

# **DISABILITY ACTION PLAN**

*THE TIME FOR ACTION IS NOW*



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# I INTRODUCTION

## A) MANDATE/PURPOSE OF THE DISABILITY ACTION PLAN

The Premier's Council on the Status of Disabled Persons has prepared this new *Disability Action Plan – The Time for Action is Now*. Many consultation sessions were facilitated throughout the province in an effort to capture the more pressing issues and concerns from various regions of New Brunswick.

This report has been prepared to identify priority areas of concern for people with disabilities in New Brunswick. The recommendations contained within will provide the provincial government with some of the issues to address, to create a more inclusive society for everyone.

The Premier's Council on the Status of Disabled Persons and the various community stakeholders and persons with disabilities that we have consulted have all agreed there is a need to have a coordinated disability action plan strategy that will set recommendations and accountability measures so that all government departments will work together to achieve a better future for persons with disabilities in New Brunswick.

The Premier's Council on the Status of Disabled Persons would like to thank the Premier and his government, who have been supportive of the values, principles and the overall objectives presented in this report. We recognize that a significant amount of progress has been made to break down barriers for persons with disabilities, and that others will require more time, further consultation and additional resources in order to be achieved.

We would also like to thank the many community stakeholders who provided a significant amount of feedback in the preparation of this document. The Premier's Council on the Status of Disabled Persons is committed to working with people with disabilities, their families, disability agencies, government departments and other community organizations to monitor the actions being taken on all of these recommendations so as to hold the implementation process publicly accountable.

## **B) METHODOLOGY**

The Premier's Council on the Status of Disabled Persons held a New Brunswick Disability Stakeholders' Summit in Fredericton on May 30-31, 2011 with delegates from across the province participating in inter-active workshops and in plenary sessions with various keynote speakers. (Please see Appendix F for a copy of the program schedule for the Disability Stakeholders' Summit.)

The Premier's Council met with various community organizations and also held a public dialogue session in Moncton in October 2011.

The Premier's Council then released a *Survey on Service Issues for Persons with Disabilities in New Brunswick* to consumers, rehabilitation professionals, community advocates and other disability stakeholders in October of 2011. (See Appendix D.)

We were excited to receive back nearly 400 completed questionnaires. Many respondents also added personal comments relating to disability services in their area. (See Appendix E for some sample comments from the survey respondents.)

The Premier's Council has also been working on a number of disability topics and participated in many meetings on specific issues related to the needs of persons with disabilities.

We are now pleased to submit this new Disability Action Plan to assist the Government of New Brunswick in moving forward to create the necessary economic, social, and legal conditions that will enable more citizens with disabilities to become more self sufficient and to enjoy their full rights and full opportunities in an inclusive and supportive society.

## C) BACKGROUND/HISTORY TO THE ACTION PLAN PROCESS

Canada has previously been recognized by the United Nations as the best country in the world in which to live. Our citizens often take for granted a legal system, which provides and protects their rights to freedom and equality before the law. Our economic and social systems certainly have flaws, but we are fortunate to enjoy an overall standard of living, which would be the envy of most other countries.

However, not all of the citizens have had the same access to equality of benefit to reach their potential and to enjoy a fair share of the economic and social benefits of citizenship. Persons with disabilities have often not yet achieved full citizenship when we look at such measurements as education levels completed, rates of employment, income and access to supports required directly due to their disability whatever the type and level of disability involved.

New Brunswick has shown some leadership in the past in this struggle of inclusion for persons with disabilities by opening up the public school system and trying to promote more emphasis on community based support programs and less reliance on institutional services.

In 1981, the United Nations declared the International Day of Disabled Persons, which provided a focus point for the review of disability issues. Some important efforts took place in New Brunswick to address cross disability concerns.

- 1981:** Major provincial conference held in Fredericton to involve disability stakeholders from all sectors.
- 1982:** Provincial legislation passed to create the Premier's Council on the Status of Disabled Persons.
- 1985:** Another major provincial conference on disability issues held leading to the release of the first provincial *Action Plan for the Decade of Disabled Persons*.
- 1987:** Release of the provincial *Action Plan of 1987*.
- 1989:** A provincial Action Plan Forum was held to review progress on disability issues.
- 1990:** Release of the provincial report *The 1990s: A Decade for Development - Revised Action Plan for Persons with Disabilities in New Brunswick*.

- 1993:**        **Summary Report - Partners for Independence Forum.**
- 1993:**        The Premier of New Brunswick announced a **Declaration on a Decade of Persons with Disabilities in New Brunswick (1993 - 2003).**
- 1994:**        Executive Council Office released a **Status Report on Responses to the 1990 Revised Action Plan.**
- 1995:**        A new provincial action plan was released entitled **Objective Year 2003 - A Foundation for Persons with Disabilities Living in New Brunswick.**
- 1996:**        **Summary Report - Responses to the Recommendations Contained in Objective Year 2003 - A Foundation for Persons with Disabilities Living in New Brunswick.**
- 1997:**        **Secondary Summary Report - Responses to the Recommendations Contained in Objective Year 2003 - A Foundation for Persons with Disabilities Living in New Brunswick.**
- 1998:**        **Full Citizenship for All** - An Action Plan.
- 1999:**        **Summary Status Report - Responses to the Recommendations Contained in the Action Plan "Full Citizenship For All".**
- 2000:**        **Awareness and Action** - A major provincial conference on disability issues held in Fredericton, May 28-30, 2000.
- 2001:**        **Responses to the Recommendations contained in the Action Plan "Awareness-Action-Accountability".** May 2001
- 2002:**        **Government response to "Awareness-Action-Accountability Plan" – Status Report.** May 2002.
- 2003:**        **Status Report #3 – "Awareness-Action-Accountability" Plan.**  
November 2003.
- 2004:**        **Update Status Report #4 – "Awareness-Action-Accountability" Plan.**  
December 2004.
- 2006:**        **Final Status Report – "Awareness-Action-Accountability" Plan.** May 2006.

- 2007:**        ***Disability Action Plan Strategy – “The Path to Self-Sufficiency and Inclusion for Persons with Disabilities in New Brunswick” Plan.***  
December 2007.
- 2008:**        ***Status Report #1 – Responses to Date on the Recommendations from the Disability Action Plan Strategy – “The Path to Self-Sufficiency and Inclusion for Persons with Disabilities in New Brunswick” Plan.***  
December 2008.
- 2009:**        ***Status Report #2 – Responses to Date on the Recommendations from the Disability Action Plan Strategy – “The Path to Self-Sufficiency and Inclusion for Persons with Disabilities in New Brunswick” Plan.***  
December 2009.
- 2010:**        ***Status Report #3 and Report Card – Responses to Date on the Recommendations from the Disability Action Plan Strategy – “The Path to Self-Sufficiency and Inclusion for Persons with Disabilities in New Brunswick” Plan.*** December 2010.
- 2012:**        ***Disability Action Plan – The Time for Action is Now.*** May 2012.

During this same period there have been many discussions and reports at the national level that have impacted on disability issues in Canada.

The **Obstacles Report** from Parliament in 1981, the introduction of the **Canadian Charter of Rights** in 1985, the **Federal Task Force on Disability Issues** led by the Hon. Andy Scott which reported in 1996 and the **In Unison - Federal, Provincial and Territorial Report on a Canadian Approach to Disability Issues** released in 1998 are but some of these major events.

The development and implementation of coordinated economic and social policy is a complex and dynamic process that includes many players. Governments at all levels cannot presume to control every element necessary to achieve desirable outcomes but must show leadership where they can. All parts of the government must move in unison to achieve the ultimate goals of an inclusive society through a coordinated and complimentary approach to decisions and allocation of resources, which will affect citizens with disabilities.

We believe that government has a responsibility to protect the rights of all citizens and to ensure fair access to opportunities to participate fully in the social and economic life of their communities.

Governments at all levels and other community stakeholders must recognize their obligations to full citizenship for all and include citizens with disabilities in all aspects of planning and service delivery cutting across all government departments and agencies.

