



DISABILITY AND WORK IN CANADA

Strategy-in-Action

December 4 & 5, 2019

Delta Ottawa City Centre

International Ballrooms A, B & C

101 Lyon Street North, Ottawa K1R 5T9 Canada

Conference Agenda

Objectives for this conference

To build overall engagement and momentum for implementation of the Pan-Canadian strategy on Disability and Work (DWC)

To identify the most important early steps in implementation



To facilitate collaboration on specific initiatives
by conference participants and others

To identify important gaps or challenges which
need to be addressed

Wednesday, December 4

- 8:15 – 9:00 **Registration**
Full breakfast
- 9:00 – 9:45 **Recognition statement and indigenous prayer**
(Ballroom A&B)
Speaker: Elder Verna McGregor
Welcome
Speaker: The Honourable Carla Qualtrough,
Minister of Employment, Workforce
Development and Disability Inclusion
Objectives for this conference
**High level overview of the strategy and
implementation framework**
- 9:45 – 10:15 **Plenary:** The keys to successful strategy
implementation
Speaker: Yazmine Laroche, Deputy Minister,
Public Service Accessibility
- 10:15 – 10:30 **Table talk** on implementing the strategy:
- Introductions – who I am and why I'm at the conference
 - Open-ended discussion, could include such questions as:



- What part(s) of the strategy are you most interested in?
- Who else should be involved in this implementation?
- What are the risks in the implementation?
- What do you think we can do together to maximize the chance of success?

10:30 – 10:35 **Preview of the Parallel Sessions**

10:35 – 11:00 *Break and room separation (Ballroom C)*

11:00 – 12:15 **Parallel discussion sessions I**

Tools, resources and best practices:

“We know how to do this”

- **Business Case for Recruitment and Retention (Ballroom A)**

Speakers:

- Brian DePratto, Senior Economist, TD Bank
- Rebecca Gewurtz, Associate Professor in the School of Rehabilitation Science, McMaster University
- Meghan Kelly, National Corporate Relations Manager, Canadian Council on Rehabilitation and Work (CCRW)

- Tamira Loewen, Senior Risk Management Professional
- **How do we advocate for stronger support to improve the level of employment for people with disabilities?**
(Ballroom B)

Speakers:

- Bill Adair, Executive Director, Spinal Cord Injury Canada
- Neil Belanger, the Executive Director of the British Columbia Aboriginal Network on Disability Society or BCANDS
- Yutta Fricke, Executive Director, Disabilities Issues Office, Government of Manitoba

12:15 – 1:30 *Lunch & Networking (Ballroom C)*

1:30 – 2:45 **Parallel discussion sessions II**
Tools, resources and best practices:

“We know how to do this”:

- **Addressing unconscious bias and stigma at work and beyond (Ballroom A)**

Speakers:

- Melissa Egan, Coordinator, Episodic Disabilities Initiatives, Realize (Session Chair)



- Steve Mantis, Chair of the Research Action Committee of the Ontario Network of Injured Workers Groups (ONIWG)
- John Mutch, Executive Director, Case Management, WSIB
- Marcy Vautour, Disability Inclusion Strategist
- Tammy Yates, Executive Director, Realize

[Click here to access materials for this session](#)

- **School to Work Transitions (*Ballroom B*)**

Speakers:

- Arif Jetha, Scientist, Institute for Work & Health
- Tammy Strong, Coordinator, Diversity and Respect Unit, Education and Early Childhood Development, Government of New Brunswick
- Boris Vukovic, Director, READ Initiative, David C. Onley Initiative for Employment & Enterprise Development

2:45-3:00

Break

3:00 – 4:15

Parallel discussion sessions III

Tools, resources and best practices:

“We know how to do this”

- **Sharing best practices for accommodating employees with disabilities (*Ballroom A*)**

Speakers:

