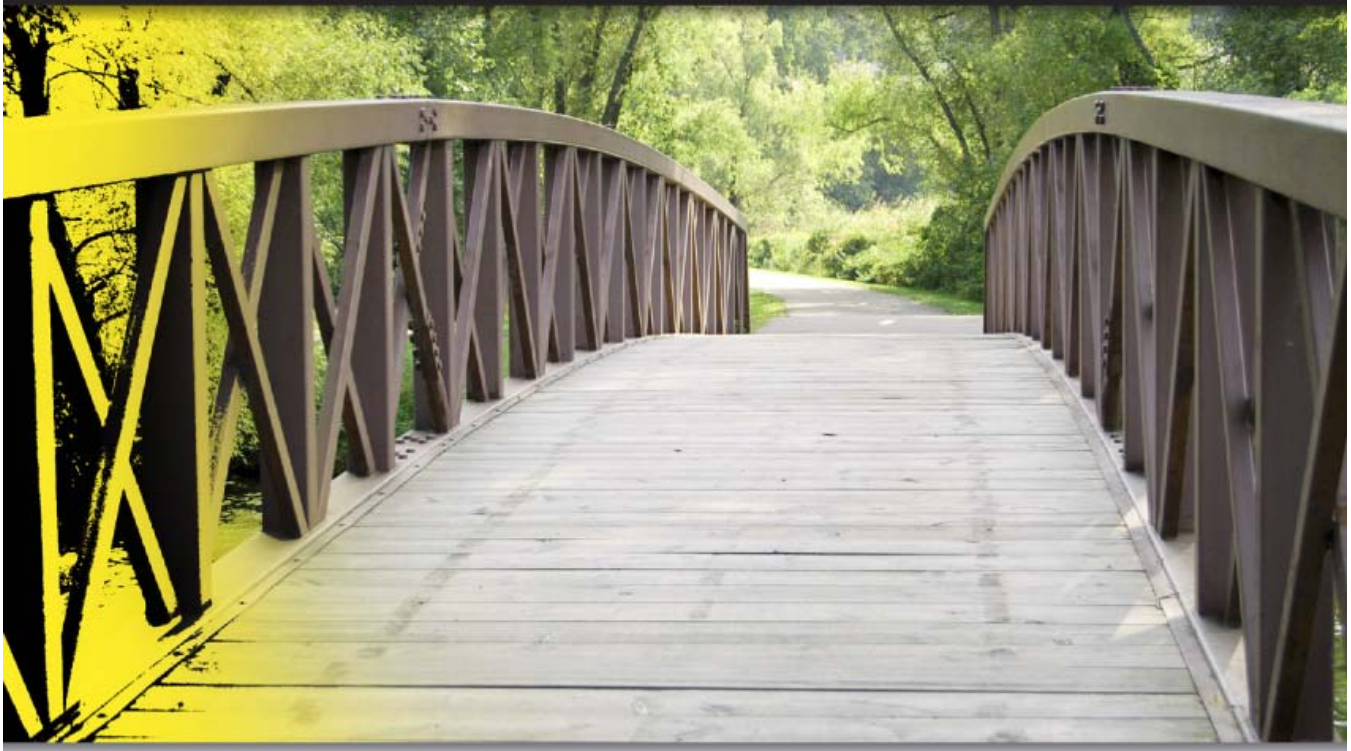


Disability Action Plan Strategy

**The Path to Self-Sufficiency
and Inclusion for Persons with
Disabilities in New Brunswick**



December 2007



New  Nouveau
Brunswick



**Premier's Council on the
Status of Disabled Persons**

Disability Action Plan Strategy

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Disabilities in New Brunswick**



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New  Nouveau
Brunswick



**Premier's Council on the
Status of Disabled Persons**

"Let us have the courage to challenge old ideas and the energy to tear down old barriers.

Let us have the imagination to discover new solutions and the vision to form new partnerships.

Together we will chart a new course.

Together we will ride the rising tide.

Together we will give meaning to these words, these great words, words inscribed on our coat of arms, words that guide our province, words that inspire our people: Hope restored. L'espoir renaît."

- Premier Shawn Graham – State of the Province Address. February 15, 2007

"In order to fully succeed on the road to self-sufficiency, your government is committed to ensuring that no New Brunswicker is left behind. Your government is committed to taking steps to protect those who are vulnerable and to ensure that all New Brunswickers are treated fairly and have their rights protected."

"In order that all New Brunswickers can participate in the journey to self-sufficiency, your government is committed to enabling more persons with disabilities to obtain the services and supports they need to be able to fully participate in the economic and social opportunities available to other residents of New Brunswick."

- Speech from the Throne – Legislative Assembly of New Brunswick. February 6, 2007

TABLE OF CONTENTS

I	INTRODUCTION	1
	a) Mandate/Purpose of the Disability Action Plan Strategy	1
	b) Methodology	2
	c) Background/History of the Disability Action Plan Strategy Process	3
II	VALUES AND PRINCIPLES	7
	a) Statement from Premier Shawn Graham	7
	b) Description of Values and Principles.....	8
III	GENERAL OBJECTIVES	10
	a) Full Citizenship.....	10
	b) Disability Supports.....	10
	c) Poverty	11
	d) Education.....	12
	e) Employment.....	13
	f) Housing	13
	g) Universal Design/Barrier Free Access	14
	h) Transportation	15
	i) Recreation/Wellness	16
	j) Other Topics.....	17
IV	ACCOUNTABILITY/OUTCOME MEASURES	18
V	RECOMMENDATIONS	22
VI	CONCLUSION – NEXT STEPS	51
	APPENDICES	52
	APPENDIX A - Premier’s Council on the Status of Disabled Persons	52
	APPENDIX B - Definitions of Terminology	53
	APPENDIX C - Statistics on Persons with Disabilities.....	55
	APPENDIX D - Survey on Service Issues for Persons with Disabilities in New Brunswick 2007.....	56
	APPENDIX E - Sample Comments from the Survey Respondents...	60
	APPENDIX F - Program Schedule from the Disability Stakeholders’ Summit May – 2007	66
	APPENDIX G - Index of Recommendations by Government Departments Responsible	69

I INTRODUCTION

A) MANDATE/PURPOSE OF THE DISABILITY ACTION PLAN STRATEGY

The Premier of New Brunswick has declared an exciting objective to make the Province attain the goal of self-sufficiency by the year 2026.

He has pledged that all citizens are to be included in this process including persons with disabilities. No one is to be left behind.

The first Speech from the Throne from this government in February of 2007 announced that the Premier's Council on the Status of Disabled Persons "is working on a new disability action plan and strategy based on input from the public. They are distributing a questionnaire on disability issues across the province and will be hosting a major Disability Stakeholders' Summit at the end of May 2007. The final report and recommendations will be completed before the end of the coming fiscal year."

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

B) METHODOLOGY

The Premier's Council on the Status of Disabled Persons released a *Survey on Service Issues for Persons with Disabilities in New Brunswick* to consumers, rehabilitation professionals, community advocates and other disability stakeholders in January of 2007. (See Appendix D.)

We were excited to receive back nearly 1200 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.)

A New Brunswick Disability Stakeholders' Summit was held in Fredericton 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 has also been working on a number of disability topics and participated in many meetings and submissions on specific issues related to the needs of persons with disabilities.

