



# Disability Inclusion Action Plan

## Why does Canada need a Disability Inclusion Action Plan?

Canadians with disabilities have been disproportionately affected by the health, social and economic impacts of the COVID-19 pandemic. The pandemic has worsened the long-standing inequalities persons with disabilities face on a daily basis.

The reality is that Canadians with disabilities are more likely to be financially insecure than other Canadians.

Canadians with disabilities are also more likely to be unemployed or underemployed.

And persons with disabilities often face barriers to accessing government programs and services.

Canadians with disabilities who are racialized, Indigenous, women, LGBTQ2 often experience worse outcomes than other Canadians with disabilities.

That is why the Government of Canada wants to engage with Canadians to develop an ambitious Disability Inclusion Action Plan. The goal of engagement with you on this Plan will be to tell us what actions the Government needs to take to improve the lives of Canadians with disabilities.

## Building on Past Successes

We are not starting from scratch – we've used the great input from consultations on the Accessible Canada Act, the 2019 National Disability Summit, as well as input from the COVID-19 Disability Advisory Group.

This also builds on Government actions to date, including: the establishment of Canada's first Minister responsible for persons with disabilities, acceding to the Optional Protocol of the UN Convention on the Rights of Persons with Disabilities, and passing the historic Accessible Canada Act.

We want to build on this progress and move forward with our commitment to a disability-inclusive Canada – and an economic recovery that leaves no one behind.

## What will the Disability Inclusion Action Plan do?

The Disability Inclusion Action Plan has five objectives:

1. Reduce poverty among Canadians with disabilities.
2. Get more persons with disabilities into good quality jobs.
3. Help meet the Accessible Canada Act goal of a barrier-free Canada by 2040.

4. Make it easier for persons with disabilities to access federal programs and services.
5. Foster a culture of inclusion.

In leading by example and working with partners, our goal is a disability inclusive Canada that celebrates the diversity, creativity, innovation and contributions of persons with disabilities.

The Plan will be ambitious, it will evolve over time, and it will have a focus on action. It will achieve these objectives through actions grouped under four thematic pillars:

#### Pillar 1: Financial security

This pillar will address the immediate and long-term financial needs of Canadians with disabilities, with the initial focus on working age Canadians with disabilities. The first priority under this pillar will be to reduce poverty amongst persons with disabilities through a new disability benefit.

#### Pillar 2: Employment

This pillar will take a holistic and intersectional look at the long-standing barriers that persons with disabilities face in the labour market and in the workplace. It will develop a range of supports for both persons with disabilities and employers, and it will include a robust Employment Strategy for Canadians with Disabilities.

#### Pillar 3: Disability-inclusive spaces

The focus of this pillar will be to address barriers in public spaces, including community and social infrastructure and programming that are currently preventing Canadians with disabilities from fully participating in their communities and the economy.

#### Pillar 4: A modern approach to disability

This pillar will ensure we are using a modern definition of disability that will lead to a better and simpler process in determining if people are eligible for Government of Canada disability programs and services.

### **What is your role?**

You have an important role to play in shaping the Disability Inclusion Action Plan.

The questions that follow are grouped under each pillar.

In the spirit of “Nothing without us,” we invite you to share your thoughts. Your insights will be an invaluable contribution to the Disability Inclusion Action Plan and will help us as we think about designing and delivering the measures under each pillar.

Your participation is key to making this work!

**Print and complete the survey below by hand. Mail the completed survey to:**

Disability Inclusion Action Plan  
Employment and Social Development Canada  
140 Promenade du Portage, Phase IV  
Gatineau QC  
K1A 0J9

# Disability Inclusion Action Plan – Survey Questions

## 1. Financial Security

The focus of this pillar will be to address the immediate and long-term financial needs of Canadians with disabilities, with the initial focus on working age Canadians with disabilities. The first priority under this pillar will be to reduce poverty amongst persons with disabilities through the development of a new disability benefit.

