

APPENDIX III: Responses Per CAIP Partner Consultations

This appendix lists the top five responses to the three primary consultation/workshop questions per each consultation/workshop hosted by the CAIP Partner organization(s). Note that several CAIP Partner organizations hosted more than one consultation and that each of these consultations/workshops is reported separately in this document. The data from each of these consultations/workshops was included in the overall CAIP project analysis reported in the main contents of the CAIP Year 1 Progress Report.

Hosting Organization(s): Ability New Brunswick/Capacité Nouveau-Brunswick Inc.	
1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?	
1.	Lack of accessible places, spaces and pathways & enforcement of building codes
2.	Inadequate income supports (e.g., Canada Pension Plan Disability, Disability Tax Credit) to cover basic needs and disability expenses
3.	Lack of safe, affordable and accessible housing including subsidies for tenants and housing developers
4.	Lack of accessible transportation (e.g., private, public, community) including lack of funding for vehicle modifications and infrastructure (e.g., curb cuts, pathways, parking)
5.	Lack of transition planning for youth with a disability in high school to help with the transition (e.g., career decision making, housing, transportation, disability supports, equipment, technology) to post-secondary education, training and jobs
2. What needs to be changed to make Canada more accessible and inclusive?	
1.	Develop a Canadian Disability Act and make accessibility a right, not a privilege, in Canada
2.	Invest in accessible transportation and infrastructure (e.g., accessible vehicles, curb cuts, sidewalks) for cities and rural service districts
3.	Improve the National Building Code barrier-free component including a component for sport and recreation facilities
4.	Prioritize transition planning in labour market agreements for youth with a disability to explore post-secondary education, training and jobs in labour market agreements
5.	Provide a living wage to those on federal benefit programs (e.g., CPPD, OAS)
3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?	
1.	Get strong disability experts, specifically persons with a disability, from throughout the country to advise the implementation of the accessible Canada legislation immediately
2.	Develop and implement a stronger National Building Code with a focus on private and public development including transportation, sport and recreation facilities and visitable homes
3.	Develop and implement a strong Canadian Disability Act
4.	Be our national leader and champion and challenge provincial leaders to develop provincial disability strategies
5.	Foster a culture that allows everyone, regardless of their ability, race, sex, religion...to have the same opportunity to succeed

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1. Attitudes—stigma especially about people with intellectual disabilities
2. Not at the table—no real voice
3. Employers not educated
4. Accessibility standards inconsistent, not enforced.
5. Resources for parents/educators to help children become contributing adults (employability skills, independence)

2. What needs to be changed to make Canada more accessible and inclusive?

1. Attitudes!
2. Discrimination in employment—false assumptions about a person’s potential
3. National accessibility standards
4. False assumptions about a person’s potential—educate people about disabilities
5. Access to accessible transportation—power wheelchairs not allowed on planes

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1. National accessibility standards and enforcement
2. More funding for parents and service providers
3. Employer incentives to hire people; make it the law
4. Committee of advisors to have input on legislation and policy development affecting people with disabilities
5. Penalize people/employers/businesses who discriminate against people with disabilities

Hosting Organization(s): AnimbiigooZaagi'igan Anishinabek (Lake Nipigon Ojibway)

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Discrimination
2.	Housing
3.	Our voices are not heard
4.	Lack of funding
5.	Lack of representation

2. What needs to be changed to make Canada more accessible and inclusive?

1.	Need first nation representation in development of legislation
2.	Need accessible housing
3.	Need local holistic healing centre in community
4.	Need accessible transportation
5.	Need long term care in our community

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	Permanent, executive level indigenous rights officer to eliminate the bureaucracy by streamlining funding and services for First Nations
2.	Create a person to work with all the Ministers on behalf of First Nations with the power and authority to create an accountability and ensure the voiced concerns of the indigenous person/people are being heard and appropriate follow through action is taking place. This person should work one on one with the government, be a part of the legislative assembly and appointed by AFN. Furthermore, there should be a provincial representative from each of the provinces and territories to act at a provincial level of accountability and advocacy.

Hosting Organization(s): BC SCI Network A (BC Wheelchair Basketball Society, BC Wheelchair Sports Association, Neil Squire Society, Sam Sullivan Disability Foundation, Spinal Cord Injury BC)

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

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| 1. | Lack of consistent access to necessities—income, housing , internet, etc |
| 2. | Attitudes and perceptions—need to include all abilities and languages (eg, ASL) |
| 3. | Lack of national harmonized standards—funding, building, supports, health care |
| 4. | Lack of transportation and freedom of mobility |

2. What needs to be changed to make Canada more accessible and inclusive?

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| 1. | Education for employers on hiring, consistency in services for disability employment across Canada and enforcement of existing rules |
| 2. | Comprehensive, life-long education (starts at early age in schools and also for post-secondary schools) |
| 3. | Harmonized standards across Canada – housing, income, education, funding, etc |
| 4. | Enforce existing and new laws on inclusion and accessibility |
| 5. | Travel—accessible transportation in all communities |

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

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| 1. | Universal standards on guaranteed income, housing and physical accessibility, including healthcare and services across provinces (allowing moving) |
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Hosting Organization(s): BC SCI Network B (BC Wheelchair Basketball Society, BC Wheelchair Sports Association, Neil Squire Society, Sam Sullivan Disability Foundation, Spinal Cord Injury BC)

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Inconsistencies in services (funding, infrastructure, healthcare, education, protocols, standardization, definition)
2.	Not enough in place for our diverse geography/landscape
3.	Societal attitudes
4.	Transportation needs to be fully accessible
5.	Lack of definition for disability, what accessible is, etc

2. What needs to be changed to make Canada more accessible and inclusive?

1.	Legislation
2.	Education (marketing, exposure to pwd, provincial governments, children)
3.	Attitudes and behaviours
4.	Communication
5.	Provincial and federal governments on same page

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	Proactive, transparent accountability
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Hosting Organization(s): BC SCI Network C (BC Wheelchair Basketball Society, BC Wheelchair Sports Association, Neil Squire Society, Sam Sullivan Disability Foundation, Spinal Cord Injury BC)

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Transportation across the whole spectrum
2.	(Lack of) Accessibility of built environment
3.	(Lack of) Equitable universal access to disability support
4.	(Lack of) Awareness-building leading to societal shift about persons with disabilities and aging population (smoking analogy)
5.	(Lack of) Relevant and real participation and input pwd throughout the process of developing the legislation through to implementation and monitoring

2. What needs to be changed to make Canada more accessible and inclusive?

1.	Human rights—treat people as individuals and not as their disability
2.	National accessibility standards!
3.	Accessibility standards for federal expenditures (including procurement and transfers to provinces and territories)
4.	Ongoing accountability
5.	Universal inclusive design

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	Every legislation and policy NEEDS an accessibility and inclusion) lens!
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Hosting Organization(s): BC SCI Network D (BC Wheelchair Basketball Society, BC Wheelchair Sports Association, Neil Squire Society, Sam Sullivan Disability Foundation, Spinal Cord Injury BC)