- Gillian Axten, Chief Steward of the academic union OPSEU CAAT-A
- Eric Latimer, Research Scientist at the Douglas Mental Health University Institute and Professor in the Department of Psychiatry, McGill University
- Jason Patterson, Disability Rights Caucus, Ontario Public Service Employees Union (OPSEU)

- **Standards and Best Practices to Expand Employment Opportunities (*Ballroom B*)**

Speakers:

- Paul-Claude Bérubé, Chair, Canadian Accessibility Standards Development Organization (CASDO)
- David Brown, Medical Director, CIBC; Vice Chair, Canadian Standards Association (CSA) Work Disability Management System Standard Technical Committee
- Jordana Globerman, Research Advisor, Innovation Lab, Employment and Social Development Canada
- Vincent Russell, Director, Strategic Engagement, WorkSafeBC



[Click here to access materials for this session](#)

4:15 – 6:00 *Reception: Light Refreshments and Cash Bar
(Ballroom C)*

Thursday, December 5

8:00 – 8:45 *Full breakfast*

8:45 – 9:00 **Welcome back; overview of Day 2**
(Ballroom A&B)

9:00 – 9:30 **Update on the Convention on the Rights of Persons with Disabilities (CRPD)**

Speaker: Steve Estey, Chair of International Committee of the Council of Canadians with Disabilities

9:30 – 10:30 **How will we know if we're making progress?**

Speakers:

- Mike Burns, Chief, Disability and Accessibility, Diversity and sociocultural statistics, Statistics Canada / Government of Canada
- Gail Fawcett, Senior Research Advisor, Social Research Division, Strategic & Service Policy Branch, Employment and Social Development Canada (ESDC)
- Pamela Lahey, Research Advisor, Social Research Division, Strategic & Service Policy Branch, ESDC

- Stuart Morris, Senior Analyst, Diversity and sociocultural statistics, Statistics Canada / Government of Canada
- Tabatha Tranquilla, Senior Policy Advisor, Canadian Human Rights Commission

10:30 – 11:00 Proposal for the strategy implementation process

11:00 – 11:30 Break & Room Separation (Ballroom C)

11:30 – 12:45 Parallel sessions on strategy implementation

- *Session topics:*
 - Disability-Confident Workplaces (*Ballroom A*)
 - Comprehensive Supports (*Ballroom B*)
 - Partnerships (*Ballroom C*)
- *Session objectives:*
 - To facilitate collaboration on specific initiatives by conference participants
 - To identify important gaps or challenges that need to be addressed
 - Where possible, to develop high level plans for some key initiatives and obtain commitments for involvement and follow up



12:45 – 1:45 *Lunch & Networking & Room Unification
(Ballroom C)*

1:45 – 2:30 **Report back from the Day 2 parallel sessions
(Ballroom A&B)**

2:30 – 2:50 **Table talk**

- *Questions for discussion:*
 - Taking into account the complexity of all this, how do we ensure real progress?
 - What is the one most important thing you like to say to the whole group?

2:50 – 3:05 *Break*

3:05 – 4:10 **Plenary discussion on implementation**

- Open discussion chaired by DWC Steering Committee
- Maximum two minutes per person to present your most important recommendation on strategy implementation

4:10 – 4:30 **Next steps and closing remarks**



Speaker: Mary Reid – Vice Chair, Canadian
Accessibility Standards Development
Organization (CASDO)

Disability & Work in Canada annual conference

Biographies of DWC Steering Committee members

Alec Farquhar



Alec Farquhar is a lawyer with a long career involved with disability issues. He is Chair, Engagement, for the Centre for Research in Work Disability Policy and member of the steering committee for Disability and Work Canada.

Previously, Alec was Director of the Office of the Worker Adviser (OWA), an agency of the Ontario Ministry of Labour which advises and represents non-unionized workers in their workers' compensation claims, return to work and appeals. Alec came to the OWA from the Occupational Health Clinics for Ontario Workers where he was Managing Director, and before that from the Ontario Ministry of Labour where he was the Director of the Occupational Health and Safety Branch.