This report will focus on issues and recommendations for action that can be addressed by our provincial government. **This report should not be considered a complete or final list of all issues relating to persons with disabilities. We also expect to see committed partnerships with other levels of government, the involvement of the private sector and greater support for inclusion from the community at large.**

We would like to acknowledge the input over the years from a large number of individuals and groups who have shared their vision and ideas for creating positive opportunities for persons with disabilities in New Brunswick. We have benefited from the collective wisdom of many community and government stakeholders in many exchanges and consultations.

**The disability community is not a single entity. There are many types and levels of disabilities, which have led to different personal experiences in dealing with the system.** The Premier's Council on the Status of Disabled Persons has tried to filter out the messages and possible actions that we believe reflect wide support from the stakeholders with whom we have been in contact. We have included ideas and suggestions that seemed to make sense and we believe to be reasonable and fair. **Unless otherwise specified, the recommendations are intended to apply to all types of disabilities.**

We also noted that government cannot be expected to be all things to all people. They will not be able to create full citizenship and inclusive communities on their own. However they must set an example for others to follow.

Sustained and effective leadership on disability issues from the provincial government will go a long way to achieve full participation and full citizenship for persons with disabilities in New Brunswick. **The time for action is now.**

## II VALUES AND PRINCIPLES

### DESCRIPTION OF VALUES AND PRINCIPLES

The following values and principles will guide all aspects of the development, implementation and evaluation of the Strategy for Persons Living with Disabilities in New Brunswick. They are consistent with the content of the *In Unison* report, the guiding principles of the *Premier's Council on the Status of Disabled Persons* and the values and principles offered by the disability community in New Brunswick.

#### ***Equal and Full Citizenship***

Equality is a right guaranteed to all Canadian citizens. Citizenship refers to the inclusion of persons with disabilities in all aspects of Canadian society. Citizenship implies participation in and contribution to the systems and the "core" services in which all Canadians can participate and to which most Canadians have access. Persons with disabilities must be recognized for their abilities, their personal contribution and their inherent worth.

#### ***Inclusion – Equity of Opportunity***

New Brunswickers with disabilities need support to reach a level playing field where they can demonstrate their full potential as contributing citizens. Physical and attitudinal barriers must also be reduced. Support is simply a means to enhance abilities and potentials. *In Unison* commits our senior governments to collaborative action to ensure that supports are available, portable and affordable; personal supports, education and employment supports, and income supports.

#### ***Empowerment and Self-determination***

Persons with disabilities require the means to maximize their independence and enhance their well-being. Individuals must have control over their lives; support mechanisms must recognize and encourage each individual's freedom of choice. Support systems must allow each individual to select from among a range of options for living and working in the community. Self-reliance and independent living are implied goals.

Individuals and their families must be full partners in developing the policies that affect them. Consultation with consumers must occur as a matter of course.  
**"Nothing about us without us!"**

### ***Rights and Responsibilities***

Persons with disabilities have the same rights and the same responsibilities as other Canadians. This freedom also includes the implications and consequences of risk-taking; a disability does not relieve someone of responsibility for their life and their actions.

### ***Assured Support for Basic Needs***

It is easy to forget that persons with disabilities often face greater challenges and have more difficulty addressing basic survival needs. Special support may be necessary to meet essential safety and security needs. Income support may be required to ensure a life of well-being, comfort and dignity.

### III GENERAL OBJECTIVES

#### A) FULL CITIZENSHIP

Persons with disabilities are supposed to enjoy the same rights and the same opportunities as all other citizens in our communities, in our province and in this great country of Canada.

Government at all levels must demonstrate leadership and set an example so that persons with disabilities will be able to lead fulfilling lives with dignity and as much self-sufficiency as possible.

Legal citizenship rights enshrined in the *Charter of Rights and Freedoms*, in the federal *Human Rights Act* or in the *N.B. Human Rights Act* are not meaningful if barriers to full social and economic participation remain for many persons with disabilities in many regular aspects of their daily lives.

We have raised the bar considerably in the last few decades but we still have a long way to go to break down the remaining practical and attitudinal barriers to become an inclusive and diverse society.

#### Objectives:

- **To make all communities in New Brunswick inclusive places for persons with disabilities.**
- **To educate the public at large about the vision and principles of full citizenship for all persons and to understand the positive potential and abilities of citizens with disabilities.**
- **To involve consumers in all aspects of the planning and delivery of public services and facilities.**

#### B) DISABILITY SUPPORTS

Disability supports address service needs for personal assistance in daily living so as to enable individuals with disabilities to facilitate their personal development and their participation and inclusion in their communities. Disability supports need to be flexible and based on the needs of the individual in order to be effective in achieving desirable outcomes. The persons with disabilities affected and/or their caregivers need to be actively engaged in the development, negotiation, and direction of their own personalized and flexible disability supports.

Not all persons with different disabilities will require the same type or level of disability supports. Some families will have the necessary financial means to cover the costs of their own disability supports or will have access to insurance to help offset these costs. However, for many persons with disabilities, assistance will be required from public and community resources in order to provide them with the tools they need to function independently and with dignity if they are going to be able to participate fully in their community. It will be very important to carefully assess the needs of each individual using their input and personal objectives in order to design a package of supports to achieve those goals in a manner that is sustainable and fair to all concerned.

**Objectives:**

- **To improve access to disability supports.**
- **To ensure that consumers are actively involved in the development and delivery of disability support programs.**
- **To ensure that the type of disability involved, the age of the person, personal or household income, or where they happen to live will not be barriers to obtaining necessary disability supports.**

**C) POVERTY**

The reality for many persons with disabilities and their families living in New Brunswick is that they must deal with their disability as well as frequently existing on low levels of income. Persons with disabilities have the same living expenses as other citizens for things like housing, food, transportation, clothing, recreation, etc. Most persons with disabilities can also have other expenses directly related to their disability for prescription medications, mobility equipment, technical aids, home renovations, accessible transportation, testing supplies, home care supports, etc.

Persons with disabilities may also have extra expenses to hire people to perform work for them like shovelling the driveway, house cleaning, lawn care, etc. that they are unable to do for themselves due to their disability. Persons with disabilities on low and fixed incomes have limited ability to participate fully in the activities of their community because they do not even have enough income to pay for the necessities of life. If you cannot pay your rent or utility bills or buy decent food you certainly cannot afford recreation and transportation.

Many persons with disabilities who are employed may be working in entry-level positions with low wages and lack of benefits or perhaps are only working part-time due to the difficulty in accommodating their disability.

### **Objectives:**

- **To reduce the overall level of poverty among persons/families with disability.**
- **To create a new income program for persons with disabilities.**
- **To ensure that persons with disabilities have enough income to meet their basic needs and reasonable standards of living in the community.**

## **D) HOUSING**

Having a safe, decent, and affordable place to live is one of the things that most citizens would take for granted as a basic necessity for life. However for persons with certain disabilities, the issue of barrier free access is also a significant factor in determining where they can live. They will often have to limit their possible choices based on both affordability and accessibility. Newer buildings designed to include more barrier free options are often priced out of reach for the majority of consumers with disabilities living on fixed incomes. The current amount of available non-profit public housing choices is woefully inadequate to meet the huge pent-up demand from low income consumers and families across the province.

Affordable and accessible housing needs to be located in areas close to schools, shopping, medical services, banking, recreational opportunities and other community related programs so that lack of affordable and accessible transportation will not become a barrier to participation in the community. Some persons with disabilities will also need access to support services such as homemakers and attendant care in order to be able to live independently in their housing choice in the community.

### **Objectives:**

- **To increase the number of accessible and affordable housing units in the province.**
- **To promote the concept of universal barrier free design concepts in all new housing projects including renovations of existing housing stocks where feasible.**

## **E) UNIVERSAL DESIGN-BARRIER FREE ACCESS**

Many public facilities and programs in New Brunswick have not been adequately designed to be able to easily accommodate the particular needs of persons with different types of disabilities. When we talk about concepts of universal or barrier free design, we are not limiting our conversation to wheelchair ramps and wide doors or designated parking spaces. We need to remember that many citizens of all ages can face barriers to their participation if we have not thought about how do we

include persons who may have difficulty seeing or hearing or reading as well as the obvious barriers caused by various types of mobility problems.

