The Will to Act

Equal Citizenship for Canadians with Disabilities

Federal Task Force on Disability Issues
Good humour and genuine commitment to the issue were all well supported by the Task Force under the direction of Cathy Chapman. Their professionalism, willingness to participate:

The Task Force is grateful to the organizations and, most particularly, the observers for their

President and I recall that we were selected to sit as observers to the process. A reference group was formed, working groups identified and Fred Clarke, Lucie Lemieux co-organized the process for our inquiry:

During the course of our deliberations, we received remarkable cooperation from many
disability issues:

To form a task force to look at the appropriate role for the Federal Government in the area of

Lat May, my colleagues Clifford Lincoln, Andy Mitchell, and Anna Retana and I were asked

OTTAWA, October 21, 1996

[Signature]

[Stamp]
understanding as we undertook this important assignment.
York-Simbury, Party: Liberal-Muskoka, Vancouver East and Laurier-Lachine-Rockcliffe-St-Louis for their
possible, our parliamentary colleagues for their support, and the constituencies of Fredericton-
The members of the Task Force are grateful to the four ministers who made our work
prove worthy of their commitment to Canada.
And individual Canadians poured out their hearts to us appealing to their government to
process that has not always produced results in the past. Their confidence inspired our work
Canada associated with a multitude of organizations, once again, placed their faith in a
and active participants, their assistance and interest was appreciated.
Development Canada lent their time and talent as resource persons, facilitators, reporters,
Justice, Health, Indian and Northern Affairs and, more noticeably, Human Resources
As we traveled across Canada various officials from the Departments of Revenue, Finance,
with Disabilities,
of work with the parliamentary committee on Human Rights and the Status of Persons
Bill Young of the Library of Parliament added invaluable insight based on almost 10 years
Chair
Andy Scott, M.P.

[Signature]
The need for accountability
A central focus for federal government action
A Minister with responsibility for disability issues
A Canadians with Disabilities Act
A disability policy framework

3. Federal organization and approach to disability issues

Key principles for reform
A long way to go
Black choices

2. Aboriginal Canadians with disabilities — Keeping hope alive

The need to know
Changing federal-provincial realities
What citizenship is really all about
"Just Do It!"
An echo of wise voices
Consistent, equal and inclusive outcomes

1. The gap between saying and doing — Message received
5. The Opportunity to Work - Labour Market Integration

4. Legislative Reform - A Responsive Government

3. Support for Organizations

An annual report on Government actions

This is not just a good thing to do

Short-term legislative and program changes

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Employment Insurance measures can increase employment

An inclusive labour market

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Getting into the Workforce

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Adjudicating existing labour market programs

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Policy and program expertise

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Service delivery
6. Disability Income

You cant do it alone.

A new Disability Expense Tax Credit

7. Dealing Fairly with the costs of Disability

Involving the community

7. Moving in the right direction

8. Short-term changes in tax measures

A comprehensive approach is needed, based on collaboration

The Long-term Vision

Canadian's Disability-Income "System"

8. Thanks
told the federal government to meet their concerns seriously.

After this, people with disabilities abandoned whispers and quiet arguments and forcefully and the status of disabled persons, seemed to indicate that the status quo was good enough.


But implementation of these visions and recommendations has left a lot to be desired. As the joint report of their collaborative review of services for people with disabilities, working together have produced a joint vision for people with disabilities,弘毅 to Inclusion, towards achieving equality and inclusion. In 1993 the federal and provincial governments could move.

Desire. Each of them need to show how Canadian society and governments could move. In the early 1980s, with the Disabilities report and finished with the most recent, The Grand Year, Members of Parliament produced a series of reports and recommendations. That started years, Members of Parliament produced a series of reports and recommendations. That started.

While their arguments have been listened to at the political level by governments, there have been a growing gap between “saying” and “doing.” Over the course of the last fifteen years, sometimes a whisper has a more profound impact than a shout. For the last several years,

Message Received

The Gap between Saying and Doing —

CHAPTER ONE
and long term?

What specifically can the Government of Canada do in the short, medium, and long term?

What general recommendations flow from this vision?

How does this vision fit into the larger debate about the nature of our society and our country?

How will participation equally in the life of the country alongside their fellow citizens allow them to participate equally in the life of the country along side their fellow citizens?

What overall vision will promote the inclusion of Canadians with disabilities and allow us quickly realized that to answer this question, we had to try to answer several others:

The Ministers asked us the question: "What is the federal role in the area of disability?"

always lead to outcomes that are consistent, equal, and inclusive for people with disabilities.

Finance, Justice and National Revenue recognized these policies, laws and programs do not.

By asking us to prepare this report, the Ministers of Human Resources Development Canada.

CONSISTENT, EQUAL AND INCLUSIVE OUTCOMES

Their message was received and this is why the Task Force on Disability Issues was created.
could continue their knowledge to our search for realistic approaches.

We also involved officials from federal departments so that they

community groups. We commissioned research studies from experts who would give us an

We received briefs from organizations of people with disabilities, businesses, unions, and

we listened to men and women with disabilities and many others who came to our meetings.

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Discipline issues been explored with such breadth or such depth. During the past four months,

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recommendations. Not since the Special Committee that produced Omissions in 1981 have

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We have mobilized every available resource from across the country to develop a long-

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as possible, our report and our recommendations will share the same fate.

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From the outset, we knew that unless we carried out our work as publicly and as thoroughly

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or complete:

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Difficult issues have been dismissed because an inability was not perceived as fair; open-minded

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like ours are Earthing dust on shelves. A good number of high and innovative solutions to

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Any public inability runs the risk of having its recommendations ignored, and countless reports

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AN ECHO OF WISE VOICES

AN ECHO OF WISE VOICES

Governments and the community set the course and move in the right direction.

Governments and the community set the course and move in the right direction.

We know that if in undertaking to study these questions, we were continuing on a voyage that
The members of the Task Force want to acknowledge their very great debt to the two secreted three observers, two of whom participated at each of our public meetings. The Reference Group, also conscious of its approach to our mandate from the ministers, formulated a framework of six subject areas — civil infrastructure, legislative reform, labor market integration, income support, the cost of disability, and Aboriginal peoples — ensuring their five members that the issues that we used to organize our consultations and research were not areas that made a real difference in the lives of men and women with disabilities. They were not consultations. The second is that concerns about this process, like others before it, might not be consultations. Organizations that once again made the communities to participate in a process.

To begin our work, we called together representatives of two very national disability and employment. People may not lose their voices to our study of the issue. People with disabilities — individuals as much as organizations — brought to our study of opinion. The second is that concerns about this process, like others before it, might not be consultations.

While it is important to remember that processes are only a means to an end, we learned a
that have appeared elsewhere.

Throughout the life of the Task Force we have unapologetically borrowed good ideas from every available source. It should surprise no one that our report contains recommendations from

and policy options. These working groups provided a "ready test" for strategies from relevant federal departments. These working groups provided a "ready test" for strategies from relevant federal departments. Each researcher collaborated with a working group made up of representatives of national organizations of people with disabilities and promote the inclusion of people with disabilities. Each researcher collaborated with a working group made up of representatives of national organizations of people with disabilities and provide us with their views on realistic strategies for the government to remove barriers and provide us with their views on realistic strategies for the government to remove barriers and to the substantial research that has already been completed to evaluate existing options and to the substantial research that has already been completed to evaluate existing options and to complete our investigation and to avoid reinventing the wheel, we asked experts to assess disabilities across the country.

They reminded us that our true subject remained the day-to-day lives of people with
disability. In this report, we hope that they see in it a true echo of their ideas and suggestions.
They want a country that adopts a common approach to disability issues in all jurisdictions but is sensitive to individual differences and needs; their guarantees of disability issues related to disability

Living, and to contribute to the standard of living of all those who address the social causes of that recognition the importance of sharing information to achieve this end.

Spanning issues related to income, employment, education and other areas of life; programs and decision-making that takes a holistic approach to disability issues.

They want a country that ensures that people with disabilities have input into policy values for disability issues.

They want a country that demonstrates vision and leadership; common principles and belief are essential.

Individuals with disabilities spoke forcefully about the conditions that they, as Canadians, through loudly and clearly as we listened to those who came to our forums across the country, one message came

"Just do it!"
disability organizations that could help effect change.

- They learned public ignorance about disability and the inadequate support for
  organizations.

- They spoke of partners to their mobility in Canada because disability issues generally
  and services in particular, are the responsibilities of many separate governments and
  provinces.

- They spoke of poverty, a state that too many knew only too well.

- They expressed clear that current attitudes of support for “clean and mean”
  and economic life.

- They pointed to barriers that they face in trying to participate in the country's social
  and economic life.

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  and economic life.

- They want a country that uses legal and other carcass and sticks to promote social
  and economic equity and equality of outcomes.

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  and economic equity and equality of outcomes.

- They want a country that makes disability programs arrange economic and
  disability-related organizations.

- Predictably, those concerns that core funding and other financial supports are available
  and economical community and environmental support and
country to live their lives in a way that is consistently equal and inclusive.

In concrete terms, the vision and the specific steps that will allow individuals across the Canadian mosaic, People with disabilities are looking to the Government of Canada to spell out, Everywhere we went, we heard people express a positive, passionate and unanimous

disability issues.

world — citizenship to describe why the federal government should take responsibility for
The women and men who expressed these views most often used a short form — a single

WHAT CITIZENSHIP IS REALLY ALL ABOUT

"Just do it!"

action had been postponed for no apparent reason. People told us in these blunt words:

people brought these issues to our attention, they urged the Government to act on the


disability instead of looking for the causes of inequality in the social environment.

They pointed out that society often blames individuals for the consequences of

particularly the Government of Canada — have a vision of what should be.

They said they were excluded from decisions and things that effect them and
Regardless of the domestic division of power, federal government has set itself the task of implementing the Charter. Further, the Charter was influenced by international conventions which the law and equitable concerns to persons with disabilities. The right to equality before and under the Charter also ensures to persons with disabilities the right to equal benefit under section 15 of the Constitution. However, binds the federal and provincial governments under section 15 to legislates on disability issues only in areas of federal jurisdiction. While part of the Charter, Human Rights Act, 1982, the Constitution Act, Human Rights Act, section 15 of the Charter promotes human rights such as the Canadian Charter of Rights and Freedoms, which includes the protection of the federal, provincial, and territorial governments, and those not included in the federal Charter. The Canadian Charter of Rights and Freedoms enshrines civil and political rights in the highest legal and constitutional basis for civil and political rights in place and is unambiguous. Space within Canada and abroad, while recognizing individuals to obey this country's laws, participates in society and in economic and political systems. It confines the production of the citizenship offers a sense of belonging in one's country and gives each individual the right to participate in society and in economic and political systems.
A more complete set of rights

Section 15 of the Charter has become a foundation for people with disabilities and in
guarantees of equal rights for men and women with disabilities form the basis for many
laws and policies.