Maureen Haan



Maureen has been the President & CEO of CCRW since 2012. CCRW is the only national organization with the sole vision of equitable and meaningful employment for people with disabilities and has been a strong advocate to this vision for over 40

years. Under Maureen's leadership, CCRW has seen an increase in direct program service throughout Canada, as well as a more transparent, stream-lining of understanding the business case of hiring a person with a disability. Maureen provides insight to employer engagement through CCRW best practices and proven results.

Maureen has been very active in the cross-disability sector, currently focusing on employment issues. She has been involved with numerous committees and groups that increase awareness of and access for the disability sector and the Deaf community.

Kathy Hawkins



Kathy Hawkins is the Manager of InclusionNL: Employer Supports and Services Program of Empower, The Disability Resource Centre. As Manager, Kathy provide supports and services to employers interested in creating more inclusive workplace environments for current and new employees with multiple types of disabilities. In this capacity she advises employers and businesses on all facets of creating accessible work environments & building disability confidence including; recruitment & hiring, accessibility reviews of physical locations, reasonable workplace adjustments & employee

accommodations, as well as staff training & professional development.

Kathy also provides expertise to business interested in creating accessible websites, technical applications and mobile apps and holds professional certification in website accessibility from the University of South Australia. Kathy is currently the President of the DisAbled Women's Network of Canada, sits on the Board of the NL Association of the Deaf, and is an active member of the International Association of Accessibility Professionals.

Steve Mantis



Steve was injured in an industrial accident in 1978 losing his left arm. He went through the Workers Compensation system and saw first-hand how it failed for many injured workers. It became apparent that many workers with a permanent disability became chronically unemployed and lived a life in poverty and depression. He has been active ever since working to improve the lives of injured and disabled workers across Canada.

Steve is the Founding member of the Thunder Bay & District Injured Workers Support Group, the Ontario Network of Injured Workers Groups and the Canadian Injured Workers Alliance. He is presently serving as Chair of the Research Action Committee

of the Ontario Network of Injured Workers Groups (ONIWG) and sits on the Executive Committee of the Centre for Research on Work Disability Policy.

Kathy Padkapayeva



Kathy Padkapayeva is the National Manager at the Centre for Research on Work Disability Policy (CRWDP). She holds a PhD equivalent degree (Candidate of Sciences, CSc) in Philosophy from the Belarusian State University, Belarus. Her research interests are in the area of labour-market engagement and workplace accommodations of people who experience disability, and in promoting the gender perspective in the study of health & employment.

“I'm honoured to be part of the DWC Steering Committee, supporting the development of a vision and strategy for the future, focused on increasing employment of persons with disabilities. I believe that partnerships among different stakeholder groups are key in reaching the goal of equal employment opportunities for all.”

Ron Saunders



Dr. Ron Saunders is a consultant in knowledge transfer and exchange (KTE). He retired at the end of 2017 as Director, KTE and Senior Scientist at the Institute for Work & Health (IWH) but currently holds an appointment as Adjunct Scientist with IWH. Before joining IWH, Ron was Vice-President, Research, at Canadian Policy Research Networks. Prior to that, he spent 17 years in the Ontario Public Service, most notably as Assistant Deputy Minister of Policy, Communications and Labour Management Services in the Ministry of Labour.

Ron also spent time in academia, teaching at the University of Toronto and the Queen's University School of Policy Studies.

Emile Tompa



Dr. Emile Tompa is a senior scientist at the Institute for Work & Health. He holds an appointment as associate professor in the Department of Economics at McMaster University and assistant professor in the Dalla Lana School of Public Health at the University of Toronto. He is co-director of the Centre for Research on Work Disability Policy, a seven-year initiative funded by a Social Sciences and Humanities Research Council Partnership Grant.