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1. Awareness of barriers/opportunities that exist/services
2. Education—knowledge and communication (affect social change)
3. Built environment—(lack of) access and consistency or standards and money
4. (Lack of) employment/employability
5. (Lack of) Transportation

2. What needs to be changed to make Canada more accessible and inclusive?

1. Well funded leadership groups in communities to enact/support the enactment of federal legislation, support leaders with disabilities
2. Enforcement and repercussions (money for inspectors, follow, standards)
3. Ensure interprovincial consistency—healthcare, transportation, etc
4. Use communications (eg CBC) to affect social change—CRTC regulations, social media
5. Taxation laws—breaks and incentives to affect change/benefit individuals

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1. ENFORCEMENT—including the necessary resources to do so, and that is supported by education and incentives that support social change

Hosting Organization(s): BC SCI Network E (BC Wheelchair Basketball Society, BC Wheelchair Sports Association, Neil Squire Society, Sam Sullivan Disability Foundation, Spinal Cord Injury BC)

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Built environment standards—must be consistent, applied to all new buildings, grants and tax breaks to incentivize accessibility upgrades to existing buildings
2.	Enforcement of existing legislation
3.	Mandatory accessibility learning in elementary school
4.	Disability symbol needs to change to recognize all disabilities
5.	Lack of access to customized assistive devices/technology to facilitate work, school, play

2. What needs to be changed to make Canada more accessible and inclusive?

1.	Place requirements on federal transfer payments—e.g., universities required to include all aspects of access and inclusion; health transfers to encourage participation by PWDs in sports and fitness, standardize service levels for PWDs, tax breaks for sports equipment; infrastructure payments so that things like roads/curb cuts and accessible crossing signals are included
2.	Require every member of civil services to have a basic understanding of disability issues
3.	Employment—tax breaks for employers that hire PWDs, expansion of work programs such as the Opportunities Fund
4.	Telecommunications and broadcasting—require “propaganda” on access and inclusion (radio/TV)
5.	Federal buildings and transportation—require all offices, facilities, airports, train/bus stations, rapid transit to exceed all municipal/provincial standards for accessibility

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	Will you define accessibility and inclusion such that the universal lens of inclusion is embedded in all legislation so that all Canadians can live, work and participate equally?
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Hosting Organization(s): BinjtiwaabikZaagingAnishinaabek (Rocky Bay First Nation)

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

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| 1. | Support services |
| 2. | Housing |
| 3. | Our voices are not heard |
| 4. | Lack of funding |
| 5. | Transportation |

2. What needs to be changed to make Canada more accessible and inclusive?

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|----|----------------------------------------------------------------|
| 1. | Need first nation representation in development of legislation |
| 2. | Need accessible housing |
| 3. | Need local holistic healing centre in community |
| 4. | Need adult education in our community |
| 5. | Need long term care in our community |

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

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| 1. | Permanent, executive level indigenous rights officer to eliminate the bureaucracy by streamlining funding and services for First Nations |
| 2. | Create a person to work with all the Ministers on behalf of First Nations with the power and authority to create an accountability and ensure the voiced concerns of the indigenous person/people are being heard and appropriate follow through action is taking place. This person should work one on one with the government, be a part of the legislative assembly and appointed by AFN. Furthermore, there should be a provincial representative from each of the provinces and territories to act at a provincial level of accountability and advocacy. |

Hosting Organization(s): Canadian Paralympic Committee

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1. Lack of awareness
2. Accommodation not privilege
3. Raise our standards of what is acceptable—Best practices not minimum codes
4. Inequality and inequity
5. Employment supports lacking

2. What needs to be changed to make Canada more accessible and inclusive?

1. Awareness campaign—aggressive
2. Senior leadership buy-in (BOLD in terms of decision-making)
3. Enhance National Building Code to be best practices (get rid of minimum standards)
4. Business case with Incentives and Penalties
5. Increase employment and supports to excel

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1. Public awareness/advocacy campaign
2. Accommodation must be equitable i.e., “no plan B” and should not make you feel like a second class citizen
3. Strong leadership—bold and inspiring—frame multi-prong approach to set new standard
4. Create a culture of accessibility—disability/accessibility lens (similar to gender lens)
5. National building code minimum standards brought closer to best practices (entrances, washrooms)

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1. Stigma attached to having a disability is still there
2. No compliance and inconsistency within the country
3. Clear standards and implementation for accessibility across the country with consistent implementation; and that cost is not a barrier
4. Education and Hiring practices
5. Accessibility Training

2. What needs to be changed to make Canada more accessible and inclusive?

1. Set up standards and compliance
2. Creating a brand associated to accessibility to make a place safe and welcoming
3. Consider incentives
4. Ensure that this is a positive move forward
5. Create an associated brand

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1. Create consistent and concise definition and standards for accessibility that hold pride for everyone at a local, provincial and national level
2. The seal is important and ensure accessibility is followed through
3. Set the guidelines for standards across the country
4. Review and look at best practices from other nations
5. Clear standards and implementation for accessibility across the country with consistent implementation

Hosting Organization(s): Canadian Paralegic Association (Manitoba) Inc.

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Lack of universal standards for accessibility (e.g., Americans with Disabilities Act) and compliance/enforcement
2.	Lack of public/political will
3.	Lack of overarching guidelines/definitions/universal standards
4.	Lack of areas of jurisdiction, e.g., built environment, transportation
5.	Lack of financial resources to drive the process—education, knowledge, attitude

2. What needs to be changed to make Canada more accessible and inclusive?

1.	Develop effective incentives/penalties for provinces to comply, e.g., penalties/fines
2.	Develop CSA standards and best practices
3.	Develop strong federal legislation (that applies to all sectors) and leadership and influence at the provincial level
4.	Provide financial support for public/private, e.g., tax incentives
5.	Public education on how this will benefit all Canadians

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	Public awareness/sensitivity
2.	Clear standards applied to each/all laws, etc. and a clear process and deadlines for completion
3.	Federal government to use their influence to persuade all provinces to enact provincial legislation and develop effective incentives/penalties for provinces to comply

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Fear -> ignorance, discrimination
2.	Lack of knowledge about accessibility and inclusion. How this is implied at all levels from general public to government decision makers -> all need to be educated
3.	Inclusion/accessibility beyond physical ability -> intellectual, culture/ethnicity, geography, sex/gender, SES
4.	Requires an intersectional understanding for effective inclusion/accessible legislation and embrace universal design
5.	Definitions of inclusion/guidelines -> for orgs, facilities. Language -> plain, layman's needed vs. clinical/academic

2. What needs to be changed to make Canada more accessible and inclusive?

1.	There needs to be a culture shift, advocacy to emphasize the needs to value people with disability
2.	Is the bare minimum of the AODA mandate enough?
3.	Education -> EVERYWHERE
4.	Having best practices, changing the need to restart programming at every new juncture for accessible landscape
5.	Holistically aligned: agencies, orgs, schools

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	Principles of accessibility to be part of all other legislation rather than having this other legislation as a separate entity
2.	A cross-sector approach to inclusion (education, health, etc.)
3.	Funding of basic participation opportunities for all
4.	Citizens not consumers
5.	HOW/processes to create inclusive programming

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Shift from a medical model to a social model will shift the focus to ability. Society’s traditional viewing of people with disabilities through a medical model lens provides a focus and emphasis on disability.
2.	Consistent universal design. Environmental barriers are a constant challenge for people with disabilities, providing consistent and dependable accommodation will lead to the removal of obstacles and increased opportunity for inclusion. Including people with disabilities in designing solutions and monitoring compliance is essential.
3.	Lack of enforced compliance perpetuates barriers, strong legislation is required, including incentives and penalties, to create meaningful change.
4.	Lack of social and economic value for involving people with disabilities perpetuates barriers and lack of awareness of how to provide an inclusive environment and the benefits of doing so.
5.	Lack of political will and standards across all three levels of government provides an inconsistent environment where people with disabilities are forced to navigate through a myriad of barriers as they strive for inclusion.