Barrier free access is not only related to the physical design and construction of public facilities and housing options but also in how we deliver programs and train our staff and employees to create an environment that is both accommodating and welcoming for persons with disabilities. Planners and builders need to think about the needs of persons with disabilities from the place where they will arrive to enter the building and what they will be able to do and where they will be able to safely and easily go once inside the structure. Properly implemented universal design or barrier free access will open the facility to all potential users.

**Objectives:**

- **To enhance the mandatory provisions under the legislation and regulations of the provincial building code to require consistent minimum universal design-barrier free access standards in all public facilities and buildings open to the public.**
- **To promote awareness of the population demographics to create more support for the business case that justifies expenses related to renovations or new construction to address barrier free access concerns.**

**F) TRANSPORTATION**

New Brunswick is a largely rural province, which makes the issue of transportation services extremely problematic for persons with disabilities who may require certain accessibility features to be able to use transportation. A lot of consumers with disabilities will not be able to afford to own and operate their own vehicles due to their low income. Many of our rehabilitation and specialized services and programs for persons with disabilities will tend to be located in the larger urban communities of the province. Getting from where you are to where you want to be becomes very difficult for many citizens with disabilities.

Access to education, access to rehabilitation, access to employment, taking care of personal banking and shopping, and being able to enjoy various recreational opportunities means that most people will require transportation. Very few communities in New Brunswick currently operate public transit services and some communities do not even have private taxis available to the general public. They certainly do not have accessible transportation services for persons with disabilities.

We must develop a system that provides more consistent and more affordable and more accessible transportation options for more persons with disabilities in New Brunswick.

**Objectives:**

- **To increase the number of carriers who offer affordable and accessible transportation services for travelling in our communities and across New Brunswick.**
- **To develop programs of financial incentives to enable non-profit community organizations and private taxi companies to acquire and operate accessible vehicles for public transportation for seniors and/or persons with disabilities.**
- **To provide funding for community transportation alternatives.**

**G) RECREATION/WELLNESS**

People with disabilities need to have regular access to recreational and active living opportunities in order to maintain their physical and mental well-being for the same reasons that all citizens benefit from such activities. Some persons with disabilities may require adaptive programming and perhaps special equipment in order to participate due to the nature and level of their disability. However, most persons with disabilities can certainly participate in the same regular programs and recreational opportunities that most other citizens choose to enjoy. Unfortunately we still have many recreational facilities that were built without adequate consideration for the needs of participants and spectators with different disabilities. The other reality for many persons with disabilities is that they have limited income and are unable to afford transportation, participation and admission fees, required equipment, etc. in order to participate in many typical recreational and active living experiences.

We would like to compliment those facilities and programs across the province who have made serious efforts to increase the participation rate of persons with disabilities in their services and programs by making them more barrier free and offering support if needed for any participants with disabilities.

**Objectives:**

- **To increase the number of persons with disabilities of all types and of all ages to regularly participate in healthy recreation and wellness activities.**
- **To ensure that all public recreational programs and facilities are doing what is necessary to enable the inclusive participation of persons with disabilities.**

## H) EDUCATION

In order to be successful today every citizen needs to have strong literacy and numeracy skills with an appropriate education to help prepare them to interact successfully with their social peers and to attain their goals of self-sufficiency.

For persons with different disabilities it is especially critical that they have full and complete access to all levels of educational opportunities in order to offset any barriers that may be created by their disabilities. We are looking for ideas to ensure that all students with disabilities are properly supported in the public school system as well as having complete access to all forms of post-secondary education that are available in the province and elsewhere. We need to ensure that teachers and other support staff are properly trained and prepared to respond to the support requirements necessary to ensure a good education for all students with disabilities. We also want to see that facilities and programs are designed and constructed to be barrier free for students, staff and visitors with different disabilities.

### Objectives:

- **To ensure that the inclusive public school system continues to evolve so that all students with any disability are supported to reach their full potential.**
- **To increase the number of students with disabilities who go on to successfully complete post-secondary education options.**
- **To ensure that teachers and other staff in the education system are properly trained and supported to enable all students to enjoy an inclusive education.**

## I) OTHER TOPICS

During the Disability Stakeholders' Summit we discussed a number of issues that affect opportunities for inclusion of citizens with disabilities in the economic and social life of the province of New Brunswick. Of course there are many complications when we try to address the concerns of all types and for all ages of persons with disabilities. In addition to the plenary sessions we offered eight different topics in the workshop groups looking at such matters as education, poverty, transportation, recreation, employment, housing, disability supports, and barrier free access.

As you know, it is the intention of the Premier's Council on the Status of Disabled Persons to take all of the information gathered from their various consultations, the provincial wide questionnaires, and the input from the Disability Stakeholders' Summit to help us prepare this new Action Plan on Disability Issues for consideration by the Government of New Brunswick.

**Objectives:**

- **To ensure that persons with different types of disabilities will have equitable access to needed services.**
- **To promote the awareness and enforcement of basic human rights for persons with disabilities in a timely and cost effective manner.**
- **To ensure that service providers are held accountable for the quality assurance and fair delivery of all programs and services to be available to persons with disabilities.**

## IV ACCOUNTABILITY/OUTCOME MEASURES

**Every partner involved in the design and delivery of supports to citizens with disabilities should have a process to evaluate whether they are making progress. These ideas are only the first steps to begin to make our system more accountable to citizens with disabilities. More effort is needed to design a fair and reasonable way to achieve actual inclusion for all citizens.**

- 1) **We would request that all government departments and agencies include in their annual reports a specific section describing what level of services they have provided to persons with disabilities in the past year.**
- 2) **The new Interdepartmental Committee on the *Disability Action Plan – The Time for Action is Now* will present an annual public Status Report on the progress made during the year in question.**
- 3) **We would request to see that data is collected and reported on the following systemic outcome measures:**
  - a comparison of **workforce participation** rates of persons with and without disabilities (employment rates, unemployment rates, percentage in full time/part time, percentage in self-employment, etc.);
  - a comparison of **education levels** achieved of persons with and without disabilities;
  - the percentage of students requiring **disability related education supports**;
  - the level of participation in **public policy processes** by persons with disabilities and their advocates;
  - the percentage of persons with disabilities provided with opportunities to participate in community-based **recreation, arts, culture and active living**;
  - the percentage of persons requiring **special or accessible transportation** who are satisfied with the transportation options in their community;
  - the numbers of new clients with disabilities requiring **suitable, affordable and accessible housing** who were able to obtain such housing in the past year;

- the percentage of persons requiring **financial support** who are satisfied that they are able to live in dignity;
- the percentage of persons satisfied with the **health care support** they have access to and/or receive;
- the percentage of persons requiring **assistance with housework and household chores** who are satisfied with the help they are receiving;
- the percentage of persons with disabilities who require **home or attendant care** who are satisfied with the support they receive;
- the percentage of persons requiring **technical aids, devices or special equipment** who feel they have been able to access appropriate disability supports;
- the collection of program data and client outcome measures should be an automatic component for all disability services.