Tompa is a labour and health economist with an MBA from the University of British Columbia, an MA in economics from the University of Toronto, and a PhD in economics from McMaster University. Tompa's research interests include the consequences of occupational health and safety system design on the health and well-being of individuals and populations, the economic evaluation of workplace interventions for improving the health and well-being of workers, the economic burden of adverse health conditions and disability, and the analysis of disability policy systems.

Monica Winkler



Monica Winkler is the IT Coordinator at the Canadian Council on Rehabilitation and Work (CCRW). She has been working with CCRW since 2008.

Monica is a volunteer crisis responder with Kids Help Phone Text Line. Monica is also very active in ensuring accessible elections in Ontario and Toronto through the Election Outreach Networks. Prior to her work with CCRW, Monica had her own business, Meetings by Monica, which she started after working for 10 years at The Hospital for Sick Children as a research lab technologist.

Biographies of Speakers and Panel Participants

William Adair



William (Bill) Adair is the Executive Director of Spinal Cord Injury Canada, a charity that assists people with spinal cord injuries and other physical disabilities in achieving independence, self-reliance and full community participation.

Bill has extensive professional and community experience in the areas of healthcare and disability. He is a founding member of the Canadian Disability Policy Alliance, the Ontario Neurotrauma Foundation and the Dorothy Ley Hospice. Most recently, he has lent his leadership and expertise to the Government of Canada through the Federal Accessibility Legislation Alliance, the Working Group on Alternate Format Materials and the Parliamentary Precinct Advisory Panel. He was appointed to the Canadian Accessibility Standards Development Organization Board of Directors in 2019.



Gillian Axten



Gillian Axten has a Bachelors and Masters of Psychology from McGill University and was a practicing psychotherapist for 20 years. For the past 17 years she has been a counselor and professor at St.Lawrence College. The last 7 years she has been the Chief Steward of the academic union OPSEU CAAT-A a local of approximately 500 members both full and contract academic staff. Gillian is the co-chair of the Disability Rights Caucus and a member of the equity committee of the Canadian Association of University Teachers.

Gillian's area of academic teaching and research is in resilience and trauma and work with emergency services workers. Her work as a counselor for 20 years was in disability accommodations both in the educational industry and in the private sector. Her union work involves being the representative to assist members with return to work accommodations and grievances.

Gillian is also a person with an invisible disability and has struggled with accommodations in the workplace both from an employment standpoint as well as managing stigma from both her colleagues and employer.

Neil Belanger



Neil Belanger has over 30 years of experience working within in Canada's Indigenous and non-Indigenous disability and health sectors. Since 2009, Neil has been the Executive Director of the British Columbia Aboriginal Network on Disability Society or BCANDS, an Indigenous disability organization holding Special Consultative Status with the United. Since 2013, the work of the BCANDS team has been highlighted through numerous provincial, national and international recognition, the most recent being the Zero Project International Award presented to the Society in Vienna, in February 2019.

Neil additionally serves in a variety of disability related advisory roles, some of which include: Canada Pension Plan-Disability Roundtable; Canada Post's Accessibility Advisory Committee; Minister's Advisory Forum on Poverty Reduction; Minister's Council on Employment and Accessibility; Minister's Registered Disability Savings Plan (RDSP) Action Group; BC Accessibility Legislation Committee; and on the Indigenous Advisory Committee with Community Living British Columbia (Crown Corporation). Neil is a member of the Lax Se el (Frog Clan) of the Gitksan First Nation and resides in Victoria with his wife and two children.



Paul-Claude Bérubé



Paul-Claude Bérubé is the Chair of the new Canadian Accessibility Standards Development Organization. Mr. Bérubé is a lawyer in Saint-Jean-sur-Richelieu, Quebec. A member of the International Senior Lawyers Project (ISLP) since 2009, Mr. Bérubé has provided pro bono legal assistance to governments and civil society organizations in India, South Africa and Kenya. The major focus of Mr. Bérubé's effort for ISLP has been in Haiti where he provided training on drafting regulations and legislation on an annual basis from 2009 to 2013.