We are now pleased to submit this new Disability Action Plan Strategy 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.

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 we have been in contact with. 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

A) STATEMENT FROM PREMIER SHAWN GRAHAM

“As the Minister responsible for the status of disabled persons, I would like to publicly state that this government is very much committed to the following principles around persons with disabilities:

- **Equality and Full Citizenship**
- **Inclusion and Equity of Opportunity**
- **Empowerment and Self Determination**
- **Rights and Responsibilities**
- **Assured Support for Basic Needs.”**

- Premier Shawn Graham – From his speech to the annual Legislative Breakfast for N.B. Disability Awareness Week held in Fredericton on May 29, 2007.

B) 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.

Equality 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, housecleaning, lawn care, etc. that they are unable to do for themselves due to their disability limitations. Persons with disabilities on low and fixed incomes are limited to their 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 separate eligibility for disability supports from income assistance eligibility.**
- **To ensure that persons with disabilities have enough income to meet their basic needs and reasonable standards of living in the community.**

D) EDUCATION

Our society continues to move forward with tremendous improvements in communication technology and other developments that had a profound impact on our communities in general and the workplace in particular. 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 and 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.**

E) EMPLOYMENT

Our society has an expectation for most adults that they will be employed and self-sufficient economically to the greatest extent possible. Having a job provides not only a sense of purpose, but also creates an income to finance both the necessities of life and other activities that add to the quality of life such as access to recreation and other pursuits. Unfortunately it is clear that many people with disabilities will likely face barriers in obtaining the necessary education and training and then finding meaningful long-term employment.

We are hoping that the changes in the population demographics of our province will create many more opportunities for persons with disabilities to be accepted into the work force and to find the jobs they are looking for. Employers should see persons with disabilities as an under-utilized resource. We need to break down the myths and stereotypes that may have prevented applicants with disabilities from being hired in the past. We are also encouraged by many employers who have now recognized it makes good business sense to accommodate their existing workers who may develop a disability due to an injury or illness and to look to other persons with disabilities for potential new hires. Insurance companies also understand that it is a good investment to assist workers with disabilities to stay on the job through retraining and job accommodations rather than paying out long-term disability pensions for the worker to stay at home.

Objectives:

- **To increase the number of persons with disabilities who successfully find and maintain long term meaningful paid employment to a level comparable to the general population.**
- **To increase the awareness of employers about the positive potential of persons with disabilities to be good employees.**
- **To facilitate smooth transitions to work from different types of education, training or income support programs whether it is for full or part-time employment or for self employment opportunities.**

F) 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 with 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.**
- **To create different housing options with disability supports required for certain youth and adults as an alternative to premature placements in nursing homes.**

G) 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 limitations 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.**
- **To enhance funding programs, tax measures and other incentives to enable more building owners and landlords to improve barrier free access to their premises.**

H) 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 do have some examples of good transportation services operated by various municipalities and by certain non-profit organizations. We can look at Ability Transit in Moncton, TheDial-A-Bus service in Fredericton, Charlotte County Dial A Ride, the Vehicle Retrofit Program of the Department of Transportation, etc. However, 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 conduct public awareness campaigns and possibly offer incentives to encourage private citizens to offer rides to people who do not have access to transportation of their own.**

I) 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 number of people with disabilities who are able to participate 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.**

- **To develop initiatives to assist persons with the required costs of transportation, admission fees, equipment, etc... if such costs are a barrier to their participation in recreational programs.**

J) OTHER TOPICS

During the Disability Stakeholders' Summit we have talked about a number of the 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 recent provincial wide questionnaires, and the input from the Disability Stakeholders' Summit to help us prepare this new Action Plan Strategy on Disability Issues for consideration by the government of New Brunswick.

Objectives:

- **To encourage data collection and research that will help support more evidence based decision making on disability related matters.**
- **To promote wellness and prevention of unnecessary levels of chronic health problems and disabilities.**
- **To encourage documentation and promotion of examples of best practices in inclusive programs.**
- **To allow funding and disability supports to follow the individual rather than the providers.**
- **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 Strategy – The Path to Self-Sufficiency and Inclusion for Persons with a Disability in New Brunswick will present an annual public Status Report on the progress made during the year in question.
- 3) We would attempt 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** that are satisfied with the transportation options in their community;
 - the numbers of new clients with disabilities requiring **suitable, affordable and accessible housing** that were able to obtain such housing in the past year;

- the percentage of persons requiring **financial support** that 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** that are satisfied with the help they are receiving;
- the percentage of persons with disabilities that require **home or attendant care** that are satisfied with the support they receive;
- the percentage of persons requiring **technical aids, devices or special equipment** that 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

YES **NO**

IDENTITY

- 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. _____

AUTONOMY

- People choose their daily routine. _____
- People have time, space and opportunity for privacy. _____
- People decide when to share personal information. _____
- People use their environments. _____

AFFILIATION

- 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. _____

ATTAINMENT

- People choose services. _____
- People realize personal goals. _____

SAFEGUARDS

- People are connected to natural support networks. _____
- People are safe. _____

RIGHTS

- People exercise rights. _____
- People are treated fairly. _____

HEALTH AND WELLNESS

- 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

	YES	NO
CHOICE		
- Families are informed.	_____	_____
- Families choose services and supports.	_____	_____
GOALS		
- Families choose their goals.	_____	_____
- Families choose child development goals.	_____	_____
- Families attain their goals.	_____	_____
- Children attain developmental milestones.	_____	_____
RIGHTS		
- 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.

FULL CITIZENSHIP

1. The government of New Brunswick should accept in principle the Values and Principles; General Objectives; Accountability/Outcome Measures; and the Recommendations contained in this new *Disability Action Plan Strategy - The Path to Self-Sufficiency and Inclusion for Persons with Disabilities in New Brunswick*.
 - *Office of the Premier*
 - *Executive Council Office*
 - *Premier's Council on the Status of Disabled Persons*

2. The government of New Brunswick shall create an Interdepartmental Committee on the Disability Action Plan Strategy, which will meet at least once a year to allow Deputy Ministers or other designates to report on any departmental services or activities on any departmental services or activities related to responding to the recommendations contained in this report or other new activities related to addressing the needs of persons with disabilities in New Brunswick. This information shall be summarized in a public annual report to be compiled by the Premier's Council on the Status of Disabled Persons.
 - *Office of the Premier*
 - *Executive Council Office*
 - *Premier's Council on the Status of Disabled Persons*

- 3. The Premier of the province shall issue a directive to all departments, government agencies, crown corporations, school districts, community colleges, and regional health authorities calling on them to achieve higher levels of communication, cooperation and operational priorities to address barriers and service needs of citizens with disabilities. All of the components of government must work together to help us achieve greater self-sufficiency and inclusion for persons with disabilities.**

 - *Office of the Premier*
 - *Premier’s Council on the Status of Disabled Persons*
- 4. All government departments, agencies, crown corporations, school districts, community colleges, and regional health authorities should be directed to collect data and program information to keep track of the numbers of persons with disabilities who are being served in their programs.**

 - *Office of the Premier*
 - *Premier’s Council on the Status of Disabled Persons*
- 5. The province of New Brunswick needs to work closely with Statistics Canada to obtain as much current statistical data possible on the numbers and levels of different disabilities in the province and generate analysis of the potential impact on services to address the needs of persons with disabilities.**