**We would refer you to the following Personal Outcome Measures and the Outcomes for Families and Children:**

**A) PERSONAL OUTCOME MEASURES**

	<b>YES</b>	<b>NO</b>
<b>IDENTITY</b>		
People choose personal goals.	_____	_____
People choose where and with whom they live.	_____	_____
People choose where they work.	_____	_____
People have intimate relationships.	_____	_____
People are satisfied with services.	_____	_____
People are satisfied with personal life situations.	_____	_____
<b>AUTONOMY</b>		
People choose their daily routine.	_____	_____
People have time, space and opportunity for privacy.	_____	_____
People decide when to share personal information.	_____	_____
People use their environments.	_____	_____
<b>AFFILIATION</b>		
People live in inclusive environments.	_____	_____
People participate in the life of the community.	_____	_____

People interact with other members of the community.	_____	_____
People perform different social roles.	_____	_____
People have friends.	_____	_____
People are respected.	_____	_____
<b>ATTAINMENT</b>		
People choose services.	_____	_____
People realize personal goals.	_____	_____
<b>SAFEGUARDS</b>		
People are connected to natural support networks.	_____	_____
People are safe.	_____	_____
<b>RIGHTS</b>		
People exercise rights.	_____	_____
People are treated fairly.	_____	_____
<b>HEALTH AND WELLNESS</b>		
People have the best possible health.	_____	_____
People are free from abuse and neglect.	_____	_____
People experience continuity and security.	_____	_____

*(Adapted from the Council on Quality and Leadership in Supports for People with Disabilities.)*

**B) OUTCOMES FOR FAMILIES AND CHILDREN**

	<b>YES</b>	<b>NO</b>
<b>CHOICE</b>		
- Families are informed.	_____	_____
- Families choose services and supports.	_____	_____
<b>GOALS</b>		
- Families choose their goals.	_____	_____
- Families choose child development goals.	_____	_____
- Families attain their goals.	_____	_____
- Children attain developmental milestones.	_____	_____
<b>RIGHTS</b>		
- Families exercise their rights.	_____	_____
- Children are free from abuse and neglect.	_____	_____

**RESPECT**

- Families are respected. \_\_\_\_\_
- Families decide when to share personal information. \_\_\_\_\_

**HEALTH AND SAFETY**

- Children have the best possible health. \_\_\_\_\_
- Children are safe. \_\_\_\_\_

**RELATIONSHIPS**

- Families remain together. \_\_\_\_\_
- Children spend time in inclusive environments. \_\_\_\_\_
- Children develop relationships. \_\_\_\_\_
- Families remain connected to natural supports. \_\_\_\_\_
- Families are a part of their communities. \_\_\_\_\_

**SECURITY**

- Families have economic resources. \_\_\_\_\_
- Families experience continuity and security. \_\_\_\_\_

**SATISFACTION**

- Families are satisfied with their services. \_\_\_\_\_
- Families are satisfied with their life situations. \_\_\_\_\_

*(Adapted from the Council on Quality and Leadership in Supports for People with Disabilities.)*

## V RECOMMENDATIONS

Please note that the following recommendations are not necessarily listed in order of priority. They are also not necessarily a final list of all options for actions under provincial government jurisdiction.

Unless specified otherwise, each recommendation is intended to apply to all types and levels of disabilities. While lead departments are identified, one should assume that other departments, government agencies and community agencies involved in disability services and issues will be involved in achieving effective solutions to these matters.

Please note that additional recommendations focusing on Education and Employment will be captured in more detail in the *Employment Action Plan for Persons with a Disability*.

## FULL CITIZENSHIP

1. **The Government of New Brunswick will accept the Values and Principles, General Objectives, Accountability Measures, and the Recommendations contained in this *Disability Action Plan*.**
  - *Office of the Premier*
  - *Executive Council Office*
  - *Premier's Council on the Status of Disabled Persons*
  
2. **The Government of New Brunswick and other stakeholders will continue to support and promote an annual public New Brunswick Disability Awareness Week and United Nations International Day of Disabled Persons through financial support and participation. These events will draw public attention to issues of interest to persons with disabilities and to recognize positive outcomes throughout New Brunswick.**
  - *Office of the Premier*
  - *Premier's Council on the Status of Disabled Persons*
  
3. **In the absence of the long-form census survey from Statistics Canada, the Province will work with federal government agencies in the development of a new data collection system for persons with disabilities, to ensure that New Brunswick specific data can be developed and delivered to better inform disability policy and programs in New Brunswick.**
  - *Department of Finance*
  - *Department of Health*
  - *Department of Social Development*
  - *Department of Post-Secondary Education, Training and Labour*
  - *Department of Education and Early Childhood Development*
  - *Premier's Council on the Status of Disabled Persons*

## DISABILITY SUPPORTS

- 4. The Department of Health and the Department of Social Development will develop a joint committee on acquired brain injuries to determine what policies and services are needed to better respond to the needs of persons with acquired brain injuries.**

  - *Department of Health*
  - *Department of Social Development*
  - *Premier's Council on the Status of Disabled Persons*
  
- 5. The Department of Social Development will develop a target for approval of eligible equipment requests of 10 working days for non-urgent requests.**

  - *Department of Social Development*
  
- 6. The Department of Social Development will work with disability organizations to identify the equipment needs of different populations with the goal of providing adequate support to an expanded list of disabilities.**

  - *Department of Social Development*
  
- 7. The Department of Social Development, in cooperation with community service providers and stakeholders, will undertake a home support review. The review will include the current level of funding for attendant care, for those living at home with highly specialized needs (ie. ventilated individuals and those using complex breathing aids) and would also address the pressing issue of recruitment and retention of personal care attendants, the need for investment in quality services, the implementation of a regulated system, opportunities for proper and specialized training and an adequate hourly wage formula for trained home support workers.**

**The Provincial Home Support Review would also look at pay equity for private workers and families who provide home care support.**

  - *Department of Social Development*

## POVERTY

- 8. The province of New Brunswick will establish a separate and distinct income support program for persons with long term disabilities recognizing that this population often incurs additional costs currently not supported through social assistance benefits. The disability supplement should be indexed to inflation so that persons with disabilities do not fall further behind.**

  - *Department of Social Development*
  - *Economic and Social Inclusion Corporation*
  
- 9. The Department of Social Development will introduce new wage exemption policies for persons with disabilities that will encourage people to work and allow people to earn income from employment so that their combined income from disability income benefits and employment approximates recognized poverty measures.**

  - *Department of Social Development*
  - *Economic and Social Inclusion Corporation*
  
- 10. Pending the introduction of a new income support program for persons with disabilities, the application process and eligibility criteria will be improved so that more persons with serious long term chronic health conditions or disabilities would qualify for the Extended Benefits category of social assistance. The department will identify a process for re-evaluating individuals who are currently designated as having long term disability needs under the Transitional Assistance Program to determine if they should qualify for disability benefits.**

  - *Department of Social Development*
  - *Economic and Social Inclusion Corporation*

## HOUSING

- 11. The Department of Social Development will revise the rent subsidy program to make it more responsive to the needs of persons with disabilities in New Brunswick. The development of the portable rent subsidy program for persons with disabilities in the provincial housing strategy should be a priority housing initiative for people with disabilities.**

  - *Department of Social Development*
  
- 12. When N.B. Housing is completing accessibility-related renovations, it will consult with professionals knowledgeable in barrier-free universal design accessibility to ensure that renovations will meet the needs of the homeowners.**

  - *Department of Public Safety*
  - *Department of Environment and Local Government*
  
- 13. The government of NB will continue to work with the federal government to ensure the development of a national housing strategy that includes long-term federal funding and engagement in housing and homelessness. The Affordable Housing Initiative suite of renovation programs will be renewed and the funding must be increased to better meet current needs.**

  - *Department of Social Development*

**UNIVERSAL DESIGN/BARRIER FREE ACCESS**

- 14. The Government of New Brunswick will develop an enhanced mandatory barrier-free regulation replacing the *National Building Code – section 3.8 Barrier-Free Design*. The enhanced regulation will exceed those contained in section 3.8 and apply province-wide.**
- *Department of Public Safety*
  - *Department of Environment and Local Government*
- 15. The Department of Public Safety will create the position of “Chief Building Inspector”.**
- *Department of Public Safety*
- 16. The Government of New Brunswick will develop incentives, including tax incentives, for individuals/developers who incorporate Visitability standards into newly constructed single family homes. Visitability helps create inclusive communities and responds to the increasing populations of persons with disabilities and seniors and the desire to live as independently as possible and age in place.**
- *Department of Environment and Local Government*
  - *Department of Public Safety*
  - *Premier’s Council on the Status of Disabled Persons*