From 1999 to 2008, he was the National Chairperson of the Board of Directors for Independent Living Canada, an organization designed to facilitate greater independence through the active and meaningful involvement of persons living with any form of disability. He also has extensive experience in municipal politics, as well as the education and health sectors.

Mr. Bérubé holds a Bachelor of Law (Université Laval), was called to the Quebec Bar in 1984, and became a member of its Arbitration Tribunal in 2012. He was also made an honorary member of the Port-au-Prince Bar in Haiti in 2015.

David Brown



David Brown is a medical consultant with an Occupational Health training and background. He has been the medical director of CIBC for over 25 years. His primary interests are organizational health risk management, mental health and the broader disability management field. He has been recognized for his work internationally. Hailing from Northern Ireland originally he has maintained his interest in the outdoors and most of his accent.

Brian DePratto



Brian DePratto is a Senior Economist at TD Bank. A graduate of the University of British Columbia, Brian began his career with the Bank of Canada before joining TD Bank in 2014. In addition to producing the Canadian economic forecast, Brian also focuses on the day to day issues facing Canadians. He also contributes to a number of TD publications, and his commentary is frequently featured in financial media.

Melissa Egan



Melissa Egan is the Coordinator, Episodic Disabilities Initiatives, at Realize. Melissa has worked in the field of health and HIV for over 15 years as an educator and facilitator, developing and delivering workshops to diverse audiences across Canada. She has worked extensively with marginalized, LGBTQ, and Indigenous people. Melissa's experience includes front-line work at YouthCO in Vancouver, 8 years at CATIE as Regional Educator for the Prairies and has helped create online learning courses using her background in curriculum development and adult education.

Steven Estey



Steven is the Government and Community Relations Officer for the Council of Canadians with Disabilities (CCD) whose motto is “a voice of our own.” He has worked and volunteered with CCD in many roles over the past two decades. Steven is also former Human Rights Officer at Disabled Peoples' International (DPI) a Canadian based non-governmental organization that works globally to advance the Human Rights of Persons with Disabilities.



From 2003, until the successful conclusion of the negotiations in 2006, Steven was Adviser to the Canadian Government delegation to the United Nations, which drafted the new Convention on the Rights of People with Disabilities (CRPD). From 2007 until 2010 he led DPIs work to encourage the Government's around the world to ratify the CRPD. Since leaving DPI in 2010, he has devoted his time to teaching and projects strategically aimed at the effective implementation of the CRPD and related to the full realization of human rights for people with disabilities.

Gail Fawcett



Gail Fawcett is the Senior Research Advisor at Employment and Social Development Canada. Gail designs and conducts research on persons with disabilities at ESDC, primarily using data from Statistics Canada, to support program and policy development in the department and in connection with Canada's reporting requirements for the United Nations Convention on the Rights of Persons with Disabilities. She has been involved with this type of research for nearly 30 years. Gail also participates in questionnaire design and data development.

Yutta Fricke



Yutta Fricke is the Executive Director of Manitoba's Disabilities Issues Office (DIO), where she has worked since 2003. Prior to joining the Government of Manitoba, Yutta worked with a number of local, national and international organizations, including Disabled Peoples International from 1988-99. Yutta earned a B.A at the University of Winnipeg, a Graduate Diploma from the Institute for International Development and Cooperation, and a Masters in Education at the University of Ottawa.

Rebecca Gewurtz



Rebecca Gewurtz is an associate professor in the School of Rehabilitation at McMaster University. She is an occupational therapist with a program of research focused broadly on work disability policy, including workplace accessibility strategies and disability benefit systems.

Jordana Globerman



Jordana Globerman is a Strategic Designer and Graphic Facilitator from Ottawa, Canada. She works as Innovation Advisor to the ESDC Innovation Lab, where she uses human-centered design to enable collaborative problem-solving between government and citizens. Jordana has worked internationally with public and private sector clients, including Fast Company, KPMG and PWC, to bring caring, creative transformation to services, products and organizations.