 - *Department of Finance*
 - *Premier’s Council on the Status of Disabled Persons*
- 6. Government must ensure that consumers, family members, care-givers, service providers, and others directly involved with disability issues have opportunities to participate in the ongoing planning, delivery, and evaluation of programs that affect persons with disabilities.**

 - *Office of the Premier*
 - *Executive Council Office*
 - *Premier’s Council on the Status of Disabled Persons*

7. **The provincial government and other stakeholders must continue to support an annual public New Brunswick Disability Awareness Week and also celebrate the annual United Nations International Day of Disabled Persons as a way to draw public attention to issues of interest to persons with disabilities and to recognize positive outcomes.**
 - *Office of the Premier*
 - *Premier’s Council on the Status of Disabled Persons*

DISABILITY SUPPORTS

8. **The Department of Family and Community Services should consult with disability stakeholders to modify the current definition of “basic needs” to allow consideration of additional personal rehabilitation equipment and assistive devices required due to a disability. A proposal has already been submitted by the N.B. Disability Executives’ Network to improve the definition to include other items to address ventilation (breathing), communication needs, and items necessary to participate in one’s community.**
- *Department of Family and Community Services*
 - *Premier’s Council on the Status of Disabled Persons*
9. **In cooperation with community stakeholders, the government must ensure that persons with disabilities have timely and affordable access to prescribed technology and/or assistive devices and/or prescribed medication or other disability support services required due to their disability.**
- *Department of Family and Community Services*
10. **In consultation with community disability groups, the Department of Family and Community Services should move forward with a phased provincial implementation of the new Disability Support Program for Adults with Disabilities using the model and information developed through the two regional pilot projects undertaken in the Fredericton and Edmundston regions.**
- *Department of Family and Community Services*
 - *Premier’s Council on the Status of Disabled Persons*

11. **The Department of Family and Community Services must regularly review the departmental policies related to financial assistance, program eligibility and process requirements for persons with disabilities. This review should involve at least one annual provincial meeting involving stakeholder groups actively engaged in dealing with clients with various types of disabilities.**
 - *Department of Family and Community Services*

12. **The Department of Health and the Department of Family and Community Services must host a meeting of interested stakeholders to develop a provincial strategy to better respond to the needs of survivors of serious traumatic brain injuries.**
 - *Department of Health*
 - *Department of Family and Community Services*
 - *Premier’s Council on the Status of Disabled Persons*

13. **The Department of Family and Community Services and the Department of Health must host a meeting of interested stakeholders to develop a provincial strategy to better respond to the needs of persons who require ventilators and/or other assisted breathing supports and who do not want to remain housed in hospitals.**
 - *Department of Family and Community Services*
 - *Department of Health*
 - *Premier’s Council on the Status of Disabled Persons*

14. **The current Home Care Support Programs need to be reviewed in consultation with community stakeholders to address policies, budgets, training, and working conditions for home care support workers in New Brunswick. Nova Scotia could serve as a model using their Continuing Care Program.**
 - *Department of Family and Community Services*

15. Staff persons involved in the planning and/or delivery of disability support programs should receive ongoing training in the concepts of person-centered approaches.
- *Department of Family and Community Services*
16. Necessary disability supports should be equally available throughout the province including rural and francophone areas as well as urban and anglophone areas for all age groups and for all types of disabilities.
- *Department of Family and Community Services*
 - *Executive Council Office*
 - *Premier's Council on the Status of Disabled Persons*
17. The Departments of Health; Education; Justice; and Family and Community Services; and the regional health authorities should hold a public consultation with consumers and community stakeholders to develop a comprehensive provincial mental health strategy.
- *Department of Health*
 - *Department of Family and Community Services*
 - *Department of Education*
 - *Department of Justice & Consumer Affairs*
 - *Premier's Council on the Status of Disabled Persons*
18. The government of New Brunswick should move quickly to address the recommendations made in the 2007 *Premier's Community Non-Profit Task Force Report* to assist community agencies in becoming more effective partners in responding to the needs of persons with disabilities.
- *Office of the Premier*
 - *Executive Council Office*

POVERTY

19. **The current rates for social assistance are not adequate to cover essential living expenses. A cost of living escalator similar to the one used with Canada Pension Plan Disability Benefits should be established to automatically increase the social assistance rates on an annual basis.**
- Department of Family and Community Services*
20. **When applicants are requested to participate in a household financial “means test” to determine eligibility for assistance, the process should allow for consideration of current household income but also consider reasonable current legitimate household expenses. The financial assessment of the “means test” must be fair and flexible enough to recognize that legitimate expenses can vary considerably in different households and in different individual circumstances.**
- Department of Family and Community Services*
21. **The Department of Family and Community Services should review their policies around the annual Disability Supplement. They should consider such options as pro-rating the annual amount to be added to the monthly benefits paid to the eligible recipients and allowing persons who receive Canada Pension Plan Disability Benefits to continue to receive the Disability Supplement when their CPP benefits rise to offset their continued eligibility for basic provincial social assistance benefits.**
- Department of Family and Community Services*
22. **The province needs to consult with the federal government to harmonize the allowable contribution limits and use of funds sheltered under the new federal Disability Savings Plan and provincial rules around trust funds for the benefit of persons with disabilities.**
- Department of Family and Community Services*

23. The Department of Family and Community Services must allow clients in any category of provincial social assistance to be eligible for the same amounts of allowable earnings before their monthly benefits are reduced.

- *Department of Family and Community Services*

24. The application process and eligibility criteria should be improved so that more persons with serious long term chronic health conditions or disabilities can be certified as disabled enough to qualify for the disability supplement under the Extended Benefits category of social assistance.

- *Department of Family and Community Services*

25. Social assistance policies need to be changed to allow persons with chronic disabilities to share accommodations with other persons without having their benefits reduced based on the income of the other persons in that household who are not related and are not engaged in a conjugal relationship.

- *Department of Family and Community Services*

EDUCATION

26. **The Department of Education should continue moving forward with the implementation of the recommendations of the MacKay Report on inclusive education.**
- Department of Education*
27. **The Minister of Education should continue to meet annually with the Minister’s Advisory Committee on Inclusive Education to provide a forum for stakeholder groups to jointly provide feedback and be updated on issues around the implementation of inclusive education initiatives.**
- Department of Education*
28. **The public education system must have the flexibility to respond to students as individuals and to provide the specific supports that may be required for them to be successful in their learning experience.**
- Department of Education*
29. **The Department of Education will ensure that appropriate training is provided to all staff and volunteers in the education system so that they are able to meet the needs of students with disabilities.**
- Department of Education*
30. **Students with disabilities must also have reasonable access to extra curricular activities associated with schools and not just the academic vocational or recreational opportunities delivered during regular school hours.**
- Department of Education*

31. Public schools must work with students with disabilities, parents, and other resource people as required in order to adequately prepare them for a successful transition on to post-secondary education or directly into employment or other options in the community.
- *Department of Education*
32. Specific education support strategies are necessary to address certain students with such specific disabilities as autism spectrum disorders, learning disabilities, Deafness, blindness, etc. Input from parents should be welcomed and encouraged.
- *Department of Education*
33. We need to increase the number of students who attend and complete studies at post-secondary educational programs.
- *Department of Post-Secondary Education, Training and Labour*
 - *Department of Education*
34. Regular reporting and accountability measures must be in place with students and parents so they can track the progress of individual educational plans and outcomes for students with disabilities.
- *Department of Education*
35. The Department of Education shall continue to host at least two meetings a year of the Dialogue on Education Committee to provide a forum for representatives of community disability groups to share information and discuss issues that impact on the quality of education for students with different disabilities. The Department of Education should be represented from both the Anglophone and Francophone divisions of student services on a permanent basis on this Dialogue on Education Committee.
- *Department of Education*

36. Services to students who are Deaf or hard of hearing and for students who are blind or visually impaired that are delivered through the Atlantic Provinces Special Education Authority (APSEA) should be continued.