**Q1. In addition to a new disability benefit, what actions could most improve the financial security of persons with disabilities? Rank the following list from 1, being the most important, to 4, being the least important.**

- Improving supports for long-term savings
- Better access to existing government supports and services
- Measures to help address costs associated with living with a disability
- Measures tailored to address income security for individuals at different life stages or transitions (e.g., youth to adulthood)
- Don't know / Prefer not to answer

**Q2. Comments:**

**Q3. What do you think are the most important things to consider when designing actions to improve financial security? Choose up to three.**

- Broad eligibility
- Level of financial support
- An easy application process
- Easy to find information on different financial supports
- The ability to both work and receive financial supports
- Other, please explain:
- Don't know / Prefer not to answer

**Q4. Do you have any other comments on the Financial Security pillar?**

**2. Employment**

The focus of this pillar is to take a holistic view of the long-standing barriers faced by persons with disabilities in the labour market and in the workplace. Employment is central to economic and social well-being. This pillar recognizes that achieving sustained employment requires a continuum of supports.

**Q5. What do you think are the most important actions to help Canadians with disabilities find and maintain employment? Choose up to three.**

- Support to help youth transition from school to work
- Skills and training needed for available jobs
- Assistance in applying for and interviewing for positions
- Support for finding quality jobs
- Support for obtaining workplace adaptations, assistive technologies and other workplace supports
- Other, please explain:
- Don't know / Prefer not to answer

**Q6. What do you think are the most important ways to help employers hire and keep persons with disabilities employed? Choose up to three.**

- Tools to find and recruit persons with disabilities
- Supports and mentors to create and maintain inclusive and accessible workplaces for persons with disabilities
- Resources to provide accessible on-the-job training
- Assistance to find supports available to employers to hire persons with disabilities
- Tax incentives
- Other, please explain:

Don't know / Prefer not to answer

**Q7. Do you have any other comments on the Employment pillar?**

**3. Disability-Inclusive Spaces**

The focus of this pillar will be to address barriers in accessing public spaces that are currently preventing Canadians with disabilities from fully participating in their communities and the economy.

**Q8. What do you think are the most important actions to help Canadians with disabilities fully participate in their community and workplaces?  
Choose up to three.**

- Creation of more accessible format material
- Creation of more accessible spaces in the community
- Creation of more accessible workplaces
- Increasing public awareness of the need for communities and workplaces to be accessible and inclusive to persons with disabilities
- Access to technology to work and socialize
- Other, please explain:
- Don't know / Prefer not to answer

**Q9. Do you have any other comments on the Disability-Inclusive Spaces pillar?**

#### 4. A Modern Approach to Disability

The focus of this pillar will be on the development of a better process to determine eligibility for federal programs and benefits to simplify access to federal disability supports.

**Q10. What should be the top priorities in a new approach to assessing disability? Rank the following list from 1, being the most important to 3, being the least important.**

- Moving towards a single-window approach (applying once to the Government of Canada to access all programs and benefits for which you may be eligible)
- Less reliance on medical documentation
- Place more importance on what you tell the Government about your disability experience, i.e. self assessment of functional limitations.
- Don't know / Prefer not to answer

**Q11. Comments:**

**Q12. Do you have any comments on how disability assessments can be simplified?**

**Overarching questions:**

**Q13. When you reflect on these themes, what do you think should be the order of priority for the Government of Canada? Rank the following list from 1, being the most important to 4, being the least important.**

- Financial Security

- Employment
- Disability-Inclusive Spaces
- A Modern Approach to Disability
- Don't know / Prefer not to answer

**Q14. Comments:**

**Q15. Are there any themes within the Government of Canada's responsibility or mandate that you feel are missing in the Disability Inclusion Action Plan?**

- Yes
- No
- Don't know / Prefer not to answer

**[IF Q16 is "yes"]**

**Q16. If yes, please explain:**

**DEMOGRAPHIC QUESTIONS**

As we encourage responses from all Canadians, the last few questions are to get a sense of who is participating in our engagement process. All responses will remain confidential and anonymous.

**Q17. Are you participating as an individual or as a representative of an organization? (Choose one)**



- Individual
- Representative of an organization

**[IF “Individual” selected]**

**Q18. Where do you live?**

- British Columbia
- Alberta
- Saskatchewan
- Manitoba
- Ontario
- Quebec
- New Brunswick
- Nova Scotia
- Newfoundland and Labrador
- Prince Edward Island
- Yukon
- Northwest Territories
- Nunavut
- Other, please specify
- Prefer not to answer

**[IF “Individual” selected]**

**Q19. What are the first three digits of your postal code?**

- The first three digits of your postal code:
- Prefer not to answer

**[IF “Individual” selected]**

**Q20. In which age category do you fall?**

- 18 to 24
- 25 to 34

- 35 to 44
- 45 to 54
- 55 to 64
- 65 to 74
- 75 to 84
- 85 or older
- Prefer not to answer