2. What needs to be changed to make Canada more accessible and inclusive?

1.	Increased employment of people with disabilities in a wide range of roles and using appreciative inquiry to present successful role model employers will increase the perceived value of people with disabilities as an important part of our workforce.
2.	Standardized services to persons with disabilities, appropriate to their unique needs and that support their social and economic participation in society must be available consistently throughout Canada.
3.	Standards assuring an inclusive environment for persons with a broad range of disabilities must be consistent and enforced across all three levels of government.
4.	Establishing a central authority/ombudsman to monitor progress and enforce compliance with standards is essential, abundant involvement of people with disabilities in its operations is mandatory.
5.	Increasing the involvement of people with disabilities in all aspects of society provides increased presence and proximity where they interact with others who do not have disabilities, thereby achieving a shift in culture where the involvement of persons with disabilities is sought-after rather than avoided.

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	Establish a Chief Accessibility Commissioner for Canada empowered to: monitor implementation of plans to achieve a fully inclusive and barrier free Canada; monitor and enforce incentives and compliance; and measure and publicly report on the social and economic impact to all Canadians. Extensive involvement of people with a broad range of disabilities in this operation is essential to its success.
2.	Develop accessibility/barrier free design that assures a consistent, high standard barrier free environment across all three levels of government. For example, develop standards for full access to digital resources, add Braille as a requirement on all products and services, etc.
3.	Assure the active involvement of people with disabilities in setting standards for achieving an inclusive and barrier free society through policies, legislation and regulations. Assure the active involvement of people with disabilities in developing plans for implementation, supporting implementation strategies and holding senior leadership roles in the office of the Chief Accessibility Commissioner for Canada.

4.	Develop specific goals and timelines (strategic business plan) to measure progress towards achieving a fully inclusive and accessible Canada, provide regular public reports including success in meeting goals and assessing the impact/value of progress being made for all Canadians.
5.	Develop an overall strategy to transform Canada into the most accessible and inclusive country in the world including: multi-year strategies with clear accountability for achieving specific goals within specific time frames; incentives that support compliance; enforcement mechanisms; an independent body empowered to monitor progress enforce compliance, and funds required to adapt existing infrastructure to assure a barrier free environment in existing buildings and spaces under federal jurisdiction.

Hosting Organization(s): Muskoday First Nations

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Transportation on reserve
2.	Extended health care services—evening & weekend home care and nursing staff
3.	Health Care Cards or Medical Cards to show disability (to help with the red tape when applying for grants, subsidies, assistance and programming)
4.	Subsidies to address housing shortfalls for accessible washroom and facility upgrades, (i.e., walk-in tub, raised toilets, wider doorways, ramp upgrades, ramps at all community buildings).
5.	Community Physiotherapist, equipment, and access to equipment at Health Care Centre.

2. What needs to be changed to make Canada more accessible and inclusive?

1.	Opinions
2.	Services for those with disabilities, starting in the home for independence
3.	Infrastructure in rural or reserve communities
4.	Medic Alert systems for remote communities
5.	Activities more in line with abilities

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	Upgrade grants for special needs housing—washrooms, kitchens, doorways
2.	Improvements to transportation in rural or FN's communities
3.	Improvements to infrastructure to accommodate those with special needs: sidewalks, paved roads, paths, better lighting
4.	Extended healthcare dollars to improve ability of FNs communities including physiotherapy dollars, program dollars
5.	Less red tape to access grants, and forms by providing an ID number for those with disabilities

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Healthcare
2.	Housing
3.	Funding
4.	Education and training
5.	Access to services

2. What needs to be changed to make Canada more accessible and inclusive?

1.	Guaranteed improvement of indigenous human rights and disability supports respecting physical, economic, financial, emotional and spiritual (cultural) health of Indigenous persons with disabilities
2.	Improvements of all facets of the social determinants of health through access of appropriate healthcare and services, alleviation of poverty and isolation, prevention of complications secondary to the disability, chronic disease management, community inclusion and cultural participation
3.	Protection and promotion of disability rights of Indigenous persons through regulation, legislation, enforcement, and timely appeal mechanisms
4.	Access to justice though advocacy and navigation of disability rights, supports and services, access to rights, protection and resources for intellectually vulnerable adults, and denial of supports and services
5.	A permanent, executive level Indigenous rights officer to eliminate the bureaucracy by streamlining funding and services for Indigenous Persons with disabilities. Create a person to work with all the Ministers on behalf of indigenous communities with the power and authority to create an accountability and ensure the voiced concerns of the indigenous person/people disabilities are being heard and appropriate follow through action is taking place. This person should work one on one with the government, to help strengthen FPT relations with the advance of the rights of indigenous persons with disabilities, be a part of the legislative assembly and appointed by the Assembly of First Nations. Furthermore, there should be a provincial representative from each of the provinces and territories to act at a provincial level of accountability and advocacy for the disability rights of indigenous peoples.

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	A permanent, executive level Indigenous rights officer to eliminate the bureaucracy by streamlining funding and services for Indigenous Persons with disabilities. Create a person to work with all the Ministers on behalf of indigenous communities with the power and authority to create an accountability and ensure the voiced concerns of the indigenous person/people disabilities are being heard and appropriate follow through action is taking place. This person should work one on one with the government, to help strengthen FPT relations with the advance of the rights of indigenous persons with disabilities, be a part of the legislative assembly and appointed by the Assembly of First Nations. Furthermore, there should be a provincial representative from each of the provinces and territories to act at a provincial level of accountability and advocacy for the disability rights of indigenous peoples.
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Hosting Organization(s): Nokiwiin Tribal Council – KiashkeZaagingAnishinaabek (Gull Bay First Nation)

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Healthcare
2.	Housing
3.	Funding
4.	Education and training
5.	Access to services

2. What needs to be changed to make Canada more accessible and inclusive?

1.	Better advocacy
2.	Better education and awareness
3.	Better healthcare
4.	Better capacity

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	Government needs to address the social determinates of health and build capacity in the First Nation communities.
2.	First Nation children with learning and behavioural issues are being kicked out of the public system. Tuition fees and money are not being turned back to the First Nation communities to help support the alternative learning needs of that child.