- Department of Education

37. The Minister of Education should act to confirm licensing requirements for all future teachers in New Brunswick to include a required component course dealing with students with disabilities to be taught by a competent instructor who has experience in teaching students with disabilities in an inclusive classroom.

- Department of Education

38. The Department of Education must adopt a policy that when a student is suspected of having a serious learning disability, they must not have to wait more than three months to have a professional assessment arrangement which will include identifying the problem and offering a plan with options to accommodate the learning disability. The assessment report and program plan ideas will be copied immediately for the parent/guardian of the student and the lead classroom teacher involved with that student.

- Department of Education

39. Students who have been identified as requiring the services of a speech language pathologist should get timely access to assessments and adequate and timely speech language services as prescribed.

- Department of Education

- Department of Health

40. Policies and funding need to be in place to respond in a timely fashion to the personal support needs of individuals with disabilities involved in post-secondary education or training programs.

- Department of Post-Secondary Education, Training and Labour

- Department of Family and Community Services

- Department of Education

41. **Appropriate resources including effective vocational counselling and vocational assessment resources where needed must be readily available to assist a person with a disability in understanding viable options to choose from for training and career planning that do not unnecessarily restrict their choices. These services require an understanding of different disabilities and labour market requirements.**
- *Department of Post-Secondary Education, Training and Labour*
 - *Department of Education*
 - *Department of Family and Community Services*
42. **The programs working to improve literacy levels in New Brunswick must develop a strategy to improve overall access and use of their services by persons with various types of disabilities.**
- *Department of Post-Secondary Education, Training and Labour*
 - *Department of Education*
43. **The Maritime Provinces Higher Education Commission must prepare and release a status report on current levels of barrier free access to post-secondary facilities by students with disabilities.**
- *Department of Education*
 - *Department of Post-Secondary Education, Training and Labour*
44. **All post-secondary institutions who receive either provincial government funding and/or are eligible for students to receive government funded student aid, should be required to report annually on the numbers of students with disabilities served in the past year as well as their specific plans on how to increase the rate of participation and successful completion of studies by students with disabilities.**
- *Department of Post-Secondary Education, Training and Labour*

- 45. The Department of Post-Secondary Education, Training and Labour should reactivate the Program Advisory Committee on Training Services for Persons with Disabilities to work with community stakeholders to increase the number of students with disabilities who are able to attend and successfully complete programs offered at the N.B. Community Colleges.**

- Department of Post-Secondary Education, Training and Labour

EMPLOYMENT

46. The province of New Brunswick must announce a staffing plan to increase the representation of qualified persons with disabilities in the civil service. This should include new persons coming in, opportunities for promotion of those already employed, and also to explore the possibility of home-based employment links. Positions should be spread out over both entry level and management level jobs. We are concerned with the retention of jobs for employees with disabilities.
- *Office of Human Resources*
 - *Premier's Council on the Status of Disabled Persons*
47. An ongoing public awareness campaign is necessary to help break down the myths and stereotypes about hiring persons with disabilities and to encourage diversity in the workplace as a good business decision.
- *Department of Post-Secondary Education, Training and Labour*
48. Community agencies providing job placement services for persons with disabilities on government contracts should be given extra credit for serving clients with more complex levels of disabilities in determining whether they are meeting their successful job placement targets.
- *Department of Post-Secondary Education, Training and Labour*
49. All government funded employment related programs must be required to report the consolidated number of job placement outcomes each year that assisted a persons with a disability that was considered serious enough to be a factor in their employment options. They must also distinguish between short term and long term placement.
- *Department of Post-Secondary Education, Training and Labour*

- 50. Programs and policies related to training and employment between different provincial government departments needs to be harmonized in order to break down silos and to provide more effective supports to persons with disabilities seeking employment.**
- *Department of Post-Secondary Education, Training and Labour*
 - *Department of Family and Community Services*
- 51. Changes need to be made in current social assistance policies to facilitate successful transition from social assistance to successful permanent attachment to the labour force on either a part-time or full-time basis.**
- *Department of Family and Community Services*
- 52. The government of New Brunswick in cooperation with community stakeholders needs to continue to develop and implement a coordinated and comprehensive employment strategy specific to the needs of persons with disabilities.**
- *Department of Post-Secondary Education, Training and Labour*
 - *Department of Education*
 - *Department of Family and Community Services*
 - *Premier’s Council on the Status of Disabled Persons*

HOUSING

- 53. The provincial and federal governments need to work in partnership to provide additional funding support to non-profit housing organizations to increase the number of affordable and accessible housing units in New Brunswick.**
- *Department of Family and Community Services*
- 54. The provincial and federal governments need to work together to increase the overall number of rent subsidies so that persons with disabilities will be able to afford private rental accommodations.**
- *Department of Family and Community Services*
- 55. Along with the increased availability of affordable and accessible housing options, we need to see enhanced availability of disability support programs to enable persons with different disabilities to remain in their own homes instead of being placed in more expensive residential facilities.**
- *Department of Family and Community Services*
- 56. Effective supports must be in place to enable consumers or families with severely disabled family members to keep that member at home or in the community. We must give attention to the problems faced by aging parents who want to ensure that their adult children will be adequately cared for when the parents are no longer able to do so. Nursing home placements must not be the only option available especially for younger adults.**
- *Department of Family and Community Services*
- 57. The province of New Brunswick must consult with community stakeholders to design and implement an independent Residential Quality Assurance pilot program to monitor residential services for persons with disabilities.**
- *Department of Family and Community Services*

58. Measures such as income tax deductions and additional grants or low-interest loans for homeowners need to be available to enable persons who become disabled through injury, illness, or aging to remain in their own housing as long as possible.
- *Department of Family and Community Services*
 - *Executive Council Office*
59. Developers and architects should be encouraged to go beyond the current minimum building code requirements for barrier free design features when remodelling existing housing projects and in the design of new housing initiatives to allow for aging in place.
- *Department of Local Government*
 - *Department of Environment*
 - *Department of Public Safety*
60. The provincial Restigouche Hospital Centre in Campbellton needs to be replaced with a brand new facility capable of handling forensic and criminal patient assessments and their custodial housing as well as offering safe, healthy, and appropriate housing for chronic mental health patients living at that facility. There should also be efforts made to allow chronic patients to leave the hospital to obtain alternative housing in the community with the necessary supports.
- *Department of Health*
 - *Department of Supply and Services*
 - *Department of Family and Community Services*
61. Persons receiving social assistance benefits should be allowed to live with non-family members without losing their social assistance benefits based on the income of the other persons living in that household. We should encourage homeowners to rent rooms or other options such as basement apartments to clients living on social assistance.
- *Department of Family and Community Services*