But the Charter too has its limits. These are most obvious in dealing with the place of social
and economic rights. This set of civil and economic rights is more a result of a
consensus in society than an outcome of constitutional proceedings. The consensus
of their needs is achieved through consultation and consultation for inclusion.

The rights of persons with disabilities and other marginal groups who should participate fully in the life of the community
because of differing abilities and limitations are human rights. These rights are protected by the Charter. Most recently, the
right to participate in society and the community is understood to comprise not only those but also “social and economic
citizenship” as expressed by the right to hold office or to vote. Most recently, the
right to participate in political rights, such as freedom of speech, thought and belief, citizenship came to include
"civil rights" such as freedom of speech, thought and belief. Citizenship is an increasingly comprehensive set of rights.
Inclusion

The principle of inclusiveness implied in Canadian citizenship gives the Government of Canada a base for its approach to today's requirements. The federal government can—and should—promote the equal and commensurate, as accorded in the international and national instruments that underpin full citizenship. It should also support programs and policies that help all Canadians participate effectively in the economic and social mainstream.

Inclusion services from sea to sea to sea.

Inclusion

Particularly the Government of Canada, those individuals will not be discriminated against or marginalized. It is also a commitment to provide, in an equitable way, high-quality accessible services.

As a result, citizenship has come to be understood as a commitment by governments and communities to provide support to people with disabilities... (continued)

The argument that was used to build support for these inclusive education and health measures. These initiatives can be seen as the commitment to equalization measures that have acknowledged the needs of Canadian citizens to have access to inclusive social and economic participation, the rights of Canadian citizens to have equality and leadership, and to

We believe during the 1990s, in fact called them “a matter of right.”

Which provided many of the disability-related supports and services that they require to
Post-secondary institutions.

Institutions can receive an additional, non-repayable grant to cover the disability-related costs of attending a post-secondary institution. The Canada Student Financial Support Program, in not, provides a model. Individuals with disabilities can receive this grant to ensure that no one is denied the opportunity to participate just because of disability.

In the same case, a complementary measure, designed to mesh with the generic program, can be put in place. This is the case. A complementary measure, designed to mesh with the generic program, can be put in place.

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This means that every government program should, as a matter of principle, incorporate the needs accommodated in each and every "ministerial program." Where this is the case, a complementary measure, designed to mesh with the generic program, can be put in place.

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CHANGING FEDERAL-PROVINCIAL REALITIES

In the life of the country,
with disabilities to ensure equality and to promote their full inclusion and participation

1. The Government of Canada should acknowledge and act on its responsibility for citizens

We recommend:

Providing a definite pool of people in the cost of accommodating disabilities usually experiences all these costs without production and not built into the production design. Arguments that justify positioning commercial costs with closed-captioning quadruples when the captioning is added at the end of reports can make a reckoning.

Reasonable cost and might save money. For example, the cost of making a reckoning that accommodations people with disabilities and that links to other programs will have a many real, quantifiable and invisible benefits. On the contrary, an initial problem design government departments process, in a definitive way, that the cost of inclusion outcomes"
their basic citizenship rights are being lost.

becoming able to do what other Canadians do. Men and women with disabilities are afraid that
participating in core elements of our life is a country. They feel that they risk being shut out of
towards regional diversity, they see growing internal borders that compromise their ability to
balance has never been static. Today, as people with disabilities see the pendulum swinging
outcomes — of similarly placed citizens, irrespective of where they live, on the other. This
public programs, on one hand, and the cruel treatment — of the opportunity for equal
The tension is the push and pull between the scope for regional or provincial diversity in

— Participation in
come from our communities.

disabilities. It certainly never
with respect to people with
should be a diminished role
came to the idea that it
am not sure how we ever
Federal government, but I
diminished role for the
or constituents to have a
where it would be beneficial
that there are some areas
"it certainly may be true

regionals activities that utilize our currency and resources then to return to a marginal existence.
guarantee that a "new system" will not abandon them to a precarious, partial work array of
to participate more fully in the life of the country, is now abandoning them. They seek
government of Canada, which had taken the initiative and shown the leadership that allowed
put in place programs like the Canada Assistance Plan has disappeared. They believe that the
disabilities are worried that the consensus within our society that encouraged governments to
People with two thousand men and women that we meet as we traveled across the country. People with
but many of these skills are failing to address the reality of daily life here and now, for the
and will inevitably lead to further significant changes to social programs.

capacities and other factors. This has already resulted in changes to traditional responsibilities
government for the future, consistent with jurisdictional mandates, demographic trends, fiscal
In ensuring Canadians with disabilities have the federal government affirm their citizenship can get these new approaches right, they can be the kernels that will grow and play a vital role. On the other hand, we like to think that these changes will generate a few new ideas. If we working in partnership with the provinces and territories, relevant departments and agencies of the government of Canada, and where appropriate, for persons with disabilities without a coordinated and overarching approach that includes provincial. These, however, cannot be explicitly used to achieve equality of legal outcomes by minority of the federal government, federal legislation, and federal fiscal transfers to the provinces. These issues include the tax system, the advancement of civil, political, and social rights. Available tools include the tax system, the identity of the citizenship of Canadians with disabilities and the provision of services and programs. While respecting this process, we believe the federal government possesses several layers within which we address mutual agreement on how to address policy and program gaps.

We recognize that current discussions on Canada's social and economic union will identity some common areas for action and others where further negotiations will be necessary to areas where action is required by one level of government or another. They may also identify the capacity of civil society to allow people with disabilities to achieve their social “right.” Guarantee of inclusion, it also reflects the view that a pan-Canadian approach must strengthen disability to call for national standards. This term, in effect, became a short form for a When they articulated their fear, their perception of federal responsibility led people with
require him or her to be able to find an accessible one in another province or territory. However, the services he or she needs may only be available in one province or territory. An individual who wants to enroll in an employment or training program may only be able to find an accessible one in another province or territory. Life for many people with disabilities across Canada.

for daily activities. None would want to fall short of the others. And yet, this reality is a fact of daily life. Accessibility would willingly be seen as a place that is hospitable to individuals with disabilities. The very notion of Canadians can live in their own country. No

The concept of citizenship that implies a right to uniform set of social programs in all jurisdictions across

and territories. It would be naïve, therefore, to support any concept of rights or social

and territories. It would be naïve, therefore, to support any concept of rights or social

Mobility

policies and programs in the right direction.

that they will re-orient the federal government's thinking about disability issues and point

rigth. All of the recommendations in this report are founded on this assumption. We hope
We recommend that governments develop and deliver programs or services consistent outcomes, not that provinces and territories would provide exactly equivalent services. The key point is that they would provide for and that needs to be clear. The needs to be a critical need to be able to be the ability for the nation is essential. The enable standards across the country standards across the country.

We recommend that governments develop and deliver programs or services consistent outcomes, not that provinces and territories would provide exactly equivalent services. The key point is that they would provide for and that needs to be clear. The needs to be a critical need to be able to be the ability for the nation is essential. The enable standards across the country standards across the country.

Consensus must be reached on the principles, priorities, and strategies that will guide development, implementation, and evaluation of policies and programs related to disability. This involves engaging with citizens who have disabilities, with other governments, and with a broad range of stakeholders. The goal is to ensure that policies and programs are effective, inclusive, and respectful of the diversity of perspectives and needs across Canada. The consensus must be reached on the principles, priorities, and strategies that will guide development, implementation, and evaluation of policies and programs related to disability. This involves engaging with citizens who have disabilities, with other governments, and with a broad range of stakeholders. The goal is to ensure that policies and programs are effective, inclusive, and respectful of the diversity of perspectives and needs across Canada.
3. The Government of Canada should include in these discussions clear statements of values, principles, and objectives which fully include people with disabilities in the consultation, would strengthen the capacity of civil society to monitor social needs, to achieve set social purposes. It's social audit, as proposed during means for citizens to hold their governments accountable for their tax dollars and to ensure to plan their activities, and to anticipate future requirements. Information also provides a critical tool for all levels of government and for the disability movement in its efforts to break the cycle of entrenched arguments and find solutions to difficult issues. Municipalities, provinces, territories, the federal government, and all levels of government require information to respond to real needs and to reflect the reality of life.

THE NEED TO KNOW

Canadian society, even to other people and people with disabilities are

Participate in the take their place in society. Lives and have the means to own decisions about their should be able to make their equal to other people and "People with disabilities are

Monetary consultation.
**We recommend...**

4. The Government of Canada should invite the provinces to work out a common approach to presenting information regarding disability-related spending — and other social spending, including the Canada Health and Social Transfer. In particular, the Government of Canada should provide better means of:

   - continuing to support surveys that capture data on persons with disabilities;
   - tracking and reporting on social spending in areas of its own jurisdiction; and
   - continuing the broad public dissemination of research, reports and other information products.
have two stark choices: the lack of supports and services in their home communities means that they may much more disadvantaged than their fellow Canadians. For on-reserve Aboriginal people with disabilities are

BlaK Choices

supports and services, where those are available at all.

The net effect of this institutional omission is that Aboriginal Canadians with disabilities are

While the Task Force identified five themes that guided its work, we recognized from the

...to do justice to those realities.

realities they and their families must live with everyday. In our report we cannot even begin

disabilities, and was overwhelmed by participants’ efforts to keep hope alive. Given the daily

Aboriginal Canadians with disabilities face. Challenges that are well beyond the capacity of many

Aboriginal Canadians with disabilities — Keeping hope alive

CHAPTER TWO
echo those of their non-Aboriginal brothers and sisters.

Citizenship Rights, and in that respect the voices of Aboriginal Canadians with disabilities live. The discussions around institutional constraints very quickly led to the issue of the cross-cutting issue for Aboriginal Canadians with disabilities, regardless of where they are responsible for providing what supports and services in whom, and under what conditions, the message to the Task Force was very clear: the institutional issue, defined in terms of who is or is not, is being erected in the face of the purchases power of those who need.

Services that respond to their needs, and without adequate resources, they do not have the supports may be only marginally better, since mainstream programs do not usually deliver eligibility. For Aboriginal Canadians with disabilities living off reserves, access to services and ability because it is the overlapping and lack of collaboration around institutions that dictate their access to those necessities.

The irony is that, in the end, whatever they do, they may be denied access to those necessities.