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Access to justice
2.	Housing
3.	Funding
4.	Education and training
5.	Access to services

2. What needs to be changed to make Canada more accessible and inclusive?

No responses

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	There are two different Canadas, the general population and the other is First Nations. The level of care, services, funding and programming provided to the general population with disabilities, should also be available to those living on reserve as well as First Nations living off reserve. The access to services, accessible housing, supportive housing, long-term care facilities, palliative care, respite, supportive programs, mental health services, inclusion programs, accessible transportation, medical equipment and devices, food security (drinkable tap water) and quality of life is drastically lower, insufficient, and or non-existent for First Nation people with disabilities both on and off reserve.
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Hosting Organization(s): Ontario Disability Employment Network (ODEN)

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1. Attitude, stigma and public perceptions of disability
2. Poverty and financial insecurity
3. Fragmented policies and programs
4. Education system
5. Limited access to programs and services that can help

2. What needs to be changed to make Canada more accessible and inclusive?

1. Governments need to be more accountable for investments
2. Government needs to lead by example
3. Need basic income amounts
4. Public education and awareness
5. More accessible transportation

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1. Improve access to employment opportunities
2. Engage people with disabilities more fully in decision-making and policy design
3. Change attitudes and barriers through greater investment in public education
4. Position government as leader in a visible and meaningful way
5. Adjust restrictions within income security programs for those who want to work

Hosting Organization(s): Ontario Brain Injury Association

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1. Education for all
2. Training
3. Funding
4. Central resources directory
5. More coordinated services

2. What needs to be changed to make Canada more accessible and inclusive?

1. Basic standard of living
2. More case management services
3. Increased funding
4. More rehab services, transportation to specialists
5. Quality/safe/affordable housing with services included

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1. Federal program to fund medications
2. Basic living income
3. Ombudsman for ABI
4. Enforcement of laws already in place
5. Safety legislation

Hosting Organization(s): Ontario Brain Injury Association

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1. Awareness & education
2. Assessable transit that accommodates cognitive disabilities
3. Forms (i.e., CCP-D) need to be revamped, provide definitions
4. Financial burden
5. Communication, technology

2. What needs to be changed to make Canada more accessible and inclusive?

1. National ABI Strategy, ABI Ombudsman
2. Increase public education & awareness i.e., WHMIS for disability for service workers, 'Disability Moments' modeled after Heritage Moments
3. Education policy for students with disabilities
4. Free or discounted passes for caregivers to accompany people with disabilities
5. Tax incentives

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1. CBC to highlight coverage of people with disabilities, including in sport
2. Add definition of ABI to legislation
3. Affordable transportation system
4. Maintain door-to-door postal service
5. Mandated education on disability for service workers, government workers

Hosting Organization(s): Pic Mobert First Nation

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

No responses

2. What needs to be changed to make Canada more accessible and inclusive?

No responses

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

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|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. | Permanent, executive level indigenous rights officer to eliminate the bureaucracy by streamlining funding and services for First Nations |
| 2. | Create a person to work with all the Ministers on behalf of First Nations with the power and authority to create an accountability and ensure the voiced concerns of the indigenous person/people are being heard and appropriate follow through action is taking place. This person should work one on one with the government, be a part of the legislative assembly and appointed by AFN. Furthermore, there should be a provincial representative from each of the provinces and territories to act at a provincial level of accountability and advocacy. |

Hosting Organization(s): Prospect Human Services

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Attitudes—fear, real exposure, interaction, stereotypes, stigmas
2.	Lack of knowledge and education—supports available, how to access, rights, funding, growth, literacy, early education, etiquette
3.	Physical Access—transportation, workplace, universal design
4.	Processes—lack of centralized system, communication between provinces and municipalities, assessments, no consistency, to access funding, support and benefits
5.	Not normalized—any effort is seen as the exception, not the rule, cultural shift, elevating expectations, system limitations

2. What needs to be changed to make Canada more accessible and inclusive?

1.	Education and awareness
2.	Employment should be a major focus—applies to everyone, not just targeted groups
3.	Simplification and centralization, increased access, infrastructure, processes
4.	Increased access (transportation, virtual, physical, other)
5.	Accountability

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	No responses
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Hosting Organization(s): Prospect Human Services

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1. Not addressing each disability is unique—one system does not fit all
2. System integration of handicapped persons—transparency and information sharing, disclosure
3. Cost of accessing medical services and equipment, inability to own a home on AISH
4. Usability and accessibility of information—online information sites

2. What needs to be changed to make Canada more accessible and inclusive?

1. Understanding differences—better education and awareness
2. Addressing costs, regulation
3. Accessibility and usability of information and online resources
4. Enforced standards of physical disability
5. Sharing of information between service providers and government systems

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1. Tax rebates for companies who are helping the handicapped and to persons with disabilities themselves
2. Ensure that employers' recruiting methods are more accessible and fair
3. Set clear goals and targets for employment rate of persons with disabilities
4. Ease of access to supports when intermittent needs are presented
5. Increase Disability representation in political setting

Hosting Organization(s): REACH

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1. Transportation needs to be improved and no access to public spaces
2. Poverty and money is huge
3. Lack of education—both the public and the disability community
4. Health services are bad
5. Justice lacking

2. What needs to be changed to make Canada more accessible and inclusive?

1. Money and support for those with a disability
2. Education—public and for those with a disability
3. Ombudsman or independent body to enforce and regulate
4. Transportation improved
5. Have a disability lens on ALL federal spending

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1. Raise people with disabilities out of poverty
2. Assist people with disabilities apply/comply with Federal initiatives such as CDPP, taxes, parking permits
3. Emphasis on employment
4. Do not use medical model—societal inclusion—person centred
5. Have personal advocates of/by people with disabilities, not social workers

Hosting Organization(s): REACH (Autism consultation)

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Lack of respite and support services for families /parents/caregivers with children/adults with autism
2.	Lack of Employment opportunities because of misunderstanding of Autism and the diverse range on the spectrum. Features can prevent job entry (present in interview process and block employment).
3.	Financial barriers—Expense of providing specialized educational/ therapeutic support. No support or tax credits available for families across Canada
4.	School system: Not meeting the needs or failing to reach Autistic children and teens. Usually one special education classroom or group and all special needs placed in same format—often students are pulled out of public system and placed into private schools or home schooling (up to parents and caregivers to find and support). Not all families can afford to shop around and register for private or home schooling.
5.	Employment—Autism features/behaviours can prevent job entry (present in interview process and block employment)

2. What needs to be changed to make Canada more accessible and inclusive?

1.	Training for the person with autism (i.e., communication, social and life skills training)
2.	Appropriate work opportunities and work environments (diversity of options)
3.	More awareness and education developed for teachers, doctors and health professionals, service providers, employers
4.	Celebrate the strengths/ unique skills that people with exceptionalities (such as autism) possess

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	Develop similar and consistent legislation for people with autism across Canada and as is addressed in the Ontario AODA
2.	Develop or ensure employment training, interviewing, positions that are sensitive, focused on people with autism. (Accessible job descriptions, eliminate job posting filler requirements such as “team player”, accommodation in federal government; job interviewers being sensitive to various interview styles)
3.	Tax Credits for caregivers/ parents/ guardians. Tax Credits for alternate programming for adult caregivers/parents such as treatment, education, support groups (not just sports; but skill training and education)

