



INCLUSIVE INSIGHTS

Inclusion | Awareness | Accessibility
Quarterly Newsletter



REMEMBRANCE DAY

**In Flanders fields the poppies blow
Between the crosses, row on row,
That mark our place; and in the sky
The larks, still bravely singing, fly
Scarce heard amid the guns below.**

**We are the Dead. Short days ago
We lived, felt dawn, saw sunset glow,
Loved and were loved, and now we lie
In Flanders fields.**

**Take up our quarrel with the foe:
To you from failing hands we throw
The torch; be yours to hold it high.
If ye break faith with us who die
We shall not sleep, though poppies grow
In Flanders fields.**

by John McCrae, May 1915

In Tribute to our Veterans, Active Members of the Canadian Armed Forces, and Military Families

The Coalition of Persons with Disabilities – NL would like to show our gratitude and remembrance to our Veterans and Soldiers who have dedicated their lives in protecting our freedoms and liberties.

On November 11th we remember those we have lost, and those who have dedicated their lives in protection of our country.

In This Issue:

- Randy Lewis Disability Awareness Sessions
- Inclusion Photo Contest
- Provincial Elections: It's YOUR Right to Vote!
- Meet Newfoundland and Labrador's New Federal MPs
- Introducing the Federal Ministers who are Persons with Disabilities

RANDY LEWIS DISABILITY AWARENESS SESSIONS



Randy Lewis
Walgreens

A Work Shop and Awareness Session by:

Randy Lewis

Former Senior VP of Supply Chain and Logistics, Walgreens

December 7th, 2015

Employers Session: 9am – 12pm, Cost \$75.00
Public Session: 7pm, Cost \$10.00 (Limited Subsidies Available)

How to include more persons with disabilities in your workplace: For Employers & HR Professionals, December 7th, 9am – 12pm

The workshop designed for professionals offers training in understanding the employer view: how employers' view their role, understanding the employer organization structure: advocates, sponsors and champions, impediments, expectations for the supply-side

For More information visit our website at: www.codnl.ca, visit us on Facebook: Coalition of Persons with Disabilities – NL, or call: 709-722-7011.

How to include more persons with disabilities in your workplace: Public Session for Community Members, December 7th 7pm

Randy Lewis explains how he redesigned Walgreen's to take the 'dis' out of Disability! Subsidies are available for public attendees while quantities last!

For More information visit our website at: www.codnl.ca, visit us on Facebook: Coalition of Persons with Disabilities – NL, or call: 709-722-7011.

INCLUSION PHOTO CONTEST – Call for Models!

The Overcast and the Coalition of Persons with Disabilities – NL are partnering to change the way we think about disability through an inclusion photo contest! Most stock photos available for use by the media depict persons with disability as sad looking, suffering, or in hospital. However, we know that our local disability community in Newfoundland and Labrador is very active, involved in competitive sports, recreational hunting, music, art, academics, politics, community events and more! Together, we are seeking to change the face of disability, and encourage a more diverse and inclusive depiction of our community in our media.

The best submissions will be showcased in the December edition of the Overcast, with 1st, 2nd, and 3rd place cash prizes!

First Place: \$3000, Second Place: \$1500, Third Place: \$500

All photos will be judged by Chad Pelley, Editor of The Overcast; Joel Upshall, photographer of The Overcast; and Mary MacDonald, visual artist and former Eastern Edge Gallery Director.

Contest Rules:

Your photo must depict a person with a disability carrying out their everyday activities. Style, quality, and local flavor (recognizable settings) will be among judging criteria.

Eligibility Rules:

A photographer must submit a minimum of 2 high res photos, to a maximum of 10 submissions, showing at least 2 different models to: submissions@theovercast.ca.

Deadline: Friday, November 30th, 2015, 4:00pm

Need a Model? Email: submissions@theovercast.ca

Contest participants will agree that by submitting their photo they are providing permission to the Coalition of Persons with Disabilities – NL to include the photo in COD-NL's stock photo library.

