visitable standards require level entry, wider doors and an accessible washroom on the main level.

INITIATIVE	WHAT IT DOES
Investment in Affordable Housing – Universal Design Commitment	Incorporates universal design principles and helps the private and non-profit sectors create more affordable rental housing for seniors, families, persons with disabilities, and persons with complex needs who have low-to-moderate incomes. Since 2011, 126 units have been or are being built following universal design principles. One in ten new units must be built fully accessible. Currently, 223 fully accessible units have been constructed.
Home Modification Program	Provides funding for low to moderate income homeowners to make accessibility changes to their residences and promote independent living.
Accessibility improvements to Newfoundland and Labrador Housing Corporation (NLHC) building	• Contract awarded to construct two walkways to the NLHC building: One to the main parking lot to improve safety and accessibility for pedestrians; and one on the lower parking lot to provide a safer path of navigation for a service animal. • Installation of additional lever handles on doors. • Automatic door openers to board room and third floor washrooms.
Office of the Chief Information Officer (OCIO)	
Accessible Information	Incorporates accessibility standards for government website development to meet international standards of accessibility so that individuals using assistive technologies have equal access to information.
Office of Public Engagement	
Community Summit (bi-annual)	Builds regionally-based dialogue with the volunteer and not-for-profit sector, inclusive of disability organizations, to inform how government advances its commitments to the sector; provides organizations and their staff and volunteers with skills, capacity building and networking opportunities.

INITIATIVE	WHAT IT DOES
Seniors, Wellness and Social Development	
Accessible Vehicle and Taxi/ Shuttle Bus Services	Provides accessible transportation options to individuals through grants to retrofit personal vehicles and by supporting the taxi industry to operate accessible taxis.
Adult Protection Act	Protects adults who are at risk of abuse and neglect, and who do not understand or appreciate that risk.
Age Friendly Newfoundland and Labrador Transportation Pilot Project	Increases access for older adults, as well as individuals with mobility disabilities to affordable and reliable transportation. This includes transportation to meet the activities of daily living, including medical appointments, shopping, and socializing. This is a three-year pilot project.
Capacity Building Grants	Supports the engagement of community organizations of and for persons with disabilities on policy directions.
Granting programs in recreation, sport and physical activity	Provides funding on a project-specific basis and needs basis for persons with disabilities, including Special Olympics, parasport, and other disability-specific sports and recreation.
Inclusion Grants	Provides funding to non-profit, community-based organizations to remove barriers in the built environment and provide disability-related accommodations for events.
Provincial Healthy Aging Policy Framework	Guides legislation, policies, programs and services for older persons.
Recreation and Sport Strategy for NL	Promotes, expands and improves the recreation and sport experience of everyone in the province.

INITIATIVE	WHAT IT DOES
Service NL	
Building Accessibility Act and Regulations	Ensures minimum accessibility standards of new construction and renovation projects for public buildings.
Buildings Accessibility Regulations	Amended in 2012 to ensure accessible parking spaces are clearly identified and in good repair.
Accessible Parking Permit Program	Provides designated accessible parking permits to individuals with disabilities affecting mobility.
Designated Mobility Impaired Parking Regulations	Establishes standards for accessible parking spaces; amended to increase fines for parking without a permit.
Awareness of Accessible Parking Regulations	Distributes educational and awareness materials on the purpose and requirements for accessible parking regulations, and the use of accessible parking permits through partnership with the Coalition of Persons with Disabilities-NL.
Transportation and Works	
Accessible Government Buildings	Improves the accessibility of Provincial Government buildings, for example Confederation Building and all Arts and Culture Centres throughout the province.
Accessible Provincial Ferries	Improves accessibility of provincial ferries by following the "Canada Transportation Agency Guidelines for Accessible Ferries" for new purchases and retrofit projects.