Hosting Organization(s): REACH Canada (Fetal alcohol spectrum disorder, or FASD)

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Canadians need proper and similarly run FASD “diagnostic clinics” (inconsistency now exists across country; BC is more progressive in treating FASD)
2.	Fewer resources in certain provinces, especially on east coast—need more consistency across the country for diagnosis and treatment. Some provinces have costs associated whereas BC is covered.
3.	ODSP workers do not assist with filling out forms and adults with FASD who are independent and/or no supports, cannot navigate forms required of them. More and better services on the ground when comes to form completion for people of all learning and intellectual challenges.
4.	Disability Tax Credit: currently need to re-qualify for disability tax credit every five years (used to be 10?). FASD should be seen like Down syndrome and other disabilities which are present at birth—therefore, should only have to apply once, not every five. FASD are born with these symptoms, not acquired.
5.	More education amongst medical profession, service providers, health care supports, and among government

2. What needs to be changed to make Canada more accessible and inclusive?

1.	The Disability Act should include some consideration for access of justice for people with FASD (often they are witnesses, those who may have committed crimes, and easier victims to target as vulnerable) ex: lawyers should be able to request that FASD be considered a mitigating factor in sentencing. Should have requirement for assessment of accused and victims. Following incarceration: continue having an FASD worker who will help navigate the justice system and services for the person.
2.	Federal government should develop effective FASD strategy and study and identify various categories on the spectrum of this disorder
3.	Credit and money management: consider service providers being trained to assist people with FASD with money and credit when caregivers not available or no longer available
4.	Mandatory education and training in court system, employment coaching and referral centres, police, corrections and physicians
5.	Diagnosis criteria for various levels of competency should be reviewed for people with FASD. This helps on many levels” financial competencies, power of attorney criteria, capacity to consent, employment skills...

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	Inclusiveness of FASD when people discuss disabilities
2.	FASD people often not included in statistics such as Stats Canada if living in shelters, group homes, prisons as we note with many citizens in these institutional living places
3.	FASD missing in various legislation
4.	Transitional services from youth to adult: huge lack and gaps, need better support for transitions to adult services
5.	Better diagnosis, better assessments. In schools, FASD children often undiagnosed or wrongly diagnosed and lumped with special need class, usually for ADHD, which may not be addressing their needs.

Hosting Organization(s): REACH (Consult on eating disorders as a disability)

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1. Lengthy wait lists for treatment
2. No community-based support
3. Stigma and discrimination
4. Lack of funding for ED research
5. Lack of physician ED training and non-culturally appropriate treatment for diverse people with EDs

2. What needs to be changed to make Canada more accessible and inclusive?

1. Provide funding for ED research and community-based supports
2. Decrease wait times for needed services
3. Make services more culturally appropriate
4. Improve communication across research-treatment continuum
5. Recognition of EDs as a mental illness & protected disability

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1. Ensure that people with EDs have immediate access services
2. These services would need to be appropriate to needs
3. This could be done by better matching clients to services
4. As well as by conducting research into service types
5. A cornerstone of legislative change would be ensuring diverse and appropriate services are funded

Hosting Organization(s): Rick Hansen Foundation

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

- | | |
|----|-------------------------------------------------------------------------------------------------|
| 1. | Lack of accessibility in buildings (e.g., public buildings, public spaces, private homes, etc.) |
| 2. | Lack of accessibility of transportation |
| 3. | Lack of employment policy, resources, etc. |
| 4. | Lack of public awareness, education and training re: abilities of PWD |
| 5. | Lack of efficient funding for accessibility upgrades and/or accommodation |

2. What needs to be changed to make Canada more accessible and inclusive?

- | | |
|----|------------------------------------------------------------------------------------------------------------------------------------------|
| 1. | Need minimum accessibility requirements for spaces and places (new and retrofit buildings) |
| 2. | Need funding to ensure accessibility changes can occur within a timely manner and need clear incentives to support accessibility changes |
| 3. | Need national education programs on the abilities of PWD |
| 4. | Need to showcase the success of accessibility |
| 5. | Need for employment programs that target employers, standards and training re: PWD and accommodation |

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

No Responses

Hosting Organization(s): Rick Hansen Foundation

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1. Lack of accessibility of buildings—all buildings, public, private, etc.
2. Misperceptions in the public (e.g., employment)
3. Lack of enforcement of accessibility guidelines
4. Lack of education of professionals (e.g., building, transportation, medical, etc.)
5. Lack of availability of timely funding for accessibility updates (e.g., gym equipment)

2. What needs to be changed to make Canada more accessible and inclusive?

1. Need for financial incentives
2. Need for enforcement, regulation and penalties
3. Need for all spaces/places/transportation to be fully accessible
4. Need to educate professionals on accessibility, universal design, PWD
5. All of the above included in a federal universal disability act

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

No responses

Hosting Organization(s): Rick Hansen Foundation

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1. Historic buildings
2. Myth that barrier free design is costly
3. Public attitudes
4. Lack of enforcement
5. Lack of understanding

2. What needs to be changed to make Canada more accessible and inclusive?

1. Harmonize building codes
2. More public education and awareness
3. Build the promote business case for barrier free design
4. Gold standard certification
5. Enforcement

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1. The federal government needs to lead by example
2. Federal funding to support infrastructure
3. Need independent body to monitor and enforce legislation
4. Any transfer payments must have accessibility lens
5. Harmonize building codes

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Levels of income support for people of disabilities—must at least exceed poverty levels
2.	Provision of affordable accessible housing
3.	Enforce universal standards of access for public infrastructure—roads, sidewalks, building codes
4.	Enforce universal standards for accessible washroom facilities in all public buildings
5.	Accessible public transportation—taxis, buses, rail (rapid transit), airplanes and airport facilities

2. What needs to be changed to make Canada more accessible and inclusive?

1.	Tax improvements: tax credits for businesses making their operations accessible; tax exemption improvements that encourage people with disabilities to return to work as opposed to “clawback” systems that provide disincentives
2.	Strengthening policies on access and inclusion and ensuring that improvements are “proactively enforced”
3.	Require that all transfer of funding to provinces and municipalities are accompanied by requirements that lower-level governments comply with specific access and inclusion standards. Similarly, require that all government contractors meet very specific access and inclusion standards within their operations
4.	Fully accessible parks and heritage facilities
5.	Strengthen—and enforce—Canada’s employment equity act

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	Will people with disabilities be involved in drafting these new laws and policies?
2.	Will you include a mechanism or accountability and enforcement that does not require public complaints?
3.	Will there be significant consequences (for governments, government contractors) for non-compliance?