## TRANSPORTATION

- 17. The Department of Transportation and Infrastructure will initiate a working group and/or appoint an individual to investigate best practices within Canada, to consult with various communities to determine the needs, to identify funding sources, and to develop an overall plan to ensure accessible and affordable transportation is available throughout New Brunswick for persons with disabilities.**

  - *Department of Transportation and Infrastructure*
  
- 18. The Government of New Brunswick will establish a new program to offer partial financial assistance to non-profit community organizations to build capacity for approved community-based transportation services for persons with disabilities and low-income families.**

  - *Department of Transportation and Infrastructure*
  - *Executive Council Office*
  - *Economic and Social Inclusion Corporation*
  
- 19. The Government of New Brunswick will provide funding for community transportation alternatives such as Dial-a-Ride.**

  - *Department of Social Development*
  - *Executive Council Office*
  
- 20. The Government of New Brunswick will ensure that all public and private transportation carriers create and adopt an accessible transportation customer information policy (to include visual and tactile signage, flashing lights, written screens, etc.) to ensure that their vehicles, buses, trains, ferries, stations, etc. are barrier-free to persons with disabilities.**

  - *Department of Transportation and Infrastructure*

- 21. The Government of New Brunswick will develop a mandatory enhanced section 3.8 recommendation of the National Building Code which will include parking standards that will apply throughout New Brunswick.**
- *Department of Public Safety*
  - *Department of Transportation and Infrastructure*
  - *Department of Environment and Local Government*
- 22. The Department of Transportation and Infrastructure will continue the NB Vehicle Retrofit Program and ensure adequate funding is allocated for this program.**
- *Department of Transportation and Infrastructure*

## RECREATION/WELLNESS

23. The Department of Education and Early Childhood Development will ensure that students with disabilities are fully included in all leisure and sporting activities organized by the school. These activities may include, but are not limited to: before school activities, recess times, physical education classes, other leisure classes (library, art & culture, etc.), noon hour activities, intramurals, sport teams, after school activities, school trips, graduation ceremonies, etc.
- *Department of Education and Early Childhood Development*
  - *Department of Culture, Tourism & Healthy Living*
24. All recreational facilities will be designed for barrier-free universal design access for persons with disabilities. Financial support will be available to help offset costs related to improving the accessibility and participation rates at these community facilities.
- *Department of Public Safety*
  - *Department of Culture, Tourism & Healthy Living*
25. The province will provide funding to continue the full time Parasport and Recreation coordinator position in New Brunswick.
- *Department of Culture, Tourism & Healthy Living*
26. The Department of Health in partnership with the Department of Culture, Tourism & Healthy Living will fully implement the plan of action for Mental Health in New Brunswick for 2011-2018, in an effort to develop and promote coordinated mental health & wellness services for the prevention and/or treatment of persons with mental illness. In addition, special attention should be placed on the unique mental health needs faced by persons with disabilities and their families, such as children and youth, brain injury survivors, those with fetal alcohol syndrome, spinal cord injuries, degenerative neurological disorders, chronic diseases, etc.
- *Department of Health*
  - *Department of Social Development*
  - *Department of Culture, Tourism & Healthy Living*

**27. The existing and newly constructed Restigouche Hospital Centre will provide safe, healthy, and therapeutic acute care for all patients using newly adopted holistic care model. That same standard of therapeutic care will be extended to those patients under psychiatric assessment as well as those found “Not Criminally Responsible”.**

- *Department of Health*
- *Department of Social Development*
- *Department of Justice*

**28. Efforts will continue to discharge patients who have the capacity to live in supported community housing with automatic case management and follow up through the formal Community Mental Health Services system. Patients will not be discharged until a complete, comprehensive community plan has been prepared.**

- *Department of Health*
- *Department of Social Development*
- *Department of Public Safety*

## EDUCATION

29. The Department of Education and Early Childhood Development will release an action plan in response to the Porter/Aucoin Review on the Implementation of the McKay Report.
- *Department of Education and Early Childhood Development*
30. The Department of Education and Early Childhood Development must have a strategy to develop coordinated services for the prevention of mental illness for children and youth.
- *Department of Education and Early Childhood Development*
31. The Department of Education and Early Childhood Development must make investments to hire and assign Educational Assistants to students with disabilities who need them to ensure that they are receiving the support required. Investments should also be made in resource support, professional development for educators and paraprofessionals, and leadership for inclusive education at the Department, district and school levels.
- *Department of Education and Early Childhood Development*
32. Due to the changes to the Special Education Plan (SEPs), the Department of Education and Early Childhood Development will track the progress of the individuals from whom the SEPs were eliminated and report the results.
- *Department of Education and Early Childhood Development  
(Anglophone sector)*
33. As Universal Design for Learning is being introduced in NB schools resulting in a more inclusive approach by classroom teachers, the Department of Education and Early Childhood Development will ensure all classroom teachers have the necessary training and tools to ensure a successful transition.
- *Department of Education and Early Childhood Development  
(Anglophone sector)*

**34. As Universal Design for Learning is being introduced in NB schools, the Department of Education and Early Childhood Development will offer introductory information to parents to enable them to fully participate in their child's learning.**

*- Department of Education and Early Childhood Development  
(Anglophone sector)*

**35. The Department of Education and Early Childhood Development will increase the number of children at risk for Reading Disabilities leaving Grade 2 with an appropriate reading level.**

*- Department of Education and Early Childhood Development*

***For additional recommendations pertaining to Education and Employment, please refer to the Employment Action Plan for Persons with a Disability.***

## OTHER TOPICS

36. **The Government of New Brunswick will work in conjunction with the aboriginal community and other stakeholders to address the specific issues around access to services for aboriginals with disabilities wherever they live in the province.**
- *Aboriginal Affairs*
  - *Executive Council Office*
  - *Department of Social Development*
  - *Department of Post-Secondary Education, Training and Labour*
  - *Department of Health*
37. **The Minister of Government Services will insure that standards exist with respect to procurement of government services and equipment, computer software and internet technology. Only systems which are certified to enable universal access by persons with cognitive, visual, perceptual or hearing disabilities will be acquired by government. Government will undertake an audit of all emerging technology being deployed by crown corporations or government departments. Web resources which do not at least meet W3 accessibility standards will be brought into compliance within a reasonable period of time.**
- *Department of Government Services*
  - *Service New Brunswick*
38. **The Government of New Brunswick will move forward with the creation of New Brunswick's first centre of excellence for children and youth with complex needs.**
- *Department of Social Development*
  - *Office of the Child and Youth Advocate*
  - *Office of the Ombudsman*

- 39. Continued support of the NB STAGES NB initiative to increase the number of qualified sign language interpreters in New Brunswick is imperative for Deaf and Hard of Hearing consumers to have equal access to all government programs, services, education, training and employment.**
- *Department of Post-Secondary Education, Training and Labour*
- 40. The Department of Social Development will engage in a public consultation process to determine how the Community Based Services for Children with Special Needs Program can be improved to better serve children with disabilities and their families.**
- *Department of Social Development*
- 41. The Government of New Brunswick will develop a strategy to better assess, recommend, recycle and fund assistive technology.**
- *Department of Education and Early Childhood Development*
  - *Department of Post-Secondary Education, Training and Labour*

## **VI CONCLUSION – NEXT STEPS**

We have been encouraged by the Premier to provide insight to the government on how they should respond to disability issues.

This report has been developed with the input from many sources such as the participants at the Disability Stakeholders' Summit in May 2011 and many other meetings involving the disability community.

The Premier's Council on the Status of Disabled Persons prepared working drafts to be shared with various partners for further input and revisions before this report was to be submitted to government.

The Department representatives of the lead Departments responsible for each recommendation have been contacted to share this report with their superiors before the report is to be released publicly.

This report was also presented to Cabinet Committee for approval.

