

International Day of Persons with Disabilities (IDPD) Webinar Transcript

November 30, 2023

Maria Ferraro (Time: 00:00:01)

Hello and welcome everyone. We're happy that you have taken the time to join us today to acknowledge and celebrate the importance of this day. My name is Maria Ferraro, and I'm a policy analyst at the Manitoba Accessibility Office. The Manitoba Government, along with the Manitoba Accessibility Office, is proud to celebrate international day of persons with disabilities annually.

International Day of Persons with disabilities was first proclaimed in 1,992 by the United Nations General Assembly, and promotes an understanding of disability issues and calls for supporting the dignity, rights, and well being of persons with disabilities.

The provincial Government joins people across the world in promoting the rights and well-being of people with disabilities in every aspect of life, including political, social, economic, and cultural.

Before we begin the webinar, I'd like to provide you with a bit of an agenda and housekeeping items, so that you are aware of what to expect during our time together.

First, I will highlight some of the housekeeping items and the accessibility features in Zoom.

We will then have an opening blessing from knowledge, Keeper Vern Dano, and then greetings from our new accessibility. Minister, Nahanni Fontaine, and a land acknowledgement from Colleen Watters.

So for the housekeeping items, if you have any technical difficulties, please contact the Mao by email and that email address, MAO@gov.mb.ca or call 204-945-76130 or call toll free at 1-800-282-8069 ext. 7613, there are people behind the scenes to assist you, so they'll be happy to help.

You'll notice that you are muted. Everyone is automatically muted, and the microphones and videos are turned off. When you join the call. This helps keep the background noise and visuals down. Audio visual distractions for both you and the recording.

We will spotlight and PIN the presenters, the panelists and the ASL interpreters for your convenience.

There are a few accessibility and language features on zoom. So to access Live closed captioning there is an icon at the bottom, right side of the page with the 2 letters C's click on that to activate the subtitles for closed captioning

For ASL interpretation. If you would like to view the ASL interpreter at all times click the global icon, which is also at the bottom, right hand side of the page and select American sign language.

Also under this globe. Icon, you can change the language to French, if that is your preference. So as that's also provided.

And please note, like I mentioned, the webinar is being recorded, and we will have the recording in the Webinar Transcript along with questions and answers. A document posted on our accessibilitymb.ca, website in the coming days.

So we welcome your questions. So please type them into the chat or the question boxes, and you'll find that at the bottom of your screen as well. And you can also email or phone them in during this webinar, if that is more convenient for you.

And as I mentioned earlier, the phone number and email is posted in the chat.

We will answer as many questions as we can during the webinar. But if we're unable to get to all of them, we'll make sure to have them answered in the question and answer document that will be posted on the website.

And the website is going to be posted on the chat. So okay, so we have a full agenda for today. So let's get started.

I would like to thank and welcome knowledge. Keeper Vern Dano, who will be providing a blessing before we begin.

Vern Dano is a recognized grandfather, knowledge keeper and community helper who takes his role of trust with responsibility and kindness to provide positive coping skills to those needing support.

He believes in being diligent and staying, balanced in physical, mental, emotional, and spiritual directions of life. Identifying as indigenous with Ojibwe Cree and Metis backgrounds. He understands that there is a responsibility to responsibility, to build bridges and find similarities among all populations.

Fern carries knowledge and helps benefit future generations to the best they can be, and no matter. The challenges faced with resilience and fortitude.

Welcome, Vern.

Vern Dano (Time: 00:04:59)

Thank you, everyone. So I just want to say, first off, thank you for introducing me to this wonderful event.

I'm really happy. And I spend all my energy for Carly Fox, who's going to be presenting something that needs to be addressed not only here in Winnipeg or Manitoba, but Continental in that regards. So I want to say a prayer in the English language, because I think our translators will have a hard time if they if we try to stay in the indigenous of Jubilee language. So I want you all to take a step back and remember that we're all sacred, and that we all have a limited time on this earth.

That we need to take care of this physical, mental, emotional, spiritual self within that wheel of life that you carry. It's important to remember that we have a lot of people that don't have equality or equity, and that we as individuals, we need to, if we have that extra straight support, those that are being challenged, but also not to enable.

I now ask Creator, the loving spirit, to watch each and every individual here, that that ripple effect is positive that we're able to support those that are not getting the needs that are needed for them. That we become allies, that we work and network and build and become community builders. And look at our similarities, not our differences, to help our fellow people of all nations, of all races here on treaty one territory I give thanks that I know we have lot of challenges, but with a warm and good heart we can do good work for the people. That means all of us are included.

So I want to render a song, and I'm going sing one push up of it, and then I'll close off with that, and that I hope that we all learn because we're all students, learners of life.

As long as a children's song. It reminds us that when we were young we had big dreams like this universe. That's my background. Let's keep it open with the potential to do great work. And if we do great work today, let's do better work tomorrow. So as I sing this song, just think of those that you're there to serve in a good way.

And with this tobacco. I will put it in the pipe to help the movement that you are trying to do for our people, of all people and all their bearers. Let's lift those bears away. And so with that you should honor and by passing that tobacco. So have a good day, everyone, and I'll see you at the end. Migwetch.

Maria Ferraro (Time: 00:08:23)

That was lovely. Thank you and Migwetch, for being here and blessing our time together on this call. That was nice. Thank you.

Now, our new minister responsible for accessibility. Nahanni Fontaine had planned to be here to bring live greetings, but she was not able to. So, we have a recording, but

before we play her greeting, I'll just read a bit about our new minister for those who may not know her. Nahanni Fontaine was first elected as the MLA. For Saint John's in 2016. She is a member of the sacking Anishinaabe First Nation, and holds a Bachelor of Arts, in environmental studies and international development from the University of Winnipeg, as well as a master's degree in Native studies, Women's Studies and critical theory from the University of Manitoba now onto her pre-recorded message.

[Message from the Minister of Accessibility – Nahanni Fontaine \(Time: 00:09:23\)](#)

It is my honor today to recognize December third as the international day of persons with disabilities. I send a profound Migwetch, and acknowledgement to all our Manitoba relatives with disabilities, all of the accessibility champions and leaders, and all the stakeholders who work on a daily basis to improve the rights of persons with disabilities as the Minister responsible for accessibility. I am pleased to join people across Canada, and really the globe in advancing the rights of persons with disabilities.

The United Nations first proclaimed this day back in 1992, and, since then every year. On December third, the world celebrates the accomplishments that have been achieved, and recognizes the important work that still lies ahead.

We need to continue to promote greater understanding and mobilize support for the dignity, rights, and well-being of persons with disabilities. This includes the full integration of people in political, Social, economic, and cultural life, and this also includes persons with disabilities who reside in Northern and rural Manitoba. We must include indigenous black and persons of color, communities alongside youth and elders there is so much potential to tap into, as we stand with persons with disabilities to thrive and to fulfill all of their hopes and all of their dreams.

