Provincial Framework for the Inclusion of Persons with Disabilities

Highlights of the **Action Plan** 2015-2018

equality.

inclusion.

access.





Table of Contents

Message from the Minister	2
Overview	4
Vision	5
Positive Image of Disability	6
Engagement of Persons with Disabilities	9
Built Environment	14
Disability-Related Supports	23
Services with Dignity, Fairness and Respect	26
Next Steps	31



Message from the Minister

As Minister Responsible for the Status of Persons with Disabilities, I am pleased to present this report on highlights of the 2015-2018 Action Plan for the Inclusion of Persons with Disabilities.

This plan was designed to advance inclusion, access and meaningful participation in all aspects of society.

As of March 31, 2018, all 43 actions identified in this plan have been completed or will remain living actions.

Great care has been taken to integrate the knowledge and experience of persons with disabilities into action items and program, policy and service improvements.

Creating and implementing this plan has involved extensive work with community experts, businesses, municipalities, and departments and agencies throughout government. This collaborative approach has resulted in greater inclusion and accessibility for persons with disabilities in our province. Working with our partners we are opening doors and making lasting changes. The enthusiasm that the action plan has created continues to grow. Achieving full inclusion in our province requires ongoing partnerships and strong commitments from all sectors to ensure inclusion remains a priority in Newfoundland and Labrador.

We remain committed to the ultimate goal of creating a society that is inclusive and accessible for all residents of Newfoundland and Labrador.

As Minister Responsible for the Status of Persons with Disabilities, I am proud of the work that has been done to advance inclusion and to remove barriers. I commend all who have played a role in achieving this success, and I look forward to continuing our work together.

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Hon. Lisa Dempster Minister Responsible for the Status of Persons with Disabilities

Overview

Action Plan 2015-18 is a collection of initiatives that meet objectives of the Provincial Framework for the Inclusion of Persons with Disabilities. Specific actions were developed for each of the five strategic directions of the framework:

- positive image of disability
- engagement of persons with disabilities
- built environment
- disability-related supports, and
- services with dignity, fairness and respect

Actions were led by departments and agencies which worked closely with the community of persons with disabilities. The combined actions move the province closer to becoming fully inclusive: where people with disabilities have the same opportunities and choices on an equal basis with others; where communities have stronger economies, health and social well-being because of the active participation by all citizens.

The success of the actions would not have been possible without the collaboration and partnerships formed between departments, agencies, community groups, individuals, businesses, public sectors and professionals within industries related to justice, health, design, construction, marketing and media. A full listing of the 43 actions indicating the lead department and what was accomplished is available from the Disability Policy Office.

To enable meaningful evaluation and to guide future decisions, a qualitative and quantitative accountability framework was used to measure progress achieved through the action plan. Annual updates have been provided to the House of Assembly by the Minister Responsible for the Status of Persons with Disabilities. An evaluation report will be provided in 2019.

Vision

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

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

Objective: Build a positive image of disability

The way society views and understands disability has a direct impact on how people are treated and included (Provincial Framework on Inclusion).

Language and images carry great power in transforming and affirming how people think. Two initiatives of the action plan improved the consistency with which people with disabilities are portrayed in a positive image or description.

Action: Consistently, include a positive portrayal of persons with disabilities throughout government publications and campaigns.

Collaboration with the Coalition of Persons with Disabilities, marketing and media industries, Communications and Public Engagement Branch and the Disability Policy Office increased the local photos of persons with disabilities as active, participating members of the community. Just three years ago, images within photo stock collections were not diverse and when persons with disabilities were included they tended to be not fully engaged. This was problematic and needed to be resolved. A supportive and enthusiastic marketing division within government was on board and has maintained the outlook for publications to be inclusive.

Action: 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.

Building on partnerships and outcomes of the positive portrayal project, the Coalition of Persons with Disabilities was contracted to develop and implement a social media campaign. The public was invited to post videos of themselves, friends and family in everyday life situations. Called "Everyday Power", this social media campaign resulted in local videos showing determination, humour and every-day inclusion. The campaign addresses stereotypes and myths by changing how stories of having a disability are conveyed. They tell a story of the person – not the disability.

Everyday Power was circulated through the power of social media with **6.5 million appearances** across Facebook and Twitter feeds; reaching **1.5 million people** and **2 million posts.** The total video story performance had **54 hours of watch time** on YouTube.