UNIVERSAL DESIGN/BARRIER FREE ACCESS

62. The government of New Brunswick must improve Section 3.8, Barrier-Free Design of the National Building Code through regulation. The Premier’s Council on the Status of Disabled Persons in consultation with a stakeholder committee has identified Schedule “C”, Section 3.8 Barrier-Free Design of the *Nova Scotia Building Code Regulations* as a model code for New Brunswick to follow with some possible additions to be considered.
- *Department of Environment*
 - *Premier’s Council on the Status of Disabled Persons*
63. The Department of Environment must create a permanent Universal Design Advisory Committee to provide advice on sector-specific and general public education programs to support the effective implementation of universal design standards; provide a means for ongoing public input into barrier free requirements and other duties as deemed necessary. Members of the Universal Design Advisory Committee must include a cross-section of leaders from the disability community, government, and the private sector, with the majority of members being people with disabilities.
- *Department of Environment*
 - *Premier’s Council on the Status of Disabled Persons*
64. The government of New Brunswick must develop a process whereby the most recent version of the *National Building Code* automatically becomes the minimum standard for all municipalities, rural communities, local service districts, etc. Any subsequent improvements to the Code must also be immediately adopted on a province-wide basis.
- *Department of Local Government*
 - *Department of Environment*

65. The Department of Environment must create the position of “Chief Building Inspector”. This “Chief Inspector” position must be able to accept and act on complaints received by the general public. They must also have the power to apply punitive measures in situations where building code requirements were not met.

- *Department of Environment*

66. The Department of Public Safety must develop and implement standardized training and licensing requirements for local building inspectors.

- *Department of Public Safety*

67. The Department of Environment must empower local inspectors with the authority to apply punitive measures in situations where building code requirements were not met.

- *Department of Environment*

68. The Department of Environment must implement procedures whereby failure to fully comply with building code requirements in a timely manner would result in mandatory orders to correct deficiencies along with potential financial penalties.

- *Department of Environment*

69. The Department of Supply and Services must formalize their policy of using the latest CSA barrier-free design standards for use in provincial government owned or leased buildings.

- *Department of Supply and Services*

70. In consultation with the federal officials responsible for the *National Building Code of Canada*, the government of New Brunswick must clearly define what is considered a major renovation in the building code. It is already stated that *major renovations* must follow code requirements, but it is unclear exactly what is meant by a *major renovation*. This is a serious flaw in the current system allowing some builders to skirt existing building code requirements because there is no easy way to define a major renovation.

- *Department of Environment*
- *Department of Local Government*
- *Premier's Council on the Status of Disabled Persons*

71. Commercial, retail and residential property owners, should be encouraged to renovate existing properties in order to meet the growing demand for barrier free public facilities and buildings that are accessible for potential customers, tenants, employees, and visitors.

- *Department of Local Government*
- *Department of Environment*
- *Premier's Council on the Status of Disabled Persons*

TRANSPORTATION

72. **The government of New Brunswick should establish a new program modelled on Nova Scotia to offer partial financial assistance to non-profit community organizations to help offset their operating costs for approved community based transportation services for persons with disabilities and for seniors.**
- *Department of Transportation*
 - *Executive Council Office*
 - *Premier's Council on the Status of Disabled Persons*
73. **The province should conduct a public education campaign to encourage the general public to remember to offer transportation to family members, neighbours, and friends who have disabilities and do not have their own vehicles.**
- *Department of Family and Community Services*
 - *Department of Wellness, Culture and Sport*
 - *Department of Transportation*
74. **Government should expand programs to offer subsidized bus passes and taxi credits to enable more persons with disabilities and seniors with low incomes to have access to available public transit, community transportation options, and taxi services while still keeping the costs affordable to those in need.**
- *Department of Family and Community Services*
 - *Executive Council Office*

75. The province of New Brunswick must continue to support the provincial driver assessment and education service at the Stan Cassidy Centre for Rehabilitation for persons with disabilities to return to driving following becoming disabled, or for new drivers who are likely to require special adaptations to drive safely and comfortably despite their disability.
- *Department of Transportation*
 - *Department of Health*
 - *Department of Public Safety*
76. The Vehicle Retrofit Program with the Department of Transportation should be continued with a larger budget to cover all current eligible applications from persons needing to adapt a vehicle in order to transport persons with disabilities.
- *Department of Transportation*
77. The government of New Brunswick should encourage all public and private transportation carriers to recognize the need to ensure that their vehicles, buses, trains, ferries, etc. are barrier free to persons with disabilities and seniors.
- *Department of Transportation*
78. The government of New Brunswick should review the September 2005 report prepared by the Premier's Council on the Status of Disabled Persons titled "*Are We There Yet?*" *Transportation for Persons with Disabilities and/or Older Adults Living in New Brunswick* to adopt a provincial transportation strategy on this issue especially to address lack of transportation options in the rural areas of the province.
- *Department of Transportation*
 - *Executive Council Office*
 - *Premier's Council on the Status of Disabled Persons*

79. Municipalities must be encouraged to use provincial legislation and municipal by-laws to actively enforce parking spots for registered permit holders for persons with disabilities. The Department of Transportation should send out an annual letter on this topic and produce a statement for the media to indicate how many municipalities have their own additional by-law on this matter.

- *Department of Public Safety*
- *Department of Transportation*
- *Department of Local Government*

RECREATION/WELLNESS

80. **The government of New Brunswick in conjunction with Recreation New Brunswick and their Inclusive Recreation Committee, should assist the existing disability sport and recreation sector in building/strengthening partnerships with community facilities and provincial organizations to help “open doors” and educate recreation providers regarding barriers to participation.**
- Department of Wellness, Culture and Sport*
81. **The Department of Education must increase the level of structured physical education in the public school system at all grade levels to be delivered by trained physical education specialists with an emphasis on physical activity and active living skills that can be carried on outside of the school setting when the student is no longer at school. This is especially important for students with disabilities to be included and to teach other students how to think inclusively.**
- Department of Education*
82. **All recreational facilities should be universally designed to be barrier free for persons with disabilities. Some financial support should be available to help offset costs related to improving accessibility to such community facilities.**
- Department of Wellness, Culture and Sport*
83. **Any program relating to sport recreation or wellness that requests funding from the province should be required to outline what they have done and what other measures they plan to do in order to increase the number of participants, spectators, volunteers or employees, who are persons with disabilities.**
- Department of Wellness, Culture and Sport*
- Executive Council Office

- 84. Financial assistance should be made available to persons with disabilities on limited incomes to help them with the direct costs required to participate in recreation and active living programs to cover such expenses as admission/membership fees, equipment and transportation.**
- *Department of Wellness, Culture and Sport*
 - *Department of Family and Community Services*
- 85. The province should provide funding for a full time community person hosted by Recreation New Brunswick to promote awareness and the inclusion of persons with disabilities in sport and recreation programs across the province.**
- *Department of Wellness, Culture and Sport*
- 86. The government of New Brunswick has long recognized the importance of health promotion and prevention initiatives. We would like to see a summary that outlines specifically what the government of New Brunswick is doing and would like to do over the next year to reduce the number of birth defects, illnesses, and injuries that lead to chronic disability and improve the health and wellness of mothers-to-be.**
- *Department of Health*
 - *Department of Wellness, Culture and Sport*
 - *Department of Public Safety*
- 87. The Department of Health must release a public discussion paper on their views and responses to the issue of severe chemical and environmental sensitivities/allergies.**
- *Department of Health*
- 88. The government of New Brunswick must ensure that all persons with any type of disability will have equitable and timely access to specialized health and rehabilitation services required due to their disability.**
- *Department of Health*

89. The Department of Health needs to place additional efforts to develop coordinated services for the prevention and/or treatment of mental illnesses especially for children and youth, brain injury survivors, fetal alcohol syndrome, autism spectrum disorders, spinal cord injuries, degenerative neurological disorders, Alzheimer’s Disease, and other under serviced conditions.