INITIATIVE	WHAT IT DOES
Women's Policy Office	
Gender Equity and Diversity Plans (Joint with Natural Resources)	Requires project operators with large-scale resource developments to implement programs/strategies that aim to improve labour market engagement, procurement, knowledge and supports for women with disabilities.
Violence Prevention Initiative	Addresses all forms of violence against those most at risk, including persons with disabilities through a multi-departmental, community-government partnership.
Violence Awareness and Action Training	Provides training to Provincial Government employees and community service providers to increase sensitivity and awareness to factors contributing to violence and its impact on society.
Provincial Survey of Attitudes Towards Violence and Abuse	Determined the public's awareness, attitudes and behaviours regarding violence and those most likely to experience it, including persons with disabilities.
Respect Aging Training Program	Increases knowledge in the recognition, prevention and intervention of violence against older persons, with consideration of diversity factors such as gender and disability through a training program.

Target Dates for Completion of Actions

Action	Year By March 31
Objective: Build a positive image of disability	
1. Develop and launch a social media campaign to shift public attitudes by challenging negative stereotypes and building knowledge about barriers and how to remove them.	2018
2. Consistently include a positive portrayal of persons with disabilities throughout Provincial Government publications and campaigns.	2017
3. Work with public and private industry employers to encourage hiring persons with disabilities to fill labour market needs.	2017
4. In recognition of its unique language and culture, engage the Deaf community to identify opportunities to celebrate and promote awareness about Deaf culture.	2016
Objective: Engage persons with disabilities in decision-making	
1. Develop and implement accessibility guidelines for government public engagement activities.	2016
2. Enhance accessibility of electoral processes.	2016
3. Enhance community capacity and knowledge of public engagement and collaboration with government.	2017
4. Implement a process to consider disability impacts within public policy and programs.	2017
5. Hold an accessibility summit, in collaboration with community partners.	2016
6. Promote representation of persons with disabilities on government agencies, boards and commissions.	2017

Action	Year By March 31
Objective: Achieve accessibility in the built environment	
1. Study the implications of incorporating universal design principles to inform new Provincial Government building projects.	2017
2. Engage in the sharing of information and promotion of universal design with private and community stakeholders.	2016
3. Conduct a comparative analysis of accessibility standards in other provinces, territories and countries to inform Provincial Government building projects.	2017
4. Enhance education for the building design and construction industries and the public about the requirements of the Province's Buildings Accessibility regulations.	2017
5. Review select standards within the province's Buildings Accessibility Act and Regulations to respond to changing needs.	2018
6. Review regulations concerning accessible parking with respect to adequacy of size specifications.	2016
7. Improve accessibility within selected Provincial Government-owned buildings.	2018
8. Increase usage of visual smoke and fire alarms in private homes.	2017
9. Implement new accessibility guidelines for public information to ensure equitable access to Provincial Government information and documents.	2016
10. Review accessibility in provincial parks and ecological reserves.	2017
11. Support accessibility enhancements of community-based facilities and events.	2018
12. Increase accessibility of personal vehicles and taxi /shuttle bus services.	2018

Action	Year By March 31
Objective: Strengthen disability-related supports	
1. Develop and pilot a new program model for delivery of disability-related supports.	2016
2. Review and provide recommendations for the development of a provincial Assistive Technology Program, in partnership with community stakeholders.	2016
3. In collaboration with community partners, review and monitor the issue of supported decision-making towards supporting legal capacity on an equal basis with others.	2018
4. Implement a transition policy for students with an exceptionality transitioning into and within the K-12 system and as they prepare to transition from the K-12 system to community, work and/or post-secondary environments.	2016
5. Pilot, in select schools, a primary reading and writing program supporting early intervention, entitled Working Together to Support Student Achievement.	2016
6. Evaluate the Inclusive Education Initiative and the Service Delivery Model for Students with Exceptionalities within the K-12 school system.	2017
7. Assess and implement selected recommendations made through the evaluation of the After-School Physical Activity Pilot Initiative to assist schools to address barriers to participation including access to disability-related supports.	2017
8. Improve services through enhanced capacity at all Department of Advanced Education and Skills Employment Centres in the delivery of services to individuals and employers.	2017
9. Explore with public, post-secondary institutions the potential to provide multi-year accessibility plans with annual reporting.	2017
10. Evaluate the Paid Family Caregiver Pilot Project to inform future directions in the delivery of supports for persons with disabilities with a focus on flexibility and choice.	2017
11. Conduct a review of the Provincial Home Support Program.	2017

