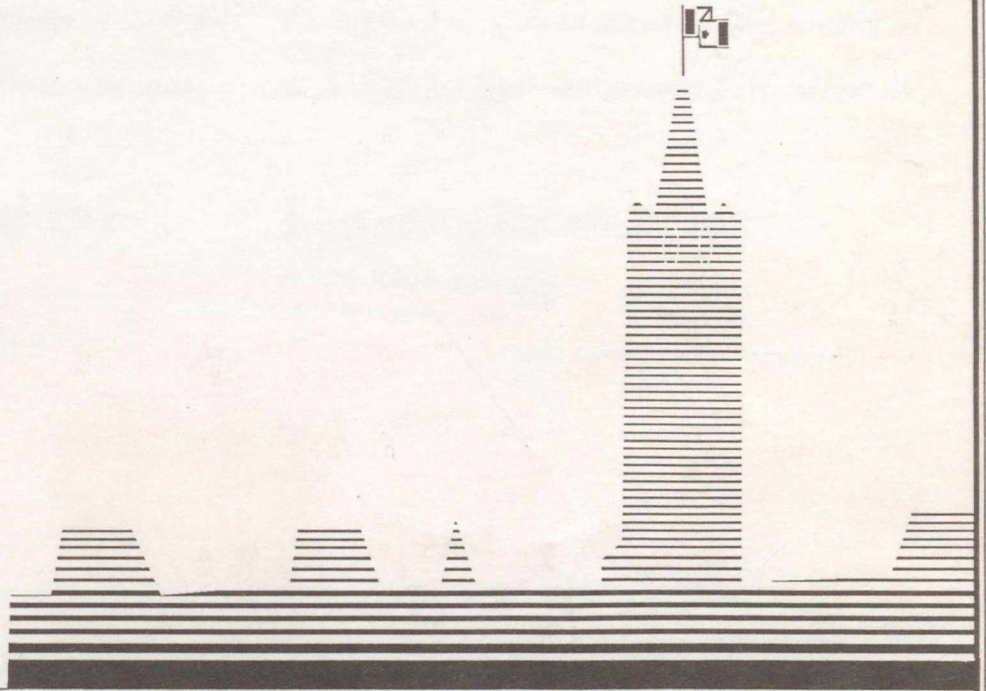




CANADA  
HOUSE OF COMMONS



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# CHALLENGE

PUTTING OUR HOUSE IN ORDER

INITIAL REPORT OF  
THE SUB-COMMITTEE ON THE DISABLED AND THE HANDICAPPED  
OF THE STANDING COMMITTEE  
ON COMMUNICATIONS AND CULTURE

April 1987

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on the Disabled and the  
Handicapped.

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HOUSE OF COMMONS

CHAMBRE DES COMMUNES

Issue No. 4

Fascicule n° 4

Wednesday, February 11, 1987  
Wednesday, March 11, 1987

Le mercredi 11 février 1987  
Le mercredi 11 mars 1987

Chairman: Patrick Boyer, M.P.

Président: Patrick Boyer, député

*Minutes of Proceedings and Evidence of the Sub-Committee of the Standing Committee on Communications and Culture on*

*Procès-verbaux et témoignages du Sous-comité du Comité permanent des communications et de la culture sur*

**The disabled and the handicapped**

**Les invalides et les handicapés**

RESPECTING:

CONCERNANT:

Order of Reference

Ordre de renvoi

INCLUDING:

Y COMPRIS:

Initial Report to the House

Le rapport initial à la Chambre



Second Session of the Thirty-third Parliament, 1986-87

Deuxième session de la trente-troisième législature, 1986-1987

**SUB-COMMITTEE OF THE STANDING  
COMMITTEE ON COMMUNICATIONS AND  
CULTURE ON THE DISABLED AND THE  
HANDICAPPED**

*Chairman:* Patrick Boyer, M.P.

*Vice-Chairman:* Bruce Halliday, M.P.

**MEMBERS**

Roland de Corneille  
Jean-Luc Joncas  
Neil Young

(Quorum 3)

James A. Taylor

*Clerk of the Sub-Committee*

Pursuant to Standing Order 94(3)(b)

On Wednesday, October 22, 1986:  
Sheila Finestone replaced Roland de Corneille.

**SOUS-COMITÉ DU COMITÉ PERMANENT  
DES COMMUNICATIONS ET DE LA  
CULTURE SUR LES INVALIDES ET  
HANDICAPÉS**

*Président:* Patrick Boyer, député

*Vice-président:* Bruce Halliday, député

**MEMBRES**

Roland de Corneille  
Jean-Luc Joncas  
Neil Young

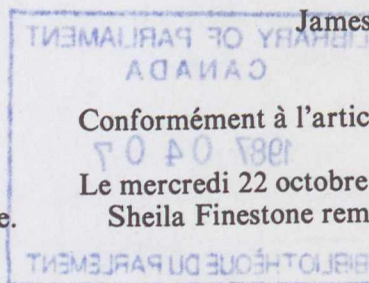
(Quorum 3)

*Le greffier du Sous-comité*

James A. Taylor

Conformément à l'article 94(3)(b) du Règlement

Le mercredi 22 octobre 1986:  
Sheila Finestone remplace Roland de Corneille.





## ORDER OF REFERENCE

Thursday, October 9, 1986

ORDERED,—That a Subcommittee of the Standing Committee on Communications and Culture consisting of Messrs. Boyer, de Corneille, Halliday, Joncas and Young be appointed to examine the annual reports of the Minister responsible for the Status of Disabled Persons, and to report and make recommendations to the House on such reports and on questions referred to it by the House;

That the Subcommittee have the power to retain the services of experts, professional, technical and clerical staff as may be deemed necessary;

That the Subcommittee have the power to adjourn from place to place inside Canada provided that the locations to be visited, as well as the estimated expenses for such travel, shall be determined in advance and submitted to the Board of Internal Economy for approval;

That the Subcommittee be empowered to report directly to the House;

That the Subcommittee have all of the powers of a Standing Committee of the House, pursuant to Standing Order 96(1);

That changes in membership be made only pursuant to Standing Order 94(3)(b);

That the portion of the budget of the Subcommittee on the Disabled and Handicapped of the Standing Committee on Communications and Culture not expended during the First Session of the present Parliament, be deemed to constitute the entire budget of the Subcommittee hereby appointed, unless a supplementary budget is approved by the Board of Internal Economy; and

That the Subcommittee be authorized to repay from its budget expenditures undertaken by the Committees and Private Legislation Directorate between September 3, 1986 and October 22, 1986, in order to expedite the study of the Special Committee's mandate.



HOUSE OF COMMONS  
CHAMBRE DES COMMUNES  
CANADA  
K1A 0A6

**THE SUB-COMMITTEE ON THE DISABLED AND THE HANDICAPPED  
OF THE STANDING COMMITTEE  
ON COMMUNICATIONS AND CULTURE**

has the honour to present its

**INITIAL REPORT**

In accordance with its Order of Reference of Thursday, October 9, 1986, your Sub-Committee has heard evidence and examined annual reports of the Minister responsible for the Status of Disabled Persons.

The Sub-Committee on the Disabled and the Handicapped asks that the Government consider the advisability of implementing the recommendations contained in the report.

Pursuant to Standing Order 99(2), the Sub-Committee requests that the Government table a comprehensive response to the report.

**The Initial Report is available on audio-cassette from:**

**The Clerk, Sub-Committee on the Disabled and the Handicapped, House of Commons, Ottawa, Ontario, K1A 0A6.**



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- Follow-up letter from the Speaker of the House of Commons

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- Witnesses



## 1. The Stage Has Been Set

Since the October Report of 1961 and the Equality For All Report of 1985, the people of Canada have come to expect progress for disabled persons and leadership in such endeavours from their governments.

1991 was designated the International Year of Disabled Persons as a means of focusing over due attention on the needs and aspirations of physically and mentally challenged individuals.

One way in which Canada responded was to appoint a Special Committee of Parliament on the Disabled and the Handicapped. That Committee brought back to Parliament the *Historical* *Recommendations* *generating* enthusiasm and support in the

### Recommendations

1. The Sub-Committee recommends that all Ministers follow the lead of the Speaker of the House of Commons by filing a similar report and action plan with this Committee within 60 days from the tabling of this report in the House of Commons.
2. The Sub-Committee recommends that it be made a Standing Committee of the House of Commons, to be entitled the Standing Committee on the Status of Disabled Persons.

The very next year, *Equality for All*, the Report of the Parliamentary Committee on Equality Rights, reaffirmed the recommendations of the October Report, through 25 additional recommendations relating to disabled Canadians.

The Government of Canada's response was decisive. The Status of Disabled Persons Secretariat was established to coordinate federal activities involving disabled Canadians and Secretary of State Benoit Routhard announced in December 1987 a \$16 million program of support over 3 years in *Access to Equality*, issued in March 1986, the Government committed itself "to ensure disadvantaged and disadvantaged individuals in Canada free fully realizing their potential."

In many ways, therefore, Canada is joining a leading and growing "Decade of Disabled Persons," organized by the United Nations for 1991 to 1992. Public expectations for more comprehensive responses to be met.

The Prime Minister's "Declaration on the Decade of Disabled Persons" guides the work of federal and provincial representatives, sets out a number of principles to guide governmental activities. This Declaration, viewed as a bill of rights by disabled persons, is reproduced in its entirety in Appendix One. We draw special attention here to Principles 5 and 6 which declare:

5. Individuals with disabilities shall be assured access to fundamental elements of daily life that are generally available in the community.

6. Persons with disabilities shall be encouraged to engage in all aspects of society and to participate in social change to fulfill themselves and to meet their needs as individuals.





## 1. The Stage Has Been Set

**Since the *Obstacles* Report of 1981 and the *Equality For All* Report of 1985, the people of Canada have come to expect progress for disabled persons and leadership in such endeavours from their governments.**

1981 was designated the International Year of Disabled Persons, as a means of focusing over-due attention on the needs and aspirations of physically and mentally challenged individuals.