To leave their homes and communities to search for the basic necessities of life:

- That would allow them to exercise some control of their own destiny, or
- To stay in their communities and not have access to the basic types of services and supports.
the course of our work, but overwhelmingly address by the Aboriginal Canadians with disabilities we have been doing since the Committee issued its report, a sentiment that was echoed clearly, with great patience of disabled persons, called the Committee to hear. It is fair to say that not much has changed of disabilities in the 1993 report of the Standing Committee on Human Rights and the Status of Members of the Committee and responded to the situation of Aboriginal persons with our wisdom to listen, then the Government of Canada should first of all learn from this that the courage to speak, which was so evident in our consultations, must be matched by the task force was asked to speak about the Federal role in the area of disability. If we believe of their personal destinies.

both within and among their communities, and struggling with building and keeping control in jurisdictional wrangling, coping with a lack of awareness and understanding of their needs written about it, and all Aboriginal Canadians with disabilities find themselves caught up responsibility as well. So much has been said about this responsibility, so much has been Aboriginal leaders. But without a doubt, the Government of Canada has significant that this responsibility must begin at home, with individuals, and with the community of and the task force heard many Aboriginal Canadians with disabilities who expressed economic and social lives of their communities. The responsibility for this is a shared one, Canadians with disabilities have the further to go to be able to participate fully in the what does it mean to be a citizen of Canada? More so than any other Canadians, Aboriginal

A LONG WAY TO GO
We recommend...

- Programs and services they provide are flexible, transparent, and coordinated.

- Aboriginal Canadians with disabilities have a new set of needs, and their responsibilities to ensure that the
  Federal government departments whose mandates affect the lives of Aboriginal
  Canadians with disabilities must acknowledge their responsibilities.

- The Standing Committee’s recommendations reflect key principles that were stated again and
  again in the Task Force Consultations.

KEY PRINCIPLES FOR REFORM
and evaluated in a way that ensures continued action made to address the needs of Aboriginal Canadians with disabilities are captured, assessed, and mechanisms outlined in Chapter 3 of this report to ensure that Federal commitments by the Government of Canada should assess the appropriateness of using the accountability.
defining the purpose of the disability policy framework. The Charter applies to all activity of policies and laws. The equality guaranteed by the Charter are enacted by the Law must
Highs and Freedoms en action constitutional beacons to guide the creation and review of public
the objective of an inclusive society. The framework should follow the Canadian Charter of
We suggest that the federal government adopt a disability policy framework to help it achieve

A DISABILITY POLICY FRAMEWORK

measuring the effectiveness of government actions.
how citizens access government programs and services. It also includes
accountability begins at the ministerial level and extends to questions of process — how

It is important to establish clear lines of accountability at the federal level.

While government departments are able to join forces to meet disability-related goals, it
done. While government departments have the will to act but need the support and input of others to get the job
department may have the will to act but need the support and input of others to get the job
lost because of an action of another that unintentionally cancels out the first. In other cases, a
lost in a bureaucratic shuffle. In some instances, a positive action by one department may be
because disability issues cut across the federal governments organizational lenses, they often get

Disability Issues

Federal Organization and Approach to

CHAPTER THREE
sometimes means recieving the same treatment as others, as in access to "mainstream" policy makers and legislatures must acknowledge that, for individuals with disabilities, equality and participation in all programs, laws and services. The effects of all government actions on Canadians with disabilities must be examined in a complete social, political, economic and historical context.

The extent to which these effects are achieved must be measured by the concrete results of programs, laws and services. The effects of all government actions on Canadians with disabilities must be examined in a complete social, political, economic and historical context.

The goal of equality means that self-determination, autonomy, dignity, respect, integration, and participation and independence. Living must be the effects of all federal programs, laws and services.

implementing and administering all of the above:

- negotiating how services will be provided;
- assigning priorities and resources;
- developing policies, strategies and initiatives;
- drafting laws and regulations;

business of government, including the work of

the federal government and the provinces and territories, including the development of
that otherwise appears to treat everyone equally. Because of this limitation, governments have
discrimination, that is, discrimination that is the unintended effect of a program, policy or law
Canadian human rights legislation has not addressed a number of issues of systemic

A CANADIANS WITH DISABILITIES ACT

place a disability policy framework using this report as a guide.

In its own jurisdiction, the Government of Canada should immediately proceed to put in

7. We recommend...

eliminate systemic discrimination.

Affirmative or proactive measures may be needed to remove some barriers and

- can impose burdens, obligations and disadvantages.

Where people require different treatment to achieve equality, the failure to provide it

considered for removal.

who are members of groups that are already disadvantaged should be studied and

- Only distinctions that impose burdens, obligations or disadvantages on individuals

Legislation is bound to make distinctions and not all distinctions are discriminatory:

are the following:

considerations: some of the principles that should help shape the disability policy framework

sic-this成就感 would result in a barrier to participation. In line with these

programs and services; other times it means complementary measures are necessary. A "one-

- One shoe size does not fit
regularly with the disability community and to conduct specific studies.

The Act could also establish an independent office with the power to monitor departments.

The Act should specifically address policy and program support and describe responsibilities.

The Act would require a coordinated inter-departmental approach to disability issues, including private sector organizations delivering public services, on disability issues.

The Act could also require the federal government to set out its powers, duties, and functions of federal institutions.

To address disability issues in everyday government business, the Act could also require embedded in the relationship between persons with disabilities and the federal government.

The Act should provide for the appointment of a minister or secretary of state with

A Canadian with Disabilities Act is the complementary measure that can make the rest

Government of Canada in areas that fall within federal jurisdiction.

It is our assurance that a broad interpretation of their citizenship rights will be applied by the

of the human rights legislation and government structures work for persons with disabilities.

"These needs to be an Act.

introduce a Canadian with Disabilities Act.

today from continuing over the coming years. It is time for the Government of Canada to

additional legislative measure is needed to prevent many of the problems being experienced

had to introduce legislative measures such as pay equity and employment equity laws. An
by an appropriate evaluation mechanism.

Legal and other mechanisms identified for inclusion in the Act:

Make provision for the establishment of enforcement and reporting mechanisms and

Ways to 2-4

Pursuant to the Canadian Human Rights Act (see Recommendation 21).

Minister. It could also incorporate the duty to accommodate as part forward
or Secretary of State in law and create the appropriate policy and program support to the
Put in place a statement of principles and values, establish the position of minister

Year 1

Implementation for others is as follows.

This Act can initiate certain measures immediately and proceed with a phased
make statutory provision for them, as appropriate, in a Canadian with Disabilities Act.
Canada should proceed to implement recommendations 10, 11, 12, 13, 14 Fortnight and

In order to permit action within the shortest possible time frame, the Government of

Coordination and accountability at the Federal level.

Introduce a Canadian with Disabilities Act that ensures consistent action.

The Government of Canada should provide tangible evidence of leadership by

We recommend...
being addressed at the highest levels.

Within a designated minister, Canadians with disabilities will know that their concerns are
information and to necessary resources. With political will, after all, there is usually a way
A minister has access to colleagues across governments and in other governments, to

had thought would be deferred.

must pay through the tax system a percentage of the cost of the equipment or service that they
Un fortunately, Revenue Canada considers these expenses to be taxable income. As a result, students
the adaptive equipment and other services they may need to pursue a post-secondary education.

the adaptive equipment that Canada considers these expenses to be taxable income. As a result, students
part of the Canada Student Loans Program, these grants help students with disabilities purchase
Canada introduced Special Opportunity Grants for Students with Permanent Disabilities. As

The federal government also needs to ensure coordination between laws and policies created by
different departments. For example, in 1997, the Minister of Human Resources Development

Special Responsibility for Disability Issues.

through the designation of an existing secretary of state or a minister as the Minister with
at the Cabinet table specifically represent disability issues. This can best be accomplished
departments and agencies, and in new administrative processes, it is essential that a voice

Policy decisions are ultimately made by Canadians, political representatives. Because disability

A MINISTER WITH RESPONSIBILITY FOR DISABILITY ISSUES
Items that are submitted to Cabinet and to Treasury Board. This would include an assessment of the effect on people with disabilities in all relevant for use by all ministers and members of Treasury Board when they are taking decisions. Additionally, by taking action at the political level to put in place a "disability lens" accountability for disability issues.

1. The Government of Canada should demonstrate its commitment to consistent action.

We recommend...

...effect of policies, programs and decisions on people with disabilities. This disability lens should include an assessment of the policies and programs on women. This disability lens should be used to assess the impact of "A disability lens" to their decisions. The lens that is currently used to assess the impact of policies and programs on women.

All ministers and members of Treasury Board, which is a committee of Cabinet, should apply a "disability lens" to their decisions in various departments. Much innovative work is done through the collaboration of ministers in Cabinet.

"A disability lens"

Secretory of State (Responsible for Disability Issues)

Secretary of State with responsibility for disability issues that is different from the Minister of the person. The Minister of the Treasury Board is formally designated as the person to take action at the political level to put in place a "disability lens" accountability for disability issues.
Women Canada, a separate government organization, with a responsible secretary of state, which has its own responsible minister. Moreover, it could follow the model of Status of Women Canada, a separate government organization, with a responsible secretary of state, which has its own responsible minister. Moreover, it could follow the model of the National Library of Canada, which is part of Human Resources Development Canada. But the federal government's policy and program infrastructure could follow the model of the federal government. This policy and program infrastructure could follow the model of the effective responsibility for coordinating actions and responses on disability issues across the federal government. For this reason, it is important for an organization to take on formal and informal activities to spread awareness among many departments and agencies; it is difficult to assess.

**A Central Focus for Federal Government Action**

**We recommend...**

- Infrastructure Program: The government of Canada should demonstrate its commitment to consistent action on disability. The government of Canada should set aside funds to promote accessibility for people with disabilities. The Infrastructure Program must set aside funds to promote accessibility for people with disabilities. This is the government's decision to increase their share of the infrastructure program. Such an increase is necessary to address the current situation and meet the needs of people with disabilities. The government of Canada must set aside a priority support for activities that will promote accessibility for people with disabilities. The government of Canada must set aside a priority support for activities that will promote accessibility for people with disabilities. The government of Canada must set aside a priority support for activities that will promote accessibility for people with disabilities.
Citizenship development, income support, the cost of disability and legislative reform.

Inclusion of people with disabilities into the workforce through the work of the Task Force in all areas, including:

- Social policy research and development fund
- Reporting on disability issues
- Placing in place under the authority of the Minister of Social Development

Infrastructure to support the minister of Secretary of State:

- Taking action at the bureaucratic level by placing in place a "policy and program accountability".

We recommend...