Hosting Organization(s): Spinal Cord Injury Alberta

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Physical accessibility for all public outdoor and indoor spaces
2.	More accessible housing options: 1.affordable accessible rental, 2.condos, 3. Semi-detached and 4. Single family homes as part of every community. Would require Federal and provincial partnership to offer incentives to developers such as tax rebates
3.	Consistency in accessible available transportation: buses, trains and planes. Can the feds influence more accessible taxis?
4.	Income supports to level playing field re increased cost of living and participating with a disability
5.	Greater employment opportunity with Federal Govt. More training to employers re physical/ environmental accommodation

2. What needs to be changed to make Canada more accessible and inclusive?

1.	Better legislation to guide inclusion
2.	Regulations with input from persons with disabilities
3.	Enforcement of regulations with opportunity for disability organizations to monitor
4.	More partnership with provinces to co-fund
5.	Better synchronization of programs between province and federal—stable programs rather than ongoing cycle of cuts and program handoffs to a different ministry

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	Group consensus that legislation, regulations and federal /provincial cooperation around improving physical accessibility would be the one thing to do
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Hosting Organization(s): Spinal Cord Injury Alberta

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

No responses

2. What needs to be changed to make Canada more accessible and inclusive?

No responses

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	Increased funding (or access to provincial funding or public funding for reserves)
2.	Full mandatory inclusion for everything within the community
3.	Accessible housing for everyone that is humane, comfortable, and specialized to the individuals unique needs, while giving a voice to the person with the disability to design their house according to their needs
4.	An enforced mandate to follow accessibility rules/guidelines/standards when building accessible houses and public buildings
5.	Education, awareness and training for service providers

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1. Lack of inclusivity
2. Lack of accessibility
3. Lack of funding
4. Lack of financial support
5. Negative attitudes of community

2. What needs to be changed to make Canada more accessible and inclusive?

1. Attitudes and perceptions
2. Barriers
3. More education for public
4. Accessibility improvements—parking
5. More funding

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1. One act for all of Canada
2. More parking—less barriers
3. More funding
4. Community education and awareness
5. Mandated accessibility guidelines

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1. Lack of inclusivity
2. Lack of accessibility
3. Lack of funding
4. Lack of financial support
5. Negative attitudes of community

2. What needs to be changed to make Canada more accessible and inclusive?

1. Attitudes and perceptions
2. Barriers
3. More education for public
4. Accessibility improvements—parking
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3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1. One act for all of Canada
2. More parking—less barriers
3. More funding
4. Community education and awareness
5. Mandated accessibility guidelines

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Lack of funding
2.	Education
3.	Awareness
4.	Tax Incentive
5.	Government ignorance of disability & needs of PWDs

2. What needs to be changed to make Canada more accessible and inclusive?

1.	Funding
2.	Education
3.	Awareness
4.	Advocacy
5.	Programming

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	Adequate funding for service providers/non profits
2.	Funding for PWDs
3.	Services provided by government or money to get those services
4.	Letting PWDs choose what they need
5.	Clear definition of disability and what persons qualify for

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1. Transportation accessibility
2. Follow up and accountability of building inspectors
3. All facilities need to be accessible
4. Funding gaps
5. Education on disabilities (more awareness)

2. What needs to be changed to make Canada more accessible and inclusive?

1. More funding and staffing
2. Building inspections (include accessibility in the plans)
3. Transportation
4. Accessibility/inclusion in policies before the policy is finalized
5. Awareness

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1. Transportation
2. Weekend support
3. Communication—follow up and accountability
4. Wages and education should be the same across the nation
5. Reserves should get equal access to services/funding/resources

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

- | | |
|----|--------------------------------------------------------------|
| 1. | Basic human needs should be met on reserve |
| 2. | Accessible house—needs priority and should be cheaper |
| 3. | Transportation issues (not accessible and no weekend access) |
| 4. | Communication issues (follow up and accountability) |
| 5. | More funding needed |

2. What needs to be changed to make Canada more accessible and inclusive?

- | | |
|----|------------------------------------------------------|
| 1. | Transportation |
| 2. | Funding |
| 3. | Building inspections (need to include accessibility) |
| 4. | Jurisdiction issues—should include reserves |
| 5. | Better policies on reserve |

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

- | | |
|----|-------------------------------------------------------------------------------------------------------------|
| 1. | Grants—easier to receive, more funding towards more services |
| 2. | Education—to promote awareness about disabilities |
| 3. | Funding |
| 4. | Transportation |
| 5. | Building inspection—Before the buildings/housing is made, they should make sure accessibility is a priority |

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1. Lack of education about disability
2. Attitudes about disability (negative stereotypes)
3. Lack of legislation that would mandate inclusion (current system is a patchwork with inconsistent and difficult enforcement options)
4. High expense to individuals for having a disability
5. Access to information (having alternative formats readily available and all information in clear and concise language)

2. What needs to be changed to make Canada more accessible and inclusive?

1. Education
2. Universal access to equipment and technology
3. Updated legislation and enforcement of all relevant codes and regulations
4. Government accountability on disability issues, especially on topics like transportation, equipment, employment, and housing
5. Increased income support for people who can't work, with more consistency across the country, and better access to employment for those who can work

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1. New legislation needs to be clear, accountable and enforceable
2. Equal opportunities for social inclusion and all other forms of access
3. Disability doesn't mean special needs; it is simply an ordinary part of the needs across a person's lifespan
4. Inclusion needs to be mandated, not voluntary
5. Individuals shouldn't pay a financial penalty for having a disability—full range of supports to help people function well should be provided to all

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	People with no experience in living with a disability are intricately involved in setting standards and approving plans which perpetuates barriers because people with experiential expertise in living with a disability are not involved
2.	There is no clear and strong National Building Code consistently applied at all three levels of government, and there is no opportunity for flexibility outside of large cities, for example in small towns and rural settings, for commonsense solutions to be applied
3.	The Government of Canada has failed to provide effective leadership whereby provinces/territories and municipalities collaborate in setting and complying with standards that assure barrier free built environment and access to goods and services
4.	A lack of consequences for non-compliance perpetuates the implementation of built environment that prevents people with disabilities from being included in their communities and accessing goods and services in the same way as other members of their community
5.	There are no consistent approaches to the provision of social supports and services for people with disabilities that encourages and supports their inclusion

2. What needs to be changed to make Canada more accessible and inclusive?

1.	Canada must work with provinces/territories and municipalities, and with people with disabilities, to develop a national building code that assures barrier free design
2.	All three levels of government must commit to consistently applying national building code standards
3.	All three levels of government must commit to enforcing national building code standards and demanding compliance if required
4.	There needs to be a change in the attitude of the general population towards welcoming and valuing the inclusion of people living with disabilities in their communities and places of work
5.	Increased employment opportunities must be developed through a system of supports for the employee and employer that provide an incentive and reward for increased workforce participation

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	Create and consistently implement new national building code standards, informed by people with disabilities working in collaboration with engineers, architects and design experts
2.	Enforce the uniform application of new national building code standards at all three levels of government in Canada
3.	Develop and implement a rigorous education curriculum for engineers, architects and design professionals that informs them of the needs of people living with disabilities, how to design environments that promote inclusion, and uses people with disabilities as educators
4.	Create a shift in attitude across all sectors in Canada whereby people value and actively seek the involvement of community members living with disabilities; this would target the public sector, private sector, schools, preschools, governments, etc. Community members living with disabilities would be educators in this process.