- *Department of Health*
- *Department of Family and Community Services*

OTHER TOPICS

90. The government of New Brunswick and the government of Canada need to work together with the other stakeholders to generate current and longitudinal data collection on statistics and outcome measures related to citizens with disabilities.
- *Department of Finance*
 - *Department of Post-Secondary Education, Training and Labour*
 - *Department of Family and Community Services*
 - *Department of Education*
91. Greater emphasis be given to creating more consistent funding mechanisms and funding levels for needed social and economic research related to disability issues. Perhaps universities, community colleges, professional associations, businesses, community groups, and government should pool their resources to design and fund needed research.
- *Department of Education*
 - *Maritime Provinces Higher Education Commission*
 - *Premier's Council on the Status of Disabled Persons*
 - *Department of Health (N.B. Medical Research Fund)*
 - *Department of Post-Secondary Education, Training and Labour*
92. Government departments with services or programs open to persons with disabilities must ensure that policies and eligibility criteria are made publicly available through such mediums as websites, the Premier's Council on the Status of Disabled Persons' *Directory of Services Offered to Persons with Disabilities in New Brunswick*, media releases, and regular updates to key community groups.
- *Premier's Council on the Status of Disabled Persons*
 - *Department of Family and Community Services*
 - *Executive Council Office*

93. The government of New Brunswick must 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.
- *Minister Responsible for the Aboriginal Affairs Secretariat*
 - *Executive Council Office*
 - *Department of Family and Community Services*
 - *Department of Post-Secondary Education, Training and Labour*
 - *Department of Health*
94. That the online availability of the Premier's Council's *Directory of Services Offered to Persons with Disabilities in New Brunswick* and their other information resources be promoted to all government departments and agencies.
- *Premier's Council on the Status of Disabled Persons*
95. The Minister of Supply and Services promote standards of technology and software within government that will be compatible with that required for access by various types of disability users such as blind or visually impaired, Deaf or hard of hearing, intellectual disabilities, etc.
- *Department of Supply and Services*
 - *Service New Brunswick*
96. The Premier's Council should pursue a campaign to encourage government and private sector information providers to accommodate the needs of persons with vision difficulties in choosing the size and font of print used for public information (i.e.: telephone directories, labeling of prescription and over-the-counter drugs, government forms, food, packaging, etc.).
- *Premier's Council on the Status of Disabled Persons*

97. The province must work in conjunction with the federal government to improve assistance with the costs of disability related supports (i.e.: refundable tax credits, etc.).
- *Premier’s Council on the Status of Disabled Persons*
 - *Department of Intergovernmental Affairs*
 - *Department of Finance*
 - *Department of Family and Community Services*
98. Government must encourage community capacity building and voluntary service by enacting “Good Samaritan” legislation to limit liability and to develop other mechanisms to support volunteers for out of pocket expenses. Training, screening, recruitment, and coordination costs, etc. for volunteers should be supported by government.
- *Department of Family and Community Services*
 - *Department of Justice and Consumer Affairs*
99. The government of New Brunswick must seek information on current insurance industry practices relating to the coverage of claims for accidents and for long-term disability. Some insurance companies seem to off-load responsibilities by accessing public or community resources. The issue of coverage for persons with pre-existing conditions also needs to be reviewed. We must ensure reasonable access to health insurance for all citizens whether employed or not.
- *Department of Family and Community Services*
100. Government must ensure that the privacy of personal health, financial, or other private information collected about individuals with disabilities is kept private and is only used for the purposes approved by the person involved. Violations should be consistently enforced.
- *Department of Health*
 - *Department of Family and Community Services*

VI CONCLUSION – NEXT STEPS

The Premier’s Council on the Status of Disabled Persons would like to acknowledge the input from many individuals and groups who have offered their ideas on how the government of New Brunswick could move forward to better address the needs and break down barriers for persons with disabilities.

We have been encouraged by the Premier to provide insight to the government on how they should respond to disability issues in a way that will be consistent with their overall objective of self-sufficiency for all citizens by 2026.

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 Strategy.

We need government to demonstrate leadership and commitment to actions! 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.

We pledge to do what we can to make this *Disability Action Plan Strategy – The Path To Self-Sufficiency and Inclusion for Persons with Disabilities in New Brunswick* a fresh call for coordinated and consistent action by government and other partners.

Together we can make it happen!

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.

(Roeher 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.

Consumer - We are referring here to either a person with a disability or to the parent, guardian or advocate responsible for making decisions about a person's personal care and support services if that person is not legally capable or competent to do so. This is not to imply that a person with a disability is only a consumer. Persons with disabilities should be involved in choices that will affect the quality of life they will be able to enjoy.

APPENDIX C STATISTICS ON PERSONS WITH DISABILITIES

Statistics Canada last reported on their detailed collection of national statistics on persons with disabilities from the 2001 post censal survey known as the *Participation and Activity Limitation Survey*.

We are including some information generated from that data even though it is now quite old material. Not all persons with disabilities were included in the sample methodology used in the survey. We will look forward to more comprehensive and current data being available to get a more accurate picture about citizens with permanent disabilities.

Using the 2001 definitions based on functional limitations, we see the following breakdown of information.

Disability Rate in Canada = 12.4% of the general population have a disability.

Disability Rate in New Brunswick = 14.4% of the general population have a disability. This is the third highest rate per capita in Canada.

The census survey in 2001 showed that persons with disabilities at that time in New Brunswick had generally lower than average household incomes and higher than average unemployment and under employment rates compared to the general population.

It is also 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 go to the website of the Premier's Council on the Status of Disabled Persons at www.gnb.ca/0048.

APPENDIX D SURVEY ON SERVICE ISSUES FOR PERSONS WITH DISABILITIES IN NEW BRUNSWICK 2007

January 2007

Dear Disability Stakeholders;

Now that we have a new government in place in New Brunswick, 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/0048 in English or French (or in alternate formats on request).

You can share copies of this survey questionnaire with anyone else that might be interested. We would be willing to come and speak to groups if needed.

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 hope to have your response by March 31, 2007 so we can prepare a draft report in time to host a public disability stakeholders forum during Disability Awareness Week in May. We would build consensus and refine the recommendations at that event to prepare a second draft report for further public input.

The final version of the new action plan strategy would be ready to submit to government and release publicly by January of next year.

We look forward to your involvement on this process.