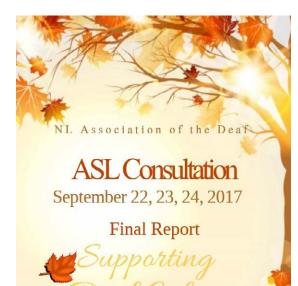
To augment this campaign, workshops were provided to marketing and media industries that included tool kits; sensitivity and awareness training; guidance on incorporating respectful language, clear language and clear print; samples of positive images in media and a self-auditing check list.

Action: In recognition of its unique language and culture, engage the Deaf community to identify opportunities to celebrate and promote awareness about Deaf culture. Social Media Campaign changes attitudes.

It is about the person not the disability.

The Disability Policy Office worked with the Deaf community to identify opportunities to celebrate and promote awareness of Deaf culture. Three provincial ASL Consultations

100 Deaf adults gather annually to celebrate Deaf culture and remove barriers.



(Conferences) were held, each with over 100 Deaf citizens participating. These provided opportunities to embrace and celebrate Deaf culture, and explore ways to improve access to public services. This was the first time Deaf adults had gathered and worked together on a provincial level. Each event produced recommendations to government on ways to improve access to primary and mental health services, ASL interpretation and Deaf culture.

The recommendations are under review by the Provincial Government. As part of the review, government supported the Newfoundland and Labrador Association of the Deaf to develop a pilot community supports program that is closing the gap between Deaf citizens and service providers.

Another first and welcome step forward is the establishment of a working group made up of representatives of the Association of the Deaf and the departments of Health and Community Services and Children, Seniors and Social Development. This group is mandated to address access to primary and mental health and community services for Deaf citizens in the province.

Financial support for this initiative provided by Department of Children, Seniors and Social Developmen Government of Newformelland and Labrade

Engagement of Persons with Disabilities

Objective: Engage persons with disabilities in decisionmaking

Strong and effective public policy relies upon the experience and knowledge of people who are most impacted. Engaging the community of persons with disabilities in government initiatives and decision making is vital. The concept of "Nothing About us, Without Us" is taking hold within policy development and directions.

Public meetings held in accessible locations; disability-related accommodations available.

Action: Develop and implement accessibility guidelines for government public engagement activities.

The commitment to engage organizations and the public in policy development and decisionmaking requires that all citizens have equitable access to government consultations. To support engagement opportunities, an inclusive engagement policy was developed and implemented across government. This policy provides direction, instruction and resources for planning and holding an event that is inclusive of persons with disabilities.

Action: Enhance accessibility of electoral processes.

Democracy is founded in the right to vote for all citizens. Barriers, including attitudinal, physical, technological and language experienced by persons with disabilities have challenged and sometimes removed this basic right and ingredient of fundamental freedom. Election information translated into American Sign Language.

The Office of the Chief Electoral Officer, the Disability Policy Office, the Coalition of Persons with Disabilities, the Newfoundland and Labrador Association of the Deaf and CNIB worked together to produce new training and resources for ElectionsNL staff. This included:

- "Supporting Inclusive Voting" checklist for Returning Officers with information on suitable and accessible district offices and voting locations;
- "Helping at the Polls" information sheet for polling station staff on Election Day;
- training 130 elections staff in accessible standards and inclusive voting practices;
- re-designing the ElectionsNL website for accessibility; and
- translating electoral information into American Sign Language (ASL).

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

Identifying impacts of a program, policy or legislation for persons with disabilities is critical to inclusion and the removal and prevention of barriers. It is the unintended impacts that can be most negative. A new resource was developed to guide public service staff in considering impacts that a policy or program may have for persons with disabilities. This resource was developed by the Provincial Advisory Council for the Inclusion of Persons with Disabilities who worked collaboratively with government staff from 15 departments and agencies.

Inclusion lens is applied to government decision-making.



Universal accessibility icon

Universal access

Action: Hold an accessibility summit, in collaboration with community partners.