One way in which Canada responded was to appoint a Special Committee of Parliament on the Disabled and the Handicapped. That Committee brought back to Parliament the *Obstacles* Report, with over 100 recommendations generating enthusiasm and support in many circles.

In the same year, "physical and mental disability" were included as prohibited grounds of discrimination in the Canadian Charter of Rights and Freedoms—a major step forward in human relationships and the true dimensions of legal equality.

By 1984, the Report of the Commission on Equality in Employment pointed to a route for further progress, with recommendations on the employment opportunities of disabled persons.

The very next year, *Equality for All*, the Report of the Parliamentary Committee on Equality Rights, reaffirmed the recommendations in the *Obstacles* Report, through 25 additional recommendations relating to disabled Canadians.

The Government of Canada's response was decisive: The Status of Disabled Persons Secretariat was established to encourage federal initiatives concerning disabled Canadians, and Secretary of State Benoît Bouchard announced (in December 1985) a \$16 million program of support over 5 years. In *Toward Equality*, issued in March 1986, the Government committed itself "to ending discrimination that keeps individuals in Canada from fully realizing their potential".

In many ways, therefore, Canada is playing a leading role during this "Decade of Disabled Persons", organized by the United Nations for 1983 to 1992. Public expectations for more concrete action continue to be high.

The Prime Minister's "Declaration on the Decade of Disabled Persons", based on the work of federal and provincial representatives, sets out a number of principles to guide governmental activities. This Declaration, viewed as a bill of rights by disabled persons, is reproduced in its entirety in Appendix One. We draw special attention here, to Principles 5 and 6 which declare:

5. **Individuals with disabilities shall be assured access to fundamental elements of daily life that are generally available in the community. . . .**
6. **Persons with disabilities shall be encouraged to engage in all aspects of society and to participate in social change to fulfill themselves and to meet their obligations as citizens.**



## 2. Creation of the Parliamentary Committee on Disabled Persons

On May 28, 1985 the House of Commons ordered that "a Sub-Committee of the Standing Committee on Communications and Culture be appointed to examine annual reports of the Minister Responsible for the Status of Disabled Persons and report to the House on any such reports and on questions referred to it by the House." Thus was the Parliamentary Sub-Committee on Disabled Persons created.

Currently the Secretary of State is the Minister Responsible for the Status of Disabled Persons. According to the Annual Report of the Secretary of State for 1984-85, the Status of Disabled Persons Secretariat assists the Minister in his role as "the advocate of the quality of life of disabled citizens. It monitors and facilitates federal initiatives aimed at the integration and equality of disabled persons in Canadian society. The scope is national, through all levels of government and the private sector, and international, through bodies such as the United Nations". For all intents and purposes, the terms of reference of the Parliamentary Committee are as broad as that mandate.

On October 9, 1986, at the beginning of the new Parliamentary Session, these same terms of reference for the Sub-Committee on Disabled Persons were repeated, indicating that Members of Parliament Patrick Boyer, Rev. Roland de Corneille, Dr. Bruce Halliday, Jean-Luc Joncas and Neil Young would continue to be members of the Committee, under the Chairmanship of Patrick Boyer.

We, the members of the Committee, see three primary roles that will engage our energies. First, we intend to perform a "watchdog" function over federal departments and agencies, focusing on those considered most relevant by disabled persons. In this regard, we will especially work to ensure that recommendations to benefit disabled Canadians, already accepted by the Government of Canada in principle, are in fact implemented in practice. Second, we recognize a responsibility to "raise the consciousness" of the public and to alert officials of federal departments and agencies to ways in which disabled persons could be assisted in their quest for full citizenship and more active participation in the community. Third, we see ourselves as a catalyst in this effort to translate policy into reality and we shall encourage cooperation and collaboration in the best interests of disabled Canadians.

**Our Committee reflects the will of the Canadian public and we now issue a "call to action" where institutional performance does not meet public expectation.**

## 3. Approach to the Task at Hand

We realize that many task forces, commissions and similar bodies have held public hearings in recent times throughout Canada, on several matters of concern to disabled persons. The reports and recommendations that resulted from that process will help us assess the performance of federal institutions. Advice and direction has already been solicited from groups representing disabled persons to ensure that our Committee's approach is meaningful and comprehensive, and we shall continue to seek such advice and direction as our work progresses.



Our Committee began its work by sending a questionnaire to nine federal departments, two commissions and one agency. The Questionnaire is divided into three sections: a) personnel policies (relating to disabled employees or potential employees), b) services to disabled Canadians and c) departmental responses to issues of concern to disabled persons.

The questionnaire, a specimen of which appears as Appendix Two, seeks information about policies, services, special programs, future plans for programs, and how each department's current programs fit with a number of concerns noted by disabled Canadians. The questionnaire also asks about the number of disabled employees in "permanent", "term" and "contract" positions, and their comparative salaries to non-disabled employees.

Out of 12 questionnaires sent to the Ministers of each department or agency, 11 were completed and returned by October 1986, when our Committee reconvened after prorogation. The Speaker did not complete the questionnaire, pertaining to "our own House"—The House of Commons, because the required information was not available, as we shall discuss further in this report.

Analysis of these 11 questionnaires provides actual numbers and the average (mean) percentage of disabled employees compared to total employees. Disabled employees' average salary was calculated as well, for each department and for all departments combined. Some comparisons were made between the percentage of federal government employees who reported that they were disabled and the percentage of all Canadian employees which Statistics Canada says consider themselves to be disabled. The services and issues of concern were tabulated as charts, to clearly indicate whether or not a department provided specific services for disabled persons in the community, whether the programs had been evaluated for effectiveness, whether or not the department had developed plans for further action, and which issues were reported to be of concern to each department.

Based on the questionnaire, there was considerable variation in the number of disabled persons employed in each of the 11 departments. As well our Committee found that the employment of disabled persons in the federal government was not representative of the national picture. About 2% of federal employees reported that they were disabled, while, according to a Statistics Canada Survey in 1983-84, over 6% of all Canadian employees considered themselves to be disabled. Salary comparisons between disabled and non-disabled employees also varied considerably from federal department to department. Tables 1 and 2 in Appendix Three provide more detailed figures.

In summary, we are very concerned that the general ratio of disabled to non-disabled employees in departments and agencies of the Government of Canada is very low compared to the national average. On this front, we have a long way to go to "put our house in order". We believe the federal government must lead by example. With some important and notable exceptions, that example has not been provided. We believe, further, that until we first put our own house in order, the Government of Canada will lack credibility in urging the private sector or other levels of government to do more for mentally and physically challenged Canadians.



**"There is a great deal of worshipping of merit in this town. That is fine as long as merit takes into account the changed society that is our Canada of 1986. Merit did not freeze when the Public Service Act was invoked.... and the Public Service Commission recognized that when we were hiring, we adopted as a policy, that we would hire on a representative basis".**

**R.G.L. Fairweather  
Chief Commissioner  
Canadian Human Rights Commission  
November 20, 1986**

Ten out of eleven departments have a section or directorate dealing with affirmative action for disabled employees. The Canadian Human Rights Commission is an exception because its entire function encompasses this goal. When he appeared before us at a Committee hearing on November 20, 1986, Canadian Human Rights Chief Commissioner Gordon Fairweather stated that two of five commission-wide priorities concerned disability. "One goal is to eliminate barriers to employment and the other focuses on eliminating barriers to service access.... In particular we are working on identifying those employment access barriers that cause the most harm, initiating ourselves, as we have the power to do, complaints using employment equity data where appropriate".

No department surveyed by our committee has a formal policy for employees who become disabled. We understand that Treasury Board is in the process of drafting such a policy which would apply throughout the federal public service. There is a great need for such a policy and our committee is determined to press for such action.

Table 3 in Appendix Three shows which departments reported that they provided special services to disabled Canadians. Some of these services included physical accessibility projects, special technical aids, employment counselling programs and housing projects. Significantly, over half of the departments questioned have not evaluated the effectiveness of their programs.

In the questionnaire, we list a series of central concerns brought to our attention by disabled consumers, including accessibility, protection from discrimination, increasing emphasis on disabled elderly and native persons, independent living and disability prevention. We wanted to obtain the department's or agency's reaction to these concerns, and find out if the organization has any policies or programs relating to these issues. Table 4 in Appendix Three summarizes the responses of departments. On reading these tables, it becomes obvious why we are issuing this Initial Report as a "challenge".

Our Committee decided we would meet each Minister individually to discuss the performance of his or her department and at the same time to discuss their plans for future action. We intend to examine the performance and the plans of each Minister in terms of acceptability and practicality. After we have questioned Ministers, organizations of disabled persons and concerned groups will be invited to express their views to our Committee. Attention will focus on government policies, services and programs, as well as an evaluation of the relevance of the proposed "action plans" of each federal department or agency.



#### 4. The Major Goal: Independence within the Community

“Independent living”, as a concept, emerged in the 1970s when the acceptance of people with disabilities and awareness about their abilities and concerns greatly increased.

Independent living has been regarded as a cross-disability social movement. It emphasizes the philosophy that disabled persons themselves are best able to define their own needs, and with appropriate support, can direct the fiscal and human resources to respond to those needs. Independent living means being integrated as fully as possible into the community. The philosophy also encompasses the concept of “dignity of risk”, which means that mentally and physically challenged people should have the opportunity to make their own decisions and even to risk making their own mistakes. The independent living movement has been a reaction to the total dependence on institutionalization and a sometimes paternalistic mentality. Today, independent living centres are being established to provide information and referral assistance, peer counselling and advocacy services. These centres are designed and run by disabled people themselves.

The “Independent living” concept contrasts sharply with “traditional” rehabilitation, which tends to view disabled individuals as medical patients or dependent clients. Because the term “independent living” has been interpreted differently by many individuals and groups, we prefer to use the term “independence within the community” which we believe is more descriptive of the ultimate goal of each individual in society. We recognize that disabled and non-disabled individuals alike must rely on one another to live full and productive lives.