I also look forward to working with the Accessibility Advisory Council, and to continue our collective efforts in advancing the accessibility of Manitobans act. I am so pleased. The Manitoba Accessibility Office has organized this important webinar to help increase awareness, Migwetch for that. This webinar focuses on celebrating success, challenging systemic ableism, and inspiring a future of accessibility.

I welcome all who are participating in this webinar, and I wish you continued success in all of your really really important work. It is a profound honor to be the minister responsible. And so, I wish everyone a happy international day of persons with disabilities, Migwetch.

[Maria Ferraro \(Time: 00:11:54\)](#)

Great, as you can hear Minister Fontaine consistently champions the well-being of communities and families across Manitoba, and she is committed to improve accessibility for all Manitobans to create a more equitable and inclusive society.

So thank you, Minister Fontaine, for that recording.

And now I would like to welcome Colleen Waters, who works with the Manitoba Accessibility Office, and who is offering the land acknowledgment. Thank you, Colleen, and welcome.

[Colleen \(Time: 00:12:45\)](#)

Welcome. Everyone to our international day of persons with disabilities. Webinar. I'm Colleen Waters, policy analyst with Manitoba Accessibility Office, MAO.

I am proud to be here today to present MAO's land acknowledgment as a person with a disability living within Canada.

I am a Canadian settler with parental origins from England and Ireland, and I am proud to call Treaty one territory home. On behalf of the MAO. I would like to further acknowledge that Manitoba is located on the treaty territories and ancestral lands of the Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene Peoples and that Manitoba is located on the Homeland of the Red River Métis. As we gather in celebration of international day of persons with disabilities, we recognize the advances Canada as a country has made to improve accessibility, while also acknowledging that work needs to continue. The disability rate is much higher for indigenous peoples in Canada. Far too often, indigenous peoples with disabilities face barriers in their daily lives. The MAO Strives to improve accessibility with the full implementation of the accessibility for Manitobans act. We respect the spirit of treaties and treaty making and remain committed to working in partnership with first nations, Inuit and Metis peoples in the spirit of truth, reconciliation, collaboration and to make Manitoba more inclusive and accessible for all.

Thank you.

[Maria Ferraro \(Time: 00:15:02\)](#)

Great! Thank you, Colleen, for that. Now I would like to welcome Dara Macdonald, the Executive director of the Manitoba Accessibility Office, to bring greetings from our office.

[Darren Macdonald \(Time: 00:15:14\)](#)

Hi! Everyone thanks, Maria, and thanks. Colleen, for the land acknowledgement that was great, and certainly, Birn and Minister Fontaine for their opening remarks that was great. It's nice to see so many people online today. Looks like we're getting close to 300

people online. So great to see you as Maria mentioned, my name is Darren Macdonald, and I'm the executive director here at the Manitoba Accessibility Office.

And we're certainly happy to hold today's event in celebration of international day for persons with disabilities.

Obviously, it's been mentioned. But the goal of IDPD is to promote an understanding of disability issues and to mobilize support for the dignity, rights and well being of people with disabilities. So I certainly want to reaffirm Manitoba's commitment. To the United Nations Convention on the Rights of Persons with disabilities, and for the accessibilities for Manitobans Act

Before we introduce our presenter for the day, we want to take a moment to sort of get to know who's on the call today, who's on the webinar. So we have a couple of poll questions. We'll start with one, just to get to know you a little bit. We want to know who you are and if this is your first time attending an IDPD event?

Or have you attended in the past? So it's just a yes, no question just to get a sense of who may be on,. And you'll see one of the themes of today's event is inspiring the future. Part of that is really connecting with youth. So we're curious. Just if you've been involved, and you've been attending IDPD events in the past, or if this is your first time, so we'll give it a moment for all of you to.

Thanks for that. I don't know if we have the poll results yet to see. Give you a second if you haven't responded or voted. and the results should pop up shortly. So thank you for taking the time. There we go. It's almost an even split almost 50, 50. So 48% say they have attended and 52% said no. Interesting great to have such. Some diversity of newcomers. So welcome to everybody. Especially if this is your first time joining us. It's great. Thank you.

Now, without further ado. It's my pleasure to introduce our keynote speaker for the day. Carly Fox. I had the pleasure of hearing Carly speak at the UN convention on the rights of persons with disabilities in the spring and my takeaway from that was just how inspiring Carly is, and no pressure, Carly. But I certainly hope that's your take away as well. She's here to talk about celebrating successes and challenging the systemic ableism, but it's the inspiring, the future of accessibility that has me excited to hear her speak today. So Carly is currently the International chair for the Council of Canadians with Disabilities, the Communications and Partnerships Director for the National Educational Association of Disabled Students and a blogger public speaker and workshop facilitator. Through Carly Fox Disability advocacy.

She recently served on the Canadian Delegation to the Fifteenth and sixteenth Conference of the State parties of the Convention on the Rights of Persons with disabilities. So that's where I got to hear her speak at the UN and got to know Carly a little bit. She and I were the keeners that were up bright and early at the UN grabbing coffee first thing in the morning. So we got to, my team might not believe that I was early for something. It can happen as Carly can attest. I was there bright and early. So without further ado, with my pleasure, please welcome Carly Fox to the webinar today. Carly. Nice to see you.

Carly Fox (Time: 00:19:33)

Thanks so much, Darren, so Hi, everyone! I am so excited to be here celebrating the international day of persons with disabilities and the tenth anniversary of the accessibility for Manitobans act today with the Government of Manitoba, and of course all of you out there over the next hour. I want to celebrate Manitoba's success, challenge systemic ableism, and explore the inspiring and exciting future of accessibility.

But before I start I wanted to give a big thanks to the Manitoba Accessibility Office, not just for this opportunity to speak, but further commitment to including new perspectives. In giving a platform to youth. Together, we decided we really wanted to explore where we're going next, as the rest of your standards kick in. And personally, I wanted to explore how Manitoba has been a leader in provincial accessibility legislation. It's a lot to fit into an hour. So let's just get into it next slide, please.

Perfect. So super quickly about me. I am a queer and visibly disabled and neurodivergent advocate, based out of Algonquin on Ishnavi territory, clonally known as Ottawa. In my work. I draw from my lived experience as well as my work in Disabled persons organizations such as the National Educational Association of Disabled Students and the Council of Canadians with disabilities working in by enforce spaces. My job is literally to be connected to the disability community and to represent them to the best of my ability. So everything I do is for them. And so much of what I speak on today comes from them and from our shared histories. So my advocacy work aims to raise awareness of systemic ableism, challenge oppressive structures, and empower the disability community. And I largely carry this out, as Darren said, through workshops, presentations, public speaking.

But I couldn't think of a better way to carry out these goals than speaking with you all to mark such an important day. Now, if you haven't already guessed, I'm not an expert on Manitoba, and I won't pretend to be. I'm really aware of my position as an outsider here.

But I'm hoping that by using my work in and perspectives from national and international levels, I can remind you just how cool you are and what a great job you're doing.