Action	Year By March 31
Objective: Services with dignity, fairness and respect	
1. Work with community and other stakeholders to develop new public procurement accessibility and inclusion guidelines.	2017
2. Promote and provide accessibility and inclusion information within government and share new learning tools with other sectors.	2016
3. Hold exploratory discussions with stakeholders on best practices arising from broad-based accessibility legislation.	2017
4. Encourage emergency management planning processes to be inclusive of persons with disabilities.	2017
5. Promote the web-based resource www.inclusionnl.ca for information about accessibility and inclusion.	2017
6. In partnership with Parasport NL, support the participation of persons with disabilities in sport and recreational activities.	2017
7. Promote broad awareness and education regarding the Service Animal Act, with specific focus on industry, such as tourism and hospitality.	2017
8. Encourage removal of barriers experienced by persons with intellectual disabilities when opening or managing Registered Disability Savings Plans.	2016
9. Review and streamline the application and renewal process for designated accessible parking.	2016
10. Review the Wild Life Regulations under the Wild Life Act regarding the Disabled Hunter and Disabled Angler Programs.	2016

Provincial Strategy for the Inclusion of Persons with Disabilities in Newfoundland and Labrador

Appendix A

Glossary of Terms

Accessible

A general term used to describe something that can be easily accessed or used by people with disabilities.

Alternate Formats

An alternate format enables access by a person who experiences communication barriers. Common alternate formats include: electronic, large print; MP3; Braille; CD/DVD; descriptive video; signed video; on-screen text / e-text: and clear language. A tactile diagram or pictograms may also be a component of an accessible format.

Assistive Technology (AT)

Assistive technology is also known as assistive devices, or in the case of computer-related software and devices, it is known as adaptive technology. Assistive technology makes environments more accessible by decreasing barriers. Assistive technology includes a range of devices, equipment and software such as mobility devices like wheelchairs, magnifying devices, visual alarms, hearing aids and speech software.

Barrier

A barrier is anything that prevents people with disabilities from participating on an equal basis as others. There are many kinds of barriers and these can be physical, attitudinal, systemic or technological.

Decision-making Supporter

A person (or persons) who support an adult in communicating his/her will and intent to inform decisions. The supporter must know the adult well; and have a relationship of trust that would bring an understanding to the adult's unique way of communicating and understanding. The supporter does not make decisions for the adult and is not a substitute decision maker. The supporter may assist the adult throughout the decision-making process or for a specific purpose.

Disability-related Accommodation/Supports

Any technical aid or device, personal support or disability-related support or other accommodation a person may require to participate in society. This can include, but is not limited to: accessible meeting rooms; accessible formats of information such as Braille and clear language; mobility supports to enable a person to attend a meeting; and decision-making supporters that enable a person's intention and will to be communicated.

Disability

The United Nations Convention on the Rights of Persons with Disabilities does not define disability but rather describes it as "…an evolving concept and that disability results from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and active participation in society on an equal basis with others." The Convention describes people with disabilities as including people with long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.

Inclusion

Inclusion is meaningful participation in all aspects of society with access to services and opportunities for persons with disabilities equal to that of people without disabilities; this requires active removal of barriers and provision of disability-related supports.

Parasport

Parasport is sport for people with a disability. It can be "para"llel to sport for athletes without disabilities, with adapted equipment or rules to make the sport accessible.

Universal Design (UD)

Universal design is the design of products and environments to be usable by all people, to the greatest extent possible, without adaptation or specialized design. Universal design principles can be applied to any product, environment or communications, including built environment, web pages and education curricula.

Visitable

Visitable standards require level entry, wider doorways, and an accessible washroom on the main floor.

Web Content Accessibility Guidelines (WCAG) 2.0

WCAG version 2.0 are internationally recognized standards that define how to make web content accessible to people with disabilities, including making web sites accessible for people who use screen-reader software. These guidelines improve usability for all users.

Alternate formats available upon request

Newfoundland
Labrador