13. The Government of Canada should demonstrate its commitment to consistent action involved in disability issues.

Demonstration projects can also involve private-sector business and others interested and support new approaches to policy issues by other levels of government. These pilot and support government and in the community at large. The federal government could also support the disability community, as this capacity to sponsor innovation and experimentation within the disability community. The organization responsible for disability issues must establish and maintain strong links with

and control agencies such as Justice, Transport, Health Canada, Treasury Board and others.
on checks and balances throughout the federal system.

Spending and all federal activities in support of disability and to monitor and report
and accountability by establishing an accountability mechanism to analyze social
14. The Government of Canada should demonstrate its commitment to consistent action

We recommend...

Type of mediation agency or function to resolve problems as they occur

Resolution, like the Canadian Human Rights Commission, or to create another

resolution whether it is better to act procedurally by the management of the Auditor General

for its actions. In consultation with the disability community, the Government of Canada can

There are advantages and disadvantages with any approach to keeping government accountable

the change process continue apace.

Canadian with disabilities with changing programs, policies and laws and to ensure that

An accountability mechanism is needed to ensure reconciliation between the needs of

THE NEED FOR ACCOUNTABILITY
AN ANNUAL REPORT ON GOVERNMENT ACTIONS

Human Rights and the Status of Persons with Disabilities of the House of Commons, and important policy and legislative issues, to the Standing Committee of State with Responsibility for Disability Issues, as well as those of other relevant departments. We recommend that the government of Canada should refer the Estimates of the Minister of Secretary of State and all relevant departments. Issues should apply to the Minister of Secretary of State with Responsibility for Disability. This Standing Committee on Human Rights and the Status of Persons with Disabilities should submit all departmental Estimates dealing with disability issues to the House of Commons. The federal government should make use of the existing accountability mechanisms at
Concerns about poverty, discrimination and more are important to Canadians with disabilities. Individuals living on low incomes, people with disabilities, and those facing discrimination, including those living on low incomes, are the voice of individuals who face disadvantages in Canadian society.

Voluntary organizations of all types articulate the policy and program requirements of people with disabilities and other Canadians, and inform governments of the impact of the actions taken by governments and others of persons with disabilities.

Support for Organizations


We recommend:

16. The Government of Canada should demonstrate its commitment to consistent action and accountability by publishing an annual report outlining the results of any assessment of:

- Inclusion is stated objectives for inclusion and accessibility:
- Inclusion is stated objectives for inclusion and accessibility.

National organizations

Voluntary organizations

If you do not have national organizations, here is no information on their goals or objectives. If you communicate with similar and communicate with similar:

Speaking on your behalf national organizations

If you do not have national organizations.
function to say with the Department of Human Resources Development Canada.

Canadian Heritage to have responsibility for funding national disability advocates, than for this
economic policies. Therefore, we feel that it would be more appropriate for the Department of
by the same federal department that receives their proposals and has to implement social and
We believe that the decision about which disability organizations get money should not be made
work and personal lives, and to divert energy, time and resources from other important work.
constructive guidance. This involvement required them to take time from their professional
courses of action. The organizations did this on short notice and in a spirit of openness and
with disabilities across the country to share their insights and views, and to recommend
reliance on consultation. The members invited scores of organizations representing Canadians
One of the strengths of the process adopted by the Task Force on Disability Issues was its
responsible programs, policies and laws.
It would also allow these organizations to bring their expertise to government to help develop
would strengthen society's capacity to monitor social needs and identify emerging problems.
The federal government should provide adequate support to voluntary organizations. This
voice heard at the federal level.

as a recognition of the additional disadvantage of people with disabilities in having their
assumed core funding with a base amount of $5 million, to sustain national organizations
demand to begin with. This commitment should include, but not be restricted to, providing
advocacy place on these organizations, which are least powerful and able to sustain this
with disabilities in recognition of the extraordinary demands that participation and

17. The Government of Canada should continue to support national organizations of people

We recommend...
Inadequate in the workplace and public areas of a job, a person with a disability's right to dignity, respect, autonomy, and self-determination. The right to choice and control over one's life; and an entitlement to adequate supports to live in the community.

In need of change? This depiction must be replaced with a model of equality that promotes in some federal laws, characteristic people with disabilities are dependent, incapable, and persist. The disability framework, suggested for government action and described in chapter 3.

Chapter Four
A Responsive Government
Legislative Reform
Laws simply ignore the needs of this large group of citizens. Other Canadian Human Rights Commission under the Canadian Human Rights Act. Other Canadians with disabilities, their effects are discriminatory and the object of compliance to their intent or effect, the reality is that while many laws do not actively discriminate against disabled at a disadvantage, before these are challenged in the courts.

Existing laws, regulations, policies, programs and procedures that put Canadians with disabilities on an equal footing. New laws, regulations, policies, programs and procedures as they are developed; and

It is essential for the principles and values in the Charter to be applied in a more effective way for discrimination based on mental or physical disability and equal benefit of the law without discrimination and, in particular, without every individual is equal before and under the law and has the right to the equal protection recommended in all government activity is that respect human dignity and social justice. One of the principles that the Charter states must be Canadian constitutional documents, building policy makers to create rules and guidelines that

government activity must follow the principles and values set out in the Charter. The Charter discrimination based on mental or physical disability: Federal laws and policies; indeed all. The Canadian Charter of Rights and Freedoms and the Canadian Human Rights Act provide

THIS IS NOT JUST A GOOD THING TO DO
and the revision process itself.

Determining what other laws need to and should be reviewed over a given period of time, the consultation should then be part of the decision-making process that decisions on whatever laws, regulations, policies, programs and procedures should be reviewed...
(e) a process to take into consideration meaningful input from the disability community:
     (f) mechanisms to deal with the question of private-sector compliance and
     implementation of legislation:
(d) complementary policy, public awareness and education capacities to ensure full
     Legislative review process:
     (c) a permanent central mechanism to coordinate an ongoing and systematic
     development of all policy and legislative initiatives:
     (b) a process and mechanism to examine the policies, rules, practices, interpretations
     and mechanisms to incorporate disability-based analyses in the design and
     2000. The strategies should include:
     should begin immediately and any resulting legislative changes be in place by the year
     equal rights of people with disabilities. The Task Force recommends that this process
     and freedoms and that steps be taken to remove barriers to full participation and ensure the
     from the conceptual framework of principles and values in the Canadian Charter of Rights
     I8. The Government of Canada should develop a Legislative Reform Strategy that proceeds

We recommend...
First reading and the setting of legislative priorities for the short, medium and long term.

should begin with the immediate introduction of legislative measures that are ready for
remove barriers and to promote the induction of people with disabilities. This action
with disabilities.

Commons adequately encourage the participation of and remove barriers for people

20. a) The Government of Canada should ensure that bills currently before the House of

We recommend...

mechanism should allow adequate time for organizations to review the terms of the laws.

individuals and organizations in the disability community in the change process. Any

that can be changed swiftly if the government pursues in place a mechanism to involve

needed over a period of many years. There are, therefore, many laws, regulations and programs

Canadians with disabilities have been telling governments about legislative and other changes

SHORT-TERM LEGISLATIVE AND PROGRAM CHANGES

privacy, and information technologies.

importance to people with disabilities, including genetic and bio-medical technologies.

1998. Include in its legislative reform strategy measures that address emergent issue of

19. In consultation with people with disabilities, the Government of Canada should by
Human Rights Act to introduce a duty to accommodate people with disabilities.

21. The Government of Canada should proceed immediately to amend the Canadian Human Rights Act to accommodate workers who have a disability. The Canadian Human Rights Commission has also called for this change to be made to the Act. By introducing a duty to accommodate employers would cause "undue hardship", he does not have to accommodate the employer.

Below:

Some other legislation that can be introduced immediately or in the near future is described.
Criminal Justice system for persons with disabilities.

We recommend:

- Amend the Criminal Code and the Canada Evidence Act to improve access to the process.
- Eliminate any discrimination against persons with a disability in the jury selection.
- Identify the accused, and
- Allow individuals with a disability to use alternative methods, such as the voice, to participate in court.
- Allow witnesses to use the medium with which they are most comfortable when they testify.
- Remove barriers to receiving testimony from persons with a disability.

The Criminal Code and the Canada Evidence Act present a number of barriers to the participation of persons with a disability in the Criminal Justice system. Amendments are needed to remove other things.
Canadians with disabilities face a galling challenge to ensure they too may constitute an excessive burden.

Indeed, in Canada, the law seems to bear the brunt of an excessive burden to our society, the law stands as a testament to the rights of people with disabilities.

Yet been defined. While the new provision will certainly be an improvement over the old, health and social services in Canada, the point at which a cost becomes excessive has not been altered. Authorities to refuse immigration status to anyone who might place an excessive demand on resources for the provision of health care.

In February 1993, the government amended the Immigration Act to remove disability as a classification for prohibiting someone from immigrating to Canada. The act does, however, allow authorities to refuse immigration status to anyone who might place an excessive demand on resources for the provision of health care.

The Immigration Act
Broadcasting policies

In Canada and in other countries, broadcasting policies are designed to ensure that people with disabilities have the same access to information as other citizens. The lack of availability of government information in accessible formats prevents them from gaining presented from computers and produced using common computer technologies. An individual who uses a wheelchair for mobility is prevented from entering a building at the top of a flight of stairs by the rear doors of the building.

Handicapped individuals, therefore, are encouraged to achieve these same goals.

Daytime programming. Smaller stations are being encouraged to achieve these same goals.

Programming: Small stations are being encouraged to achieve these same goals.

Programming: Small stations are being encouraged to achieve these same goals.

Programming: Small stations are being encouraged to achieve these same goals.

Programming: Small stations are being encouraged to achieve these same goals.

Programming: Small stations are being encouraged to achieve these same goals.

Programming: Small stations are being encouraged to achieve these same goals.

Programming: Small stations are being encouraged to achieve these same goals.
Participation in public transportation—in federally regulated modes of transportation, including inter-provincial bus services—disability is a matter of accessibility. The Canada Transportation Agency is responsible for ensuring accessibility for people with disabilities. Effective Treasury Board Guidelines on Access to Information concern the government in a manner that is useful to them. Effective Treasury Board Guidelines on a medical perspective:

"Excessive demand considered solely from a medical perspective: excess in account and should not impose barriers to people with disabilities."

Policy for section 19(1)(a) of the Immigration Act to take social factors into account:

Legislative changes should include:

Legislative and regulatory changes where substantive work has been completed. These changes should be established and made public in a time-frame for implementation.

Recommendation:

We recommend:

...
To participate in the program if they choose.