The Premier's Council on the Status of Disabled Persons will take responsibility to follow up with each Department individually and with the government collectively to hold everyone accountable for action on these recommendations.

We will report annually to the public and review and update the plan as required.

During the United Nations International Day of Persons with Disabilities on December 2<sup>nd</sup> 2011, the Premier announced "we're very serious about our commitment to include citizens with different disabilities in the economic and social opportunities available to the people of New Brunswick. As Premier, I'll issue a directive to all departments to support and move forward on the implementation of the recommendations in the forthcoming Disability Action Plan."

Disability issues are often complex and solutions will require more coordinated partnerships by stakeholders in all aspects of the economic, social, and political sectors of the province if we are truly going to be able to create inclusive communities across the province. We should also be aware of the principles contained in the United Nations' Convention of the Rights of Persons with Disabilities and the Canadian Charter of Rights and Freedoms.

Along with the specific recommendations in this report, we are also asking for acceptance of the values and principles presented in this document as a foundation to the general objectives outlined for each of the topic areas.

The proposed accountability and outcome measures are also essential tools so we can measure the effectiveness and degree of concrete actions taken to implement this new Disability Action Plan.

Disability issues touch the lives of all citizens in the province due to family members and consumers who are already disabled and the reality that everyone else is only an injury or an illness away from disability or will be aging into a disability in the future.

Together we can create communities with the real capacity for including all citizens and for a system of disability supports that enables persons with disabilities to be as self-sufficient as possible and to live their lives with dignity and respect.

Yes We Can!

## **APPENDIX A PREMIER'S COUNCIL ON THE STATUS OF DISABLED PERSONS**

### **Who are we?**

The Premier's Council on the Status of Disabled Persons is a body for consultation and study, which was created to advise the provincial government on matters relating to the status of persons with disabilities. The Council reports directly to the Premier of the Province.

### **Responsibilities**

The Act governing the Premier's Council states that the Council shall advise the Minister on matters relating to the status of persons with disabilities; shall bring before the government and the public matters of interest and concern to persons with disabilities; shall promote prevention of disabling conditions; shall promote employment opportunities of persons with disabilities; and shall promote access by persons with disabilities to all services offered to the citizens of New Brunswick.

### **Structure**

The Council consists of a Chairperson and twelve other members appointed by the Lieutenant-Governor in Council. Provisions in the Act guarantee representation by regions, agencies working on behalf of persons with disabilities and the public at large.

### **Activities**

To carry out its functions, the Council will receive briefs and suggestions from individuals and groups concerning the status of persons of any age with disabilities of any type; undertake research on matters relating to persons with disabilities; recommend programs concerning the status of persons with disabilities; make referrals to and consult and collaborate with universities and individuals on matters which affect persons with disabilities; propose legislation, studies and recommendations as the Council considers necessary; appoint special committees when needed; maintain an information library on subjects related to persons with disabilities and on any services/programs likely to be of interest to persons with disabilities; and offer advice and/or intervention in cases where persons with disabilities are having difficulties in gaining access to needed services.

## APPENDIX B DEFINITIONS OF TERMINOLOGY

In 1980, the World Health Organization issued the International Classification of Impairments, Disabilities, and Handicaps (ICIDH) in accordance with Resolution (WHA29.35) of the World Health Assembly. ICIDH terminology refers to three concepts: impairments, disabilities and handicaps defined as follows:

**Impairment** - "any loss or abnormality of a psychological, or anatomical structure or function". Impairments are disturbances at the level of the organ.

**Disability** - "any restriction or inability (resulting from an impairment) to perform an activity in the manner or within the range considered normal for a human being." This describes a functional limitation or activity restriction caused by an impairment. Disabilities are descriptions of disturbances in function at the level of the person.

**Handicap** - "any disadvantage for a given individual, resulting from an impairment or a disability, that limits or prevents the fulfillment of a role that is normal for that individual." The classification of handicap is a classification of circumstances that place individuals "at a disadvantage relative to their peers when viewed from the norms of society." The classification of handicap deals with the relationship that evolves between society, culture and people who have impairments or disabilities, as reflected in people's life roles.

*(International Classification of Impairments, Disabilities and Handicaps: World Health Organization)*

**Disability supports** are:

- any good
- or any service

which assists a person in overcoming barriers to carrying out activities of daily living, or to achieve social (includes political and cultural activities) and economic participation.

A good or service becomes "disability related" when it is used to assist a person or persons in overcoming barriers associated with a disabling condition.

*(Roehrer Institute)*

**Equality** - the values inherent in the concept of equality include self-determination, autonomy, dignity, respect, integration, participation and independent living.

*(In Unison, 1998)*

**Universal Design** - An approach to the design of products, services and environments to be usable by as many people as possible regardless of age, ability or situation. Universal design strives to be a broad-spectrum solution that helps everyone, not only people with disabilities.

**Barrier-free** - This phrase is not intended to be limited to a description of physical accessibility to a building. We are talking about creating open and supportive environments where all citizens are welcome and have the supports and features necessary to allow them to be fully included as participants in all public programs, services and facilities.

## **APPENDIX C     STATISTICS ON PERSONS WITH DISABILITIES**

**Statistics Canada** last reported on their detailed collection of national statistics on persons with disabilities from the **2006** post censal survey known as the *Participation and Activity Limitation Survey (PALS)*.

We are including some information from that data even though it is now old material as this is the latest material. The population covered by the survey was persons residing in private and some collective households in the ten provinces and three territories. Persons living in institutions and on First Nations reserves were excluded. We look forward to more reflective and current data being available to get a more accurate picture about citizens with permanent disabilities.

The 2006 PALS showed the following information:

**Disability Rate in Canada = 14.3% of the general population have a disability.**

**Disability Rate in New Brunswick = 17.2% of the general population have a disability. This is the second highest rate per capita in Canada.**

The census survey in 2006 showed that it was clear that the rate and severity of disability increases with age. This is especially important considering the demographics of the general population of New Brunswick showing a higher percentage of older adults.

For more information on statistics about persons with disabilities please visit the Premier's Council on the Status of Disabled Persons at [www.gnb.ca/Council](http://www.gnb.ca/Council)

## **APPENDIX D SURVEY ON SERVICE ISSUES FOR PERSONS WITH DISABILITIES IN NEW BRUNSWICK 2011**

October 7, 2011

Dear Disability Stakeholders;

Now that we have completed our Status Report #3 update of the Disability Action Plan Strategy, we are interested in developing a new action plan strategy that could address different disability related issues.

**We have prepared the attached survey questionnaire to help interested individuals and groups to provide us with their input on what is the current level of services available across the province for persons with disabilities of all types and ages.**

**The same questionnaire is available on our website at [www.gnb.ca/Council](http://www.gnb.ca/Council) in English or French at [www.gnb.ca/Conseil](http://www.gnb.ca/Conseil) (or in alternate formats on request).**

**You can share copies of this survey questionnaire with anyone else who might be interested.**

We would welcome any other information or copies of other material that you feel may be helpful to our review. We are also looking for solutions!

We request to have your response by **November 11, 2011**. We have already hosted a public disability stakeholder's summit during this past Disability Awareness Week in May, and will host Town Hall Meetings in our attempt to gather perspective from around the Province.

The final version of the new disability action plan strategy will be ready to submit to government and release publicly during Disability Awareness Week 2012.

We look forward to your involvement in this process.

Sincerely,

Christyne Allain  
Executive Director

**Survey on Service Issues for  
Persons with Disabilities in New Brunswick**

The Premier’s Council on the Status of Disabled Persons would like your input on the current situation relating to services for persons with disabilities. The results will help us to choose priorities in our work to address these matters with government and other community stakeholders by preparing a new Action Plan on Disability Issues. Please answer as many of the questions that you can. Added comments can be attached if needed.