**The concept of independence within the community shifts people’s thinking away from professional intervention and institutionalization, towards self-help, consumer control and full participation in community life.**

Independence within the community is an implicit theme in the *Obstacles* report. Several recommendations of that Report remain unmet, however, and consequently we believe that a strong federal government initiative now—with a comprehensive plan of action—is needed to assure disabled Canadians greater access to support systems that can promote their fuller participation in society.

Disabled persons’ organizations as well as government departments say that independence within the community is a major goal of disabled Canadians and government programs. While this does not discount the importance of other community members, it places a disabled individual on an equal footing with a non-disabled person. It accommodates the notions of “dignity of risk” and freedom to make choices. It proclaims that the existence of a “disability” is not a reason for restricting a person’s right to take responsibility for all facets of his or her life.

We believe in the dignity of risk and the right of independent choice. We have decided therefore, that government programs and services should be evaluated on the basis of how closely they actually come to helping disabled persons meet this goal of independence within the community. This evaluation will be reflected in our Committee’s next report.



## 5. A Leading Example: Our Own "House" First

**"I think it should go on the record again that the questionnaire... was of inordinate help.... the committee is to be highly commended for having taken the initiative it has taken, because it certainly accelerated anything that might have been being thought about."**

**Honourable John A. Fraser,  
Speaker of the House of Commons  
January 21, 1987.**

On January 21, 1987, the Speaker of the House of Commons, the Honourable John A. Fraser, presented a report to our Committee on disabled persons. Using our questionnaire as a point of departure, the Speaker had directed a task force of senior officials in the preparation of a useful plan of action. The report is comprised of specific actions and realistic target dates for completion. Four issues are addressed: accessibility, employment policies, public communications and management commitment.

We were extremely impressed by the thoroughness and promptness of this report and have therefore decided to treat it as a model for other government departments and agencies. The fact that the Speaker's Task Force was able to analyse the situation for disabled persons on Parliament Hill and prepare a positive and constructive report within 60 days is, in our view, exemplary.

**"The report is not theoretical but rather practical and realistic. Priorities are established relating to what *must* be done immediately, what *should* be done as soon as possible and what *could* be done in the future."**

**Honourable John A. Fraser  
Speaker of the House of Commons**

The Speaker's report to us outlines problems of accessibility, recruitment policies, job barriers, the need for technical aids and management involvement. Potential solutions are also suggested. We include the full text of the Speaker's Task Force report as Appendix Four to this report, in order to illustrate both its scope and thoroughness.

Several changes related to the Speaker's Plan of Action have already taken place. These include retrofitting a new bus for Parliament Hill, the allocation of positions for disabled employees and the continued development of the in-house messenger service employing mentally challenged Canadians. These are examples of translating principles into practical reality.

## 6. Four Guiding Principles

At this mid-point in the Decade of Disabled Persons, our Committee realizes that Canada has come a long way since the *Obstacles* Report. However, there is still much to do in supporting disabled persons, not only as employees of the federal government but as citizens entitled to equitable social and economic opportunities. Parliament and all national institutions have a role to play.

We also recognize the importance of senior managers in achieving lasting change on behalf of disabled Canadians. Too easily, the needs of disabled persons may slip to a lower priority as one of many competing issues within federal bureaucracies. Too easily,



the best of intentions can be lost or forgotten even by people of goodwill. We want to ensure that systematic and lasting change is achieved on behalf of disabled Canadians.

Therefore, we call attention to four guiding principles which were reflected by the Speaker of the House of Commons in the preparation of his report and action plan:

1. **Build on the spirit and recommendation of *Obstacles* in dealing with the concerns of disabled persons as consumers and employees.**
2. **Enlist the commitment and support of senior management from the outset.**
3. **Develop and work from meaningful action plans with dates and measurable achievements.**
4. **Involve disabled persons significantly in the development, implementation and evaluation of the action plan.**

## **7. The Next Steps—Action Plans and a Permanent Committee**

### *Action Overdue*

On October 25, 1985 the Parliamentary Committee on Equality Rights recommended that all federal departments and agencies “immediately establish priorities and timetables for implementing programs” intended to benefit disabled Canadians. In March 1986, then Justice Minister John Crosbie affirmed, in the Government’s response to *Equality For All*, that “in the next six months, all government departments and agencies must establish timetables for implementing remaining *Obstacles* recommendations”.

We are pleased with this decision to develop such action plans, at least as they relate to the *Obstacles* Report. However, our Committee is disturbed that a year has elapsed since that commitment, and, with the exception of the Speaker of the House of Commons, no one has come forward with a plan of action for any federal department.

We suspect that some federal departments have undertaken worthwhile initiatives on behalf of disabled Canadians. However, these ventures lack the exposure and support our Committee has to offer.

We have a responsibility to the people of Canada on this matter, and therefore look forward to reviewing each federal action plan with the co-operation of the Minister involved. Together we expect to ensure relevant and practical progress on behalf of disabled Canadians.

Our Committee stresses the value of a specific “action plan” for improving programs and policies for disabled persons. This should be more than an affirmative action plan which looks at balancing past inequities by exceptional measures in the present. These plans must involve future programs, policies and services for disabled consumers in addition to employees. In this regard, the Speaker of the House of Commons has set new standards for initiative.

**Independence within the community should be the major goal of federal action plans and they should reflect the four principles highlighted by the Speaker’s report.**

Our Committee therefore recommends that:

**all Ministers follow the lead of the Speaker of the House of Commons by filing a similar report and action plan with this Committee within 60 days from the tabling of this report in the House of Commons.**

*Vigilance and Continuity Require a Permanent Committee*

Because of the relationship of the federal government with other levels of government and the private sector, the scope of our work will include such issues as national standards and federal—provincial arrangements.

We have already met and will continue to meet with departments, agencies and commissions which affect most closely the lives of disabled persons.

We shall also, as part of our future action, monitor closely special initiatives for disabled persons, through reports from the Status of Disabled Persons Secretariat, from the provinces, and from the testimony of disabled persons' organizations.

These undertakings will require a permanent structure capable of investing the time and skill needed to continue work on behalf of disabled Canadians. While our Committee appreciates the need to reduce the size and complexity of government machinery, we also recognize the need for vigilance and continuity in dealing with the concerns of disabled persons. We believe that a higher priority must be attached to these endeavours on the part of Parliament and the federal government, and that recent positive steps should now be consolidated as a new bridgehead for further accomplishments.

We note that the Parliamentary Committee on Equality Rights recognized that one way in which this could be done is to establish a permanent parliamentary committee responsible for disabled persons.

We therefore recommend that:

**the Sub-Committee on the Disabled and the Handicapped be made a Standing Committee of the House of Commons, to be entitled The Standing Committee on the Status of Disabled Persons.**





# DECLARATION ON THE DECADE OF DISABLED PERSONS

## THE GOVERNMENT OF CANADA

**T** RECALLING the resolutions of the United Nations' General Assembly 37/52 and 37/53 which adopted the World Programme of Action concerning Disabled Persons and called upon Member States, all relevant non-governmental organizations and organizations of disabled persons to ensure early implementation of the World Programme of Action concerning Disabled Persons and mindful that Member States of the United Nations are requested to develop plans related to the World Programme of Action,

RECALLING ALSO the Declaration of the United Nations on the Rights of Mentally Retarded Persons and the Rights of Disabled Persons,

RECALLING FURTHER the Canadian Charter of Rights and Freedoms (section 15) which prohibits discrimination on the basis of any mental or physical disability,

EMPHASIZING the objectives of the World Programme of Action which are the promotion of effective measures for prevention of disability and impairment for the rehabilitation and for the realization of the goals of "full participation" of disabled persons in social life and development, and of "equality," meaning opportunities equal to those of the whole population and an equal share in the improvement in living conditions resulting from social and economic development,

BEARING IN MIND the distinction made between impairment (any loss or abnormality of psychological, physiological, or anatomical structure or function), disability (any restriction or lack of ability to perform an activity in the manner or within the range considered normal for a human being), and handicap (a disadvantage for a given individual, resulting from an impairment or disability, that limits or prevents the fulfillment of a role that is considered as normal, depending on age, sex, social and cultural factors, for that individual) and the resulting conclusion that a handicap is a function of the relationship between disabled persons and their environment,

BEARING IN MIND ALSO the definitions of the terms of action proposed in the World Programme as prevention (the measures aimed at preventing the onset of mental, physical and sensory impairments or at preventing impairment, when it has occurred, from having negative physical, psychological and social consequences), rehabilitation (a goal-oriented and time-limited process aimed at enabling an impaired person to reach an optimum mental, physical and/or social functional level, thus providing the person with tools to change his or her own life), equalization of opportunities (the process through which the general systems of society are made accessible to all),

NOTING the success of organizations of disabled persons and others in developing innovative and effective alternative means of enhancing the participation and integration of persons with disabilities in society,

RECOGNIZING the significant loss to the Canadian economy when the full potential and abilities of persons with disabilities are not utilized, and the real cost upon the economy due to segregation,

NOTING IN PARTICULAR the emergence of organizations of disabled persons and the need for participation and integration of persons with disabilities in society,

PROCLAIMS 1983-1992 the Decade of Disabled Persons during which the objectives of the World Programme of Action concerning Disabled Persons will be implemented in accordance with this Declaration of Principles which will direct and guide our governmental activities.