Federal governments should offer the provincial and territorial governments the opportunity to find legal challenges in cases of national importance for individuals with disabilities. The

We recommend...

should be invited to participate in the program if they wish.

and rights under the law.

citizens, we have obligations we are citizens. And as
are not consumers. Daniel it
that are quite limited. But we
you have particular rights
consumer… As a consumer
we started using that word,
Way back in the early 80s.

THE COURT CHALLENGES PROGRAM

d action by the Canadian Radio-Television and Telecommunications Commission to ensure access to federally regulated broadcasting for people with disabilities, including

THE COURT CHALLENGES PROGRAM
population. At the same time, despite our efforts to create employment programs and
this country is not capitalizing on the potential of a large segment of the working-age
while Canada's skilled workforce is at the centre of our competitive advantages in the world,
control over one's destiny, work is fundamental to one's sense of well-being and to citizenship.
benefits of income, learning, and participation in the goals of an enterprise give us a sense of
community and to society, and the way it contributes to a sense of belonging. The tangible
about the dignity of work, the sense of accomplishment it brings them, its value to the
of Canadians with disabilities. It is important for the dignity of individuals. People told us
work is important. Our consultations and research told us that this is among the top concerns
part of Canada's economic mainstream.
planning for new and existing labour market programming at all levels if they are to become
planning for new and existing labour market programming at all levels if they are to become
period. People with disabilities, who have been marginalized in the past, must be included in all
services related to the labour market. Naturally, there are many uncertainties in this transition
eternal Governments are responsible for the transition and other programs and
all Canadians can participate in the new economy. At the same time, the federal, provincial and
disappear. Governments are trying to respond to these changes and are working to ensure that
disappear. Governments are trying to respond to these changes and are working to ensure that
Canadians labour market is evolving. New types of jobs are appearing in the workplace as others

Market Integration
The Opportunity to Work - Labour

CHAPTER FIVE
Dollars of savings.

Participation rates similar to other Canadians were achieved, there would be billions of
the economy of including people with disabilities in the workforce. If estimates that if a
Community Living has done some singular research to produce an estimate of the value to
are worth only the necessary preparation and opportunity. Indeed, the Canadian Association for
research have shown that as many Canadians with disabilities are ready to join the workforce
Additional investments required to address these barriers will be worthwhile. Experience and

ignore the individual circumstances of women and men with disabilities.

independence are the result of policies, regulations, guidelines and admonitions that simply
answer, fairness is. It must be acknowledged that many of the barriers to employment and
that make it difficult for them to prepare for, find, get and keep jobs. While barriers are not the
Working age women and men with disabilities face additional, systemic and physical barriers.

What we do not want to sit in our communities, in our

House, being unemployed
poor, our communities, in our

We do not want to sit in our

workforce when does the nature of any individual's particular disabilities.

on the extent to which people with disabilities become employed or find themselves out of the
The environments of the Canadian workforce and our economic system have a greater impact
employees, their remain significant barriers to employment for Canadians with disabilities.
supports that respond to the needs of workers with disabilities, and of some potential
Among Canadians with Disabilities

Employment insurance measures can increase employment.

To meet the very real, very current needs of those working age Canadians with disabilities, disabilities designed as an integral part of its labour market activities and additional measures.

Federal government must also recognize that there is a need for some programs for persons with maintenance employment and related programs fully accessible to people with disabilities. The not-for-profit enterprises, in the meantime, the government of Canada must work to make its programs for these Canadians where necessary. This is the vision the Task Force has for the accommodation the needs of people with disabilities and provides for additional complementary.

The ideal world would be one in which “mainstream” labour market programs holy

As usual, happens a matter of course in the workplace. Inclusiveness should be a matter of business on the basis of their skills and abilities, and accommodating different ways to get work done are designed in consultation with people with disabilities, in which employers hire individuals.

The Task Force's vision of an inclusive labour market is one in which programs and services

AN INCLUSIVE LABOUR MARKET
conspire their full integration in labour market programs.

creating parallel programs to serve Canadians with disabilities while additional work is done to
clear mainstream programs accessible to Canadians with disabilities. Other changes involve
the changes that the federal government can make to the HRIF, quickly will make some of

opportunities created through job-creation partnerships in the community,
subsidy to encourage an employer to hire an individual, and access to employment
measures such as financial assistance during the first year of starting a new business, a wage
consultation. The HRIF also includes more substantial supports in the form of employment
workshops on how to prepare a resume, to job-hunting clubs and to employment
services available under the HRIF include simple supports such as help with a job search, and
Employment Insurance (EI) system offers benefits, especially for the unemployed. The measures and
and other services and supports. The HRIF is the fund that provides everything that Canadians
fund (the HRIF), to give Canadians with disabilities full access to its employment measures.
The federal government can change the way it administers the Human Resources Investment

insurance Act to increase the number of Canadians with disabilities who are in paid employment
Disabilities should be included as priorities for access to self-employment assistance. Eligible persons with disabilities should have the right to access delivery responsibilities. The Canadian government, in collaboration with all provinces and territories, should ensure equitable access for people with disabilities to achieve employment measures. This means among other things:

25. The government of Canada should ensure priority access for EL-insured participants with disabilities to achieve employment measures. This means, among other things:

- Eligibility for the HRI's employment measures.
These decisions are critical to Canadians with disabilities. Because few of them can have
the local manager and regional office make decisions about the overall priorities of those services
the range of services offered is decided as part of the process of preparing a business plan, and
HRCGs and other offices, the amount of funding allocated to these services is decided locally.
These services are administered at the local level across the country. This means that in

strategies. Interview techniques, or resume writing.
positions. Anyone can join a job-search club or attend workshops on preparing a job-search
office that provides this service on behalf of the federal government. And search the job
services. Anyone can walk into a Human Resources Centre of Canada (HRCG) or another
services who are not eligible for EI benefits and those who are not — can get access to employment
those who are eligible for EI benefits. Under the Employment Insurance Act all Canadians —
The second challenge is to make the HRIF work for the millions of other Canadians with

Employment services available to all

Monitored consultation — Participatory in
the workplace. “

with disabilities are excluded from
of working age people with
and recognize that 4.4 percent
of systemic discrimination
must recognize the existence
“The Federal Government

procedures, and the HRIF accountability framework must measure its success.

(b) This inclusion of EL-eligible persons with disabilities as priorities for access to active
Job creation partnerships, skills loans and grants, and expanded wage subsidies, targeted


carries supplements and any other similar programs with which needs HRIF
Canadians with disabilities, provinces or local agencies that deliver the services make it a priority to offer these services to individuals with disabilities. The federal government must also ensure that any employment opportunities available to individuals with disabilities need to be widely promoted so that individuals with disabilities are aware of these opportunities.

Performance results in a given area of the employment picture because their numbers would not substantially increase the available options for people with disabilities. People with disabilities must not be left out simply because the population may not be big enough for the local HRCC to consider including them in the office resource plan. People with disabilities must not be left out of the employment picture in the offices of the local HRCC because the population of people with disabilities is spread across the country. It is essential that the federal government can ensure that services are available all across the country. The importance of providing equitable access to employment services for persons with disabilities, the federal government can advise HRCCs and other agencies offering these services that these measures have a particular need for the kinds of services that the Federal Government can advise HRCCs and other agencies offering these services that these measures have a particular need for the kinds of services hospitals and clinics will know about the opportunities available. The federal government must also ensure that any employment opportunities available to individuals with disabilities need to be widely promoted so that individuals with disabilities are aware of these opportunities.
The Government of Canada has begun negotiations with the provinces and territories for

Negotiations with the provinces and territories

return to or keep employment and be productive participants in the labour force.

in research and innovative projects to better identify ways of helping persons prepare for

when those parts can best meet the needs of clients. It also permits EI funds to be invested

be they insured or uninsured. It permits these services to be delivered through third parties

Section 60 (4) of the EI Act offers a full range of employment services to all Canadians,

(disabilities).

Employment assistance services (both insured and uninsured participants with

Insurance legislation to ensure that people with disabilities are served through its

26. The Government of Canada should fully implement Part II of the Employment

We recommend...

projects. These must also be made available to the disability community.

HRDC also provides funding for partnerships and activities such as research and pilot

Community Partnerships
choosing those who are most job ready. This will exclude the majority of
those with impairments to
computer use, mean that
Impairments, voice-operated
assist those with visual
concern or to bridge
Cut, are applicable
what they would like
was the screen above with
Impairments, could "see" what
mean that persons with visual
application for the computer
with a voice synthesis
personal computer combined
a word processor on a
The shift from the imperative

The Task Force is very confident that the provinces will embrace the need to ensure that the
Negotiations on the labour market offer at various stages as this Task Force reports.

It is of course, also essential that any offices delivering employment measures to Canadians be

cuality in outcomes and results.
cuality in participation and

each and keep jobs.

working-age people with disabilities who must have a fair opportunity to prepare for work.
with disabilities, accountable for making facilities, programs and services accessible to people

(c) A requirement to ensure that third parties or other service delivers are held

programs and services should be delivered to their everyday work with individuals.

of these organizations extends from their work in coaching governments on how

People with disabilities are best qualified to serve this population. The expertise

with disabilities where such organizations exist.

disabilities through third parties are delivered by organizations of and for people

(b) A commitment to ensure that supports and measures delivered to people with

exculde people with disabilities,

and that the accountability framework be revised so that it does not systematically

Representation in the working-age population of the particular province or territory

(a) A commitment to securing people with disabilities proportional to their

reflect in its opening position, a requirement that there be:

For discussions still in preliminary stages, the Government of Canada should explicitly

We recommend...

We received in the pending agreements.

conditions with respect to ensuring access to measures are in the process of being formally

persons with disabilities. We presume that in the negotiations now nearing completion,
people with disabilities.

If necessary, these employment measures should be further adapted to better meet the needs of
targeted wage subsidies
skills loans and grants
self-employment supports
job creation partnerships
targeted income supports
to other Canadians, including disabilities. The funding should be used to offer a range of employment measures available
are responsive to their needs. Additional, similar funding is needed for Canadians with
Government of Canada provides a special funding allocation that offers other supports that
of these Canadians are not eligible for the active measures offered under the HRL, so the
keep jobs! Young people and Aboriginal Canadians, like most persons with disabilities, many
Funding is available for two other groups of women and men struggling to find, get and
Provide access to active employment measures
intellectual disability. The cost of the program is shared between the federal and provincial
4 job crisis because of the onset of a disability; and for reasons for individuals with an
participate in vocational training. For professional support to people who are experiencing
for persons with disabilities. It has provided funding, for example, for students to help them
The VRDP Program has supported a variety of supports and employment-related measures.