PROVINCIAL ELECTIONS 2015

It's YOUR Right to Vote!

Provincial Elections will be held on November 30th, 2015.

Special Ballot Voting is ongoing and began Tuesday, October 13th, 2015. This option is available for those who believe they may have difficulty voting in person on Election Day.

The Coalition of Persons with Disabilities – NL has partnered with Elections NL to improve accessibility at voting stations, and engage more persons with disability in the electoral process.

This partnership has helped ensure that all electoral information is accessible and available in alternate formats, including Braille, Large Print, and American Sign Language. COD-NL has also worked to provide disability awareness training to all Returning Officers (RO) participating in the provincial election to ensure that they are knowledgeable about disability supports, inclusion, accessibility, and that this knowledge can be transmitted at the polling stations. Each RO and polling station in the provincial elections is now equipped with an accessibility checklist. This initiative is the first of its kind in the province, and Election 2015 is now the first provincial election in the province's history which follows an inclusive design!

For more information on voting, including information in alternate formats, please visit: <http://www.elections.gov.nl.ca/elections/access/index.html>

NEWFOUNDLAND AND LABRADOR'S NEW FEDERAL MPs

On October 19th, 2015 Canada voted for a new leader and many new Members of Parliament. There are 7 newly elected Members of Parliament representing Newfoundland and Labrador in the House of Commons:

Honorable Judy Foote, Minister of Public Services and Procurement, District of Bonavista–Burin–Trinity

Gudie Hutchings, District of Long Range Mountains

Yvonne Jones, Labrador

Ken McDonald, Avalon

Seamus O'Regan, District of St. John's South–Mount Pearl

Scott Simms, District of Coast of Bays–Central–Notre Dame

Nick Whalen, District of St. John's East

INTRODUCING NEW FEDERAL CABINET MINISTERS WITH DISABILITIES

Federal Minister Responsible For Sport And Persons With A Disability



Introducing the Honorable Carla Qualtrough, Canada's new Cabinet Minister Responsible for Sport and Persons with a Disability, representing the district of Delta, British Columbia.

Minister Qualtrough was born with a vision disability, is a 3 time Paralympic Games medalist, dedicated community volunteer, mother of 4, and a human rights lawyer based in British Columbia.

Bringing a wealth of experience to the job, Minister Qualtrough has held many prominent positions in the past, including but not limited to, President of the Canadian Paralympic Committee, Director of Inclusion for the 2010 Legacies Now Society, Senior Advisor on sport to the Prime Minister, and Special Advisor to the Director General of Sport Canada.

Minister of Veterans Affairs and Associate Minister of National Defence

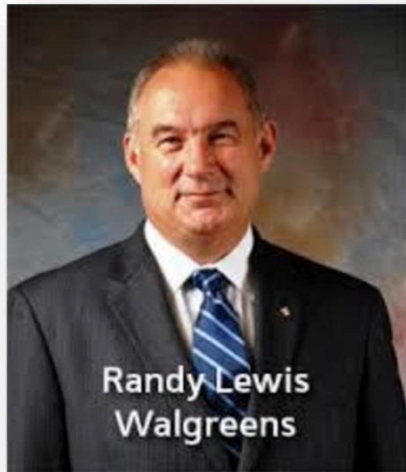


Introducing the Honorable Kent Hehr, Minister of Veterans Affairs and Associate Minister of National Defence, representing the district of Calgary Centre, Alberta.

Minister Hehr has been a wheelchair user since the age of 19 due to a tragic accident, however he feels that it was a ground breaking moment which lead to pursuing a law degree and his life in the public service.

Minister Hehr is a prominent lawyer and community activist, holding many leadership positions, including but not limited to, President of the National Education Association of Disabled Students, Chair of the Calgary Advisory Committee on Accessibility, and Chair of the Canadian Paraplegic Association – Alberta.

Ministers Qualtrough and Hehr show us that disability is an attribute that adds to wealth, and diversity of our country. While there are many issues facing persons with disability in Canada, our new Ministers pave the way for a more inclusive voice in our country's legislature.