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Lack of understanding
2.	Lack of education
3.	Lack of accessible transport
4.	A lack of funding
5.	Employment disadvantages

2. What needs to be changed to make Canada more accessible and inclusive?

1.	Mandate accessibility
2.	Increased funding
3.	Increased social opportunities
4.	Increased recreational opportunities
5.	More personal care attendants

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	Increased funding
2.	Mandatory inclusion
3.	Accessible housing standards
4.	Enforced mandate for accessibility standards
5.	Education awareness training

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Equity of resources between communities, different disability groups, different levels of development/ages
2.	Not engaging PWDs when creating disability legislation/programming
3.	Negative social stigma around disability
4.	Services/support is based on medical diagnosis not on the needs of the person
5.	Barriers transitioning to life and to community (e.g., university to work, high school to community, childhood to adulthood, high school to university)

2. What needs to be changed to make Canada more accessible and inclusive?

1.	Greater flexibility/less restrictions on how funding can be spent
2.	Healthcare and access to services needs to be federally controlled
3.	Funding/support needs to shift to a needs based system, rather than diagnosis based system
4.	Funding for PWDs to raise awareness ourselves to address stigma
5.	Funding available for accessible universal design of transportation/schools/places of employment

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	Redefine criteria for support/services so more than just PWDs can access them (e.g., parents, caregivers, etc.)
2.	Create a counsel to reinforce policies and new legislation
3.	Support for comprehensive assessment/research into attitudinal barriers
4.	Increase funding/allocate funding to help PWDs thrive not just survive
5.	Change government assistance policies for PWDs entering workforce

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1. Attitudes and opinions towards accessibility by the general population
2. Lack of education and awareness of accessibility needs
3. Financial resources available for accessibility
4. Policies, procedures and legislation
5. Lack of public transportation

2. What needs to be changed to make Canada more accessible and inclusive?

1. Education and awareness down from the political level on accessibility
2. Accountability based on uniformed accessibility standards across the country
3. Grants and funding available to assist accessibility measures
4. Greater emphasis on accessibility in terms of transportation

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1. Increased funding
2. Increased education & awareness
3. Increased support for businesses
4. Updated uniformed accessibility standards

Hosting Organization(s): Spinal Cord Injury Ontario

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1. Living standards: financial support to live in one's house—humiliating financial living standards
2. Vocational funding & incentives
3. National standards on accessibility
4. Lack of enforcement on disabled-access laws
5. Humiliating financial living standards

2. What needs to be changed to make Canada more accessible and inclusive?

1. Accountability: enforcement/increase penalties/education/public awareness
2. Taxation: returns/assistive devices/modifications/DTC increase
3. National (federal) standards as opposed to provincial or municipal i.e., building code/ethics/health
4. Incentives: assist in employment/living at home/renovations & adaptations
5. Transportation: fee to be dismissed based on income for municipal transit and discounted on larger cross municipal carriers

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1. Accessibility: public/private buildings/transportation/employment
2. Financial security: RDSP/basic income/no fee bank accounts/home support
3. Vocational programs: Educational price cuts to \$0 for individuals with disabilities (i.e., Australia)
4. Basic cost of living: monetary increase as an equal to all provinces
5. Tax incentives: increase DTC usability—mobility products /adaptations (vehicle, home)

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Lack of legislation
2.	Lack of barrier free/universal design
3.	Lack of training/experience when dealing w/people w/disabilities
4.	Lack of funding
5.	Lack of consistency

2. What needs to be changed to make Canada more accessible and inclusive?

1.	Develop nation-wide legislation to address all issues of accessibility and inclusiveness
2.	Develop universal/barrier-free design building codes across Canada so every province/territory conforms to same specs
3.	Consultations w/people w/disabilities when developing training and education curriculum
4.	Need to provide funding supports across country to make businesses and services accessible & inclusive
5.	Inclusive legislation needs to be mandated across all provinces and levels of governments to ensure consistency across the country

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	We would ask that you look at the physical and emotional cost of having a disability and how it impacts accessibility and inclusion. For example, cost of equipment, adapted home, adapted transportation, basic income if can't work, medication and medical supplies. Without these basics can't be included in life— what will you do to address this?
2.	What is the timeframe for development and implementation of legislation? How frequently will it be reviewed to determine what's working and what's not working?
3.	Are you looking to other provinces (e.g., B.C.) and countries (e.g., United Kingdom, United States, Scandinavian) countries to look at best practices re: accessibility so we don't have to reinvent the wheel?
4.	How will the new legislation be protected from changing governments? How will you police/ensure that legislation requirements are being met? What will the penalties be for not adhering to the legislation?
5.	Canada has ratified The United Nations Convention on the Rights of Persons with Disabilities (CRPD) was set up to “promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity.” How will the new legislation support fulfillment of this ratification?

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Not a political priority
2.	Housing
3.	Transportation
4.	Universal standards of accessibility
5.	Employment

2. What needs to be changed to make Canada more accessible and inclusive?

1.	Not a political priority
2.	Housing
3.	Transportation
4.	Universal standards of accessibility
5.	Employment

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	Universal standards of accessibility—development and implementation by people with disabilities including: employment equity, housing, transportation, communication (signage, inclusion & equity), healthcare
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1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Local transportation
2.	Businesses not accessible
3.	Public bathrooms not accessible
4.	Federal transportation
5.	Accessible and affordable housing

2. What needs to be changed to make Canada more accessible and inclusive?

1.	Clarifying accessibility laws/regulations
2.	Enforcing regulations
3.	Educating general public
4.	Grants to businesses for physical accessibility changes
5.	Grants to hire persons with a disability

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	Transportation
2.	Enforcing accessibility regulations

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Doctor's offices mandatory to be accessible
2.	Mandatory ramps at all places of business to make them barrier free
3.	Poverty—PWDs earn less with ODSP—increase amount given
4.	Accessible housing is limited/more independent accessible barrier free living
5.	Regulate universal design and universal access in design principles to allow full accessibility and inclusiveness

2. What needs to be changed to make Canada more accessible and inclusive?

1.	Increase funding incentives for universal design
2.	RDSP expanded and not clawed back
3.	More opportunities for PWDs to be involved in reviewing the planning and construction of accessible facilities
4.	Enforce federal transportation regulations vs. guidelines
5.	Make all schools barrier free bathrooms, ramps and automatic doors

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	Create a Ministry of Accessibility
2.	Mandatory ramps for any public or private business
3.	Include funding for assistive devices home care and fitness training
4.	Provide more accessible living coast to coast, city and rural
5.	Strong transportation regulations

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Perceptions that accessibility is for 'someone else' rather than 'all of us'
2.	Accessible and affordable housing; rentals; needs to be assessed as to wait times, not by numbers of applicants
3.	Accessible transportation; better access to; all forms of transportation including provincial and interprovincial travel
4.	Northern Ontario has additional community challenges with snow removal on sidewalks and parking lots; there are many times when sidewalks are totally impassable
5.	Requirement for national standards for physical accessibility (buildings) especially that addresses old infrastructure that can be easily remedied

2. What needs to be changed to make Canada more accessible and inclusive?

1.	Funding needs to be available for persons with physical disabilities to have equipment needs met
2.	Funding as an incentive to make things more accessible; more grants for accessibility; matching funds
3.	Include awareness in formal education systems (curriculum) as the change in attitudes will come from future generations
4.	Look to other nations (Scandinavia) for physical accessibility standards
5.	Online apps for accessibility features are very helpful for travelling

