

# DISABILITY AWARENESS AND INCLUSION LENS

PRESENTATION TO THE YORK REGION  
ACCESSIBILITY ADVISORY COMMITTEE

Lois Davies

April 17, 2019



# PRESENTATION OVERVIEW

Laying the groundwork for the term ahead:

- Disability definition
- Different types of disabilities and barriers
- Language, terminology and behaviour
- Inclusion lens

# DISABILITY

As defined in the Ontario Human Rights Code

- a) any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device,
- b) a condition of mental impairment or a developmental disability,
- c) a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language,
- d) a mental disorder, or
- e) an injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997;

# DIFFERENT TYPES OF DISABILITIES

- It is important to know that there are different types of disabilities and barriers associated with the disabilities
- There are people who experience the following:
  - physical disabilities
  - hearing loss
  - vision loss
  - deaf-blindness
  - developmental or intellectual disabilities
  - communication disabilities
  - learning disabilities
  - mental health disabilities
  - other disabilities

# DIFFERENT TYPES OF BARRIERS

- Attitudinal barriers
- Information and communication barriers
- Technology barriers
- Systemic barriers
- Architectural and physical barriers



# LANGUAGE MATTERS: APPROPRIATE TERMS

- Person with a disability
- People with disabilities
- A person with... (down syndrome, low vision, a brain injury)
- A person who... (has autism, uses a cane, is deaf)



# INCLUSION LENS

It is important to:

- be aware of other disabilities and dimensions of diversity
- have an inclusion lens when reviewing programs, services and facilities



# THE INCLUSION CHARTER FOR YORK REGION

## Our Commitment to Welcoming and Inclusive Communities



OUR COMMITMENT  
TO **WELCOMING AND**  
**INCLUSIVE** COMMUNITIES

The Inclusion Charter for York Region is a community initiative that brings together businesses, community organizations, municipalities, police services, hospitals, school boards, conservation authorities and agencies with a common commitment to create an inclusive environment with equality for all who work, live and play here. Together our organizations share the vision of York Region as a welcoming and inclusive community where diversity is celebrated and where everyone can develop to their full potential, participate freely in society and live with respect, dignity and freedom from discrimination.

The Charter reflects an evolving approach in support of existing federal and provincial legislation that promotes human rights and accessibility. By endorsing this Charter we affirm our commitment to inclusion, whereby all people feel they belong and have access to the same opportunities.

### THE REGIONAL MUNICIPALITY OF YORK

Together with other participating organizations, The Regional Municipality of York is committed to taking action to achieve the vision of the Charter in our organization and in the community. The Region celebrates its growing and diverse population as a source of strength, vitality and economic opportunity. The Region's commitment to inclusion enhances our ongoing work to attract and retain the best talent, promote innovation and provide an excellent customer experience.

Endorsed by:    
Wayne Emerson  
Chair and CEO  
Bruce Macgregor  
Chief Administrative Officer

This 28<sup>th</sup> day of June, 2018.



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### YORK REGIONAL POLICE SERVICES BOARD

Together with other participating organizations, the York Regional Police Services Board is committed to taking action to achieve the vision of the Charter in our organization and in the community. The Board celebrates York Region's growing and diverse population as a source of strength, vitality and economic opportunity. The Board's commitment to inclusion enhances our ongoing work to attract and retain the best talent, promote innovation and provide an excellent customer experience.

Endorsed by:    
Chair Virginia Hackson  
The Regional Municipality of  
York Police Services Board  
Eric Jolliffe, O.O.M., BA, MA, CMM III  
Chief of Police  
York Regional Police

This 26<sup>th</sup> day of September, 2018.





# THANK YOU