VRDP — VOCATIONAL REHABILITATION OF DISABLED PERSONS PROGRAM

activities funded by the EI account are more indusive.

the Employment Insurance Act provide for access by people with disabilities, so that
(b) In the future, the Government of Canada should ensure that all amendments to
integrating individuals with disabilities into the labour force
Strategies: A Fund of $45 million is required to provide innovative approaches to
the predecessor to the Human Resources Investment Fund, the Canadian Jobs
keep a job. To maintain the levels of services offered to persons with disabilities under
necessary be funded through the EI account. For these Canadians, a special allocation is
causing the following for non-EI-eligible Canadians with disabilities: the active measures

28. The Government of Canada should ensure access to appropriate active employment

We recommended.
ELR-label: VRDp is the first investment in an effective, long-term attachment to the labour

Eligibility: VRDp is not an investment in retraining, but rather a strategy to support individuals who are not measures described in recommendation 26 and not applicable to those who are not in need of training or career in jobs. For many individuals with disabilities, for whom the active

VRDp clients have earning potential but need vocational supports to allow them to move

enable people with disabilities to find long-term employment.

that have national importance, so that the federal government can learn the best ways to disabilities from participating in the workforce. A fund should be available to support projects disabilities from the complex issues that keep people with

An additional component of the new program should be funding for partnerships and

training in working with people with various types of disabilities.

this. It is important to make sure that the new program under the new program to have specialized

access to mainstream programs and vocational rehabilitation and employment. The goal should be to assist people in gaining

The program should focus on individuals not covered under other programs supporting

barriers faced by people with disabilities.

and continues on the option to refocus the VRDp so that it better responds to the employment

Government. After 1996-97, the federal government is planning to discuss with the provinces
The Government of Canada should work with the provinces and people with disabilities to renew VRDP. This program should be funded at the current level of $168 million.

We recommend...

29. A partnerships and innovation component that would support, among other things: research, innovation, demonstration projects, best practices, public awareness.

$288 million.

Disabilities to participate in the labour market. This component should be funded at
connected to labour market participation, indirectly affect the ability of people with
and education through partnerships within and between sectors. The scope of this

Access Fund would be to prepare people who have longer-term learning potential for

Employability Program

In view of current realities, VRDP should focus on the broader needs of people with

In conclusion of this report and recommend enhanced resources and funding for

We recommend...

140 million.

Funding. This component should be funded at $140 million.

Support for Individual Vocational Rehabilitation — the opportunity to support

have two components:

Access Fund would be to prepare people who have longer-term learning potential for
Incentive for persons with disabilities to move into the workforce
example—there relate to their disabilities, a work-income supplement could provide an
comprehensive newzealand to the workforce for unemployment costs—allowable under the Human Resource Investment Fund. An additional measure is needed to
available.

While the federal government does not offer a tax credit to employers, a wage subsidy is
to ensure that new employment is sustainable.

Recommendation 28(b)). Any tax credit for employers should extend over more than one year,
principles for consistency in the tax treatment of various income sources, as reflected in
Can apply the lessons of the United States to create a phasing incentives that follows Canadian
26 percent were employed in 1996, an increase of 800,000 people. The government of Canada
employment. While 23 percent of Americans with disabilities were employed in 1991,
and other measures are having an impact on the number of people with disabilities finding
and social and federal agencies. Recent data from the U.S. Census Bureau suggest that the tax credit
salary of a new employee who has disabilities and who is referred through a network of local,
Credit to employers. This tax credit represents 40 percent of the first $6,000 of the annual
In the United States, the federal government has, since 1990, offered the Targeted Job Tax

GETTING INTO THE WORKFORCE
The Future of VNDP

June 1993

of about 800,000 jobs... 26.1 percent in 1994; a jump 23.3 percent in 1991 to jobs increased from disabled Americans with
percentages of severity, because of the ADA, the
the ADA on July 26, 1996. On the sixth anniversary of
approach. And it is working the choice and opportunities.
ACT (ADA) is an example of Americans with Disabilities
The approach of the
to improve accessibility generally.

The federal government should make an explicit commitment to address its existing labour

Avoiding Existing Labour Market Programs

Supplement in place for the Child Tax Benefit.

Credit, a refundable Work Income Support up to $1,000 modeled on the
Canada should introduce in the 1997 budget, for those eligible for the Disability Tax (
To reduce the tax rate for low-income employees with disabilities, the Government of

We Recommend...

b)
disabilities.

sectoral partnerships, especially include the needs of working-age Canadians with
information, are designed with respect to indigenous peoples as well as national
ensuring that pan-Canadian labour market initiatives such as labour market

mainstream programming

are also provided with the disability-related supports they require to participate in
ensuring that young people with disabilities and Aboriginal people with disabilities

market programming

people to ensure the participation of Aboriginal people with disabilities in labour
dedicating a portion of Aboriginal funding or transfers in support of Aboriginal
people with disabilities in regular youth programs.
dedicating a portion of youth programming to ensuring the participation of young

mainstream programming by

31. The Government of Canada should ensure the participation of people with disabilities in

We recommend...
Given the critical role that labour market integration plays in the equality of persons with disabilities, Human Resources Development Canada should ensure that it mainstreams programs for Canadians with disabilities.

An expert in disability issues will enable HRDC to include these issues in all regulations and analyses that are critical to building successful integration strategies. Mainstreaming this expertise is to develop ongoing consultative relationships with organizations and programs expert in disability issues. An important facet of the process of developing and accessible to people with disabilities, the Department must, therefore, build its policy and programs (HRDC) will require a continuing ability to plan and design programs that are inclusive and accessible to people with disabilities. The Department must, therefore, build its policy and programs that are inclusive and accessible to people with disabilities. The Department must, therefore, build its policy and programs that are inclusive and accessible to people with disabilities.
The full and equal inclusion of people with disabilities in Canada's labour market will not be achieved simply by correcting deficits in program design. The way programs and services are delivered in the community is a critical indicator of the federal government's commitment to inclusivity. The vision of the inclusive society.

Participatory consultation

...
among the service providers.

Government should ensure that local organizations or and for people with disabilities are

Where programs and services in a community are delivered by third parties, the Federal

government's disability group policy and the principles of employment equity

must reflect the fact that all Labour market programming is required to conform to the Federal

effectively to HRCS managers and agencies under contract to serve Canadians. Service manuals

Any improvements in program design and standards for service delivery must be communicated

operate a fully accessible operations.

contract with the Federal Government to provide programs and services must be required to

ALL HRCS must make accessibility an operational norm. Similarly, all organizations under

and make resources accessible to all.

create strategies to reach out to the community, serve individuals with disabilities effectively,

Centres of Canada (HRCSS) but also in headquarters and regional offices, must be able to

must support open access to the needs of this population, particularly in Human Resource

and contract service providers. Human Resource Development Canada’s corporate culture

conciliation, accessibility of technology, information and services and the attitudes of staff

who are part of the workforce must be fully accessible. This includes architectural and sensory

All sites offering employment services and programs to unemployed Canadians and those

consultation

— Participation in
an enterprise

last to know that there is
building you might be the
are dear and if you are in a
on the same plane. If you
wheelchair might not get
you hop on a plane. Your

If you use a wheelchair and
can identify any problem areas and work to improve them.

With information on the results achieved for people with disabilities, HRDC and its partners

paid employment in the future.

identity and become involved in volunteer activity that will be an appropriate preparation for

and find paid employment. It might also mean considering if a success to help an individual

individuals who are able, after an improvement in their condition, to re-enter the workforce

first job search in eight years. It might mean concluding the savings in CPP/QPP benefits for

providing an individual with sufficient information and supports so that she undertakes her

success indicators that are relevant to people with disabilities. This might include, for example:

for people with disabilities must be part of the framework. The framework should include

quality of outcomes and results

quality of participation and

reflect the extent to which people with disabilities are assisted in finding work. The measures of

accountability framework for the EL Program must take account of meaningful measures that

people employed and in the amount of earnings to the EL account achieved for government. The

results. The Employment Insurance Program is focused on results — results in the numbers of

The test of HRDC's ability to create truly inclusive programming is in the measurement of its

focus on results
organizations of and for persons with disabilities, where such organizations exist. And delivered to Canadians with disabilities through third parties are delivered by

Communities to ensure that supports and services funded by the Government of Canada

programs accessible for people with disabilities.

of HRISE programs and services will be held accountable for making services and

introduce contract clauses to ensure that third parties and other potential deliverers

Training provided to staff and measure performance accordingly:

Articulate the disability group policy and the principles of equity in manuals and

be measured or evaluated on their ability to serve people with disabilities.

provides appropriate supports to local managers to help them include people with

may need longer term support to prepare them for labour market participation.

that are appropriate to the needs of Canadians with disabilities, especially those who

success indicators and measures that can be used to hold local managers accountable for ensuring that the labor market needs of people with disabilities

33. The Government of Canada should put in place operational, administrative and

We recommend...
Disability Income

Chapter Six
CANADA'S DISABILITY-INCOME "SYSTEM"

Three out of the six income programs available to persons with disabilities are not disability-specific. They are programs that were designed for the general population and that created an add-on component for people with disabilities. There is nothing that could be called a "disability-income system" in Canada. The patchwork of programs and services is complex, unwieldy and, for many, inadequate. Because of the different levels of government and private-sector organizations involved, it will be difficult to change.

The responsibility for our current patchwork system is in many hands, as the following partial list illustrates:

**Federal government programs**
- The Canada Pension Plan Disability Benefit is managed in partnership with all provinces except Quebec, which manages its own Quebec Pension plan.
- Some people with disabilities who were in the labour force have access to Employment Insurance (EI) benefits.

**Federal-provincial initiative**
- The provinces are responsible for social assistance, which is partially financed through the Canada Health and Social Transfer (CHST).
Apart from this, the situation is much different for people born with a disability, or for people whose disability was not caused by work, a car accident, or any other cause covered by a private plan. In the case of disability, eligibility for some insurance plans can vary from one plan to another. For example, long-term disability plans are available in many provinces, but eligibility is determined by the government. In some provinces, car insurance plans cover disabilities who work outside the office as well as those who continue to work after disability. Workers' Compensation benefits are available to those who become disabled due to their job. Coverage for disability benefits is also available to those with severe or chronic illness. The amount and type of benefits are determined by the government, and may vary depending on eligibility. Private sector programs offer a variety of long-term disability (LTD) benefits. Provincial government programs are responsible for the Workers' Compensation system. Provincial auto insurance is mandatory in some provinces.
Support for such reform has again been growing across Canada. More recently, there have also been new applications or improvements to the existing programs. However, no follow up in the following years, various non-governmental organizations have rallied, including disability insurance, system design, implementation, and costs were studied. The disability insurance system, program design, implementation and costs were studied. These disabilities include consideration of a comprehensive income plan.