## PRINCIPLES

1. The abilities, integrity, right of choice and dignity of individuals with disabilities shall be respected in all stages of their lives.
2. In the development and implementation of programmes and services every effort shall be made to avoid forcing individuals to leave their families and home communities with the goal of ensuring an early and lasting integration into society of individuals with disabilities.
3. Services and programmes shall be aimed at integrating disabled persons into existing social and economic structures rather than segregating such persons into parallel environments.
4. Persons with disabilities shall be ensured involvement in decision making which pertains to the design and organization of programmes and services considered necessary for the integration of disabled persons into all facets of society. In this respect there shall be a particular emphasis on rehabilitation.
5. Individuals with disabilities shall be assured access to fundamental elements of daily life that are generally available in the community. Whenever possible the effects of an impairment or disability on an individual's life shall not be determined by environmental factors.
6. Persons with disabilities shall be encouraged to engage in all aspects of society and to participate in social change to fulfill themselves and to meet their obligations as citizens.
7. The development of self-help organizations of persons with disabilities shall be encouraged so as to provide those citizens with a means of self-development and a voice of their own to articulate their needs, views and priorities.
8. A minimum standard in the provision of programmes and services to disabled persons shall be met across Canada; disparities shall be minimized despite rural isolation, poverty, indigenous status and regional economic conditions.
9. In the development of programmes aimed at the total population, attention shall be given to measures which could prevent or reduce the incidence of disability and impairment.
10. There shall be consultation among governments and all sectors of society to ensure that a coordinated effort is undertaken to allocate resources to the prevention of disability and to facilitate the rehabilitation and integration of persons with disabilities into all aspects of society.
11. There shall be action and public education to minimize environmental barriers, to remove systemic barriers and remedy social attitudes evolving from ignorance, indifference and fear, which impede the full participation of individuals with disabilities.

*Oliver M. Levesque*

Prime Minister of Canada





# APPENDIX TWO

## Questionnaire on Disabled Persons from the House of Commons' Committee on the Disabled and the Handicapped

In October 1985, Treasury Board defined "disabled persons" as those "who, for purposes of employment, consider themselves, or who believe that a potential employer would likely consider them, disadvantaged by reason of any persistent physical, mental, psychiatric, learning or sensory impairment".

Using this definition, we would like you to answer the following questions about disabled persons working in your organization or who may form part of your "client population". If you are unable to answer any questions, please indicate why you cannot.

Name of Organization: \_\_\_\_\_

### PART A: Personnel Policies

1. Does your organization have a section, directorate or division specifically dealing with affirmative action for disabled employees?

- (a) no \_\_\_\_\_ (Please go to question #2)
- (b) anticipated or planned \_\_\_\_\_ (Please go to question #2)
- (c) yes \_\_\_\_\_

If yes:

- 1a. What is this section or division called?
- 1b. What are the names of key officials working in this section or division? (Please include job titles and phone numbers)
- 1c. What is the mandate of this section or division?

2. How many disabled and non-disabled people work in your organization in the following positions:

	Disabled People	Non-Disabled People
(a) indeterminate positions	_____	_____
(b) determinate positions	_____	_____
(c) contract positions	_____	_____

Additional comments:

3. If possible, could you calculate the average (mean) annual salary of disabled and non-disabled people working in the following positions in your department:

Average Salary  
of Disabled  
People

Average Salary  
of Non-Disabled  
People

- (a) indeterminate positions \_\_\_\_\_
- (b) determinate positions \_\_\_\_\_
- (c) contract positions \_\_\_\_\_

Additional comments:

4. What are your affirmative action goals for disabled employees? Do you have a specific policy for improving the representation of disabled employees and following up their progress in your organization?

5. What is the time frame for the accomplishment of these affirmative action goals mentioned in question 4? Do you have specific deadlines for hiring or promoting disabled employees? If so, what are they?

6. Do you have any special programs or policies to retain or rehabilitate existing employees who become disabled?

**PART B: Services to the Public**

1. How does the mandate of your organization affect the disabled public?

- (a) It does not affect the disabled public in any way. \_\_\_\_\_
- (b) It may affect the disabled in the following ways:

2. Does your organization provide specific services or facilities for the disabled public with various kinds of disabilities (such as visual, hearing, learning or mobility)?

3. Please list any specific programs you offer for disabled persons and provide the 1986-87 budget for these programs.

4. Has your organization done any studies on the effectiveness of your special programs or facilities for disabled persons?

- (a) We don't have any programs \_\_\_\_\_
- (b) We have programs for the disabled but have not evaluated them \_\_\_\_\_
- (c) We have evaluated the following programs and have come to these conclusions:

5. Do you anticipate offering any new or expanded programs or facilities for disabled persons in the near future? If so, would you please summarize for us the goals of these programs and the projected date of implementation.



## PART C: Issues of Concern to Disabled Persons

ANNEX THREE

Groups of disabled persons communicating with the Committee have identified several central concerns. We would like to get your reaction to these issues. Does your organization have any policies or programs relating in any way to these concerns? If so, please specify.

1. The need for improved access to services and facilities by people with different types of disabilities.
2. The protection of the disabled from discrimination.
3. The need for services for an increasing number of disabled elderly people.
4. The continuing high numbers of disabled Native people in Canada.
5. The promotion of "independent living" among disabled people, or enabling disabled persons to control the development and management of their own lives.
6. Disability prevention.

Are there any concerns which we have not mentioned but which your organization considers important to disabled employees or the disabled public?

Department or Agency	Number and % of Disabled Employees	Average Salary as % of Non-Disabled Employees' Average Salary
1. Canada Mortgage & Housing Corporation	I. 317346 or 9%	98.2%
	D. 45123 or 1.2%	92.5%
	C. **	**
2. Canadian Human Rights Commission	I. 16147 or 12.2%	96.2%
	D. **	**
	C. **	**
3. Canadian Transport Commission	I. 16706 or 2.1%	96.2%
	D. 875 or 1.1%	90.2%
	C. 93 or 0.0%	90%
4. Department of Communications	I. 287883 or 2.1%	100.0%
	D. 12514 or 1.7%	78.1%
	C. **	**
5. Consumer & Corporate Affairs	I. 267215 or 1.7%	91.4%
	D. 12721 or 0.9%	87.0%
	C. **	**
6. Employment & Immigration Canada	I. 688/22662 or 0.3%	**
	D. 728211 or 0.1%	**
	C. -	**
7. Department of Finance	I. 3263 or 0.1%	82.5%
	D. 147 or 0.1%	96.3%
	C. 8/31 or 0.0%	90%





# APPENDIX THREE

**Table 1: Comparisons Between Disabled and Non-Disabled Employees in Federal Departments and Agencies, 1986**

Type of Position	% of All Employees Disabled	Average Salary of Disabled Compared to Non-Disabled Employees
Indeterminate <sup>1</sup>	2.24%	92.5%
Determinate <sup>2</sup>	2.33%	99.4%
Contract <sup>3</sup>	0.50%	N/A

<sup>1</sup> 11 departments provided data

<sup>2</sup> 10 departments provided data

<sup>3</sup> 4 departments provided data

**Table 2: Disabled Employees and their Comparative Salaries by Government Department**

Department or Agency	Number and % of Disabled Employees	Disabled Employees' Average Salary as % of Non-Disabled Employees' Average Salary
1. Canada Mortgage & Housing Corporation	I. 25/2749 or .9%	96.2%
	D. 4/329 or 1.2%	93.8%
	C. **	**
2. Canadian Human Rights Commission	I. 18/147 or 12.2%	96.3%
	D. **	**
	C. **	**
3. Canadian Transport Commission	I. 16/706 or 2.3%	96.5%
	D. 1/75 or 1.3%	76.6%
	C. 0/3 or 0.0%	0.0%
4. Department of Communications	I. 58/2085 or 2.8%	105.5%
	D. 10/174 or 5.7%	78.1%
	C. **	**
5. Consumer & Corporate Affairs	I. 26/2185 or 1.2%	98.4%
	D. 12/227 or 5.3%	87.0%
	C. **	**
6. Employment & Immigration Canada	I. 408/22662 or .02%	**
	D. 72/5313 or .01%	**
	C. —	**
7. Department of Finance	I. 7/865 or .8%	62.5%
	D. 1/47 or 2.1%	96.3%
	C. 0/32 or 0.0%	0.0%

**Table 2: Disabled Employees and their Comparative Salaries by Government Department—Continued**

Department or Agency		Number and % of Disabled Employees	Disabled Employees' Average Salary as % of Non-Disabled Employees' Average Salary
8. Health & Welfare Canada	I.	87/8801 or 1.0%	102.0%
	D.	10/1613 or .6%	128.8%
	C.	**	**
9. House of Commons	I.	**	**
	D.	**	**
	C.	**	**
10. Department of Indian Affairs	I.	82/5366 or 1.5%	83.8%
	D.	9/774 or 1.2%	83.9%
	C.	**	**
11. Secretary of State Canada	I.	28/3017 or .9%	95.2%
	D.	3/184 or 1.6%	139.8%
	C.	1/130 or .8%	**
12. Treasury Board	I.	8/776 or 1.0%	88.6%
	D.	1/23 or 4.3%	120.7%
	C.	0/26 or 0.0%	0.0%

I. = indeterminate employees  
 D. = determinate employees  
 C. = contract employees

\*\* information not available



**Table 3: Services to Disabled Canadians**

Department or Agency	Services Provided	Effectiveness Studied	Future Plans for Programs
CMHC	yes	yes	yes
Canadian Human Rights Commission	yes	yes	yes
Canadian Transport Commission	yes	no	maybe (pending court case)
Communications	yes	no	yes
Consumer & Corporate Affairs	yes	no	no
Employment and Immigration	yes	no	no
Finance	no	no	no
Health & Welfare	yes	yes	yes
Indian Affairs	no	no	no
Secretary of State	yes	yes	yes
Treasury Board	no	no	no

**Table 4: Issues of Concern**

Department or Agency	Access	Protection from Discrimination	Increasing Elderly	Native Disabilities	Independent Living	Disability Prevention
CMHC	yes	yes	yes	yes	yes	yes
Canadian Human Rights Commission	yes	yes	no	yes	no	no
Canadian Transport Commission	yes	yes	no	no	no	yes
Communications	yes	yes	yes	yes	yes	no
Consumer and Corporate Affairs	yes	yes	yes	yes	yes	yes
Employment & Immigration	yes	yes	no	yes	yes	yes
Finance	yes	yes	no	yes	no	yes
Health & Welfare	yes	yes	yes	yes	yes	yes
Indian Affairs	yes	no	yes	no	no	no
Secretary of State	yes	yes	yes	yes	yes	yes
Treasury Board	yes	yes	no	yes	no	yes





# APPENDIX FOUR

## HOUSE OF COMMONS

### Report Of The Task Force On The Disabled And The Handicapped

The Task Force was established by the House of Commons in 1974 to study the needs of the disabled and the handicapped in Canada. It was composed of members of the House of Commons and representatives of the disabled and the handicapped. The Task Force has held numerous public hearings and has received many suggestions from the public. It has also conducted extensive research into the problems of the disabled and the handicapped. The Task Force has prepared a report which sets out its findings and recommendations. This report is being presented to the House of Commons for its consideration.