1. How would you describe yourself?

- person with a disability       parent       teacher  
 service provider       social worker       advocate  
 rehabilitation professional       other (please specify) \_\_\_\_\_

2. What region are you living in?

- Moncton       Campbellton  
 Saint John       Bathurst/Acadian Peninsula  
 Fredericton       Miramichi  
 Edmundston      Other \_\_\_\_\_

3. Do you think that New Brunswick needs to create a provincial strategy on disability issues?

- Yes       No

4. If so, what issues should be included? \_\_\_\_\_  
 \_\_\_\_\_

5. Please indicate the type of disability that you are actively involved with. Mark all that apply.

- physical/mobility       mental health  
 learning disability       intellectual disability/developmental delay  
 deafness       hard of hearing  
 blindness       low vision  
 autism       brain injury  
 chronic pain       other (please specify) \_\_\_\_\_

6. Please indicate your level of satisfaction in accessing the following services/supports for persons with disabilities and/or their families in your region:

**REHABILITATION SERVICES**

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don’t know</u>
▪ Mental health services	_____	_____	_____	_____	_____
▪ Early intervention services	_____	_____	_____	_____	_____
▪ Speech language	_____	_____	_____	_____	_____
▪ Audiology	_____	_____	_____	_____	_____
▪ Occupational therapy	_____	_____	_____	_____	_____
▪ Physiotherapy	_____	_____	_____	_____	_____

▪ Medical specialists	_____	_____	_____	_____	_____
▪ Psychologist	_____	_____	_____	_____	_____
▪ Psychiatrist	_____	_____	_____	_____	_____
▪ Social worker	_____	_____	_____	_____	_____
▪ Information on resources	_____	_____	_____	_____	_____
▪ Information about disability	_____	_____	_____	_____	_____
▪ Special equipment	_____	_____	_____	_____	_____
▪ Family counseling	_____	_____	_____	_____	_____
▪ Orthotics/prosthetics	_____	_____	_____	_____	_____
▪ Stan Cassidy Centre for Rehabilitation	_____	_____	_____	_____	_____

Other Comments: \_\_\_\_\_  
\_\_\_\_\_

**7. Education**

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
▪ Barrier free facilities	_____	_____	_____	_____	_____
▪ Transportation	_____	_____	_____	_____	_____
▪ Educational assessments	_____	_____	_____	_____	_____
▪ Adequate support staff	_____	_____	_____	_____	_____
▪ Attitude of administration	_____	_____	_____	_____	_____
▪ Equipment/Resources	_____	_____	_____	_____	_____
▪ Support for inclusion	_____	_____	_____	_____	_____
▪ Parents/guardians kept informed	_____	_____	_____	_____	_____
▪ Transition planning	_____	_____	_____	_____	_____
▪ Access to information	_____	_____	_____	_____	_____
▪ Accommodations/Support for students	_____	_____	_____	_____	_____
▪ Staff training/supports	_____	_____	_____	_____	_____

Other Comments: \_\_\_\_\_  
\_\_\_\_\_

**8. Employment**

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
▪ Barrier free facilities	_____	_____	_____	_____	_____
▪ Transportation	_____	_____	_____	_____	_____
▪ Educational assessments	_____	_____	_____	_____	_____
▪ Adequate support staff	_____	_____	_____	_____	_____
▪ Attitude of administration	_____	_____	_____	_____	_____
▪ Equipment/Resources	_____	_____	_____	_____	_____
▪ Support for inclusion	_____	_____	_____	_____	_____
▪ Parents/guardians kept informed	_____	_____	_____	_____	_____

- Transition planning \_\_\_\_\_
- Access to information \_\_\_\_\_
- Accommodations/Support for students \_\_\_\_\_
- Staff training/supports \_\_\_\_\_

Other Comments: \_\_\_\_\_

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**9. Recreation and Leisure**

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't Know</u>
▪ Barrier free facilities	_____	_____	_____	_____	_____
▪ Transportation	_____	_____	_____	_____	_____
▪ Educational assessments	_____	_____	_____	_____	_____
▪ Adequate support staff	_____	_____	_____	_____	_____
▪ Attitude of administration	_____	_____	_____	_____	_____
▪ Equipment/Resources	_____	_____	_____	_____	_____
▪ Support for inclusion	_____	_____	_____	_____	_____
▪ Parents/guardians kept informed	_____	_____	_____	_____	_____
▪ Transition planning	_____	_____	_____	_____	_____
▪ Access to information	_____	_____	_____	_____	_____
▪ Accommodations/Support for students	_____	_____	_____	_____	_____
▪ Staff training/supports	_____	_____	_____	_____	_____

Other Comments: \_\_\_\_\_

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**10. Housing**

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't Know</u>
▪ Barrier free facilities	_____	_____	_____	_____	_____
▪ Affordable housing options	_____	_____	_____	_____	_____
▪ Transportation	_____	_____	_____	_____	_____
▪ Educational assessments	_____	_____	_____	_____	_____
▪ Adequate support staff	_____	_____	_____	_____	_____
▪ Equipment/Resources	_____	_____	_____	_____	_____
▪ Support for inclusion	_____	_____	_____	_____	_____
▪ Transition planning	_____	_____	_____	_____	_____
▪ Access to information	_____	_____	_____	_____	_____
▪ Accommodations/Support To choose living options	_____	_____	_____	_____	_____
▪ Staff training/supports	_____	_____	_____	_____	_____

Other Comments: \_\_\_\_\_

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**11. Poverty**

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't Know</u>
▪ Current disability rates	_____	_____	_____	_____	_____
▪ Financial assessment Process	_____	_____	_____	_____	_____
▪ Adequate employment services	_____	_____	_____	_____	_____
▪ Training opportunities	_____	_____	_____	_____	_____
▪ Access to food-banks	_____	_____	_____	_____	_____
▪ Access to shelters	_____	_____	_____	_____	_____
▪ Access to medical supplies	_____	_____	_____	_____	_____
▪ In-school supports for Children	_____	_____	_____	_____	_____
▪ Transition planning	_____	_____	_____	_____	_____
▪ Access to information	_____	_____	_____	_____	_____
▪ Staff training awareness / sensitivity	_____	_____	_____	_____	_____

Other Comments: \_\_\_\_\_  
 \_\_\_\_\_

**12. Supports to Consumers/Parents/Guardians/Families**

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
▪ Community Based Services	_____	_____	_____	_____	_____
▪ Information on available resources	_____	_____	_____	_____	_____
▪ Access to relief care	_____	_____	_____	_____	_____
▪ Supports in the home	_____	_____	_____	_____	_____
▪ Financial supports	_____	_____	_____	_____	_____
▪ Access to rehabilitation equipment/technology	_____	_____	_____	_____	_____
▪ Transportation to medical/ rehabilitation	_____	_____	_____	_____	_____
▪ Transportation to recreation/personal	_____	_____	_____	_____	_____
▪ Family counselling	_____	_____	_____	_____	_____
▪ Waiting lists for services	_____	_____	_____	_____	_____
▪ Health card benefits	_____	_____	_____	_____	_____
▪ Affordable/Accessible housing	_____	_____	_____	_____	_____
▪ Prescription Drugs	_____	_____	_____	_____	_____
▪ Employment/Training	_____	_____	_____	_____	_____

Other Comments: \_\_\_\_\_  
 \_\_\_\_\_

13. Please choose **three** of the issues/services listed in questions **6 to 12** which you feel are the most urgent problems in the system in your region. Please mark an **(X)** beside those priorities.

14. In your opinion, what could be done to improve the issues / services noted above?

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15. Do you have any other comments related to services for persons with disabilities in New Brunswick? \_\_\_\_\_

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16. Please return this survey **by November 11<sup>th</sup>, 2011** to the:

**Premier's Council on the Status of Disabled Persons**  
**440 King Street, Suite 648, Fredericton, N.B. E3B 5H8**  
**Telephone: (506) 444-3000 or 1-800-442-4412**  
**Fax: (506) 444-3001**  
**E-mail: [pcsd@gnb.ca](mailto:pcsd@gnb.ca)**  
**Website: [www.gnb.ca/Council](http://www.gnb.ca/Council)**

Disponible en français

## **APPENDIX E     SAMPLE COMMENTS FROM THE SURVEY RESPONDENTS**

“People that are graduating or dropping out of school from modified programs that have the ability to become excellent workers in the province but have learning disabilities, require help and interventions especially in rural areas of the province.”