I've had the absolute privilege of touring the country over the last year, and I was blown away genuinely by how accessible and welcoming Manitoba is, despite this, you're also, in my experience, the most humble province on your accessibility website. One of the first sentences is about how Ontario enacted legislation first.

So, coming from Ontario, if there's one thing I want you to take away from this talk, it's the understanding that Ontario might have done it first, but you did it way better, next slide.

Thank you. So before we move on into the presentation, I want to quickly go through 4 disclaimers, and I use disclaimers in everything I do. I believe I have a responsibility, not just for how I engage with others, but for the lasting impacts and consequences that engagement has. So the first disclaimer, and hopefully the most obvious one is that I'm not a monolith. While I do aim to represent my community the best I can,

I obviously can't perfectly represent the very diverse, complex and evolving disability community.

It would be super efficient if I could, but I can't. So just keep that in mind. The next disclaimer is that you are a very broad audience. We have public servants, private and public organizations, general community members. You get it. And that means that this talk would just look so much different for any other audience. So just also keep that in mind.

We're also going to be talking about a lot of evolving concepts today. Even disability itself doesn't have one absolute definition. So keep in mind that our understandings are going to evolve over time. You, being at this talk today, is not a one and done deal. You have to commit to continuous learning in an open mind. Finally, the most important disclaimer to day is around privilege as a white young woman with invisible disabilities and neurodivergence. My experiences are so deeply impacted by my privilege, primarily my white privilege, but also by the fact that, as someone with an invisible disability, I'm not always subject to outright discrimination from strangers based on how I look.

Yes, invisible disabilities. We face our own unique barriers, and we also do face discrimination. But I do feel like that is just an important thing to say, next slide, please. You're going to get so sick of me saying that

Lovely thank you. Last slide before we get into the main presentation, I promise. But I wanted to spend a minute going through some definitions of terms. You're going to hear

a lot over the next hour. So we're calling it disability 101. But even if you're an expert, it's worth listening to, because again, there are just so many different definitions of disability, ableism, and barriers. So this will help you at least understand where I'm coming from

Up first is disability. Any impairment that when interacting with a barrier prevents full and equal participation in society. I rip this straight from the accessible Canada Act, which has been applauded for its social model-leading definition. More on the social model later. But these impairments can be visible and invisible, temporary, episodic or permanent, and they can impact all aspects of life.

Next is Ableism, a conscious or unconscious belief system, where people with disabilities are perceived as less than less worthy, less capable, so on and so forth, compared to their non-disabled peers. A lot of accessibility and disability talks for the general public fail to grapple with ableism. But when we don't address the root cause of the barriers and exclusion we face, we can't fix the problem. And that's going to be a main thing you'll hear today.

Finally, barriers are anything preventing full and equal participation in all areas of society for those with impairments and/or limitations.

Barriers can be straightforward or complex, implicit or explicit. But they generally revolve around 5 main areas. Physical barriers relate to the built environment. They are features of buildings or spaces that pose barriers to us, shocking, especially when it comes to physically navigating or accessing spaces.

Communication barriers are anything preventing us from accessing or understanding information like a lack of all text on social media, no closed captions on a video or a terribly formatted Pdf, that screen readers just can't pick up on. And there are so many terribly formatted Pdfs out there. Technology barriers pretty much occur when technology doesn't facilitate the use of assistive technology. Now that sounds super counter-intuitive, I know, think about virtual reality, spaces being completely inaccessible to blind people or super flashy websites that people with intellectual disabilities can't navigate.

Attitudinal barriers are beliefs, stereotypes, assumptions and misconceptions around disabled people that really limit our opportunities in society. And we'll talk a lot about that barrier today.

And finally, systemic barriers are attitudes, policies, patterns, and practices embedded in institutions that perpetuate barriers. Now, institutions can be tangible. Things like the

legal system or the public service, but it can also be widely accepted. Social norms and cultural beliefs.

With that I am so proud to say, you've all passed disability, 101 that we can get on to the main presentation.

Thank you.

So I really wanted to start by celebrating Manitoba's accessibility leadership because there's a lot to celebrate. I'm going to quickly provide an overview or maybe a recap for some of you of the accessibility landscape. Then I'm going to compare the accessibility for Manitobans act with the accessible Canada Act and the Convention on the Rights of Persons with disabilities.

This is to hopefully convince you guys to realize that you've been a leader in Canadian accessibility for a good long time, and you have such a crucial role to play if this country is going to be completely barrier free by 2040. Ontario did, because I can't resist. If the rules were reversed and Ontario had your policies, they would never shut up about it they would be insufferable. So if you want to go ahead and give yourself a very well deserved pat on the back at the end of this section, we'll be one step closer to realizing the future of accessibility under your leadership

You are so on the ball. Excellent work! So I know Manitoba's accessibility. Landscape is so much greater than just legislation and government actors. That's what we're going to stick with in the interest of time. While 2013 was not the dawn of accessibility in Manitoba, it did see the landmark passing of the accessibility for Manitobans Act, which has the very relevant goal of achieving significant progress by 2023 in just 10 years, through the identification, removal and prevention of barriers through accessibility plans and standards. Now we'll get into the accessible Canada act in a few slides. You guys aim for half of that before the ACA was even a thing like talk about ambitious. Now, if the AMA isn't cool enough, you guys went further to develop regulations for all sectors to improve accessibility and customer service, employment, communication and technology, transportation and outdoor spaces, And one of the best aspects of your accessibility landscape, in my opinion, is the clear compliance framework and actors responsible for developing, promoting and enforcing legislation. And these actors include the Minister of Families, their Accessibility Advisory Council, Standard Committees and the Manitoba Accessibility Office.

So while this slide is obviously not exhaustive, it's already clear that Manitoba has an ambitious, well defined, measurable, and enforceable vision for the province that has already led to concrete, impactful action.

So if you thought I was done hyping up your province, you are so wrong because this accessibility legislation, timeline shows you've been ahead of the curve since at least 2,013. So, starting in 2,005, Ontario passed, it's accessibility for Ontarians with Disabilities act, and I won't lie. That was pretty cool. It's a little ahead of the curve. I'll give them that. But with time it's really lost its relevancy and enforcements, just not what it used to be.

Next is 2010, when Canada finally ratifies the UN. Convention on the rights of persons with disabilities. Now the convention itself was adopted in 2,006, meaning the text was approved by all parties involved in drafting.

It was then opened for signatures in 2,008, and entered into force in the same year

Canada took an extra 2 years to ratify the CRPD, and ratification means that they signed the convention and accept that its laws can be applied to our domestic legal system. So, despite the delay, it was still a really exciting milestone for our country, and the CRPD sets out an ambitious and comprehensive agenda for the full realization of disability rights.

And now you guys come in. In 2,013 the accessibility for Manitobans Act entered into force. Now, you guys love to give Ontario so much credit for being the first province to enact accessibility legislation. But work on the CRPD began in 2,004, meaning Ontario decided to proceed with its own legislation, not informed by an upcoming landmark International Treaty.