**[IF “Individual” selected]**

**Q21. Do you identify as:**

- Female
- Male
- Non-Binary
- Prefer not to answer

**[IF “Individual” selected]**

**Q22. Do you identify as any of the following? (Select all that apply)**

- First Nations
- Inuk (Inuit)
- Métis citizen
- Indigenous - other
- A member of an ethno-cultural or a racialized group
- A member of the LGBTQ2 community
- A member of an official language minority community (French-speaking communities outside Quebec and English-speaking communities in Quebec)
- None of the above
- Prefer not to answer

**[IF “Individual” selected]**

**Q23. Do you identify as a person with a disability?**

A person with a disability is a person who has any impairment that, in interaction with a barrier, hinders a person's full and equal participation in society. This could include a physical, mental, intellectual, cognitive, learning, communication or sensory impairment – or functional limitation. This could be permanent, temporary or episodic in nature, or evident or not.

- Yes
- No
- Don't know
- Prefer not to answer

**[IF "Person with a disability" selects "Yes"]**

**Q24.** As a person with disability, whether it is continuing, fluctuating, episodic or progressive, do you identify with any of the following disability types? Select all that apply.

- Seeing** - also known as visual impairment, it affects a person's ability to see - even when wearing glasses or contact lenses.
- Hearing** - also known as Deaf or Hard of Hearing, it affects a person's ability to hear - even when using a hearing aid.
- Mobility** - also known as a physical disability, it affects a person's ability to move.
- Flexibility** - also known as a physical disability, it affects a person's ability to move their joints.
- Dexterity** - also known as a physical disability, it affects a person's ability to do tasks, especially with their hands
- Pain** - also known as chronic pain disorder, it affects a person's ability to function due to pain.
- Learning** - affects the way a person receives, understands, and uses information.  
**Intellectual** - it affects a person's ability to learn and to adapt to different situations.
- Memory** - also known as a memory disorder, it affects a person's ability to remember information.
- Mental health-related** – affects a person's ability to function in their daily activities because of difficulties with an emotional, psychological or mental health condition
- Communication** - affects a person's ability to receive, understand, and respond to communication with others.

- Speech** - affects the way a person makes sounds to form words.
- Do you believe you have any other type of disability?** If so, please describe it.

**[IF “Individual” selected]**

**Q25.** Are you a caregiver of person with a disability?

A caregiver is a paid or unpaid member of a person's social network who helps them with activities of daily living.

A person with a disability is a person who has any impairment that, in interaction with a barrier, hinders a person’s full and equal participation in society. This could include a physical, mental, intellectual, cognitive, learning, communication or sensory impairment – or functional limitation. This could be permanent, temporary or episodic in nature, or evident or not.

- Yes
- No
- Don’t know
- Prefer not to answer

**[IF “representative of an organization” selected]**

**Q26.** What is the name of the organization that you represent:

**[IF “representative of an organization” selected]**

**Q27.** What location(s) does your organization mainly serve? (Select all that apply)

- National
- British Columbia
- Alberta
- Saskatchewan

- Manitoba
- Ontario
- Quebec
- New Brunswick
- Nova Scotia
- Newfoundland and Labrador
- Prince Edward Island
- Yukon
- Northwest Territories
- Nunavut
- Other, please specify
- Prefer not to answer

**[IF “representative of an organization” selected]**

**Q28. What is your organization’s primary area of focus?**

- Culture and recreation
- Education and research
- Health
- Human rights, diversity and inclusion
- Social services
- Environment
- Development and housing
- Law, advocacy and politics
- Philanthropic intermediaries and voluntarism promotion
- International
- Religion
- Business and professional associations
- Unions
- Other, please specify:

**[IF “representative of an organization” selected]**

**Q29. What population group does your organization serve? Check all that apply.**

- Indigenous communities
- Immigrants
- LGBTQ2 individuals
- People with disabilities
- Racialized groups
- Seniors
- Women
- Veterans
- Other, please specify:

The survey is now complete. Thank you for your participation. If you would like to submit papers on what should be included in the Disability Inclusion Action Plan, or if you require additional information, please contact: [Accessible-Canada@hrsdc.gc.ca](mailto:Accessible-Canada@hrsdc.gc.ca)