Advancements in how to improve accessibility and inclusion are continuously being realized; there is much to be learned from evolving technologies, best practices, and the use of policy and legislation to remove barriers. Building a strong knowledge base of good practices and "how to's" is an effective approach to supporting change, challenging the status quo and introducing new standards. Empower; the Disability Resource Centre, was contracted by the Disability Policy Office to work with other community groups and host an accessibility summit. The three-day summit had three plenary sessions and 12 workshops. One hundred and thirty-five people participated with representation from community organizations, advocates, municipal, provincial and federal governments, design and construction industries, business owners, health care and educational facilities. A variety of topics were covered including inclusive neighbourhoods, accessible built environment, visitable housing, accessible websites, emergency preparedness, disability rights, mental health, employment and inclusive recreation.

Your Perspective is Needed

This is your opportunity to serve on an Agency, Board or Commission.



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

The services provided by the province's agencies, boards, and commissions (ABCs) are among the most important in Newfoundland and Labrador.

ABCs provide valued leadership and advice in areas ranging from health care to housing to human rights. A new merit-based appointment process administered by the Independent Appointments Commission and Public Service Commission is open and accessible. It ensures the people appointed have the necessary qualifications and reflect the population they serve. The Disability Policy Office promotes the active engagement of persons with disabilities in this process so that ABCs have the benefit of drawing from personal experience and expertise in making public services accessible and inclusive.

A poster was developed to promote and encourage persons with disabilities to become engaged and put their names forward for appointment to government agencies, boards and commissions. This was distributed in print and electronic format to organizations of and for persons with disabilities to share with their membership.



Built Environment

Objective: Achieve Accessibility in the Built Environment

Action: Engage in the sharing of information and promotion of Universal Design with private and community stakeholders.

Universal design is the design of environments to be usable by all people without the need for individual accommodation. Universal design is demonstrated in a grocery store that has a level

entry with automatic power doors so that everyone uses the same entrance, in the same way; it is demonstrated in a curriculum course that that is flexible for different learning styles; it is demonstrated in a waiting room that has audible and visual cues for next up to be served. Barriers are prevented by considering universal design at the beginning of a project.

Promotion of the social and economic benefits of universal design helps with proactive and efficient planning of community spaces to enable access by all people. A collaboration between the Provincial Government, the Coalition of Persons with Disabilities and a diverse group of stakeholders resulted in new resources, workshops and materials that promote and inform about universal design principles. These included:

Designing for all: Universal design by default.

- a new interactive website demonstrating universal design features within a private home;
- a new universal design booklet and brochure;
- presentations to Municipalities Newfoundland and Labrador, the Professional Municipal Administrators Forum, the Building Owners and Managers Association, and the NL English School District;
- webinars;
- a new Municipal Award of Access called the Community Access Award; and
- a universal design booth at several Home Shows.

UNIVERSAL DESIGN NL



www.universaldesignnl.ca

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

The Provincial Advisory Council, the Buildings Accessibility Advisory Board, organizations of and for persons with disabilities and disability advocates identified the need to review and overhaul the provincial Buildings Accessibility Act and Regulations. Accessibility is dynamic with new technologies, products, interests and needs of individuals. Consequently, standards and practices need to be updated to keep pace with changing markets and requirements.

Government is reviewing the legislation and in the interim amended regulations to reflect current standards and good practices.

Seventeen amendments were made, including:

- clarification that updates to the CSA standards Accessibility in the Built Environment (B651) are automatically adopted by the provincial act;
- requirement that new and renovated buildings have power door operators;
- improved accessibility in public washrooms;
- requirement for at least one van-sized accessible parking space;
- increased percentage of accessible parking spaces;
- increased percentage of accessible units in an apartment complex with more than four units; and
- reduced slopes on ramps.

An amendment to the Highway Traffic Act increased fines to \$400 - \$700 for illegal use of an accessible parking space.

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

Similarly, the size specification for accessible parking spaces was increased as vehicles have gotten larger and side ramps more common. Amendments to the Accessible Buildings Regulations require van-sized accessible parking spaces.

Government is working with the Coalition to produce promotional materials and presentations that will inform the public and businesses of the amended regulations. These will be available in the coming months.

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

The Disability Policy Office contracted the Canadian Hard of Hearing Association – Newfoundland and Labrador to design, promote and administer a program to increase the use of visual fire alarms for persons who are Deaf or hard of hearing. Over the course of the action plan, 113 alarms were installed in homes throughout the province. These systems provide wireless smoke and heat detectors and visual signalers, alerting two areas of the household – bedroom and kitchen. In addition to an audible sound, the system provides a visual (strobe) and tactile (bed shaker) alarm.