You guys decided to hold off, wait for the CRPD to be ratified, and then got to work in a way that was informed by legislation created by some of the best minds in the international disability community.

Because some things are just worth the wait. I'm still not done hyping, you guys up, because before the next province even got around to passing legislation.

you already had a standard coming into force, and this was the customer Service standard in 2015, meaning by the time the next province was catching up to your original legislation, you already had a standard applying to your government and public organizations.

In 2,017 Nova Scotia passed its Accessibility Act, which is great because Nova Scotia has the highest rate of disability across any of the provinces, talk about incentives! 2 years later.

your second standard, this time employment, came out, and in the same year our National Accessibility legislation through the accessible Canada Act received royal assent.

Let me say that again, by the time we had national legislation, you were already on your second standard. Now this is where the timeline gets a little crammed, and I could be honest and say, this is because of my poor graphic design skills. Or I could say, it's a great visual indicator of how we're collectively gaining momentum and creating change.

I'm going with the second explanation.

So in 2,021, Newfoundland and Labrador hopped on the bandwagon and passed their own Accessibility Act, albeit without a catchy title. and the next year you passed your third standard on information and communication. In the same year of 2022, BC. Became the fifth Province to enact its own accessibility legislation, and all this brings us to today and 2023. We're celebrating the tenth anniversary of the accessibility for Manitobans act, the fifteenth anniversary of the CRPD entering into force, and the 31st international day of persons with disabilities.

Things are clearly getting better with time, I mean, look how crammed that timeline is at the end. But we can't let up now. We need to keep our legislation updated and relevant. We need to ensure that we're learning from all actors in all levels. And if we find something cooler and other legislation, let's steal it for ourselves.

Excellent, thank you. And that brings us to our comparison between the accessibility for Manitobans Act, the accessible Canada Act and the United Nations Convention on the rights of persons with disabilities. So I'm going to take us through the level, the principals, the key areas and actions of each legislation hopefully, without getting too nerdy on you. No promises.

So I'm hoping that by exploring how legislation is working at the provincial, national and international levels, we can better situate our own work and identify opportunities for us to learn from all sectors.

Lovely thanks. So it's a good thing I have the slide structure to 4 main points, because otherwise I could actually talk about the AMA all day. Your girl did her research. So for level and scope, the AMA is provincial legislation. Applying to the Manitoba Government. It's departments and Crown corporations as well as private, public, and non profit organizations. One thing that I find so important about good provincial legislation is that it has jurisdiction over businesses, schools, a lot of transportation and more meaning. It has the opportunity to really create tangible impact in everyday life. In a way, national and international legislation just can't. Now I love so many things about

the AMA, but the principles of barrier free access, a quality of opportunity and outcome. Universal design and systemic responsibility definitely stood out to be.

Principles aren't just to guide implementation of legislation. It's to convey what's at the heart of it.

and the principles here go beyond the standard non-discrimination, a quality language to promise something so much more ambitious.

The key areas of employment slash accommodation, the built environment, transportation, goods and services and information are great and really wide reaching and finally, action. The AMA requires public sector bodies to prepare annual accessibility plans, and it facilitates the creation of widely applicable accessibility standards

a main takeaway for me on the AMA is that it's ambitious, well informed, and well defined. It creates clear requirements and calls to action while being rooted in community based language. Onto the accessible Canada Act, which is definitely more under my area of expertise and not to get too off topic. But is Ottawa just not the most beautiful city, such a privilege to live here, anyways, for level and scope? The Aca is Federal legislation applying to Federal Government departments, crown corporations, public administration, the Canadian forces, and so much more.

Now, in a Federalist country, Federal jurisdiction looks a lot different due to our provinces and territories having their own responsibilities. But the application to Federal departments and Crown corporations, as well as other actors, of course, provides so much opportunity for real change impacting the entire country. Think about employment, insurance, pension plans, passport citizenship. These are all incredibly important aspects of life that disabled people deserve access to

The AMA has a lot of principles, but some of the main ones to me are dignity.

equal opportunity to make the life you are able and wish to have barrier free access to full and equal participation in society, the acknowledgment of intersecting barriers, and more, you can really tell that the Aca was informed by the CRPD. And these principles, as well as by the Federal Government's gender based analysis plus tools for key areas.

The AMA examines employment, the built environment, communication technology procurement programs and services and transportation, so similar to a lot of provincial legislation. These key areas are fairly comprehensive. But I wanted to take a second to point out the key areas of design and delivery of programs and services, as well as procurement of goods and services. While these are more federal specific, and overlap

with customer service. I think this is a great area to explore further from a provincial lens and for action. The ACA requires Federal departments and crown corporation's, amongst others, to publish accessibility plans, and it creates accessibility standards Canada, an accessibility commissioner and a Chief Accessibility officer. And before I could even think to suggest Manitoba collaborate with accessibility standards Canada, I see your partnership agreement with them.

You're so good at what you do, Manitoba. Love you.

And finally, we have the convention on the Rights of Persons with disabilities, and I literally have it right here in my hands. So I had the absolute honor of serving on Canada's delegation to the (big mouthful) conference of State parties to the UN. Convention on the rights of persons with disabilities. With your executive director, Darren Macdonald. And the CRPD is definitely something I could spend all day talking about. But I will give myself 2 min, Max. So the CRPD is an international convention which applies to all Member States of a few United Nations who have ratified the treaty, and that's 185 out of 193 Member States.

Because it's so widely ratified. The norms and principles behind it do generally informally apply to all UN Member States and UN. Work.

Now the CRPD has so many incredible principles, but for the sake of time, some that really stood out to me are respect for inherent dignity, individual autonomy and independence, full and effective participation, equality of opportunity, and so much more, now, with over 30 articles excluding the procedural ones. There are a lot of key areas and some areas unique to the CRPD include awareness raising

living independently in the community, participation in political, public, and cultural life. And again, just so, so much more for actions. The CRPD created the Committee on the Rights of Persons with disabilities where Canadian Doctor Laverne Jacobs currently serves.

Now, this committee review states, reports and provides some really helpful feedback to fully implement the convention. If you want to learn more about the CRPD, I highly recommend the free online empower you disability rights training hosted on disability rights online.ca, you were ready in the chat. I am impressed.

So now that we've gone through some of the best legislation at the Provincial, national and international levels, I hope it's clear that Manitoba's legislation can hold its own next to the Aca and the CRPD. Now I have 4 main highlights to increase your egos, applaud your work, and encourage you to be just as annoying as Ontario. I think that was the last of it, but I cannot make any promises.

So first, the AMA is clearly informed by the CRPD. While States at the Federal level are often considered the main actors for realizing the CRPD, provinces truly have the best capacity to enact tangible change in their jurisdictions, and for what it's worth, provinces are frequently included in States' reports to the Crpd committee to make them look cooler. Get your credit.

Next is government leadership.