Yours truly,

Randy Dickinson, C.M.
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 health region are you living in?
 Moncton (Region 1) Campbellton (Region 5)
 Saint John (Region 2) Bathurst/Acadian Peninsula (Region 6)
 Fredericton (Region 3) Miramichi (Region 7)
 Edmundston (Region 4)

3. Do you think that New Brunswick needs to create a Coordinated provincial strategy on disability issues?
 Yes No

4. 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) _____

5. 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>Poor</u>	<u>Do not 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: _____

6. **Education**

- | | <u>Excellent</u> | <u>Good</u> | <u>Poor</u> | <u>Do not 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: _____

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

	<u>Excellent</u>	<u>Good</u>	<u>Poor</u>	<u>Do not 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: _____

8. We would like you to choose **three** of the issues/services listed in each questions **5 to 7** which you feel are the most urgent problems in the system in your region. Please mark an **(X)** beside those priorities.

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

10. Please return this survey **by March 31, 2007** 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: pcsdp@gnb.ca
Website: www.gnb.ca/0048

APPENDIX E SAMPLE COMMENTS FROM THE SURVEY RESPONDENTS

Region 1 (Moncton Area)

“Persons with disabilities in New Brunswick usually live below the poverty line.”

“There are not enough professionals available to work with people/family with disabilities. Waiting lists are way too long.”

“Colleges/schools for doctors and nurses should have more training on traumatic brain injury and concussion cases.”

“I’m legally blind – 84 years old and living in a seniors apartment building. My greatest need is transportation.”

“Autism needs more funding. Autism does not go away. Finances are always going to be a problem if there is no help when my child goes to school.”

“We fully expect our son to work full-time after graduation and not become a drain on an already stained system. He needs support now to gain the skills he will require to do this.”

“Services in the community are dangerously underfunded.”

“Education for those in the medical field re: unique problems of those with (TBI) traumatic brain injury should be a priority plus rehab designed for them also. One residence in NB for TBI survivors is totally inadequate.”

“Can’t go out in winter because sidewalks are not safe.”

“If you are younger than 65 being disabled seems to make it harder to obtain services and benefits.”

“There is a major need to create a system of care for disabled, or cognitively impaired citizens which addresses the growing elderly population.”

“A person who needs new equipment shouldn’t be deprived of it because of financial resources.”

“Need a palliative care unit.”

“Most people with mental health issues or illnesses have difficulty understanding their situation themselves, so it is far more difficult for family members, teachers, service providers or employers to understand and empathize with the people affected. Most have no awareness of the nature or variety of mental illnesses, take no educational measures, and, although perhaps well intended, their actions are generally patronizing.”

“Regarding children with special needs, waiting lists are unacceptable because the children are growing and developing – if their needs are not addressed at the milestones of their development it will cost them dearly later on, bringing further delays.”

The support to biological parents is pathetic!! But foster parents great... it’s a real slap in the face for biological parents.”

“The cost that is associated with the special equipment is atrocious or crazy. They are so expensive that some people can’t afford the equipment they need.”

Region 2 (Saint John Area)

“Persons on disability pensions often don’t have enough to live on and buy prescriptions or services necessary for comfort and mobility.”

“There is no budget for mental health disease prevention/health promotion.”

“I don’t understand the support system for getting help.”

“There should be more intensive information sharing for the public regarding mental illness to reduce stigma.”

“Educational opportunities expanded to encourage employment. This would decrease poverty and encourage improved self image and esteem.”

“Many of the people I represent have never met their social worker or have not had a visit from them in years.”

“Many parents do not know where to turn for resources specifically for their child’s needs.”

“Need outpatient occupational therapy.”

“The Government should pay “all” expenses for the disabled and get more people off social assistance that can work.”

Region 3 (Fredericton Area)

“Need to have those who park illegally in handicapped spaces fined.”

“My daughter is high functioning with Down Syndrome. With the right focus and opportunity, my daughter will be a valuable, contributory member of NB society.”

“I would like to see equipment provision more routine. More trust in the hands of the health professionals and less time in the hands of the funding sources.”

“The critical issues in the relationship between the bureaucracy and the community - there is a serious need for a “community development” approach in this province’s efforts to serve its people.”

“People with disabilities and their families are in need of financial counselling. No one has any idea what it costs for people with disabilities...”

“We need more (sign language) interpreters in the community.”

“Rural service delivery has a unique set of circumstances that need to be considered for planning for persons with disabilities i.e. accessibility... and the transportation issue.”

“No one listens to the parents. I had no idea how hard it is to raise a special needs child.”

“Testing costs for learning disabilities are prohibitive.”

“Why do certain disabilities get resources so easy and others need to fight so hard.”

“My number one concern overall is the lack of employment opportunities for people with disabilities.”

“As parents of a disabled daughter we have been looking for alternative accommodations for her. It seems that there is nothing currently available that would be suitable to meet her needs.”

“The government needs to be more supportive of those organizations which are delivering “end-user” services to clients in N.B.”

Region 4 (Edmundston Area)

“Transportation not available.”

“There are good services but the waiting time to get admitted to services is poor.”

“Do not forget that those persons who have learning disabilities have a right to adapted services.”

“Early intervention is an excellent program.”

“There needs to be more public awareness of the types of services available and the service delivery to the clients needs to be improved.”

“Admission criteria for mental health services are too restrictive.”

“Parents must make public appeals for money needs for the special care of their child with a disability.”

“Lack of services and difficult to access resources for victims of traumatic brain injuries.”

Region 5 (Campbellton Area)

“The majority of people involved in the service provided to my son are excellent but more needs to be done to bring people to the region that have experience dealing with children.”

“Eligibility can vary from person to person. There does not appear to be a definite definition of what constitutes a disabled person among members of the public service.”

“There are many things that are starting to be done for children with autism that must be equitably available in all of the province including the north and French sections.”

“The government should help those who have to take care of disabled at home, 24 hours a day, with no benefits. We should be compensated for looking after them.”

“I think services are better, improvement is good but coordination and communication between the services is very important (special needs, early intervention, Extra Mural Program and so on) have to work hand in hand.”

“It is not just in rehabilitation services that the providers are spread too thin. As a Teacher Assistant and a parent of a special needs child, I witness in our school system a shortage of support staff.”

“The government should be actively promoting and supporting disabled youth to get an education so they can live independently and not be a burden on society.”

Region 6 (Bathurst/Acadian Peninsula Area)

“The services in the two education systems should be equal.”

“It should also be noted that for a good part of our population, they have difficulty in reading and understanding what they are reading.”

“I’ve been needing a new wheelchair for about two years, and I can’t get help from anyone.”

“The services at the Stan Cassidy and with the specialists doctors that we have received were good but the problem is often the great distances they we must travel.”

“Disabilities need to be seen/head about every day – not just one week a year.”

“There needs to be a system set up to assist each person’s disabilities for strengths and weaknesses and where possible train them so they can enter the workforce.”

“There is a lack of tolerance for anyone who does not fit into the “hole” and lack of understanding by many “helpers” of what persons with disabilities live with everyday.”

“There is not enough handicapped parking at the hospital. There are more spaces at Wal-Mart.”

“There is little resource, little information, little accessibility for physically handicapped people in the north of the province. There is little help. Transportation is almost non-existing or too expensive.”

“Impossible to live on \$550/month.”

Region 7 (Miramichi Area)

“Disability needs to be a department all by itself – not having them as welfare clients.”