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	Focus needs to be on education/awareness; If people truly believe that persons with disabilities should have the same rights as every other Canadian citizen, all barriers will begin to fall
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1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	General accessibility—building and travelling via taxi, bus, air, train—public systems
2.	Education awareness of “ABILITIES” of persons with disabilities—i.e., publicity campaign—“what condo”
3.	Affordable and accessible housing
4.	Income supports for persons with disabilities below poverty numbers—to increase (overall) to \$24,000 per year
5.	More incentives for people with disabilities to enter or return to work

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Hosting Organization(s): Spinal Cord Injury Ontario – Thunder Bay (Peer Support)

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Non Standardized federal building and accessibility codes—little to no enforcement
2.	Shortages of accessible and supported housing—inadequate supports
3.	Antiquated laws surrounding disability income and supports that allow people to improve their quality of life
4.	A lack of financially affordable/feasible opportunities for post-secondary education for persons already living below the poverty line
5.	Governmental systems that encourage folks to remain unemployed, non-productive and marginalized/ depressed and viewed with an overall negative societal stigma

2. What needs to be changed to make Canada more accessible and inclusive?

1.	Standardized “enforceable” federal legislation with real punitive mechanisms
2.	Federally regulated building codes that apply to all public accessed spaces
3.	Barrier free access to transportation, housing, health care, education, shopping (actual mandatory application of universal design!!!)
4.	More individuals with disabilities employed in government positions (5% of all government employees across Canada!)
5.	Improved access to education and employment

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	Create “federal legislation” that is actually enforceable and has punitive measures for non-compliance
2.	Stop the gutting of services, making vulnerable persons more vulnerable
3.	Cut the governmental administration and bureaucracy/ processes. Put the money into frontline services
4.	Improve timeframes for provision of equipment and services for essential mobility products
5.	Make “reasonable and prudent” timelines a mandatory component of any new legislation

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

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|----|------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. | Proper legislation is needed. There is no mandatory level of accessibility. |
| 2. | Physical barriers |
| 3. | Nothing is being enforced |
| 4. | There not enough accessible housing that is affordable |
| 5. | Poverty; people with disabilities are often unemployed. There should be a tax credit (something similar to the CTC) to help with people's costs of living. |

2. What needs to be changed to make Canada more accessible and inclusive?

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|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. | Education is needed to change the publics attitudes |
| 2. | Laws need to be enforced |
| 3. | Accessible province to province transportation needs to be provided |
| 4. | Disability lens needs to be broadened to include not just people with physical disabilities but also those with episodic disabilities and mental illness |
| 5. | Organizations need to be given more authority and power for acquiring equipment, etc. for people so you don't have to run to the doctor and get a note. There is too much red tape. |

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

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|----|--------------------------------------------------------------------------------------------------------------------------------------------|
| 1. | Disability credit similar to CTC |
| 2. | Subsidized housing for people with disabilities. Seniors housing should allow people with disabilities to live there before the age of 65. |
| 3. | Mandatory enforced building codes |
| 4. | All new buildings should have to follow a universal design |
| 5. | Education is needed |

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

No responses

2. What needs to be changed to make Canada more accessible and inclusive?

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|----|---------------------------------------------------------------------------------------------------------------------------------------------|
| 1. | Businesses need to be more accessible |
| 2. | If federal dollars are being used/subsidized to develop, they need to follow accessibility standards |
| 3. | If federal dollars go to public transportation services, these jurisdictions should be enforced by law to include accessible transportation |
| 4. | Internet and websites should be more accessible for the visually and hearing impaired |
| 5. | Incentives for businesses to hire people with disabilities |

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

No responses

Hosting Organization(s): Sturgeon Lake First Nations

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1. Transportation—vital and needed for those with mobility issues
2. Infrastructure to small communities and Reserves to fix roads, build special needs housing and buildings
3. Housing upgrades
4. Lighting along roads
5. Safe and inclusive playgrounds/recreation areas

2. What needs to be changed to make Canada more accessible and inclusive?

1. Review dated Policies and procedures for Health care on reserve
2. Services for those with disabilities, starting in the home for independence
3. Infrastructure dollars in rural or reserve communities
4. Acceptance of grants and initiatives to assist those with mobility issues. (Lifts, Medical Vans, extended health care services on reserve)
5. Activities more in line with abilities and educational assistance

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1. Upgrade grants for special needs housing—washrooms, kitchens, doorways, ramps
2. Improvements to Special Needs transportation in rural or FN's communities
3. Improvements to infrastructure to accommodate those with special needs: sidewalks, paved roads, paths, better lighting
4. Extended Health Care dollars to improve ability of FN's communities including physiotherapy dollars, program dollars
5. Less red tape to access grants, and forms by providing an ID number for those with disabilities

Hosting Organization(s): West Park Healthcare Centre

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

- 1. Difficult to navigate the system and very reactive
- 2. Customer service when calling the government—having to advocate for yourself in healthcare
- 3. What is the definition of accessibility? Who is policing accessibility?
- 4. Establishments meeting accessibility regulations are not actually accessible to all individuals

2. What needs to be changed to make Canada more accessible and inclusive?

- 1. Policing of accessibility modifications—have an educated individual (and or a person with a disability) review in-place modifications to ensure that they are accessible, and meet client needs
- 2. Transit integration—improve wait areas, and system integration, between accessibility transit services (e.g., TTC and Viva)
- 3. Provide education on disabilities, and sensitivity training, starting at a young age

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

- 1. Increase participation in decision making
- 2. Provide education disability education and sensitivity training

1. Based on your experience, what stops Canada from being a fully accessible and inclusive society?

1.	Not enough personal disability funding to live a meaningful life: even when basic food and shelter is paid for, quality of life is reduced and therefore inclusivity in society due to a lack of monetary funds which the system at time encourages due to different funding stream requirements
2.	Physical spaces remain inaccessible even when there is an intention for improvement—it appears that the process of making a given space inclusive did not consult those who would be potentially using it
3.	Common services not geared towards a person with disabilities—e.g., lack of full service gas stations, expansive return to drive process
4.	Uneducated/negative attitudes towards disabled persons with a disability

2. What needs to be changed to make Canada more accessible and inclusive?

1.	Modernizing businesses in terms of physical accessibility
2.	Incorporating accessibility throughout an entire organization and not just restricted to a small space (ex: just the first floor of a building)
3.	Accountability on legislation. Not enough to implement a law that will require businesses to modify their spaces/policies. They should also have a plan for continued reevaluation.
4.	Auditing policies and legislation by a disability studies trained and educated individual in that industry (e.g., building inspector)
5.	Changing the attitudes of society through education (incorporate early education into provincial curriculums, and exposure to people who have disabilities)

3. If you could ask The Honourable Carla Qualtrough, Minister of Sport and Persons with Disabilities, to include one thing in the new legislation to improve accessibility and inclusion, what would it be?

1.	More money/funding
2.	Accountability and policing of physical spaces
3.	Framework for return to work programs
4.	Improve society view of the disabled
5.	Early education in the curriculum about people with disabilities