Arif Jetha



Dr. Arif Jetha is a scientist at the Institute for Work & Health. He is also an assistant professor (status) at the University of Toronto's Dalla Lana School of Public Health.

Jetha's program of research aims at understanding life course differences in the employment participation of people living with chronic disabling conditions. He is specifically interested in understanding early labour market experiences of millennials and their impact on key transitions across life. Arif is also interested in understanding how the future of work will impact people with disabilities.

Meghan Kelly



Meghan Kelly is the National Corporate Relations Manager of The Canadian Council on Rehabilitation and Work (CCRW). She has been working with CCRW since 2013 and has been involved on varying levels of the organization's programs and services. Meghan's most recent area of focus at CCRW has been concentrated in the business lens of disability and employment. In her role Meghan connects with Businesses across the country, discovers their specific need, and develops customized CCRW services that will support them in hiring and retaining persons with disabilities. Meghan currently works out of the CCRW Office in St. John's Newfoundland.

Pamela Lahey



Pamela Lahey is a Research Advisor with Employment and Social Development Canada. She works on accessibility issues that impact the lives of all Canadians. Currently, she is working on the design of an accessibility module to be placed



on the 2022 CSD. Pam has an extensive professional and academic background in work disability policy.

Yazmine Laroche



Yazmine Laroche was appointed Deputy Minister, Public Service Accessibility, effective August 7, 2018.

Ms. Laroche has over 25 years experience in public policy, program design and delivery, communications, strategic planning and corporate management, having served in a variety of federal government departments including Communications Canada, Canadian Heritage, the Canada Information Office, the Privy Council Office, TBS and Infrastructure Canada where most recently, she served as Associate Deputy Minister of Infrastructure and Communities. She began her public service career as a communications officer in Transport Canada. She was appointed as an Assistant Deputy Minister in 2000 and, in 2004, she joined the Privy Council Office to develop the Government of Canada's New Deal for Cities. In 2009, she was appointed Assistant Deputy Minister, Executive Policies and Talent Management, OCHRO.

Ms. Laroche is the Deputy Minister Champion for Federal Employees with Disabilities. She is an alumna of Carleton University and the past Chair of the Board of Muscular Dystrophy Canada.

Eric Latimer



Eric Latimer, Ph.D., is a health economist and health services researcher, currently a research scientist at the Douglas Research Centre and Professor in Department of Psychiatry at McGill University. He has carried out multiple studies of evidence-based practices for people with severe mental illness and homeless people, including Assertive Community Treatment, supported employment, Housing First and the strengths model for case management. Recently, he was lead researcher for the Montreal site of the At Home/Chez soi pan-Canadian trial of Housing First, and the lead economist for the national study. In 2015, he received the “Pioneer award” for Recovery research from Psychosocial Research/Recherche psychosociale Canada.



Tamira Loewen



Tamira is an accomplished Risk Management specialist with over 15 years of experience leading and delivering effective challenge to drive change. Tamira has had a breadth of risk management roles both in Banking and Insurance, spanning Banking Book and Trading Book Market Risk, Model Risk Management, Risk Management Systems and Counterparty Credit Risk. Tamira re-joined TD Bank in Market Risk Management four years ago and recently moved to Operational Risk Management (ORM) where she has accountability for ORM oversight over Treasury.

Tamira is an inclusive leader who encourages diverse perspectives and approaches, she is active in Diversity and Inclusion committees at work and is a Director on the Board of the Empowerment Council (EC), which is a voice for clients/survivors of mental health and addiction services, primarily of CAMH. EC membership, board and staff are all current or ex-clients of mental health or addiction services.