Given the time frame of 60 days within which the Task Force was charged with producing an action plan, it was necessary to focus on the most critical issues of building accessibility, employment opportunities, and services to the public and management committees. While the Action Plan only addresses issues and policies under the administrative jurisdiction of the Government, many of the employment policies proposed can be taken advantage of as suggested by Members of the House in their roles as separate employers. The Action Plan at this time does not address accessibility to Member's constituencies.

This action plan comprises four sections, with specific actions and target dates for completion being presented on each of these levels. A copy of the report, Policy, Public Communications and Management Committee.

A complete summary of all actions, target dates for completion and the status of ongoing activities is contained in the report. The report also contains a list of recommendations to be followed by the Government, the private sector, and the public. The report is being presented to the House of Commons for its consideration. The Task Force also acknowledges the advice and support provided by members of the House of Commons, the Disabled and the Handicapped and the Department of the Secretary of State for the Disabled Persons Secretary, Department of Secretary of State for the Disabled.

## Introduction

On Wednesday, November 5, 1986, the Honourable John Fraser, Speaker of the House of Commons, appeared before the Sub-Committee on the Disabled and the Handicapped of the Standing Committee on Communications and Culture. The Speaker had been invited by the Sub-Committee to discuss the activities of the House of Commons in the areas of employment equity for disabled persons, as well as to discuss making the precincts of Parliament fully accessible to persons with disabilities.

During this appearance, the Speaker announced that he had created a Task Force on the Disabled which would be charged with developing a detailed, realistic action plan to enhance employment and promotion opportunities for disabled persons within the House of Commons, as well as ensuring that the House of Commons, as a public institution, is as accessible as is realistically possible to Canadian with disabilities.

The members of the Task Force were:

Guyanne Desforges, Training Officer, Logistics Directorate;  
Mary-Anne Griffith, Clerk Assistant, Research;  
Pierre Joyal, Chief, Planning and Evaluation, Support and Information Systems Directorate;  
Pierre Legault, Chief, Computer Systems Branch;  
Ginette Sabourin, Employee Relations Section, Human Resources Directorate;  
Jean Spénard, Director of Logistics;  
Randy Wood, Chief of Staffing, Human Resources Directorate;  
Marcel Bégin, Property Manager, Public Works Canada.

The Task Force was chaired by Robert Desramaux, Director of Support and Information Systems.

Given the time frame of 60 days within which the Task Force was charged with producing an action plan, Task Force members worked in smaller groups to address the issues of building accessibility, employment equity, the dissemination of information and services to the public and management commitment. While the Action Plan only addresses issues and policies under the administrative jurisdiction of the Speaker, many of the employment policies proposed can be taken advantage of or emulated by Members of the House in their role as separate employers. The Action Plan, at this time, does not address accessibility to Members' constituency offices.

This action plan comprises four sections, with specific actions and their target dates for completion being presented on each of these issues: Accessibility, Employment Policies, Public Communications and Management Commitment.

A complete summary of all actions, target dates for completion and the status of ongoing activity is contained in Appendix "A".

The Task Force wishes to gratefully acknowledge the contribution of Unhandicapped Limited, an Ottawa firm which, under contract, developed a detailed list of physical barriers within the Parliamentary precinct, as well as assisted in the preparation of a priority ranking for correction of these deficiencies. The Task Force also acknowledges the advice and input provided by members of the Sub-Committee on the Disabled and the Handicapped and by Richard Nolan, Executive Director, Status of Disabled Persons Secretariat, Department of Secretary of State, Joanne DiSano,



Chief, Affirmative Action Group, Personnel Policy Branch, Treasury Board Canada, Suzanne Azzie, Coordinator, Program for the Handicapped, National Capital Region Staffing Office, Public Service Commission and Mr. John Strome, Policy Consultant, Employment and Immigration Canada.

## I. Accessibility

The key to this action plan is improving physical access to the buildings occupied by Members and staff of the House of Commons. The success of the employment policies proposed later in this report is predicated on employees with mobility or sensory impairments having barrier-free access to the Parliamentary precinct. The effectiveness of most of this report's proposals on improving services to disabled visitors depends on the same prerequisite.

The Task Force did not have the necessary expertise to thoroughly and accurately identify and analyze physical barriers affecting persons with mobility or sensory impairments in the six buildings occupied by the House of Commons. As a consequence, the services of an Ottawa firm, Unhandicappers Ltd., were retained under contract to undertake a detailed review of the buildings, identify all barriers and develop a priority ranking of the order in which the identified deficiencies should be corrected.

Unhandicappers Ltd. assigned a three person team to this task, one of whom is a specialist in mobility impairment, another a specialist in sensory impairment and the third a specialist in architectural issues as they affect disabled persons. These three specialists were assisted by two Task Force Members.

Between November 20 and 28, this five person team circulated through and inspected the six buildings. These are the East, Centre and West Blocks and the Confederation, Wellington and La Promenade Buildings.

Observations were made on a sampling basis at the following rates:

- 100% of all building entrances;
- 100% of all hallways;
- 100% of all stairways;
- 100% of all elevators;
- 100% of all cafeterias;
- 24% of all administrative staff offices;
- 11% of all Members' offices;
- 100% of all viewing galleries;
- 100% of all washrooms.

The inspection considered and evaluated two sets of criteria:

*Physical Conditions:* These refer to concrete measurable/observable physical components. The physical components evaluated are those identified to facilitate barrier-free design and are recognized by CMHC, Public Works Canada, Heritage Canada and the Ontario Building Code, 1986. The physical conditions of areas visited were noted as:

- deficient to barrier-free design standards;
- meeting barrier-free design standards;
- exceeding barrier-free design standards.



In addition to the physical conditions, Unhandicappers Ltd. developed, and the team used, a general conditions checklist.

*General Conditions:* The general conditions checklist refers to the general qualitative state of physical conditions. This enables the assessment of the abstract dimensions of concrete items; for example, a washroom cubicle may be barrier-free in design, however, the order in which it is spatially arranged may be poor.

*Scoring:* Once scores were assigned to physical and general conditions, the following analysis was performed.

### 1. Physical Conditions

For each area, an average is formulated for the frequency of items which were deficient, met or exceeded barrier-free design standards.

### 2. General Conditions

For each general conditions component, scores are assigned for each area visited (on a scale from 0 = poor to 4 = excellent) and these scores are averaged.

The results of this survey are contained in a 285-page report submitted to the Task Force on December 9, 1986. In addition, the report is supplemented by a 700-page appendix which comprises all of the individual survey documents compiled during site visits. The sheer mass of information makes it impossible to provide complete details of the report's conclusions within the context of this Task Force report. What can be provided are the following general observations for each of the major building features examined.

## General Overview

### Building Entrances

Designated parking for disabled persons was found to be scarce and those located to be below barrier-free design (BFD) requirements. The best designated parking was located at the north/east/centre entrance of the Confederation Building—not ideal—but the best available. The major concern with this parking area is the distance to entrance and lighting. Designated parking adjacent to the Centre and West Blocks are distant from accessible entrances and are too narrow.

All buildings have at least one designated accessible entrance. These entrances were generally acceptable with minor problems in grade and lighting. Doorbells and automatic openers could not be found in any of the buildings.

Approaches to buildings were generally good with a need for improved night time lighting. Comfort control switches (i.e., lighting and heating controls) in most buildings were below BFD requirements - too high or unavailable.

### Hallways

Hallways were found to be generally poor in areas of signage, comfort controls, fire and safety equipment and cues for change.

Centre Block, Confederation Building and West Block shared a common apparent storage problem, where much equipment and furniture obstructed flow in hallways.



## **Stairways**

Stairways were found to be in good condition. All shared a general need of 300 mm extension on top and bottom of handrailings. Stairways in La Promenade Building were found to have open risers where closed risers are required by the building specifications. Handrails were also found to be generally low; 810 mm high is the minimum. Lighting in most stairwells was poor.

The stairwells of the East Block were generally in need of retrofitting. Floor treads were worn and slippery and lighting was poor.

## **Elevators**

Elevators in all buildings, excluding La Promenade Building, share the common problem of accessibility to elevator and emergency controls, signage (raised numbering on floor buttons), audio signals and handrails.

## **Ramps**

Ramps were found to be generally poor in design, in grade and handrailing.

## **Cafeterias**

Cafeterias and restaurants were found to be generally accessible. The best example for modelling and planning is the West Block Cafeteria.

The most common problem in other cafeteria areas was the spatial ordering of tables and knee clearance under tables.

## **Staff Offices**

The common problem with all staff offices is signage, door handles and interior clearance. Kick plates on all doors were only four inches high, where six to eight inches are required for wheelchair entrance.

## **Members' Offices**

As with staff offices, Members' offices share common problems in door handles, signage and kick plates. Clearance and spatial ordering was generally poor, making ingress and egress difficult for wheelchairs. Noteworthy is that carpet texture in many Members' offices greatly restricts wheelchair movement (the thicker the pile, the more difficult to maneuver).

## **Viewing Galleries**

All viewing galleries were found to be generally acceptable. However, east and west galleries are accessible by stairs only. Door handles, signage and kick plates were not suitable. It was observed that all wheelchair users can access only back row seating, and those viewers with ambulatory difficulties chose not to hazard the steep stairs to access better seating and viewing. There was also evident lack of seating quantity and convertibility for wheelchair users.



## **Washrooms**

The survey team was unable to locate a completely barrier-free design washroom. Although many were designated as being accessible to disabled persons, major deficiencies were located in these.