 66 Before I had this system I was all alone, I did not sleep at night, but now with this system I sleep well. I would recommend this system to anyone with hearing loss.

Participant in Fire Alert Program

Visual fire alert systems installed in 113 homes of people who are deaf or hard of hearing. The cost of visual alert systems is one of many costs associated with disability that contributes to inequity. By addressing the cost barrier, the program was successful in increasing usage of visual alarms and making people safer in their homes. Three quarters of the applicants lived alone, most were outside the St. John's area and most were over 65 years of age. A follow-up survey with individuals who received the fire alert system rated the program very good to excellent; 93 percent indicated they would not have had the system without the program and that once installed, they felt safe in their homes.

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

The Accessible Communications Policy applies to all Provincial Government departments and applies to all public information it produces. This includes news releases, publications, reports, People who use assistive technology have the same access to government publications. websites, television advertisements and public documents posted on the internet or shared electronically. The policy establishes specific requirements and provides guidelines, instructions and resources to support implementation. It is increasing the consistency of making information accessible to all citizens.

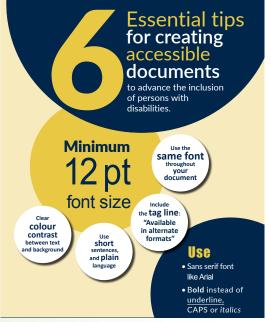
This policy is available on the government website for other organizations and industries to adopt or learn from. The policy will be regularly reviewed and updated based on feedback, new technologies and further development of standards.

Action: Review accessibility in provincial parks and ecological reserves.

The Coalition of Persons with Disabilities, with support from the Disability Policy Office, researched and developed an accessibility audit tool to assist provincial park staff to review their facilities for accessibility. Government officials from the departments of Tourism, Culture,

Industry and Innovation, and Fisheries and Land Resources were engaged in the process. The audit tool will be used by park staff to identify and evaluate accessible areas, barriers and opportunities to improve inclusion within provincial parks and ecological reserves. It can also be used as a guiding document to evaluate the status of accessibility throughout the year. The audit tool considers the full experience of the park visitor or camper – from inclusive service delivery to physical features. The audit tool also includes a comprehensive checklist and guidelines for implementing best practices.

Campers, hunters and anglers have better experiences with improved accessibility and inclusion.



Action: Support accessibility enhancements of community-based facilities and events.

Seventy-one inclusion grants were provided to improve accessibility of community facilities and events throughout the province.

Community facilities were made more accessible through the installation of visual alarms, accessible entrances, automatic door openers, accessible washrooms, and accessible playgrounds.

Community festivals, meetings and events were made more inclusive through provision of sign language interpretation, captioning, and sound systems.

Accessibility and inclusion at festivals is making great strides as demonstrated by the Newfoundland and Labrador Folk Festival.

> 71 inclusion grants are making our province more accessible for everyone.



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

During the 2010 provincial consultations to develop a strategy for inclusion, transportation was frequently raised as a significant barrier throughout all regions of the province. In 2015, there were no accessible taxi vehicles in the province. The cost of retrofitting a personal or family vehicle to be accessible can be as much as the vehicle itself. Through two new grant programs, the Accessible Taxi Program and the Accessible Vehicle Program, 103 individuals were supported to retrofit personal vehicles for accessibility and 10 taxi companies were supported to add accessible vehicles to their fleet. Accessible taxis are now available in 10 communities located on the West Coast, Northern Peninsula, Central, Burin Peninsula, and the Avalon. Feedback has been highly positive as individuals and families share experiences of being able to attend family gatherings, get to jobs, post-secondary classes and hockey games and go out for dinner.

> In 2018, ten communities in the province have accessible taxis.

66 The funding I received under the Accessible Vehicle Program made life so much easier for me and my family. My daughter can now bring me anywhere I need to go. **99**

Perry Goodyear



Disability-Related Supports

Objective: Strengthen disability-related supports

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

In 2016, the Newfoundland and Labrador Association for Community Living held its 60th anniversary celebration, welcoming several hundred attendees from more than 40 communities across the province. The Disability Policy Office provided funding support for a significant part of the conference that focused on the individualized funding model of service delivery. Tim Stainton, a Canadian initiator of individualized funding, shared learnings at the conference and in subsequent sessions held with government staff by conference call.

