
INCLUSIVE INSIGHTS

Inclusion | Awareness | Accessibility COD-NL's Quarterly Newsletter

The COD-NL board and staff would like to take this time to wish you all a Merry Christmas and a Happy New Year! We look forward to many exciting things in 2015!



Emergency Preparedness

COD-NL's project **A Shared Responsibility – Emergency Preparedness** has rolled out nicely over the past year.

This initiative is being guided by a 21-member task force. Task force members include organizations and individuals that have experience in emergency preparedness and/or matters concerning persons with disabilities.

The first focus is to bring increased awareness of disability specific issues to first responders, as well as municipal and community leaders. The federal government has considerable information available about emergency preparedness and there is great awareness worldwide about the need for planning. We will gather existing information and develop a resource booklet that is specific to our province. We will then engage first responders and others interested in emergency planning to provide them with training to support the use of the resource booklet.

The second focus is to educate persons with disabilities about their responsibilities and need for personal planning in the event of emergencies. Persons with disabilities can lessen the impact of a disaster by taking steps to become prepared before an event occurs. COD-NL will have Personal Preparedness Kits available in early 2015. Please order your kit through Kim White, Manager of Strategic Initiatives.

Inclusive practices promoted through this project will help persons with disabilities and first responders and others supporting persons with disabilities during emergencies have the necessary information to ensure no one faces additional health or life risks.

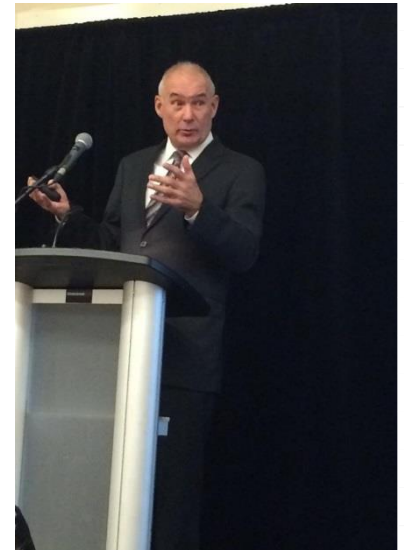
For more information on the Shared Responsibility project, contact Kim White, Manager of Strategic Initiatives with COD-NL. Kim can be reached by email at info@codnl.ca.

International Day of Persons with Disabilities – December 3rd

December 3rd marked the United Nations International Day of Persons with Disabilities. 17 organizations that form the Network of Disability Organizations hosted a breakfast for employers and business leaders to mark this important day. One of the themes for this year's International Day was 'Creating Enabling Working Environments'. Sharing insight into this theme was the breakfast's guest speaker, **Randy Lewis**, a retired Senior Vice President with Walgreens in the United States. Mr. Lewis wanted to share the story about how Walgreens, a big, corporate giant supports inclusion in the workplace in a big way.

His messages were clear. Inclusion in the workplace can happen and it must happen! Because it is the right thing for business to do - it yields measurable positive outcomes and it yields revenue. But also because it is just the right thing to do - everyone deserves the opportunity to use their abilities through purposeful work and we all have a part to do to support this to happen. He emphasized that this was not a charity model but a model that supported persons with disabilities to meet the same outcome standards as all other Walgreens employees. A model with same pay for the same "critical" work. This model hinged on a very important strategy known as ATP which is an acronym for a very simple concept: "Ask the person". This means instead of making decisions about whether a person with a disability can or cannot do a specific job or job task, ask them if they can.

Mr. Lewis talked about the many barriers persons with disabilities face. Knowledge he has firsthand from his own experiences parenting a son who lives with autism. He knows that many of the barriers are invisible and these are the hardest to break down. But again, his message was clear. They can be broken down and they must be broken down. And we must all



Mr. Randy Lewis speaks to a sold-out crowd at the Business Leader and Employment Breakfast on December 3rd.

do our part.

And, speaking of doing our parts, while at the breakfast with Mr. Lewis and employers, the RNC were patrolling St. John's city doing their part supporting the appropriate use of blue zone parking. Due to increased awareness and legislation we are seeing more spaces throughout the province and more access for persons with mobility disabilities. But we also still see much inappropriate use of these parking spaces. And clearly anyone can see how distance can be a barrier to someone with a disability that impacts their mobility. This is not an invisible barrier and it is not a hard barrier to break down. The placement of blue zone parking spaces around buildings does exactly that. It is, however, the invisible barriers of people's attitudes that we seem to have trouble removing.