One of the many things I love about your standards is the 3 year introduction phase. This really allows the Government to model best practices and demonstrate leadership in a way guiding public, private, and non-profit organizations in their compliance.

Another highlight from the standards are that they were drafted and enacted in a reasonable timeframe, with clear terms and expectations for all sectors, still waiting on transportation and built environment, though.

I'll keep waiting. And finally, language like universal design, systemic responsibility, and persons disabled by barriers shows that the AMA was co-developed with meaningful engagement from the community. This is language created by our community, used in our communities. So the fact that this language has made its way into provincial legislation is a great sign that disability is becoming mainstreamed.

Now, legislation is great, your legislation really great. Well, legislation just isn't enough. And that's where our second section comes in, challenging systemic ableism. We'll go through what it is, how it manifests, the cycle of inaccessibility, and, most importantly, how to challenge it.

Now, I usually opt for, like a who? What? Where? A slide around here? But systemic ableism is so complex and embedded in society, I had to expand to how and why, as well.

First up is the what. Systemic ableism is discrimination against disabled people that is perpetuated through attitudes, policies, practices, and more, all embedded throughout society.

While systemic ableism impacts all aspects of society, it's often centered in institutional norms, policies and practices. And these institutional elements translate down to organizations, schools, workplaces, communities. And just so much more.

While everyone contributes to systemic ableism by accepting the status quo and often unknowingly facilitating ablest policies and practices, disabled, people are the ones most impacted by it, which also means we're the ones with the expertise needed to lead society in challenging it.

But the who and where, as I said earlier, isn't enough to convey how resilient and ubiquitous systemic ableism is. So let's get into how systemic ableism happens. Systemic ableism occurs through a feedback loop preventing disabled people's' full and equal participation in society. I call this the cycle of inaccessibility, and we'll get there in just a few slides.

And finally, the why, why is systemic ableism so prominent? Why isn't any one challenging it?

Systemic ableism has been able to reproduce itself and even grow stronger as disabled people have been excluded from other movements against systemic oppression, and this often includes progress under equity, diversity, and inclusion. Initiatives. Go ahead and look through an edit resource Hub, or your organization's edit toolkit. Odds are disabled people aren't included, or they've only recently been tacked on as an afterthought.

So, understanding the who, what, when, how and why systemic ableism is really just the start. So I wanted to go through some manifestations you've experienced, whether facilitating it or experiencing it to help you start to identify the impacts in your life which should ideally then help you challenge it.

I've chosen to break down systemic Ableism's manifestations into 3 categories, policies and procedures, practices and patterns and attitudes and behaviors. While this is not exhaustive of systemic ableism's, infinite manifestations, it's a start. So let's break it down.

Policies and procedures are definitely the most straightforward manifestation of systemic ableism, and they facilitate it when they fail to meaningfully consider our needs and experiences. Practices and patterns are how we individually and collectively interpret and implement policies, procedures and unchallenged misconceptions.

and finally, attitudes and behaviors are the driving forces of systemic ableism, that facilitate the policies, procedures, and practices we just mentioned, meaning attitudes and behaviors are the core of systemic ableism and the greatest barriers to dismantling it.

Thank you well. There are examples of policies and procedures that explicitly discriminate against disabled people, such as immigration controls on the severity of disability. The policies and procedures you probably interact with are more implicit in facilitating systemic ableism. And they do this primarily through outright exclusion and lack of consideration and inadequate inclusion.

While many policies and procedures create and or maintain barriers, we often don't think of this as exclusion. We think of it as inaccessibility, and this relates to a term I'm coining called accessibility washing, where organizations opt to focus on accessibility over disability, because improving disability inclusion requires reckoning with historic injustices and human rights violations.

Because the general public with their own attitudes and biases, are more receptive to accessibility over disability, because accessibility benefits everyone. But back to policies. When we choose to create or maintain barriers, we are promoting the exclusion of disabled people. When a restaurant's inaccessible, they're sending a message that disabled people aren't welcome there and that they won't serve them.

And when you put it like that, the very ablest and disturbing attitudes behind exclusionary policies are made so much more clear.

Understanding systemic ableism requires not just understanding policies and procedures, but what led to their development and execution in a way that harms disabled people. And once you start examining policy in that way, you really can't un-see it.

Another manifestation is a lack of consideration.

Even when policies and procedures don't pose barriers. Failing to include considerations for disabled people sends a message that we don't matter, and I see this in a lot of edit and intersectional policies where they name every group except disabled people.

I once read a major funding announcement about expanding access to healthcare for marginalized groups. They use language like barriers, barrier free, facing accessibility challenges, and then went on to name every marginalized group but us, despite using the language we invented.

So of course, when we aren't considered in matters that could greatly benefit us. We're going to feel like we don't matter. And that feeling is compounded by so many people in groups applauding these policies for being so progressive, well, being complicit and further marginalizing us. Now, please do not get me wrong. I'm very happy for the other groups, but progress should never come at a cost to other marginalized groups. That's not progress. That's just shifting oppression.

And our final manifestation for policies and procedures is inadequate inclusion. Even when policies and procedures attempt to include disabled people, understandings of disabilities can be severely outdated or only relevant to a small group.

This really relates to tokenization and monoliths. When people in power weaponize one often more privileged subgroup's experiences and perspectives over others to maintain the status quo so frequently in internal employment reviews and accessibility policies. I've noticed that they're really quick to say they've consulted with the disability community. But instead of consulting with a diverse group of people, they've consulted with their advisory committee with less than a majority of people with lived experience, or they've consulted exclusively with disabled people already in their organization. And all these perspectives are important. They clearly only represent a small portion of the community.

For example, think of an accessibility policy examining employment, specifically the recruitment process. When you only consult with your current disabled employees, you're only consulting with those who are able to navigate the recruitment process and get hired, meaning the people who are not able to successfully navigate the recruitment process due to inaccessibility or discrimination aren't being consulted. And that means your employment policy isn't actually going to create the substantial change needed.

So those are 3 main manifestations seen in policies and procedures. And hopefully, you're starting to catch on to all the ways systemic ableism has been present throughout your life.

Lovely? Thank you. So when it comes to practices and patterns, systemic ableism is often facilitated by the sum of individuals' interpretation and implementation of policies. So this is a great opportunity for you to reflect on how you've enforced policies and practices in your own work.

The manifestations here break down to limited flexibility, shifting responsibility and denying accountability, and all 3 of these work together to prevent initiative, innovation and accessibility.

The first manifestation is limited flexibility. When we implement policies to the letter with little room for flexibility or compassion, we deny ourselves and our spaces the chance to improve.

Well, sometimes you genuinely don't have the resources, time, or accepting environment to show flexibility.

Often many people prefer a one-size-fits-all approach as it makes their individual work easier, even at the cost of others, and this is really frequently seen when policies and procedures are exclusionary, don't consider us or don't adequately include us, and thus pose barriers.