## **Summary**

In summary, while a significant number of important deficiencies were noted, the fact remains that all six buildings examined are at least minimally accessible to disabled persons. Nevertheless, a significant amount of expensive retrofitting needs to be undertaken in order to render all buildings truly barrier-free. In the time available to the Task Force, it was simply not possible to cost estimate and schedule the various renovations and construction that will be required. This will require extensive input and analysis by Public Works Canada and House officials.

Many of the deficiencies noted can be corrected inexpensively and quickly. Work is already underway on many fronts such as the re-arranging of furniture and the elimination of obstructions in hallways. Signage is another area that can be corrected reasonably quickly. There still remain, however, a number of major renovations and retrofits which will be both expensive and will take some time to complete. It is anticipated that a detailed action plan to effect these latter modifications, including scheduling and preliminary costing, can be developed by June 1, 1987. An interim report on deficiencies corrected will be submitted by April 1, 1987.

Realistically, the extent of renovations required will dictate that this upgrading will have to be scheduled over a three or four fiscal year period. The plan of attack, however, would see the Centre Block (because of its importance as a tourist attraction) given priority. In addition, the order of priority for correcting deficiencies would see parking and building entrances improved first, followed by improvements to hallways, stairways, washrooms and cafeterias. Thereafter, priority would be given to interior ramps within buildings and correction of deficiencies in staff and Members' offices. Many corrections can be made concurrently and this plan of attack should not be seen as strictly sequential. In addition, priority will be given to renovations required to make specific areas more accessible for newly recruited disabled employees.

Finally, coordination will be provided by the office of the Director of Logistics to ensure that all ongoing renovations to House of Commons facilities will incorporate consideration of architectural and other requirements to ensure that renovations meet barrier-free design criteria.

## **II. Employment Policies**

### **1) Recruitment**

In order to ensure that disabled persons obtain employment with the House of Commons, it is essential that they are apprised of employment opportunities, encouraged to apply for them, that an accurate inventory of such applicants be maintained and that House of Commons managers be required to consider these applicants on the basis of their abilities.

House of Commons staffing policy provides that existing employees are given priority consideration in competitions for vacant positions. This implies that, in the



short term, efforts will be concentrated on recruiting disabled persons for entry level positions in various occupational groups. Thereafter, policy and operational provisions outlined elsewhere in this action plan will ensure that career advancement for disabled persons will be based on ability and merit.

There are 1,600 persons employed on an indeterminate basis under the administrative jurisdiction of the Speaker. Of these, some 53% are employed in what could be classified as "blue collar" occupations (tradesmen, maintenance staff, restaurant workers, messengers) and some 47% in "white collar" occupations (procedural staff, managers, support and secretarial staff). In this context, the House is a relatively small scale employer when compared to the major employer in the National Capital Region, the Public Service. Furthermore, many potential job applicants erroneously assume that applying for employment at the Public Service Commission assures consideration for job opportunities with the House.

The Public Service Commission maintains an extensive inventory of disabled persons seeking employment. The Task Force concluded that the House should take advantage of this resource tool and negotiated with the Commission an agreement to use their inventory and to incorporate, where appropriate, applications from the Commission's inventory in the House's own candidate inventory. In addition, the Commission has agreed to systematically refer newly received applications from disabled persons when the latter appear to have qualifications corresponding to those required by the House.

Finally, the Commission has offered to conduct individual searches of this special inventory to identify candidates for specialized House of Commons positions where the small numbers and specialized requirements of these latter positions make it impractical to retain current applications in the House's own candidate inventory.

The following summarizes the specific action to be taken vis-à-vis House recruitment practices:

- **the Human Resources Directorate will augment its candidate inventory with the applications of disabled persons from the Public Service Commission's candidate inventory.**
- **an agreement has been reached with the Public Service Commission to ensure the latter systematically refers newly received applications from disabled persons to the House.**
- **the Human Resources Directorate will request referral of candidates from the Public Service Commission inventory in the case of all unique or specialized positions.**

## 2) The Selection Process

Promotional competitions within the House of Commons are based on the merit principle. While in theory this should ensure that disabled employees have equal access to opportunities for advancement, this is, in fact, not always the case. Unfortunately, some of the trappings of the traditional selection process create barriers for candidates with certain disabilities.

To correct this situation as it relates to more obvious problems, the following actions are proposed:



- alternative testing and selection tools will be identified and used by Staffing Officers. While not limited to, these will include the following:
- candidates with hearing or speech disabilities will be given the option of taking written tests in lieu of most or all of the existing personal interview phase of the selection process;
- selection boards will be provided with sign language interpreters to conduct interviews of hearing impaired candidates;
- visually impaired candidates will be administered any written component of a selection process orally;
- at the discretion of the Director General of Human Resources, the formal selection process will be replaced by a subjective assessment by a selection board of the suitability for appointment of intellectually challenged individuals.

Recognizing that it is impossible to anticipate and provide in advance for the special needs of every individual, the Task Force nevertheless concluded that it should be possible for the Human Resources Directorate to position itself to respond quickly to special circumstances as they arise. In this regard, it is proposed:

- that an officer within the Directorate be named the focal point for enquiries from disabled employees as to their rights, special provisions that exist to assist them, as well as to act as an ombudsman to ensure that special needs of individual disabled employees which have not been anticipated are responded to.

Finally, it was concluded that the traditional means of advising employees of promotional opportunities, the competition poster, may not be readily accessible to persons with disabilities. To correct this situation, the following actions are proposed:

- disabled employees for whom it is difficult to regularly visit the locations where competition posters are displayed or distributed may register with Staffing Section and will have all competition posters sent to their office location by internal mail.
- competition posters, detailed statements of requirements and selection profiles for all positions being staffed will be available in French or English on audio cassette to visually impaired employees on 24 hours notice.
- until such time as all buildings of the Parliamentary precinct are fully accessible to persons using wheelchairs, competition posters will indicate whether the location where the work is to be performed is wheelchair accessible.

### 3) Job Barriers And Position Restructuring

At the heart of the House of Commons compensation system is the individual job description. These descriptions are used to assign positions to appropriate occupational groups and levels, each of which has a corresponding salary scale. The job description is also the document from which competition posters, statements of qualifications and selection profiles are prepared. Finally, the job description is the basis upon which a position's official language requirements are established.



Many job descriptions are unique to one position but, at the House of Commons, some job descriptions (sometimes called "generic" job descriptions) may cover a whole group of positions. For example, the job description for all House messengers is the same. In the case of these generic job descriptions which, in the House of Commons context, cover a substantial number of positions, most of the incumbents perform most or all of the duties most of the time. There can be variations, however, in that some employees may not be required to perform some duties at all. By and large, this is not considered a problem. If, however, a minor duty is included in a generic job description because some employees may be required to perform it some time, and if that duty cannot be performed, for example, by someone using a wheelchair, an artificial barrier to employment exists.

To further illustrate how this type of situation may be turned to advantage, take the example of creating a new position which combines a sub-set of the duties of positions around it in a work group. Such a position could be structured so that it could be performed by an intellectually challenged employee and yet still warrant the same classification level as other positions in the work group.

When staffing positions, it is essential that line managers, together with staffing officers, ensure that the physical requirements of the position included in the statement of requirements for a position do not create artificial barriers. To assist managers and staffing officers in this regard, it is proposed:

- **that the Compensation Section of the Human Resources Directorate develop a systematic method which, when applied to a job description, will permit the identification of the bona fide physical requirements of a position.**

As a pro-active measure to restructure some positions within the large homogeneous job families which exist within the House of Commons, it is proposed:

- **that the Compensation Section of the Human Resources Directorate undertake a systematic review of the most important generic job descriptions with a view to identifying artificial barriers and, where operationally feasible, re-group duties into some new positions which can be readily performed by disabled persons, particularly intellectually challenged persons.**

Most positions within the House of Commons require proficiency in both of Canada's official languages. As a consequence, the House has a staffing policy which requires candidates to meet the language requirements of a position in order to be appointed to it. This policy is essential to ensuring that Members and staff of the House and members of the public receive all House services in the official language of their choice.

This policy can, however, discriminate against disabled persons. Many intellectually challenged individuals have a level of fluency in both official languages which may be more than adequate for the demands of a particular position. Notwithstanding this, in a majority of cases, they would be incapable of passing a second language test as they are currently administered. While it may be possible to design specialized testing tools, it may be more effective to simply examine some of the barriers existing language policies pose with a view to exempting certain individuals from the provisions of these policies.



This is a very complex issue which the Task Force was unable to adequately address during the time available for the preparation of this action plan. It is a very real problem, however, and it is therefore recommended:

- **that the Human Resources Directorate undertake a detailed review of existing official language policies and language testing practices with a view to identifying any barriers these pose to disabled persons (particularly the intellectually challenged) and make recommendations on modifications or exemptions to the House's official language policy which will eliminate these barriers.**

#### 4) Technical Aids

Truly remarkable advances have been made in recent years in the development of technical aids and special tools which permit disabled persons to perform work and to attain a degree of independence at work which many would find astounding.

Many of these aids are expensive to purchase and are beyond the means of many individuals.<sup>1</sup> While many employers will purchase technical aids on behalf of disabled employees, the provisions of House budgeting techniques would require the manager who is about to employ a disabled person to absorb the cost of any required aid from his or her, often limited, capital budget. To eliminate any such disincentive for House of Commons managers, it is proposed:

- **to establish a one-time capital expenditure budget of \$50,000 and thereafter (1987/88 fiscal onward) an annual House of Commons capital expenditure budget of \$20,000 for the purchase or rental of technical aids for newly recruited employees or employees who become disabled. This budget will be managed by the Support and Information Systems Directorate.**

The amount of this budget will be reviewed annually and adjusted upward if required. To extend the purchasing power of this capital fund, the Human Resources Directorate will, as a matter of course, attempt to negotiate funding for technical aids from Workers' Compensation Boards and the insurance companies which provide disability coverage for House employees. These organizations will often underwrite in whole or in part the cost of technical aids in order to facilitate the return of temporarily or permanently disabled employees to the labour force.