Verna McGregor



Elder Verna McGregor is from the Algonquin Community of Kitigan Zibi Anishinabeg, which is approximately 120 kilometres north of Ottawa. Ottawa is part of the Algonquin Nation's traditional lands. Verna works at Minwaashin Lodge, the Aboriginal Women's Support Centre located in Ottawa. Services and resources provided by Minwaashin Lodge assist in the empowerment of Aboriginal Women leaving violence. Verna has remained firmly grounded in her community and nation by also being part of the group of traditional Grandmothers (Kokomisag) and Elders. This includes promoting the retention of the Algonquin language and culture, which is so important when addressing issues and connection to the land.



Stuart Morris



Stuart did his undergraduate work in psychology at Queen's University (Kingston, ON) and graduate work in educational psychology with a specialization in statistics, measurement, and evaluation at the University of Alberta (Edmonton, AB).

Stuart has worked in the Federal government since 2008 with a focus on the profile and experiences of Canadian adults with disabilities. He has worked as a policy analyst for the Office for Disability Issues (ESDC) and Canada Pension Plan Disability (ESDC) and as a research analyst for Health Statistics (Statistics Canada). He has been the senior analyst for the Canadian Survey on Disability (Statistics Canada) since 2016.

Prior to his work in government, Stuart served on the National Board of Directors and as National Vice President of the Canadian Hard of Hearing Association. He also served on the Board of Directors of the Canada-Ukraine Alliance for Deaf and Hard of Hearing Persons. His involvement in these organizations stems from his own experiences as a hard of hearing person and from having two other siblings with profound hearing losses - one of whom is culturally Deaf and the other has Autism.



John Mutch

John Mutch is currently the Executive Director of Case Management of the WSIB. John has been with the WSIB since 1990 and has held a number of roles in claims management. John has had a leadership role in the in WSIB's RTW strategy since 2005 and has worked with the research community in the development of best practices for WSIB staff.

Between 2011 and 2013, John played a key leadership role in the implementation of a Stigma Awareness campaign. This included developing tools and training programs for front line staff. Presentations on the subject were made internally and externally to the 2011 and 2012 National Workers' Compensation and Disability Conferences; 2011 Symposium on the Consequences of Work Injury. This work was a collaborative effort between the WSIB and the Research Action Alliance in the Consequences of Work Injury.

Jason Patterson



Jason Patterson is an injured worker and injured worker advocate since 1999. Starting in the nickel mines in Sudbury, Ontario.

Member of the OPSEU Disability Rights Caucus.

Today, my injured worker advocacy is focused primarily on occupational cancers and diseases as well as representing and advocating for non-unionized workers with workplace accommodation issues including work reintegration, work transition and throughout the WSIB appeals and workplace safety and appeals tribunal processes.

The Honourable Carla Qualtrough

Minister of Employment, Workforce Development and Disability Inclusion



A successful lawyer, dedicated volunteer, and Paralympic swimmer, the Honourable Carla Qualtrough's commitment to addressing inequality and championing diversity makes her a strong voice in government.

Carla was first elected as the Member of Parliament for Delta, BC in 2015, and was re-elected in 2019. She has held the position of Minister of Sport and Persons with Disabilities, as well as the Minister of Public Services and Procurement and Accessibility. Today, she serves as the Minister of Employment, Workforce Development and Disability Inclusion.

Before entering politics, Carla was a successful human rights lawyer who practiced at both the federal and provincial levels. She also chaired the Minister's Council on Employment and



Accessibility in British Columbia, was an adjudicator with the Workers' Compensation Appeals Tribunal, and was past President of the Canadian Paralympic Committee.

Passionate about inclusion and accessibility, Minister Qualtrough has been a strong advocate for persons with disabilities throughout her volunteering and professional career. Under her leadership, the Government of Canada passed the first-ever Accessible Canada Act, which aims to create a barrier-free Canada for all.

Mary Reid



Mary is personally and professionally committed to equity, social justice and inclusion. For the past thirty-five years, Mary's life has focused on removing and preventing barriers and ensuring equal access to public services and opportunities for persons with disabilities. She held senior positions for community organizations, and municipal and provincial governments. Mary specializes in fostering systemic change through community engagement, service design and policy development. Mary is the Vice-Chair of the new Canadian Accessibility Standards Development Organization. Mary lives in Portugal Cove, Newfoundland and Labrador.