“How to make sure people with disabilities who can’t continue to work have a decent quality of life without the fear of descending into a life of poverty.”

“More access to and money toward interpreters and the deaf/blind issues. Availability is just not there.”

“Currently not enough resources are available to provide appropriate support to persons living with disabilities and these persons are grouped in with seniors”

“There is a need to providing necessary support within the Educational System”

“Accessibility (which includes having financial access to items that would improve quality of life, not just ramped sidewalks for wheelchairs) transportation and employment”

“More housing for disabled persons”

“That the government recognize and approve the strategy set by PCSDP”

“The one issue I would like addressed is employment. I am now sixty years old, but I find it hard to get by on my CPP of \$580.00/month. I have bill to pay, the same as anyone else and I also have to eat.”

“Financial support for hearing aids”

“What are theses children suppose to do when they are done high school they still need meaningful occupation. Increase services for people to be able to stay in there homes it is a lot cheaper to care for some one at home then in a nursing home. Health cards, and funding for equipment for people in hospital if some has always been under the care of the minister they still need service.”

“Equal access to equipment and services regardless of age and income”

“More support services for persons with mental disabilities, earlier detection, especially those living alone.”

“People with disabilities are a vital part of our community and they need support and resources to live their life like anyone else”

“Currently there are too many out-of-pocket expenses for many disabled people to live independently in NB (Therapy, mobility devices, learning tools)”

“Need affordable transportation options for persons with disabilities”

“There should be more accessible housing options”

“Increase the income of disabled people so we can meet our basic needs, and also have the ability to purchase unexpected extras.”

“Better access to buildings and businesses. More wheelchair parking and better enforcement of wheelchair parking spots”

“Help get people out of poverty”

“Need more interpreters”

“Equitable access to disability related supports and rehab equipment”

“We need a more robust provincial building code to better address barrier free access to new and existing public buildings and facilities”

“Wait times for accessing Health supports including Mental Health are unacceptable and cause even more issues for persons identified”

“ There are not enough TA’s to support students in the school system”

“The opportunities for meaningful employment for people with disabilities in some regions are very minimal and continues to be a struggle for the majority who want to work and are not given a chance to demonstrate their talents.”

“Unless you live in an urban area you are bound to your home or left to pay excessive prices for transportation.”

“Poverty, high disability rates, poor health status and limited support resources will have a strong negative effect on our health care system.”

## **APPENDIX F PROGRAM SCHEDULE FROM THE DISABILITY STAKEHOLDERS' SUMMIT – MAY 2011**

April 2011

Dear Disability Stakeholder:

Each year, as part of Disability Awareness Week, we host a Legislative Breakfast. We invite Cabinet Ministers, Deputy-Ministers and other key government program officials to share breakfast and conversation with representatives from disability consumers, service providers and disability advocates from around the province.

An invitation has been extended to Premier Alward to deliver the keynote address at the breakfast.

**This year, we are also hosting a two-day Disability Stakeholders Summit. The Summit will take place on May 30<sup>th</sup> (9:00 a.m. - 5:00 p.m.) and 31<sup>st</sup> (8:00 a.m. – 4:00 p.m.) with the Legislative Breakfast to be held on May 31<sup>st</sup>.**

Workshops are planned on both days which will focus on various issues identified by the community of persons with disabilities. Our hope is that by bringing together stakeholders and government representatives, priorities and strategies will be identified to help address the challenges faced by persons with disabilities.

Because space is limited, we reserve the right to select participants. Interested persons are asked to attend both days of the summit as well as the Legislative Breakfast.

Information regarding the program and sessions schedule will be sent to you shortly.

**Interested participants are asked to complete the attached registration form and return it to the address provided by May 6<sup>th</sup>, 2011.**

Feel free to share this invitation throughout your networks.

Through the generous support of our sponsors, there is no charge to summit participants. Nutrition breaks, lunches and the legislative breakfast will be provided.

Funds are available to assist those who otherwise would not be able to attend.

Those individuals selected to attend the breakfast and Summit will be contacted upon receipt of their completed registration form.

Thank you,

Christyne Allain  
Executive Director  
Premier's Council on the Status of Disabled Persons

Co-Chair  
N.B. Disability Awareness Week Committee

**PROGRAM  
DISABILITY STAKEHOLDERS' SUMMIT  
FREDERICTON INN  
MAY 30-31, 2011**

**MONDAY, MAY 30<sup>th</sup>**

- 9:00 – 10:00am**      **Registration** – Pick up information kits at the Registration Table near the main entrance to the hotel ballroom.
- 10:00 – 10:15am**      **Plenary Session – Hotel Ballroom**  
**Welcome – Housekeeping Announcements- Christyne Allain**
- 10:15 – 10:25am**      **Keynote Address –**  
**His Honour, the Lieutenant Governor Graydon Nicholas**
- 10:45 – 11:00am**      **Nutrition Break – In hallway across from Salons A, B/C, and F –**  
Participants move to break out rooms for discussions on topic areas for the upcoming action plan for persons with disabilities. See Workshop Schedule in your kits for room locations and topics available.
- We have four sessions going on during the same time slots and some topics are repeated. The breakout groups will have a facilitator and notetaker to lead your participation. We will be looking for ideas on how to improve the status quo.
- 11:00 – 12:15pm**      **First set of breakout room workshops** for discussion of issues/solutions
- 12:30 – 1:30pm      Lunch – Brass Rail Restaurant in the hotel
- 1:30 – 3:15pm**      **Second session of break out room workshops** to discuss issues/solutions
- 3:15 – 3:30pm**      **Nutrition Break – Bi-Centennial Room**
- 3:30 – 3:45pm**      **Keynote Speech – Bi-Centennial Room**  
**Hon. Martine Couombe, Minister of Post-Secondary Education, Training and Labour**
- 4:00 – 4:30pm**      **Orientation session on the Legislative Breakfast for the next day – Salon B/C**

**TUESDAY, MAY 31<sup>st</sup>**

- 7:30 – 8:00am**      **Arrival/Seating for the annual Legislative Breakfast – Main Ballroom**  
Seating will be assigned for this event.
- 8:00 – 8:05am**      **Legislative Breakfast Program**  
**Welcome – Housekeeping Announcements- Christyne Allain**
- 8:05 – 8:10am**      **Greetings from Michelle Horncastle – Chairperson of the Premier’s Council on the Status of Disabled Persons**
- 8:10 – 8:45am**      **Breakfast Served and conversation continue at the tables**
- 8:45 – 9:00am**      **Keynote Speaker – Premier David Alward**
- 9:00 – 9:15am**      **Hon. Sue Stultz, Minister of Social Development**
- 9:15 – 9:20am**      **Wrap-up and breakfast ends/ Continue with Disability Stakeholders’ Summit**
- 9:20 – 9:45am**      **Nutrition Break – In hallway across from Salons A, B/C, and F – also in Prince Edward room.**
- 9:45 – 11:00am**      **Third session of breakout room workshops to discuss issues/solutions**
- 11:00 – 11:15am**      **Participants move to their next session**
- 11:15 – 12:30pm**      **Fourth session of breakout room workshops to discuss issues/solutions**
- 12:30 – 1:30pm**      **Lunch – Brass Rail Restaurant in the hotel**
- 1:30 – 2:30pm**      **Summary of what we heard over the two days – Bi-Centennial Room (Michelle Horncastle, Randy Dickinson and Christyne Allain)**  
**Final comments from the floor from participants.**  
**Next steps outlined.**  
**Door Prizes draw**
- 2:30pm**              **Adjourn Summit**

**APPENDIX G INDEX OF RECOMMENDATIONS BY GOVERNMENT DEPARTMENTS RESPONSIBLE**

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