The Task Force: Consultations with Canadians with Disabilities lead us to assert that any re-thinking of disability income must include consideration of a comprehensive income plan.

THE LONG-TERM VISION

The situation is commonly called the "welfare trap." This situation is commonly called the "welfare trap." Disability from taking advantage of active measures like training and employment services is something that we feel, as human costs of not doing so programs because the program.

"We must have these long-term disability insurance. If these individuals are not in the labour force, their last resort
Relaxed costs, independent of any income support—
the disability-income system should also lead to appropriate compensation for disability.

Although this kind of proposal could simplify the current mix of programs and bring fairness
of disability-related supports and services.

poverty line, while others receive a non-taxable, non-exemptible income and access to a full range
of coverage. Indeed, such a program could provide a simpler system to replace
A comprehensive universal program, such as a disability insurance plan, would provide all

address gaps and overlaps, to streamline administration, and to improve client service.

Premiers suggested that the governments consider creating a single, national program to

The 1996 Annual Premiers Conference indicated that the provinces would support the federal
A comprehensive approach is needed, based on collaboration.

No one should lose their disability income or other eligibility for this income because of these

While discussions on the subject of creating a new income support system continue, no

The many problems in the current "system" make change imperative. For many reasons,

When applicable, disability-income programs should provide incentives for people with

synergy that reflect the following principles:

...
(b) using a transparent process that involves people with disabilities.

recommendations with the provinces that involve issues related to income support, and by
including this recognition of its responsibilities in the terms of reference of any
disability-income-support system is in place for people with disabilities by:

33. The Government of Canada should recognize its responsibility to ensure that an adequate

all Canadians.

serious consideration of ways to move towards a disability insurance program that covers
an approach to providing income to people with disabilities. The process should include
process to work towards putting in place a coherent, comprehensive and sustainable

34. The Government of Canada should, in conjunction with the provinces, initiate a

We recommend:

comprehensive separation.

- The additional costs that disability imposes on an individual should be treated and

jurisdictions.

Income programs should not impose additional mobility between Canadian
Changes to disability-income programs should remove disincentives to employment.
Essential support services they may be receiving

be penalized for trying to find work and, if they do, they should not lose access to the
want to work and have abilities and knowledge that they can use on the job. They should not
Any new system must be flexible enough to accommodate those people with disabilities who

Disability-related needs

Disabilities who are outside income support programs to maintain coverage for their
Disability-related costs from other income support needs. This would also allow people with
disabilities to be included in the funding of added costs associated with their
incomes. Persons with disabilities face the burden of the additional costs associated with their
incomes, which are comparable to those of other Canadians living on low

All persons involved in income security for persons with disabilities should recognize that

Concert ways to improve linkages across the various programs

practices in the programs funded jointly by the two levels of government. It should propose
should include discussion and encourage the provinces and territories to remove outdated

While governments, people with disabilities, and others are working to reform the overall

Moving in the right direction
force and ensure basic safety and security. Other disability-income programs, so that they enable participation in the labour
debates. (See recommendation 4.)

Programs. (See recommendation 4.)

Provide disability-related supports and services independent from income

In discussions with the provinces regarding the Canada Health and Social Transfer,

(4) In the longer term, work with the federal partners in the public and the private

We recommend:
Participation in the labour market.

To reduce long-term dependency on income programs and facilitate the transition to training and vocational rehabilitation with passive measures such as income support, we recommend programs for early intervention, and that link active measures such as education, support measures for early intervention, and other link active measures such as education.

In the short term, the government of Canada should undertake programs that rest on a return to work, a focus on the economic and social support for people, and a reintegration into the workforce and into the social and economic support on a return to work, a focus on the economic and social support for people, and a reintegration into the workforce and into the social and economic support.

Support during transition periods

For many people, disability income is needed as a bridge to support them during transition periods and to overcome obstacles to entering the labour force.

Income-support programs for people with disabilities have often had the effect of raising access to the basic necessities of life, a job gives us a sense of purpose and a sense of belonging. It has been said that the best form of income support is a job, while a secure income gives us...
When people with disabilities who are not in the workforce were asked in 1991 what obstacles worked: 13 percent pointed to the essential supports that they would lose.

were receiving from working, 21 percent said that they would lose income if they would have to pay. Costs of disability may make them better off on social assistance than in the paid workforce.

First of all, they lose support for assistive devices, medications, transportation, and home care, which are linked to disability-income programs. Secondly, women and men with disabilities in Canada tend to be employed in low-wage jobs, even with the same levels of education and training as others. For people in low-wage jobs, the potential of having the same income.

The current disability-income system penalizes people who accept or return to the workforce.

Eliminate disincentives to working

Pilot projects should look for ways to establish smooth linkages between programs

rehabilitation services, supports for job search, and training tailored to the individual.

high-quality, return-to-work support systems that includes a single assessment and so that those receiving income support from more than one source can access a single.
that offer income support and programs that help reintegrate individuals into the workforce.

Studies have shown that early intervention is often the key to success in reintegrating people with disabilities into the workforce. It is important to move as quickly as possible to involve people in disability-management approaches. Too often, there is no link between programs that offer income support and programs that help reintegrate individuals into the workforce.

Incentives could be implemented. The Government of Canada should step up support projects to demonstrate how such an incentive could be implemented. $17,000 — would be taxable. Second, year earnings could be taxable at a lower level. For example, in the first year only earnings above the poverty line — about $8,000 for a single person or $16,000 for a couple — should be introduced for those earning income-support programs to participate in the low-income tax credit. The Government of Canada should build into the tax system an incentive measure to encourage working.

We recommend:

- More independence for people with disabilities who might be able to seek employment and greater independence.

Some programs offer some of their losses. More people with disabilities might be able to seek employment financially. Incentive through the tax system. With the encouragement of financial support to who want to enter the workforce, the federal government should introduce some type of financial incentives that our system imposes on people with disabilities.
We recommend...

the concept of a "single-window" approach to income-disability in Canada.

In addition to establishing linkages between federal programs, the Government of Canada should
dedicated to Canada's social and economic life.

and CF can help establish the fact that disabilities do not preclude access to the workforce.
Participations in our consultations made us aware of these in several ways. Some people pointed out the problems they experience in gaining access to disability-related supports and services that are designed to meet their individual needs. Others described cases that varied significantly from one part of a province to another. Some acknowledged the difficulties in moving to another province without jeopardizing their access to supports.

Yet, their responses varied. Some described additional costs that had been paid for by their province of origin. Some others claimed they could not move to another province without incurring additional costs that many people with disabilities could not afford. In all provinces, the discrepancies between the costs of living in another province to another province to another. In this, the discrepancies between the cost or have not all people bear some rather significant costs. These do not appear to be with learning disabilities, that deals with people with a person living with AIDS. We had a person in the group. Living with a disability almost always entails additional costs. These costs, which vary...
To avoid the anomalies that are presently reflected in the federal tax system, therefore, should follow specific principles for the tax treatment of disability that will help in areas where it has jurisdiction. This includes the tax system. The federal government, the Federal Government should take action to address the issue of the costs of disability.

**Taxation and the Costs of Disability**

Disabilities need to be separated from measures that provide income to persons with disabilities.

4. The Government of Canada should recognize that measures that deal with the costs of disability are necessary to protect and enhance the quality of life of people with disabilities. The government of Canada recommended that measures that deal with the costs of disability provide for participation and mobility because of the fragmented systems that address the difficulties of people with disabilities. Some measures are provided for people with disabilities, while others need to be targeted at specific groups. This means that individuals who are eligible for a specific program that is targeted at income-support programs but are not eligible for disability-related supports are not.

One of the major reasons for these difficulties is that disability-related supports are not...
You can't do it alone

- The costs associated with disability are not limited to those with taxable income.
- With limited income.
- The costs associated with disability are more onerous when borne by individuals.
- Employment of persons with disabilities.
- Tax recognition of disability-related costs should encourage, not discourage, the
  tax remittance.
- Tax recognition of those costs is a subsidy based on sympathy or charity, but fair
  receipts for expenditures.
- Some of those costs are general and inarguable and others can be supported by
  involuntary.

For persons with disabilities, normal activities bring extraordinary costs which are

- These principles are:
  - The courts overrule rulings
  - The courts overrule rulings
  - The courts overrule rulings
  - The courts overrule rulings
  - The courts overrule rulings
consistent with economic participation and citizenship; and

4) Develop new approaches to ensuring that disability-related supports are in place

Federal government should engage two or three provinces to:

Identity key elements that could be funded through a pan-Canadian program. The
should work with the provinces to deal with the direct costs of disability in order to

43. Taking into account the principles in Recommendation 42, the Government of Canada

We recommend...

counterpart

Program would be to ensure that individuals in similar circumstances are treated fairly and
the concerns of mobility and capability of across the country. The aim of such a
Canadian governments should attempt to develop a pan-Canadian program that would address

refundable

assistance — most of whom would, for the first time, benefit from the tax credit if it were
possibility that they might also reduce provincial income support for those who receive social
provinces reduce the amount they spend on disability-related supports. We want to avoid the
government moves to make refundable any tax credit deferring the costs of disability. We

another: We want to create a situation where an increase in federal expenditures leads to a net
may be transferred to a supporting relative, but it is of value only to those who pay taxes.

The DTC reduces an individual's federal taxes owing by about $720. Combined with the value

for example, but does not include breathing.

of the provincial taxes that the individual also saves, the credit lies to about $1,120. The DTC

for the DTC. The list of essential functions includes seeing and walking.

The Disability Tax Credit (DTC) is a non-refundable credit that applies to people who over

important children support the activities of Daily Living, which is not wholly appropriate to

function of daily living even with the use of aids. The tax system is working from an

10.5 seconds period of time, are "markedly restricted" in their ability to perform an essential

a prolonged period of time, are "markedly restricted" in their ability to perform an essential

The Government of Canada does not need to wait for any further consideration before it takes

Short-term changes in tax measures

Federal-provincial collaboration.

(b) identify the transitional financing issues that need to be addressed through
c) Expand the list of para-medical professionals, such as audiologists, who are able to
   apply for the Disability Tax Credit.

b) Allow the Disability Tax Credit to be transferred to any supporting person.

a) Full index the credit to inflation.

We recommend...