“Need more Extra Mural physiotherapists and more communication between government departments to return to work more easier.”

“There are too few professionals to serve the needs of the people of the Miramichi.”

“Children have been waiting two years to be serviced by the hospital speech language pathologist. Some of these children are enfacing school with very little speech or no means to communicate.”

“We are only beginning to scratch the surface. We have a long road to travel to reach equality with the typical population.”

“Being the mother of a mentally challenged son of 25 years old who needs 24 hour care and I’m in my late fifties, I worry every day what the future reserves for my son when I can’t take care of him anymore.”

“Need a more holistic approach to care and rehabilitation.”

“When I asked for more help with my son who wants to stay home, I was told if I wasn’t satisfied, there were places that we could put him.”

“We need affordable/accessible housing for disabled and people with special care. And let people choose who they want to work for them, family or not. They are the ones that are being cared for.”

**APPENDIX F PROGRAM SCHEDULE FROM THE DISABILITY
STAKEHOLDERS' SUMMIT – MAY 2007**

**PROGRAM
CROWNE PLAZA HOTEL, FREDERICTON
MAY 28-29, 2007**

MONDAY, MAY 28th

- 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
- 10:15 – 10:45am Keynote Address – Opportunities to Enhance Inclusion of Persons with Disabilities in New Brunswick**
His Honour – the Lieutenant Governor Herménégilde Chiasson
- 10:45 – 11:00am Nutrition Break** and 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.
- Housing
 - Education
 - Recreation
 - Employment
 - Poverty
 - Barrier Free Access
 - Disability Supports
 - Transportation
 - General session for other topics
- We have four sessions going on during the same time slots and some topics are repeated. The break out 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 Break out room workshops** for discussion of issues/solutions
- 12:30 – 1:30pm Lunch – Keynote Speaker – Hon. Kelly Lamrock, Minister of Education – Main Ballroom

- 1:30 – 3:15pm** **Second session of Break out room workshops** to discuss issues/solutions
- 3:15 – 3:30pm** **Nutrition Break** and return to the Ballroom for a plenary session
- 3:30 – 4:00pm** **Keynote Speech – Hon. Mary Schryer, Minister of State for Seniors and Minister of State for Housing**
- 4:00 – 4:30pm** **Highlights of some ideas raised during the day’s sessions**
4:30 – 5:00pm **Briefing session on the Legislative Breakfast for the next day**
- 5:00 – 7:00pm** **Supper – On your own**
- 7:00 – 9:00pm** **Informal Reception – Ballroom (St. John Room)**
Entertainment
Free refreshments/food (early night for the breakfast)

TUESDAY, MAY 29th

- 7:30 – 8:00am** **Arrival/Seating for the annual Legislative Breakfast – Main Ballroom**
 Seating will be assigned for this event.
- 8:00 – 9:15am** **Legislative Breakfast Program**
Keynote Speaker – Premier Shawn Graham
- 9:30 – 10:30am** **Plenary Session**
Keynote Speaker – Federal Office for Disability Issues
Robbin Tourangeau, Director, Policy Division
- 10:30 – 10:45am** **Nutrition Break and move to break out rooms**
- 10:45 – 12:00pm** **Third session of Break out room workshops** to discuss issues/solutions
- 12:15 – 1:15pm** **Luncheon – Main Ballroom**
Keynote Speaker – Hon. Ed Doherty, Minister of Post-Secondary Education, Training and Labour and Minister Responsible for Aboriginal Affairs

- 1:30 – 2:45pm** **Fourth session of break out room workshops** to discuss issues/solutions
- 2:45 – 3:00pm** **Nutrition Break and return for final plenary session – Main Ballroom**
- 3:00 – 4:00pm** **Summary of what we heard over the two days.
Final comments from the floor from participants.
Next steps outlined.**
- 4:00pm** **Adjourn Summit**

APPENDIX G INDEX OF RECOMMENDATIONS BY GOVERNMENT DEPARTMENTS RESPONSIBLE

DEPARTMENT	Lead Department		Supporting Department	
	Rec. #	Page	Rec. #	Page
Education	26	30	17	27
	27	30	33	31
	28	30	40	32
	29	30	41	33
	30	30	42	33
	31	31	52	36
	32	31	90	48
	34	31		
	35	31		
	36	32		
	37	32		
	38	32		
	39	32		
	43	33		
	81	45		
	91	48		
Environment	62	39	59	38
	63	39	64	39
	65	40	71	41
	67	40		
	68	40		
	70	41		

DEPARTMENT	Lead Department		Supporting Department	
	Rec. #	Page	Rec. #	Page
Executive Council Office			1	22
			2	22
			6	23
			16	27
			18	27
			58	38
			72	42
			74	42
			78	43
			83	45
			92	48
		93	49	

DEPARTMENT	Lead Department		Supporting Department	
	Rec. #	Page	Rec. #	Page
Family and Community Services	8	25	12	26
	9	25	17	27
	10	25	40	32
	11	26	41	33
	13	26	50	36
	14	26	52	36
	15	27	60	38
	16	27	84	46
	19	28	89	47
	20	28	90	48
	21	28	92	48
	22	28	93	49
	23	29	97	50
	24	29	100	50
	25	29		
	51	36		
	53	37		
	54	37		
	55	37		
	56	37		
	57	37		
58	38			
61	38			
73	42			
74	42			
98	50			
99	50			
Finance	5	23	97	50
	90	48		

DEPARTMENT	Lead Department		Supporting Department	
	Rec. #	Page	Rec. #	Page
Health	12	26	13	26
	17	27	39	32
	60	38	75	43
	86	46	93	49
	87	46		
	88	46		
	89	47		
	100	50		
(N.B. Medical Research Fund)			91	48
Intergovernmental Affairs			97	50
Justice and Consumer Affairs			17	27
			98	50
Local Government	59	38	70	41
	64	39	79	44
	71	41		
Maritime Provinces Higher Education Commission			91	48
Minister Responsible for the Aboriginal Affairs Secretariat	93	49		
Office of the Premier	1	22		
	2	22		
	3	23		
	4	23		
	6	23		
	7	24		
	18	27		
Office of Human Resources	46	35		

DEPARTMENT	Lead Department		Supporting Department	
	Rec. #	Page	Rec. #	Page
Post-Secondary Education, Training and Labour	33	31	43	33
	40	32	90	48
	41	33	91	48
	42	33	93	49
	44	33		
	45	34		
	47	35		
	48	35		
	49	35		
	50	36		
	52	36		
Premier's Council on the Status of Disabled Persons	92	48	1	22
	94	49	2	22
	96	49	3	23
	97	50	4	23
			5	23
			6	23
			7	24
			8	25
			10	25
			12	26
			13	26
			16	27
			17	27
			46	35
			52	36
			62	39
			63	39
		70	41	
		71	41	
		72	42	
		78	43	
		91	48	

DEPARTMENT	Lead Department		Supporting Department	
	Rec. #	Page	Rec. #	Page
Public Safety	66	40	59	38
	79	44	75	43
			86	46
Service New Brunswick			95	49
Supply and Services	69	40	60	38
	95	49		
Transportation	72	42	73	42
	75	43	79	44
	76	43		
	77	43		
	78	43		
Wellness, Culture and Sport	80	45	73	42
	82	45	86	46
	83	45		
	84	46		
	85	46		