Later in 2016, government announced the Way Forward commitment to develop and implement an individualized supports funding model for this province. Support was provided to the Newfoundland and Labrador Association of Community Living who worked closely with the Coalition of Persons with Disabilities and the Disability Policy Office to hold information sessions and capacity building workshops in 18 communities throughout the province. Leighton Jay, a pioneer in individualized funding in Australia, presented on "Claiming Full Citizenship and Shared Responsibility."

The development of individualized funding is using concepts of social innovation and social lab models in a full partnership with community,

individuals for whom the model is designed and government officials. Individualized funding is an approach where support services are chosen, directed and monitored on an individual basis. Supports are focused on realizing personal goals, including those related to health, safety, family, work and participation in community.

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



Leighton Jay, a pioneer in individualized funding presenting in St. John's, NL

The right to be recognized as persons before the law; ensuring persons with disabilities enjoy legal capacity on an equal basis with others and the commitment to provide supports required to exercise legal capacity are described in the United Nations Convention on the Rights of Persons with Disabilities.

The Department of Justice and Public Safety and the Disability Policy Office are working with community representatives and global experts. The Institute for Research and Development on Inclusion and Society (IRIS) is assisting with research, analysis, and impact identification of a supported decision-making framework on current legislation and programming. The work will determine how the province can best support legal capacity and offer options to individuals with disabilities that enable them to have choice and control in their lives.

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

The Department of Education and Early Childhood Development has developed Transition Planning Guidelines to support the successful transition of children and youth with exceptionalities.

Transition periods identified include transition into the public education system, transition between grades and schools, and transition from the public school system into post-secondary, the community and/or an employment setting. These guidelines will assist students, parents, educators and other service providers to create transition plans from a strength-based approach, identifying strategies and supports that enhance skill development and independence. The Transition Planning Guidelines can be found at http://www.ed.gov.nl.ca.

The Newfoundland and Labrador Association for Community Living, through funding from the Disability Policy Office and the support of a multi-departmental working group, designed and implemented a Transitions Project in 2016-17. This project engaged 15 youth and their family from three areas of the province who were about to leave, or had recently left, high school. The fundamental goal of the Transitions Project was to guide youth through an intensive person-centred process to develop a transition plan facilitating their inclusion and full citizenship in their community. The project offered the option of flex-funding, where families were able to better utilize current disability supports in creative and innovative ways to foster inclusion. The project was successful with many youth achieving a clearer path to their immediate citizenship and a mechanism to adapt their plan for future modifications. The Transitions Project also resulted in the development of two documents: The Supports and Services Guide for Youth with a Disability, and the Transitions Planning Guide. Both resources can be accessed from http://www.nlacl.ca.

Services with Dignity, Fairness and Respect

Objective: Deliver services with dignity, fairness and respect

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

The new provincial Public Procurement Act allows for the application of social, economic and environmental priorities. Applying an accessibility and inclusion lens to public procurement can include specifying accessibility features or standards, inclusive practices when purchasing products, building new facilities, leasing office space or contracting for services.

Through a capacity grant from the Disability Policy Office, the Coalition for Persons with Disabilities researched leading practices within other provinces and countries that mandate accessibility and inclusion components for tenders and calls for proposals. Their research is informing on-going efforts to improve access and inclusion through public procurement.

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

A partnership between the Centre for Learning and Development, Human Resources Secretariat, Disability Policy Office and the Coalition of Persons with Disabilities produced new e-learning modules on how to deliver public services in a way that is inclusive. These are available to all public service staff through an on-line training portal. The Centre for Learning and Development also incorporated accessibility and inclusion into mandatory training modules developed for senior management, administrative staff and new employees. A second partnership with the Coalition produced five mini vignettes illustrating good practices in accessibility, communications and respectful services.

The design of good public policy and programming is enhanced by greater knowledge and familiarity of staff with accessibility and inclusion. The goal of entrenching access and inclusion into everyday work, planning and decision-making requires staff to know what is expected of them and to have the tools they need to meet the expectations of inclusive service delivery.

As people become more familiar and knowledgeable, as attitudes change, decisions that support inclusion become a natural response.

