

4. Other comments for Minister Qualtrough to consider as she prepares the Canadians Accessibility Act
  - Not aware of what she is already considering at this point. Maybe funding for training to business on what they need to be more accessible
  - Gap in services & funding when transitioning from school to active life
  - Right amount of funding from early on means higher economic value down the line as less people will be relying on welfare & other social services - \$
  - This is a work in progress and it is often a challenge to find the right fit for our clients; More education, more recognition, and increased commitment to help our programs and clients succeed
  - Embed awareness into school systems/curriculum; advocate in parliament for ministries to work together – avoid focusing on people first; outcomes based funding doesn't always work; involve people w/disabilities within your plans; Have personal days, not sick days for staff
  - There are multiple expert specialized services. Those services are trying to support a person w/a disability in areas that are not their specialty example: MLSS holds and gives \$ to DS agencies to support employment. MCSS could give money to Ministry of Labour/Employment to hire specialists; Facilitator to help w/job placement
  - Employment focus; Insurance companies should not be able to claim back CRPD; Protect funding designated for people w disabilities such as OPPD fund needs legislative framework
  - UN Charter of Rights in the Forefront. Every individual has the right to equal access to all aspects of daily living; Hold a forum with youth/individuals without a disability and have the conversation with them. This is who we need to get to. We already practice it
  - Requirements for accessibility mandatory; Take on roll of job coaching, peer support
  - Soft skills for people w disabilities & all Canadians, needs a more targeted and intentional approach in all training. OLES needs to expand scope of initial skills to fund research and pilots to build better approach; Jobs is not only def of inclusion. Need focus on community involvement etc.; Need stronger National Champion!
  - Consistency in communication could provide a step in the right direction; A focus on job retention, as opposed to simply finding a job

- Be sure that funds that exist for people with disability integrate stay; Make exception/program request of proposal accessible/public (don't reinvent the wheel); reduce delays of treatment. People in the field and customers need those answers
- Make sure the language is plain language; Let's not create another tribunal; Stats that truly reflect situation over time. Standardize level of success – define across the board. Job placement counts – opportunity given but if the job is lost, person cannot access support again. For persons with intellectual/cognitive disabilities the challenges are unique and take much more time; repetition is part of successful job development & support; Accreditation for employment support providers or certification; employers know where to go to access supports that are standardized and proven
- Consider the voices of front line people; open up discussions with service providers about current negotiations of the LMA and LMAPW ->risk of invisibility. Inclusivity should not be at expense of disability needs. Focus on funding; More rewarding than punishing for employers; Education & promotion rather than penalties: i.e. WCB rewarding money back or tax credits for high accessibility, national accreditation, audits for those that impact different individuals with different disabilities; Audits on accessibility structurally: i.e. Deaf, blind, wheelchair user, diff mobility issues; Training: great customer service, etiquette training for people e disabilities
- Is it possible to offer funding to employers as a tax break for hiring people w disabilities
- There needs to be consequences if people/employers are not participating; More recognition of First Nations Communities; Develop a policy w/benefits that will create incentive that doesn't have to be financial
- Mandatory business training from an appointed trainer – not a fly by night training w/no set structure or subject matter; Follow up w/support & implement policies w/business; Hotline # for ERs to call w/anonymous inquiries
- Universal design; Continue to include people w disabilities in the discussion
- Inventory and catalogue all programs and services making sure to provide enough time for P/Ts to do a good job collecting the information; To facilitate service coordination; Promote the job match on Job Bank as it is a National data base for employment opportunities; Create legislation that will enforce the hiring of people w disabilities; Rephrase so that when people apply for jobs its not necessarily a disability disclosure, make it an accommodation and support disclosure; Make sure programs are measurable but not burdensome in administration for employers/NGOs, which in turn alleviates administration burden on gov't employees

- Invest in new approaches; How to change the attitude; National advertising on support options; Showing success in media
- Youth should help design their own programming and also include parents. (Developed for youth by youth, for people w disabilities, by people w disabilities); Navigators – to help individual programming; Wage subsidies are NOT working! Allow agencies to use the funding how they need to use it; Buy into our disability leaders and make coalition to work w/HR departments. \$ for CASE to help w/ this initiative
- Look toward 1<sup>st</sup> Nations Communities to see what is available and get the same access to services. Also ones that are culturally appropriate; Transportation for all ages is a major barrier. Especially in small rural area without bussing services; More education via like the participation commercials
- Accessibility to resources. Linkage between provincial and Federal gov't. Mandatory policies
- Mandated integration of elementary and secondary schools; Inclusion of key stakeholders in creation of the act; Ensure adequate \$ in delivery systems to properly support people & inclusion; Move away from wage subsidies & use that \$ for services & supports i.e. job coaches & professional clinicians; Review Federal/Prov. Lab. Mkt. Agreements to ensure a consistent approach to employment service delivery including greater flexibility of how resources are used and move away from wage subsidies. Re-purpose this resource to build service capacity
- Long-term funding! (no more 1-3 yr funding); Putting more resources available along with the AODA (guidance for procedural manuals, training, etc); No gaps in funding to service providers; Be able to increase funding in terms of inflation
- National funding for accommodations for businesses
- Universal design!!
- More accessible funding for small businesses to become accessible
- The federal gov't needs to show it's time commitment to people w disabilities (PWD) by giving the Minister a PWD portfolio – remove "sport" – It looks like the PWD is an afterthought!; Remove CPP ceiling for earnings for PWD on CPP disability; EI sick fund (special benefits)needs to "kick in" ASAP – individuals who are ill cannot afford additional stress of no income while trying to recover
- System can be more inclusive; More EAs; Letting children be more included in every program; Break down barriers

- Gov't bureaucracy on trades professions education, ratio, College of trades; Eliminate level 2 literacy, level 2 pass target to go to college; Self care training
- Not having disability clawed back or frozen after certain levels; Not having disability payments freeze or claw back when "X" amount of \$ is made. It can be a very limiting and frustrating barrier & deterrent to many individuals wanting employment
- Be open minded; Talk to people who are doing the job and people who are in receipt of those services (direct info); What by when attitude... Create a realistic time line and stride by it
- Ask people w disabilities – engage businesses with people w disabilities; Success stories; funding; Tax incentives; How will this align with AODA/provincial legislation; How to introduce requirements and message the ease of accommodation; Avoid message of people w disabilities are substandard; Not them vs us -> It is about normalization; Make it part of doing good business; 90% of businesses are small businesses – keep it simple/normal; people w disabilities – find right fit just like businesses do w/every employee
- Access to services is limited by past issues (e.s., If individuals received E.I. in past, they can't receive services, welfare laws, etc)
- Need for a national awareness campaign that dispels myths, misperceptions surrounding people with disabilities (What is disability? We are all touched by disability at some point in our lives – it's broad) and focuses on ability, innovation, business opportunity