Despite these initiatives, there will still be occasions where the short duration of a person's employment is such that it is not cost effective to acquire an expensive technical aid. In anticipation of these circumstances, the Public Service Commission has established a bank of technical aids which can be borrowed by Federal Government Departments.

- **The House's Human Resources Directorate has just negotiated an arrangement with the Public Service Commission whereby the House, while not a Federal Government Department or Agency, will have access to short-term loans from the technical aid bank. Loans will also be possible during the**

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<sup>1</sup> As a point of interest, there is one area where the House of Commons is well positioned to take advantage of technology already in place. The OASIS Network electronic mail system can today provide hearing impaired employees with instantaneous access to virtually every service area and official of the House of Commons.



period of time necessary for the House to source an aid from a supplier as well as for short-term evaluation to determine that a particular aid meets the needs of an individual prior to its being purchased by the House.

In addition:

- priority will be given to the purchase of technical aids for House employees who have become disabled while employed by the House in order to facilitate their re-integration to their former or a new position.

Finally, since new developments in the area of technical aids are so rapid,

- the Purchasing Research Officer in the House's Materiel Management Branch will be assigned ongoing responsibility for keeping abreast of developments in the field of technical aids for disabled persons and will develop a resource library of technical information on these aids.
- the Purchasing Research Officer as well as appropriate representatives from the Human Resources Directorate will attend a major exhibition of technical aids sponsored by Supply and Services Canada and scheduled for February, 1987.

This product research will include sourcing and evaluation of mini-buses capable of accommodating disabled persons for consideration as replacement vehicles for current Hill mini-buses when the latter are next replaced.

## 5) Increasing Awareness

Most people are probably not knowledgeable about the special needs of disabled persons. Equally important is the fact that most people are unaware of the capabilities of disabled persons. In this regard, House Human Resources staff and line managers are no different from the population at large. The success of the various plans outlined elsewhere in this document depend in large part, therefore, on raising the level of awareness of managers about the skills and abilities that disabled persons can bring to a job. In some cases, it is also essential to prepare future co-workers and supervisors to ensure that they can respond to the special needs some disabled workers have prior to these new employees joining the work group.

Fortunately, much work has been done in this area by other employers and various associations which represent the interests of disabled persons. The House is able, therefore, to pick and choose from a number of excellent programmes and training tools which can assist in raising the level of awareness of Human Resources staff, managers, supervisors and employees on the capabilities and job-related needs of disabled persons.

The House also has at its disposal a unique training tool in the form of the OASIS Network. The Demand Video capability of the OASIS Network is an effective way to deliver, for example, audio-visual packages designed to dispel erroneous assumptions held by many about disabled persons. Similarly, special audio-visual packages aimed at participants in the staffing process on both sides of the interview table could be prepared and viewed as required and anywhere required within the Parliamentary precinct.

The following action plans are aimed at two different target groups. On the one hand, it is recognized that there is a need for general information to dispel myths many



share regarding disabled persons. On the other hand, there is a need for specialized information to assist personnel officers and managers in recruiting disabled persons as well as for supervisors and co-workers in work areas where disabled persons are to be employed.

It is proposed:

- that the Planning and Training Section of the Human Resources Directorate develop a detailed index of available training programmes and audio-visual aids which could be used to assist in improving the level of awareness about the capabilities and needs of disabled persons.
- that a specific training session be developed and presented to officers in the Human Resources Directorate. Furthermore, this session should be videotaped by the Broadcasting Branch and an edited and condensed version produced as a training aid for other groups of employees, including selection board members.
- that, from the index referred to above, a selection of the more relevant audio-visual aids be acquired and made available for demand viewing by Members and staff on the OASIS Network.
- that the Broadcasting Branch develop and produce an "Awareness Week" comprising a variety of audio-visual material to be broadcast over an OASIS Network channel during a week-long period and that, depending upon the success of this project, such a "Week" become an annual event.

Finally, recognition needs to be given to the special role played by House of Commons Security Staff and Parliamentary Guides in receiving and hosting members of the public who visit the Parliamentary precinct. Particularly for tourists, Security Staff and Parliamentary Guides may be their only personal contact with employees of the House. While both these groups have received well-earned compliments on their method of dealing with the public, it may be opportune to provide Security Staff with special awareness training on the special needs of disabled visitors. It is therefore proposed:

- that a special awareness package to identify the special needs of disabled visitors be developed by the Planning and Training Section of the Human Resources Directorate and presented to all Security Staff and Parliamentary Guides as part of their ongoing staff development and training programmes.

## 6) Special Initiatives

Aggressive marketing of disabled candidates for employment and other significant staff work will be required in getting the action plan "off the ground". For a 12 to 18 month period, this could very well be a full-time job for at least one intermediate level officer. In order to ensure that this activity receives the necessary resourcing within the context of competing priorities:

- the Human Resources Directorate will be provided with an additional person year and corresponding salary funding for the period January 1987 to July 1988, to permit the recruitment of an officer responsible for co-ordinating the development and implementation of the employment policies outlined in this section.



Finally, a special employment programme is proposed to ensure that immediate recruitment of disabled persons occurs despite the current environment of expenditure restraint.

- **A pool of 5 person years will be established immediately, comprising a mix of positions in occupational groups for which the House has an ongoing need for term employees on a replacement or peak workload basis.**
- **these positions will be filled by disabled persons who will be offered indeterminate employment but who will be rotated through a series of term assignments.**

In a sense, through this proposal, the House will be establishing its own “temporary help agency”. There are several advantages to this approach: the employees recruited will be provided with indeterminate, not term, employment; they will, in a short period, have an opportunity to get exposed to and receive training in a number of House work areas; and, most importantly, they will serve as the best possible marketing agents among existing managers and staff as to what the disabled can do. Existing House staffing policies provide that these new employees will receive priority consideration for transfer to “permanent” positions in various House organizational units as these become available. As this occurs, they will be replaced in the temporary assignment pool by yet additional disabled employees.

Finally, for the past three months, the House of Commons has been involved in a special programme in cooperation with Ridgemont High School which has seen 12 intellectually challenged young adults provided with on-the-job work experience in a number of House of Commons organizational units. While the final evaluation of this programme both by House staff and officials of Ridgemont has not been completed, initial results indicate that the programme has been a major success. In fact, it is hoped that, following the programme, some of the students involved may be offered full-time employment with the House. It is therefore proposed:

- **that, subject to the results of the final evaluation of this project, the House of Commons annually participate in the Ridgemont High School or other similar work experience programme for intellectually challenged students.**

### **III. Public Communications**

The House of Commons is responsible for communications with a variety of publics. The House is the publisher of the official record of its proceedings and the proceedings of its Committees and is the custodian of documents and papers tabled in the House. The Parliament Buildings are also one of Canada’s most popular tourist attractions welcoming some 800,000 visitors annually.

The Task Force has examined three areas of the House’s communications activities with a view to determining whether services are available in an equitable fashion to disabled persons.

#### **1) The Official Record**

The verbatim coverage of the proceedings of the House of Commons is available in two formats. There is the printed Hansard and there are the daily televised proceedings of the House. The printed record is available and accessible, for all intents and purposes, to all Canadians save those with visual impairments. The same is true for the



Minutes of Proceedings and Evidence of Committees of the House, as well as the Special Reports which are issued from time to time by various Committees.

For all printed material, the only group of persons who do not have ready and equal access to it are the visually impaired. Fortunately, in so far as Hansard and the Minutes of Proceedings and Evidence of Committees are concerned, audio tapes of gavel-to-gavel coverage are available as a by-product of the transcription and publishing process. It would be a relatively simple matter to make audio tapes available on demand to the visually impaired. In theory, this demand should be higher for Committee Evidence than for Hansard since the visually impaired do at least have access to the audio portion of House television broadcasts. Assuming the demand for this material among the visually impaired is in a proportion comparable to the general public demand for the published version, the resulting workload to produce and dispatch these audio tapes could be readily handled by existing staff currently responsible for the actual recording of proceedings. It is therefore proposed:

- that audio tapes of the proceedings of the House of Commons and its Committees be made available, on demand, to visually impaired persons.<sup>2</sup>
- that the charges for this service to non-employees be solely for the cost of the tape and that the House absorb the cost of recording. Furthermore, that there be no charges whatsoever in the case of a client supplying his or her own recording tape.
- that a notice of the availability of this audio tape service be included in the printed version of Hansard and the Minutes and Evidence of Committees.

Special Reports of Committees are another matter since these do not usually originate from the recorded proceedings of Committees. Since the nature and format of these special publications are the prerogative of the Committee itself, the Task Force recommends:

- that Committee Clerks be asked, as a matter of course, to advise their Committees of the possibility of making their Special Reports available on audio tape.

The televised proceedings of the House of Commons are distributed nationally in a French language and English language version via satellite by the Canadian Broadcasting Corporation. As part of its programming, the CBC provides sign language interpretation on both the French and English parliamentary networks during the daily Question Period (including Members' Statements under Standing Order 21). The resulting programming is received by cable companies across Canada and re-transmitted by the latter to cable company subscribers. Many cable companies carry gavel-to-gavel coverage while others only broadcast Question Period. While detailed audience statistics are not available, those data which are available indicate that the audience for Question Period is orders of magnitude larger than for other proceedings.

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<sup>2</sup> The Task Force notes that the House has considered the possibility of the radio and television broadcasting of Committee proceedings as well as allowing journalists to make their own audio recordings of proceedings. As yet, the House has not made a decision to permit any public access to the audio coverage of Committee proceedings. A special order of the House authorizing this broader access or at least authorizing the distribution of audio cassettes of Committee proceedings to the visually impaired is therefore a prerequisite to implementing this proposal.



The Task Force concluded that, for the time being, the costs and technical difficulties associated with providing sign language interpretation for House proceedings other than Question Period are not warranted, given that the official record of the proceedings is available to the hearing impaired in printed form by the next day after a sitting.

The Task Force considered the possibility of real time closed captioning<sup>3</sup> of the entire proceedings of the House but unavailability of this technology in a French language version means that only a portion of debate could be captioned for anglophone viewers and nothing at all would be available to francophone viewers. The technology for real time closed captioning is still very expensive and, given the minute potential audience and the availability of an alternate printed record, is not recommended for implementation at this time. It is a technology with great promise, however, and House staff will continue to monitor its development.