One might say, why bring something like blue zone parking into a conversation about employment barriers that exist for persons with disabilities - obviously a "much more complex and important" topic. But blue zone parking could indeed be barrier to someone getting into their place of employment but that is not the point here. The point is if people's attitudes toward such a simple concept of removing a barrier for persons with mobility disabilities create a new barrier, how will we get to a place where our thinking leads us to remove the web of visible and invisible barriers that persons with disabilities face in all the aspects of their lives? How will we get to full inclusion? Mr. Lewis knows the answer and he challenged everyone at the breakfast with it: **Step up and do your part! And do it today!**

Kelly White
Executive Director

Blue Zone Parking

New Partnership Promotes Education and Awareness of Blue Zone Parking:



*What happens when you block FOUR blue zone spaces?
Simple, you get FOUR tickets.*

<http://www.releases.gov.nl.ca/releases/2014/servicenl/0912n03.aspx>

COD-NL will be delivering Blue Zone Presentations to contractors and businesses through the winter months. Please contact us at (709) 722-7011 or info@codnl.ca if you would like to arrange a presentation.

Season's Eatings! – COD-NL's Christmas Fundraiser



COD-NL is selling coupon books as a Christmas fundraiser. Each book is \$10 and contains exclusive discounts to some of Newfoundland's favorite restaurants. COD-NL would like to thank the following restaurants for placing a coupon in our Season's Eatings book:

Tavola – St. John's

Wine Cellar Steakhouse (Glynmill Inn) – Corner Brook

Get Stuffed – St. John's

Fireside Eatery – Mount Pearl

Georgie's Restaurant (Anchor Inn Hotel) – Twillingate

Pasta Plus – St. John's

Humphry's – St. John's

Woodstock Colonial Restaurant – Paradise

The Sprout – St. John's

Magnum & Steins – St. John's

Zapata's – St. John's

Bistro on Roe – Gander

We would also like to thank the following for generous prize donations. Included in each book is a chance to win a night at the Fairfield Inn & Suites, and a chance to win a night with breakfast included at Fishers' Loft.

Fairfield Inn & Suites – St. John's

Fishers' Loft – Port Rexton

These delicious deals are sure to warm up your winter! Get your book today by calling (709) 722-7011, or order online at www.codnl.ca.

Easter Seals NL – Opportunities Fund

Easter Seals Newfoundland and Labrador is now the Community Coordinator for the Opportunities Fund for Persons with Disabilities. If you are a person with a disability and are looking for employment, we want to help! We offer both wage subsidy and work experience opportunities. Please contact Paula Hayes or Rachel Warren at 754-1399 or by email at paula@eastersealsnl.ca or rachel@eastersealsnl.ca for more information.



In Memoriam

In memory of John Hannaford, who died on December 8th, 2014.

John Hannaford was one of the founding members of the Coalition of Persons with Disabilities – NL (COD-NL). John worked at the Provincial Government as a Design Review Technician for over 22 years. John served as a Director on the COD-NL Board as well as on the Easter Seals Board. John had a passion to make our province more accessible. In 2012, John assisted with the film *Afterthoughts: A Film on Accessibility* which is available on YouTube:



https://www.youtube.com/watch?v=kZ99XZ_q4a4 (part 1)

https://www.youtube.com/watch?v=P9R_i2iaenQ (part 2)

Message from the President



I would like to take this opportunity to wish you and your families all the blessings of the Christmas Season. As you share with those you love may you be reminded of the joys you experienced in Christmases past and be blessed as you look forward to more happy times together.

May we all find it in our hearts to make Christmas a little more happy for everyone around us. May the blessings of the Christmas be with you and those near and dear to your hearts.

Thank you for your continued commitment to COD NL. It is in working together that we truly do the best we can for those who depend upon us.

Jerry S.J. Weir, COD-NL President

Message from our Executive Director

Wishing everyone a safe and happy Christmas season, and all the best in the new year!

Kelly White, COD-NL Executive Director

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Paul Woodruff, St. John's

Staff:

Kelly White, Executive Director

Kim White, Manager of Strategic Initiatives

Brittany Long, Project Coordinator

Interested in becoming a member of COD-NL?

To sign up:

- Visit www.codnl.ca

- Email info@codnl.ca