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

Broad-based accessibility legislation is used as a tool to improve accessibility and inclusion through clear expectations and mandatory requirements. Early discussions at the Inclusive Communities Summit (2016) included a focused session on best practices with legislation. Discussions continued during a federal consultation process to inform new accessibility legislation for the Government of Canada. Areas of procurement, inclusive education, built environment, communications and information, and service delivery have been raised as potential sections to improve accessibility and inclusion in this province.

Clearing snow from a ramp before the stairs enables everyone to get out of the cold. The Minister Responsible for the Status of Persons with Disabilities is reviewing existing legislation with the goal of enacting a new, inclusion-based disabilities act. Going forward, community, business and government partners will be invited to continue the discussion and help mold a legislative approach that is best for this province. Public engagement sessions will culminate in a Provincial Inclusion Summit in early December.

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

The Provincial Government has a robust emergency management system to assist citizens, communities, partners and government in preparing to deal with, respond to and recover from fire, emergencies and disasters.

The Coalition of Persons with Disabilities, in partnership with the Disability Policy Office, led a comprehensive project to support the inclusion of persons with disabilities in the emergency management system. A diverse task force was put in place to support the project and included representatives from municipalities, the Provincial Government, first responders, persons with disabilities, community organizations, regional health authorities and support services. An Inclusive Emergency Planning Guide for first responders and community leaders was developed as well as a Personal Resource for Emergency Preparedness kit for persons with disabilities. Training was delivered to emergency management planners and first responders throughout the province.

The Inclusive Emergency Planning Guide helps planners involve persons with disabilities in the planning process; maintain disability-related supports during all phases of an emergency; provide disability-related accommodations during evacuation and ensure shelters and warming centres are accessible and inclusive. The guide can be found at http://codnl.ca/emergency-preparedness/.



Public awareness about the role of service animals is growing.

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

To support equitable access for persons who have service animals, the Disability Policy Office worked with the departments of Justice and Public Safety; and Tourism, Culture, Industry and Innovation. Presentations were provided and a fact sheet and poster were distributed throughout the tourism industry as well as municipalities and within industry specific newsletters. Business owners were encouraged to understand their obligations under the provincial Service Animal Act. This legislation ensures that a person with a service animal has equal access to accommodations, services and facilities.

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

The Newfoundland and Labrador Association of Community Living promotes and facilitates access to the Registered Disabilities Savings Plan (RDSP) and administers the Provincial Government's Incentive



Program. This provides a one-time investment of \$150 to all new RDSP applicants. Through a series of webinars, the Association for Community Living provides up-to-date and expert RDSP information to people throughout the province.

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

Working in consultation with the Coalition of Persons with Disabilities and the Disability Policy Office, the Motor Registration Division of Service NL took steps to improve the process for obtaining and renewing Blue Zone parking permits. Responding to requests from individuals with parking permits, the application form was simplified, and individuals with permanent disabilities are no longer required to submit medical documentation when applying for a permit renewal.

Action: Review the Wild Life Regulations under the Wild Life Act regarding the Disabled Hunter and Disabled Angler programs.

Two rounds of review and amendments were made to the Wild Life Regulations resulting in an expansion of eligibility for the Hunters and Anglers with Disability programs and improvements to the hunting experience. These programs continue to be the only ones of their kind in the country as persons with disabilities are supported and accommodated to participate in hunting and angling activities.

Next steps

This report highlights the increased awareness and importance of creating inclusive communities. The Provincial Government will continue to collaborate with industry and community to keep the focus on supporting the inclusion of all citizens.

Equity of opportunity and choice is a long term commitment. Incremental progress is vital to arriving at a place where inclusion and accessibility is second nature - a natural part of planning and decision making.

In the coming months, the government will undertake a formal evaluation; and with the Provincial Advisory Council for the Inclusion of Persons with Disabilities will engage with persons with disabilities, business owners, community organizations, design and construction industries, municipalities, service providers and general public. Working together; public, private and community groups will explore options and build towards inclusion legislation for this province.

The United Nations Convention on the Rights of Persons with Disabilities will continue to be our instructive and guiding document.

Together, the made-in-Newfoundland and Labrador approach will move accessibility and inclusion into everyday considerations, support change and ensure all citizens have the opportunity to participate in all aspects of society.



Alternate format available upon request

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