## **2) The House As Tourist Attraction**

As noted, the House receives hundreds of thousands of visitors annually. In 1980, the First Report of the Special Committee on the Disabled and the Handicapped recommended:

- **that the Parliamentary complex be made immediately accessible to all disabled and handicapped persons, both as visitors and as employees.**

In fact, much has been accomplished since 1980 in terms of making the Centre Block accessible to tourists with mobility handicaps. In fact, in 1985, the Speaker of the House was presented with an award by the Barrier-Free Environment Committee of the Rehabilitation Institute of Ottawa in recognition of the major modifications made to the Centre Block and Peace Tower to make them more accessible to the disabled. However, as Section I of this report indicated, there still remains much to be done for persons with mobility handicaps and for those with sensory handicaps as well. The Task Force is of the view that once the accessibility problems identified in Section I are corrected, persons with mobility problems will be able to enjoy visits to the Centre Block on an equal basis with other visitors. While the elimination of the physical barriers which affect persons with sensory impairments is important, the Task Force also proposes the following actions:

- **that more readily available arrangements for providing tours in sign language for the hearing impaired be put in place. Ideally, these would include either the recruitment of tour guides who are competent in sign language or the provision of training in sign language to existing staff. The House of Commons Guide Programme will develop and implement specific programmes in this area prior to the 1987 summer tourist season.**
- **that the assistance of the Canadian National Institute for the Blind be sought in developing a tour programme aimed at visually impaired visitors. This programme could take the form of an enriched and more detailed narrative**

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<sup>3</sup> Real-time captioning is a Canadian developed technology which utilizes a device similar to a Hansard reporter's stenographic machine linked to a main-frame computer which is programmed with a sophisticated software package. The software contains a set of English language grammatical, syntactical rules and a dictionary. The "phonetic" input from the stenographic machine is "translated" into a stream of text which can be inserted as a "crawl" across a live television picture.



provided by existing tour guides or might take advantage of some form of audio-taped programme similar to those used in some art galleries and museums.

- that a special brochure be produced in braille and/or large print describing the House of Commons. While corresponding to the existing glossy pamphlets (which are predominantly photographs) distributed to all visitors, the proposed publication should contain significantly more information about the history and role of the Canadian Parliament and more detailed descriptions of the buildings.

### 3) General Information Inquiries

At the present time, the House of Commons does not have a general inquiry service. The telephone number listed for this purpose in the blue pages of the telephone directory is, in fact, the telephone at the security desk at the main entrance to the Centre Block. In this context, with the exception of the hearing impaired, all members of the public, including the disabled, are equally badly served vis-à-vis general information on the activities of Parliament. This problem is being actively examined and a communications strategy for the House of Commons, which includes recommendations for the creation of a central inquiry service, are under active review. Should such a service be initiated, it will be equipped with appropriate terminals so that hearing impaired persons using Visual Ears or other telecommunications devices will have equal access to any publicly available inquiry services offered by the House of Commons.

In the meantime, the office of the Director of Communications will acquire a visual ear and offer a general inquiry service, Monday through Friday, between the hours of 9:00 a.m. and 5:00 p.m. E.S.T. In many cases, it will be necessary to obtain information in order to answer the inquiry from other Directorates within the House. However, it will, at a minimum, provide a focal point for receiving general inquiries from the hearing impaired and in turn providing them with an accurate and timely response.

## IV. Management Commitment

While the Task Force Report proposes a number of initiatives, some of which are already implemented, many more will require significant work and monitoring for some time to come. The Speaker and House Sector Heads have confirmed their commitment to the objectives outlined in this Report. It is equally important that House senior managers share this commitment and that their performance in implementing this action plan be evaluated. The Task Force therefore recommends:

- that, in communicating this action plan to their senior managers, Sector Heads confirm that the degree to which individual senior managers successfully implement those components of this action plan for which they have responsibility will be a factor specifically evaluated as part of the annual performance evaluation exercise (on which annual performance salary increases are based).

To ensure effective monitoring and evaluation of the implementation of this action plan, it is recommended:



- that an ongoing committee of House senior managers be established to report semi-annually to the Executive Committee of the House of Commons on the implementation of this action plan.

This committee should contain senior representatives from each of the three Sectors, with representation from the Human Resources and Logistics Directorates being essential.

HOUSE OF COMMONS  
CHAMBERS OF PARLIAMENT  
OTTAWA, CANADA  
K1A 0A6

January 23, 1967

Mr. Patrick Boyer, M.P.  
Chairman  
Sub-committee on The Disabled and The Handicapped  
Room 449 West Block  
House of Commons  
Ottawa, Ontario  
K1A 0A6

Dear Patrick:

This is to let you know that at last night's meeting the Board of Internal Economy fully endorsed the action contained in the report of the House of Commons Task Force on The Disabled and The Handicapped.

Members expressed the view that the House of Commons should show leadership in this area and approved funding for the six month year required to develop and implement the new employment guidelines and for the purchase or rental of teleprinters.

Yours sincerely,

John A. Flaxer  
Speaker of the House of Commons  
and Chairman of the Board

All Members of the Board of Internal Economy





# APPENDIX FIVE

## LIST OF WITNESSES



HOUSE OF COMMONS  
CHAMBRE DES COMMUNES  
CANADA  
K1A 0A6

January 29, 1987

Mr. Patrick Boyer, M.P.  
Chairman  
Sub-committee on The Disabled and The Handicapped  
Room 449 West Block  
House of Commons  
Ottawa, Ontario  
K1A 0A6

Dear Patrick:

This is to let you know that at last night's meeting, the Board of Internal Economy fully endorsed the action contained in the report of the House of Commons Task Force on The Disabled and The Handicapped.

Members expressed the view that the House of Commons should show leadership in this area and approved funding for the six person years required to develop and implement the new employment policies and for the purchase or rental of technical aids.

Yours sincerely,

John A. Fraser  
Speaker of the House of Commons  
and Chairman of the Board

c.c. All Members of the Board of Internal Economy





## APPENDIX SIX

### LIST OF WITNESSES

*Thursday, April 24, 1986:*

*From the Department of Secretary of State:*

The Honourable Benoît Bouchard, Secretary of State  
and Minister responsible for the Status of  
Disabled Persons;

Richard Dicerni, Assistant Under Secretary of  
State—Citizenship;

Richard Nolan, Executive Director, Status of  
Disabled Persons Secretariat.

*Wednesday, May 7, 1986:*

*From the Coalition of Provincial Organizations of the Handicapped:*

Jim Derksen, National Chairperson;

Irene Feika, Vice-Chairperson;

Claude Bérubé, Member at large.

*Wednesday, May 21, 1986:*

*From the Canadian Rehabilitation Council for the Disabled:*

J.R. Sarney, National Executive Director.

*From the Advocacy Resource Centre for the Handicapped:*

Shari Stein, Barrister-Solicitor.

*Wednesday, June 4, 1986:*

*From the Canada Post Corporation:*

Keith Jolliff, Vice-President, Administration;

Harold Dunstan, General Manager, Labour Relations;

Marty Schreiter, Director, Equality Rights.

*From Employment and Immigration Canada:*

Martha Hynna, Executive Director, Employment Services;

John Strome, Acting Director, Disabled Persons Employment  
Directorate.

*Wednesday, June 18, 1986:*

*From Transport Canada:*

Ramsay Withers, Deputy Minister;

Jack Gaum, Director, Transportation of Disabled Persons Program.

*Wednesday, November 5, 1986:*

*From the House of Commons:*

The Honourable John A. Fraser, P.C. M.P.  
Speaker of the House of Commons;

Edward Riedel, Acting Administrator.

*Thursday, November 20, 1986:*

*From the Canadian Human Rights Commission:*

R.G.L. Fairweather, Chief Commissioner;

Hanne Jensen, Director - Complaints and Compliance;

Don Johns, Chief of Personnel.

*Wednesday, January 21, 1987:*

*From the House of Commons:*

Edward Riedel, Acting Administrator;

Robert Desramaux, Director of Support and Information Systems.



## MINUTES OF PROCEEDINGS

Wednesday, February 11, 1987

(5)

The Sub-Committee on the Disabled and the Handicapped of the Standing Committee on Communications and Culture met *in camera* in room 306 W.B. at 3:40 o'clock p.m., this day, the Chairman, Patrick Boyer, presiding.

**Members of the Sub-Committee present:** Patrick Boyer, Roland de Corneille, and Neil Young.

**In attendance:** From the Library of Parliament: Maureen Baker. From Secretary of State: Skip Brooks.

The Committee resumed consideration of its Order of Reference dated Thursday, October 9, 1986. (See *Minutes of Proceedings and Evidence of November 5, 1986, Issue No. 1.*)

The Committee began consideration of a draft report.

At 5:55 o'clock p.m., the Sub-Committee adjourned to the call of the Chair.

James A. Taylor,  
*Clerk of the Committee.*

## MINUTES OF PROCEEDINGS

Wednesday, March 11, 1987  
(6)

The Sub-Committee on the Disabled and the Handicapped of the Standing Committee on Communications and Culture met *in camera* in room 306 W.B. at 3:35 o'clock p.m., this day, the Chairman, Patrick Boyer, presiding.

**Members of the Sub-Committee present:** Patrick Boyer, Roland de Corneille, Bruce Halliday, and Neil Young.

**In attendance:** *From the Library of Parliament:* Maureen Baker. *From Secretary of State:* Skip Brooks.

The Committee resumed consideration of its Order of Reference dated Thursday, October 9, 1986. (See *Minutes of Proceedings and Evidence of November 5, 1986, Issue No. 1.*)

The Committee resumed consideration of a draft report.

It was agreed,—That the draft report be adopted as the Initial Report and that the Chairman be ordered to table it in the House of Commons.

At 5:20 o'clock p.m., the Committee adjourned to the call of the Chair.

James A. Taylor,  
*Clerk of the Committee.*