Tammy Strong



Tammy Strong works with the Department of Education and Early Childhood Development in New Brunswick, Canada. Her dossier includes a Universal Design for Learning (UDL) approach to career development, school mental health, crisis response, as well as violent threat risk assessment. In addition, Tammy is an adjunct professor at the University of New Brunswick in the School of Graduate Studies.

Marcy Vautour



Marcy Vautour is the Founder and CEO of Let's Reach Beyond. A nonprofit charity that helps adults with disabilities transition from college/university to the work setting. In addition, Beyond provides advocacy to all those in need.

Marcy is a trained stride social justice advocate for the John Humphrey Centre for Peace & Human Rights.

She has been rewarded Ambassador for AccessAdvisr for Canada.

Boris Vukovic



Dr. Boris Vukovic has worked at Carleton University for over 15 years supporting the success of students with disabilities – through leadership, direct student services, faculty development, applied research, and professional standards. He has done research related to inclusive teaching practices of university faculty and disability-related assessments, and has taught undergraduate and graduate courses. He is a member of the American Educational Research Association, Canadian Counselling and Psychotherapy Association, and the College of Registered Psychotherapists of Ontario. In his role as the Director of the READ Initiative, Boris is committed to helping position Carleton University as a national leader in accessibility.

Dr. Vukovic holds faculty positions at Carleton University as Adjunct Research Professor with the School of Industrial Design, and at McGill University as Adjunct Professor in Educational and Counselling Psychology.



Tammy C. Yates



In February 2015, Tammy C. Yates became the first black woman to be appointed as Executive Director of a national organization in Canada's HIV and disability sectors when she was named to lead Realize. Tammy has served as the Chair of the national Episodic Disabilities Forum, as well as the Ontario Episodic Disabilities Network. Her résumé includes over 13 years of senior management, administration and communications experience in the non-profit and international development sectors. She originally joined the Realize Team in January 2013 and served as the Manager of Programs and Communications until her date of appointment. Prior to joining Realize, Tammy was the Officer-In-Charge/National Program Manager of the United Nations Population Fund (UNFPA) Trinidad & Tobago Branch Office.



Accessibility Services at the Disability and Work in Canada 2019

The following have been arranged for delegates at the conference:

- ASL Interpretation
- CART services
- Volunteers to assist when and where needed
- Professional Attendant care
- Materials provided in various formats (I.E.: braille, plain font documentation, Word), if arranged prior to November 25th
- Allergy and sensitivity food available upon request, if arranged prior to November 25th
- Accessible venue
- Water bowls available for service animals

Please note: while we have tried to diligently cover all areas of accessibility, we may have overlooked your specific need. If this is the case, please speak with one of the conference organizers and we will endeavour to accommodate your request.



Disability & Work in Canada Planning Committee (alphabetically by last name)

Alec Farquhar, Centre for Research on Work Disability Policy:
www.crwdp.ca

Maureen Haan, Canadian Council on Rehabilitation and Work:
www.ccrw.org

Kathy Hawkins, Inclusion NL (Employer Support Services):
www.inclusionnl.ca

Steve Mantis, Ontario Network of Injured Workers Groups:
www.injuredworkersonline.org/injured-workers-community/ontario-network-of-injured-workers-groups-oniwg

Kathy Padkapayeva, Centre for Research on Work Disability Policy: www.crwdp.ca

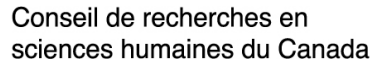
Ron Saunders, Institute for Work & Health: www.iwh.on.ca

Emile Tompa, Centre for Research on Work Disability Policy:
www.crwdp.ca

Monica Winkler, Canadian Council on Rehabilitation and Work.
www.ccrw.org



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