When people accept problematic policies in the status quo, instead of showing flexibility, removing individual barriers and advocating for change where they can, very little progress will be made. This feels like a good time to remind everyone that change often starts from the bottom up. It occurs through everyday actions of individuals pushing for change and improvement for everyone, and you don't have to be disabled to advocate for change in your environments. In fact, that's just good ally-ship.

The next manifestation which is often paired with the first, is shifting responsibility.

Often people believe they aren't responsible for the implementation and impact of a policy, if they didn't directly create it.

That is not true. We all have a responsibility for the policies we choose to support, and even more so when we're the ones enforcing it in a way that can severely impact the lives of disabled people.

Because often when we're the ones enacting a policy, we have a route to address gaps that harm disabled people.

And finally, there's denying accountability. This happens when implementation of a policy has negative impacts. But people don't take ownership for them and opt to hide behind policies or procedures.

I just want to make it clear that you are always accountable for your actions, regardless of whatever flawed policy or procedures are behind it.

And this can be a really frustrating barrier, not just to challenging ableist policies, but for those that want access to justice

Instead of meeting people with compassion and empathy, we are so quick to shut them down and deny them any recourse, and that in turn shuts us down from making these policies better.

It creates this vicious cycle where policies harm disabled people. Disabled people attempt to request change injustice, and they're further harmed by a lack of accountability.

You already switch. You are good, you are good. I was like, is this like going to change? And you already

10 out of 10. And all of this brings us to attitudes and behaviors, attitudes and behaviors, underlie practices and patterns, and they're embedded in policies and procedures. They are truly the root of systemic ableism, the driver and the main barrier to dismantling it.

Well, attitudes and behaviors manifest in a billion different, harmful ways. I'll break it down into 3 broad categories, not including us, not listening to us and not giving us a chance.

The first manifestation is not including us. We're often excluded due to misconceptions or ignorance, and these promote the status quo.

People often assume a lot of things about disability because they've had such little experience around it, and because we, as a society are trained not to talk about disability.

This leads to a lot of misconceptions like, Oh, disabled people can't do this, or they wouldn't be interested in it, and we often think of disability in very severe, harmful ways that deny our agency and autonomy as individuals.

Disabled people, I promise, are just as diverse as all other people. We have diverse interests, passions, motivations, but we aren't always given the opportunity to pursue them.

And in a more harmful way, people often assume it's too difficult to include us, and we see this line of thinking a lot in employment and education settings around accommodations, despite the established fact that the majority of accommodations are low to no cost.

And even if people aren't assuming we aren't interested, or if they don't believe it's too hard to include us, they often don't know where to start and opt to do nothing, instead of trying and failing with good intentions. I won't say that's worse than thinking poorly of us, but it ends in the same outcome. Exclusion.

Another manifestation is not listening to us. Disabled people have been speaking on systemic ableism and inaccessibility for years. You just need to listen to us, hopefully. It's going to sound obvious to you that we should listen to disabled people in general, but especially on disability issues.

But unfortunately, it is all too common for non disabled people and organizations to take up space in these important conversations in a way that denies us as disabled people opportunities to speak for ourselves.

The phrase, Nothing about us without us exist for a reason too long. For too long. Non-disabled people have been trying to speak for us when we are perfectly capable of advocating for ourselves, and their co-option of opportunities perpetuates the myth we can't represent ourselves. This manifestation is frequently seen in consultations and advisory committees, where disability service providers who are not disabled are

favored over actually disabled people who have clearly expressed interest in these opportunities. What message does it send when we listen to non-disabled people over disabled people on disability issues as someone who works in disabled persons organizations. This is the manifestation I face the most, and it is by far the most exhausting one I experience, because when we are finally given these platforms we have to debunk the myths perpetuated by self-proclaimed experts with no connection to our community.

It was going to happen eventually. You know, it's that time of year, and that largely ties into my final point, not giving us a chance, not just to speak for ourselves, but to participate in our community, to take on leadership roles and to thrive in our workplaces. Disabled people are capable of so much more than what most people realize. We just need to be given that chance. So much of our misconceptions and perceptions of disability are embedded in what we've seen, or for many what we haven't seen.

We don't see a lot of disabled people in high level decision making positions of power. We don't see disabled people included in our communities. We don't see disabled people thriving in academia or employment, and this is because of systemic ableism.

But this lack of experience around disability only contributes back to it, and that finally leads us to the cycle of inaccessibility. So the cycle of inaccessibility originated by Pacey Pixie on Instagram is a 5 step feedback cycle that explains how systemic ableism is perpetuated. The cycle starts with the existence of barriers resulting in inaccessible spaces, and don't worry how they got there. We'll get there with these barriers in place. Disabled people are unable to participate and access these spaces. Now, as a result, there's a lack of disability representation, and visibility amongst non-disabled people who are often well positioned to remove barriers from this lack of representation. Many people form a belief that no disabled people want to be in their spaces.

I've also recently realized that invisible disabilities play a big role in this lack of representation, and that, while there could be many invisibly disabled people in a space without awareness of invisible disabilities and a safe environment for people to open up about them, it further contributes to this belief. From this belief that disabled people don't exist in your spaces or just don't generally exist in public, there's a lack of action and perpetuated stigma.

I remember once on a school trip to Washington, DC. A lot of my peers really excitedly pointed out to me discreetly, thank God! But there were a lot of people using mobility aids and a lot more than we were used to in Ottawa.

and then I explained to them how Washington and America, more broadly, is much more accessible around the built environment because of their Americans with Disabilities Act that passed in the seventies, and how I promise there are just as many disabled people using mobility aids in Ottawa, but we don't see them because they can't access public spaces, and that realization really stuck with them. And I hope it sticks with you, too.

Now the cycle of inaccessibility is a way of explaining that disabled people exist. We have always existed, and we want to exist in the spaces that the non-disabled public generally occupies. But we can't because of barriers, a lack of representation and stigma. And that's why allyship is so important. If disabled people can't access your spaces. Who's going to make your spaces more accessible, so that disabled people can participate? Not them, they can't enter. So your job as an ally is to remove barriers so that we can participate. We can be the representation we're missing. And together we can dismantle that ableism and stigma. That is a great segue to our final slide of this section, challenging systemic ableism. These are 5 things you can do right now to challenge systemic ableism in your own spaces. Just remember to be a good ally by always listening to and including disabled people.

The first way to challenge systemic ableism is to reflect on your own biases. When we reflect on our own biases and how they were formed, we can develop new understandings of the world and disability in a way that helps us contribute to the future of accessibility.

Next, we can respect and learn from lived experience. When we respect the expertise of the disability community on the issues impacting them, we can develop better understandings of accessibility barriers and how to address them.

Because no degree certificate or family member is an adequate substitute for lived experience. The disability community is the expert on disability, and they have so many teachings, resources, and perspectives that can help us.

Next, we can all challenge the status quo. Once we know more about disability and have a better understanding of how to address barriers. After listening to the community, we can challenge the status quo in all areas of our lives to create more inclusive spaces.