In its 1997 Budget, the Government of Canada should:

In our study of the current credit, we found that the Government of Canada can recoup some of the inequities in the current credit. We recommend a more comprehensive overhaul of the DTC below, but first, let's talk about how the credit is currently assessed. The Government of Canada has been reluctant to change the credit, fearing that they would lose support if they increased it. However, they did not claim the credit because they did not know what it was until they were surveyed. Of those surveyed, 16 percent claimed the credit, about half of the people in those groups surveyed had severe disabilities, only 23 percent claimed the DTC in that year. Of people with moderate

Sometimes when the doctor
The Medical Expenses Tax Credit

The Medical Expenses Tax Credit (the METC) gives individuals a credit against taxes owed for some medical expenses. The expenses must exceed 3 percent of net income or $1,614, whichever is lower. The list of eligible expenses includes such things as:

- costs for hospital and nursing home care,
- personal transportation for medical care, for trips over 40 kilometres,
- medical devices such as prostheses and wheelchairs,
- home renovations,
- attendant care, and
- prescribed drugs.

Expenses that give individuals some personal benefit are not eligible for the credit. This includes, for example, the cost of installing air conditioning in the home for individuals with multiple sclerosis, a condition that is made worse by heat. Similarly, the costs of necessary nutritional supplements for persons living with HIV or AIDS are considered personal expenses.

"Your wheelchair costs more than mine. However, I can get around with mine, you need yours to get around. We are just talking about an equal playing field here. If we each had to save up for our own wheelchair, I would have one a long time before you would and it seems sort of ridiculous, particularly when most people with disabilities are trying to get into the workforce or stay in the workforce."

— Participant in Whitehorse consultation
amount should be allowed for the credit based on typical costs. To illustrate, $1,000 with H1V, where the cost has a component of personal consumption, a medical expenses, including items such as nutritional supplements for persons living with H1V. Add to the list of eligible items for the Medical Expense Tax Credit all necessary...

45. In its 1997 Budget, the Government of Canada should...

We recommend...

The medical expenses, and this is our above. With the current MEIC, but until these are put in place, some changes could be made in... Here, we make a recommendation for an overall of the management of incurred expenses to medical expenses. Only about 10 percent of people who claim the Disability Tax Credit also make a claim for... disability-related supports and services. People who have extraordinary one-time expenses into those who have ongoing costs for... provides a proportionately larger benefit to the expenses that are individual claims. Since the credit is based on actual expenses, it is of...
deductible for people who move from inaccessible housing to accessible housing. For example, while the tax system allows individuals to deduct moving expenses if the move is from now on, also demonstrate a commitment to the principles we recommended as the basis for all reforms. Fiscal fairness for people with disabilities: Changes in these measures would be low-cost, but would increase quality and Credibility. There are many other measures that must be changed to increase quality and APART FROM IMMEDIATE CHANGES TO THE DISABILITY TAX CREDITS AND THE MEDICAL EXPENSE TAX

Also in the Right Direction

Funds for other recommendations made in this report, (d) Remove the $1,614 limit on the net income exemption for the MEITC and use the necessary accident care provided by family members. (b) Make Eligible for the Medical Expense Tax Credit the reasonable cost of medically necessary care attributable to a disability cannot purchase a smaller, less expensive vehicle. Additional cost of installation of a lift in a van and to take account of the fact that a person might be allowed for medically necessary care conditioning or $2,000 to reflect the

The Income Tax Act does

Wyatt State University

Participation in

With disabilities

Activities for individuals

Food as usual daily living

Preparation and cooking of

and less expensive activities of the

Domestic chores: education,

not defined employment.

"The Income Tax Act does
(b) Allow self-employed Canadians to deduct the cost of disability insurance premiums,

awarded by a move to accessible housing.

(a) Expand the conditions for tax recognition of moving expenses to include those

46. In its 1997 Budget, the Government of Canada should:

We recommend...

50 percent of the cost of the premiums.

This should be changed so that benefits are taxable only if the employer has paid more than

an employee, any benefits the employer subsequently receives under the plan are taxable.

Today, if the employer pays any portion of the premiums for disability insurance on behalf of

the premiums as business expenses or not.

Subsequently paid out are not taxable. Self-employed Canadians should have the choice to

of the person who receives them. If the premiums are not deducted as expenses, any benefits

deducted as expenses, any benefits subsequently paid from the plan are taxable in the hands

self-employed individuals cannot deduct this as a business expense. If the premiums are

business can deduct the cost of premiums paid on behalf of employees for disability insurance,

uneven and leads to significant disadvantages for people with disabilities. While incorporated

In addition, the tax treatment of premiums for and benefits from disability insurance plans is
medical professional to substantiate their claim.

Even though they were previously allowed the credit and had provided a certificate from a

Revenue Canada has restatedly assessed people who claimed the Disability Tax Credit,

law must be fair and must be seen to be fair.

appear to be ineligible. The law must be respected, of course, but the interpretation of the

become more restrictive recently. Many people who had submitted claims for the credit now

by Revenue Canada on the T2201 form, used for claims for the Disability Tax Credit, has

found us that even though the law has not been changed, they believe the interpretation used

revised the Income Tax Act is

Applied. Many of these problems can be addressed through simple actions such as revisions

People with disabilities have experienced problems with the way the Income Tax Act is

than half of the premimums.

Treat benefits from disability-income plans as taxable only if the employer pays more
with disabilities under the Canada Student Loans Program as tax-able income.


49. The Government of Canada should allow for a broad interpretation of expenses related to vocational rehabilitation. If possible, this should be accomplished by Revenue

48. The Government of Canada should immediately limit "reasonable" assessment of the

credit.

47. For the 1996 taxation year, the Government of Canada should revise the T2201 Form.

We recommend...

We recommend that Canada Student Loans should not be treated as tax-able income.
functions of daily life, even with the assistance of a technical device or aid, unlike the DTC. Credit should be available to persons whose disabilities prevent them from performing basic Tax Credit (DTC) and the Medical Expense Tax Credit (METH). Like the DTC, the new Tax Credit will provide a credit for expenses related to the disability. The proposed Disability Expense Tax Credit can combine the best features of the DTC and the Medical Expense Tax Credit (METH). Like the DTC, the new Tax Credit will provide a credit for expenses related to the disability.

The role of disability in per capita be consistent with the broadly based citizenship objectives that underpin the federal direction of a pan-Canadian program for disability-related support and services. It would also direction at least partly paid for by Canada. Such a tax measure would constitute a move in the personal support, and devices that are individual needs to realize this objective would be federal government that all residents have a right to be a full member of society and that the federal government of Canada should create a more flexible tax measure to help individuals meet the additional costs of disability. Moving in this direction could be a statement by the government of Canada that it should create a more flexible tax measure to help individuals

- a tax credit that more accurately reflects the actual costs to an individual
- refundability of a tax credit that recognizes the costs of disability and consultations called for two things:

The independent experts who studied the tax system as well as the participants in our

A NEW DISABILITY EXPENSE TAX CREDIT
arrangements have been made with a province),

4. The federal value of the credit should be **refundable** (with the provincial share where

with the disability community but it should have the following features:

The exact design of the **Disability Expense Tax Credit** should depend on consultation

review of the Disability Tax Credit.

The eligibility criteria for the Disability Expense Tax Credit should reflect the current

Disability Tax Credit and the Medical Expense Tax Credit for persons with disabilities.

Introduce, for the 1996 tax year, a new Disability Expense Tax Credit to replace the

5. In the 1997 Budget, the Government of Canada should announce its intention to

**We recommend**.

by means of a tax credit more closely related to actual disability-related expenditures.

This basic portion of the **DETC** may be set at a lower level than the current Disability Tax

Credit, because the full **DETC** will also take into account increased disability-related expenditures

and use them to lower benefits paid to those individuals.

not considered income received under the Disability Expense Tax Credit (DETC) or income

people who are receiving social assistance. The provincial and territorial Governments should

the credit should be refundable, so that it benefits people who earn very low incomes. For
To involve the community:

- 29 percent for low-income beneficiaries.
- The tax base should be increased to
- The base amount of the credit should be refundable in advance on a quarterly basis.
- The base level should be set recognizing the change in the
- The base amount of the credit includes an "across-the-board" estimate of
- Employment-related expenses due to disabilities.
- Eligible expenses should include medically-necessary expenses and increases in
- The tax treatment of "out-of-pocket" expenses should be modified as indicated
- The credit should have two components: a base amount available to all those who
- The overall eligibility criteria; and a second amount which would be based on
8 (e) Other issues relevant to the tax treatment of disability

Health and dental benefits: Incorporation and Business

Allowing non-incorporated businesses the same tax treatment of supplementary health and dental benefits

(f) Effective measures to promote barrier removal by businesses

(c) Replaced by one claim

(d) Determining whether the three claims for dependants with disabilities can be

(c) The tax treatment of trusts

(b) Consistent tax treatment of disability-related income sources

Disability Expense Tax Credit

A review of the criteria and definitions used for determining disability for the

recommendations for, among other things, tax measures that deal with:

the insurance industry, employers and organized labour, to provide within one year,

with disabilities, representatives of the federal government, provincial governments,

with disabilities, representatives of people with disabilities, and other groups that help determine how our society functions, and consultation should

We recommend:

The government of Canada should establish an advisory panel made up of persons

Recommended, and these form the basis of the Task Force's final recommendation.

Involves all of these groups as well. The number of issues on which recommendations have been

because people are not federal or provincial bodies, nor are they isolated from business, labour
Dear Followers:

I am pleased to present the final report of the Task Force on Disability Issues. This report is the culmination of months of hard work and dedication by our team of experts, as well as countless hours of consultation and feedback from the broader community.

The Task Force on Disability Issues was established to address the needs of people with disabilities in Canada. It was clear from the outset that a collaborative and inclusive approach was necessary to ensure that the report was reflective of the diverse experiences and perspectives of all Canadians. Through robust consultation and engagement, we have developed a comprehensive set of recommendations that we believe will contribute to a more inclusive and equitable society.

We would like to express our gratitude to all those who contributed to this process. Whether through formal consultations, informal discussions, or simply by sharing your stories and experiences, you have played a critical role in shaping the direction of this report. Your voices have been heard, and we hope that the recommendations presented here will serve as a catalyst for positive change.

As we move forward, we encourage all stakeholders to consider the recommendations in this report and to work together to implement them. By continuing to prioritize the needs and voices of people with disabilities, we can build a more inclusive and accessible future for all Canadians.

Thank you for your support and for being a part of this important dialogue.

Sincerely,

[Signature]

[Organization Name]
Recommendations contained in this report

of concern to people with disabilities were significant and helped define many of the
participating in his working groups and undertaking research. Their contributions on issues
The Task Force on Disability Issues thanks the following people and their organizations for
Canadians’ collective will to act

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