DECEMBER 7, 2015 RANDY LEWIS

How to Include More Persons with Disabilities in Your Workplace: For Employers and Human Resource Professionals

Randy Lewis, Senior Vice-President Supply Chain & Logistics, Walgreens, will present a three hour workshop.

Date: Dec 7th, 2015, 9am-Noon, Cost \$75.

Where: E.B. Forum Room St. John's City Hall

Light lunch will be provided.



DISABILITY
EMPLOYMENT FROM
THE EMPLOYER AND
SUPPLY-SIDE
PERSPECTIVE:
CURRENT
APPROACHES AND
IMPEDIMENTS

Bending the curve: an integrated community-based model to create job opportunities for people with disabilities

Understanding the employer view: how employers' view their role, understanding the employer organization structure: advocates, sponsors and champions, impediments, expectations for the supply-side

Sponsored by

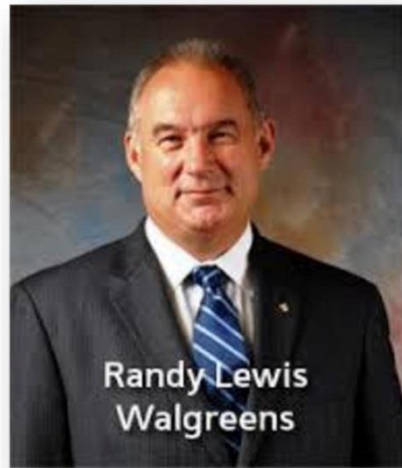
Government of
Newfoundland
Labrador

City of St. John's

Coalition of Persons
with Disabilities

709-722-7011
rsvp@codnl.ca
www.codnl.ca

To Reserve your seat and purchase a ticket, visit the events page on our webpage: www.codnl.ca or on EventBrite: Randy Lewis Session-HR & Employers: Persons with Disabilities in Employment



DECEMBER 7, 2015 RANDY LEWIS

For many persons with disabilities, their chances of being employed is very low. Walgreens' Randy Lewis, Former Senior Vice President of Supply Chain & Logistics, redesigned the company to take the "dis" out of "disability."

Date: Dec 7th, 2015,

Time: 7:00 pm, Cost \$10. (Limited subsidies available).

Where: E.B. Forum Room St. John's City Hall



**Coalition of Persons
with Disabilities**
Newfoundland and Labrador

**PUBLIC
AWARENESS
SESSION ON
DISABILITY &
EMPLOYMENT**

**\$10.00
LIMITED
NUMBER OF
SUBSIDIES
AVAILABLE**

SPONSORED BY

Government of
Newfoundland
Labrador

City of St. John's

Coalition of Persons
with Disabilities - NL
709-722-7011
rsvp@codnl.ca
www.codnl.ca/

To Reserve your seat and purchase a ticket, visit the events page on our webpage:
www.codnl.ca or on EventBrite: Public Awareness Session on Disability & Employment

Coalition of Persons with Disabilities – NL Board Members & Staff

Executive

Jerry Weir, President | Little Bay Islands

Terry Gardiner, Vice-President | Corner Brook

Robert Keenan, Treasurer | St. John's

Janice Carey, Secretary | St. John's

Members-at-Large

Laura George | St. John's

Jeremy Janes | Glovertown

Corrinne Shea | Twillingate

Vince McKenzie | Grand Falls-Windsor

Cyril Peach | Happy Valley-Goose Bay

Paul Woodruff | St. John's

Paul Walsh | St John's

Staff Members

Kelly White, Executive Director

Kim White, Manager of Strategic Initiatives

Danielle Parrell, Office Staff

Interested in becoming a member of COD-NL ??

**Visit: www.codnl.ca
email: info@codnl.ca**

If you would like to receive this newsletter in an alternate format please contact:

Coalition of Persons with Disabilities

460 Torbay Road, St. John's, NL, A1A 5J3

Phone: 709.722.7011

Email: kwhite@codnl.ca

Web: www.codnl.ca