Now this can be straightforward, like informing someone. Their language isn't appropriate if they're using ableist language like lame, crippled, or crazy. Government documents across the provinces and Federal government love to use crippling as an

adjective. Now, if these are the same people that create a government jargon like horizontal matrix-ing and evergreen.

You all can think of better words to say. but it can also be constructive, why don't we get a person with a disability to speak on our edi panel

Challenging the status quo doesn't have to be negative. It can be a tool for transformative change. And anyone who's actually committed to inclusion should thank you for it.

We also need to make our spaces accessible. Now, hopefully, the cycle of inaccessibility showed you why this is important, but as a reminder, removing barriers and finding ways to improve representation helps facilitate more accessible spaces, and leads to disability inclusion.

Finally, promote meaningful representation. Once our spaces are accessible, disabled people can enter them, Duh, but that doesn't guarantee. We're participating on an equal basis with others.

As we enter new spaces and interact with non-disabled people who might be uncomfortable, we're going to need allies to ensure we can access meaningful and impactful opportunities in these new spaces. And these are just 5 ways to challenge systemic ableism. And I really encourage you to reflect on what else you can do in your own life, in your own spaces, to contribute to the future of accessibility.

So we've talked about accessibility legislation. We talked about challenging systemic ableism. Now it's time to wrap things up by inspiring the future of accessibility. We're going to go through some exciting future paths, learn more about some of the fantastic leaders of tomorrow, and wrap up with some actionable tips and takeaways for you to apply in your own life.

So I'm really happy. We're ending with the future of accessibility for me personally, when Ableism is just exhausting, and the advocacy work is draining because it is thinking about the future, and the path we're on often gives me the energy I need to keep going and to keep working towards change. So I hope this also energizes you and makes you as excited for the future of accessibility as I am.

I've identified 5 paths here, and I'm going to break them down further. In the next few slides. We'll start with the social model enshrine in the accessible Canada act and very ready to be enacted elsewhere. We'll then move on to the importance of grassroots leadership by the disability community before getting into the need for accountability for historic discrimination.

We'll then discuss the importance and impact of decision-making and powerful representation before wrapping up with legislation to ensure progress is protected.

So we are starting strong with the social model of disability, where you are disabled by society and barriers. The social model is more about disability as an identity and a world view, whereas the current medical model of disability is about diagnoses and health care, and that brings us to our first point.

The social model brings an expanding umbrella of what disability is and how it's experienced. It's better positioned to examine things like systemic ableism as well as experiences in public life and the community that a medical based model doesn't authentically capture.

Next is self identification, where you're the expert on your own experiences, and you have the agency and autonomy to choose to self identify as disabled if you feel disabled because disability isn't just an impairment or a condition, it's an identity community and worldview.

And I have a lot of people ask me, Carly, am I disabled? I love this question. I spend about a minute joking around. That'll pretend to night them as disabled and act like I'm the supreme authority on disability. They know it's a joke thankfully, and then I wrap up by just asking, Do you feel disabled? And 100% of the time, they say, yes, it's really that easy.

I will. If you're in the Ottawa area, I will night to you, though it's really funny.

So another aspect of the social model is how it supports intersectionality and multi-marginalized groups.

Communities that have been discriminated against or harmed in healthcare settings face disproportionate barriers, accessing diagnoses and disability supports under the medical model.

So the social model has opened up so many important reason resources to multi marginalized people and provided a meaningful alternative to discriminatory healthcare settings, and finally, the social model honors agency because it centers disabled people as the primary actors. It recognizes our inherent agency and dignity. And this is something we have been so often denied through the medical model

Proclaiming our identity through an empowering and intersectional framework means that disabled people can access the resources and supports they need, and that means the future of accessibility is now.

The Accessible Canada Acts definition of disability was largely inspired by the social model and the Federal public services, workplace, accessibility, passport has adopted the social model as well, throwing away harmful medical assessments that prolong accommodations, processes, and dehumanize employees for the largest employer in Canada. Not bad.

So one of the most important and exciting paths for the future of accessibility lays in the grassroots, meaning the disability community and disabled persons, organizations made up of them working to represent them.

Since the grassroots is completely made up of disabled people, it inherently brings diverse, relevant, and recent lived experience. And, as we learned in the systemic ableism section, lived experience needs to be central to all future paths of accessibility.

Next is the community connection, because by and for disability organizations are made from members of the community that directly serve the community. That means they are accountable to their communities.

Accountability and constant community connection ensures that advocacy work is reflective of collective lived experience, and that provided programs and resources are responsive to community needs.

Another exciting aspect is real representation. The grassroots is open to anyone, and it's often an important source of community for disabled people who are excluded from other areas of the disability community, especially those living in legislated poverty or those experiencing chronic unemployment due to inaccessible job markets. And these voices are not frequently platformed outside of the grass roots.

The grassroots brings the authenticity, truth, and relevancy needed for reckoning with the past and developing an equitable and sustainable future. But here's the catch. If the grassroots are to lead the future of accessibility, and they better.

We need to adequately fund them.

Disabled persons' organizations need reliable multi year, flexible funding for capacity building and the delivery of community resources. All too often, disabled people are asked to do critical advocacy work for free, despite facing disproportionate financial barriers. Providing opportunities through DPO funding and capacity building helps offset this problematic behavior while investing in meaningful accessibility progress.

You're already on that side. Incredible work. Thank you so much. So I know the future of accessibility is supposed to be fun and imaginative, but it can't be effective unless there's accountability.

Disabled people have been subjected to mass human rights violations with minimal public awareness and even less accountability. I don't have time for disability history 101 today. But I highly recommend the invisible institutions podcast to learn about Canada's very problematic history of institutionalization.

Another critical component of accountability is access to justice for past and present wrongdoings. So many disabled people have been denied the right to live in the community. They've been shipped off to institutions, they faced abuse and exploitation from caregivers. They face segregation from their peers in education and employment, and they deserve justice for this discrimination, because, without justice, there is no path forward.

We need to learn from these historic mistakes as well as how they persisted for so long without justice. If we want to ensure the future isn't just accessible, but inclusive for everyone.

And that leads us to concrete action. Owning up to past violations is not enough. We need concrete action to ensure these acts never happen again. We need clear monitoring mechanisms for current legacies of institutionalization, like conservatorships and long-term care homes. We need guidelines to ensure caregivers are held accountable in a timely and transparent manner.

We need concrete action to ensure the future of accessibility can be enjoyed by everyone, but especially those most harmed by ableism.

and finally, we need reparations. Disabled people were ripped from our communities, denied the opportunity to go to school or work and prevent it from having families, and while compensation does not erase the past, it does help the community address present gaps that result from historic legacies.

Okay, representation. It's not just the future of accessibility. It's how we're going to get there. And a great way to start is by getting more disabled people in leadership roles with actual decision making power.

When we have lived experience and meaningful representation at the highest levels of our institutions, we have built in accessibility considerations, and oversight. We also have representation which encourages more people to self identify as disabled, and choose to work for that organization.

And these roles, as well as all representation, should be held by diverse, disabled people. The disability community is diverse and vibrant, and representation needs to reflect that. And we need to ensure multi marginalized people have that platform to

share how their experiences with ableism and accessibility are shaped by intersecting forms of discrimination.

We also need to reform the equity, diversity, and inclusion field to start including disabled people, because in what world does it make sense for Edi to include every marginalized group but disabled people, which is the only marginalized group that you can join at any time.

Now. I don't love the idea, acronym, as it uses accessibility over disability, but I guess the acronym died, wouldn't get us very far, so I'll leave that alone. For now and finally, co-development is essential for representation. Even with representation. Throughout an organization, especially in leadership roles, we still need to commit to co-development with the disability community, and this links back to diverse representation as well as considering whose voice is not being represented internally.

The final future path of accessibility that I'm talking about today, at least, is legislation. It's a full circle.

So first, we need Federal and provincial consultation mechanisms that promote impactful consultation, and the Crpd Committee has been on us to implement this mechanism for years. And ad hoc non transparent consultation with little notice and no related funding isn't good consultation. If we want to do consultation right? And I hope we do, we need predictable, transparent and well funded mechanisms that help the disability community best prepared to co-develop legislation.

We also need open community engagement providing different routes to get engaged during the legislation development process is critical. If we want to get as much feedback informed by lived experience as possible.

We also need participatory creation which goes beyond community engagement and DPO consultation to promote ownership by the disability community.

It's not enough to consult us once at the start of the policy development process and once at the end. We need to be consulted throughout the entire process, and afterwards given an actual stake and say in the project and be included in important conversations. If we want community ownership.

Community ownership is a sustainable and effective way of ensuring policies are impactful, relevant, and reflective of lived experience. And finally, legislation needs to evolve alongside our understandings of disability and accessibility and alongside the accessibility landscape as it shifts

Legislation needs to be regularly reviewed with meaningful engagement from the community. Standards need to be ready to account for technologies, changing their key areas and all legislation. Policies and procedures need to be revisited regularly to ensure their understandings of disability reflect current consensus.

So before we get into tips and takeaways, this is my favorite slide of the whole presentation. These are the leaders, not just of tomorrow, but today. And I have been beyond privilege to work with these leaders in all different capacities, to learn from them, and to be inspired by them and their commitments to authentic, meaningful, and impactful disability advocacy. I highly encourage everyone here today to look up Kimberly Chiasson, Jay, Baldwin., Paula McDonald.

I'll wait for it. There we go, Anna Samson and Julia Dentley.

Besides, the fact that I think they're the coolest and their work speaks for itself. Learning from one youth, disability advocate doesn't cut it. Sorry.

All the leaders up here bring unique diverse and critical perspectives to disability advocacy that I don't.

We all have very different lived experience, but we're all united in our connection to the disability community and commitment to a more accessible future.

And this brings us to our last 3 slides. I wanted to wrap up with tips and takeaways for policies, practices, and attitudes for you to apply in your everyday life.

Because I'm sure we have a ton of government people here today. We'll start with policies so they can provide a foundation either for systemic ableism or systemic change. It is your choice. It's up to us to fix the foundation so that we can progress to innovative and proactive solutions that prevent barriers and promote meaningful inclusion.

A great way to start is through reviews. Well, new accessibility policies are great. They won't do much if other policies aren't aligned with them, and CRPD alignment really builds on this. It promotes an ambitious but completely feasible vision. Give it a read and determine what aspects and principles you can apply to your own policies is a great place to start, a great way to ensure you're doing policies right is through co-development. You can't design effective and relevant policies without the people most impacted by them. So give us a chance. And I know we will not let you down

Finally, move away from voluntary commitments towards tangible enforceable requirements for real change. Voluntary goals have done great things, but if people don't care, it's just another piece of paper in the recycling bin.

Next up is practices. We all have a role to play in realizing policies and promoting accessibility. So let's ensure we're doing everything we can to contribute to the future of disability inclusion. We can start by ensuring practices are flexible. When policies are inadequate, flexible interpretation helps address their gaps, While we find sustainable solutions.

We can also be so much more responsive as we implement policies, we often receive feedback. So let's make sure we share it and actually use it.

Another great tip is to be proactive. We don't need to wait for issues to arise if we already anticipate them, remove barriers before they're posed to others. And finally, let's just take some responsibility. We all have our own roles and responsibilities to promoting accessibility. We can't hide behind policies and patterns anymore.

Now, the last slide today, and hopefully, one that will stick with you is tips and takeaways for attitudes contributing to the future of accessibility starts from within. We can all reflect on how our own attitudes developed and how they manifest throughout our lives. We can start by identifying potential misconceptions, understanding how they formed and learning from that. And that is a great place to start.

You can also address gaps. If you have little experience with disability, ask yourself, why have you been doing something to create a non-inclusive environment? Have you exclusively been hanging out in in accessible spaces. Once you understand why you don't have experience with disability, you can go on to fix it.

And inclusion is a fantastic way to promote better attitudes around disability by meaningfully including disabled people in all aspects of your life. You're going to develop a much more meaningful and authentic understanding of disability.

This does not mean you should go around recruiting random, disabled strangers. Please do not do that.

Start by inviting a colleague to lunch, or grabbing a coffee with an acquaintance who might not get invited to a lot of things, and remember that model disabilities are visible. Often the people that are left out of social activities have invisible disabilities you just don't know about.

And finally, please keep learning. Disability is complex, diverse, and always evolving. And that's not a bad thing. It's actually the motor of innovation and progress. But it means we all have to commit to continuous learning. It's a lifelong journey and commitment. But I promise it will be so worth it.

So thank you so much with that. Thank you so much for spending the last hour with me. Thank you to the Manitoba Accessibility Office, and everyone who made this event possible, and of course, happy International day of persons with disabilities.

Darren Macdonald (Time: 01:17:12)

Thank you. Carly, that was great. Informative, inspirational. Exactly. I had very high expectations. You met them and exceeded them. But you're not off the hook yet. We want to keep you on for a bit of a question and answer period. This is sort of informal. We want to invite you to please put your questions in the chat. If you're able. We can also call on you to unmute and ask a question.

Before we do, we'll just run a quick poll question. 'Cause we're very curious to know while you're thinking of your questions for Carly. We want to know what organizations you're affiliated with, specifically, what sector. So just to get to know the audience a little bit, are you from the government, public sector, from business,

non-profit. Are you retired, or a student or other? So again, we'll give you a few minutes to answer our poll question. Just so we can gather some information and let you think about your questions. For Carly.

I do have a couple of questions for Carly. But I don't know if I get to go first. I guess I have the mic, so I get to maybe go first. Certainly, Carly. Appreciate it. There's a lot to digest from your presentation, and it's so thorough, and thank you for going through all of that. If I have one takeaway from your presentation. I believe it's that you speak for all youth and all people with disabilities.

Possibly all women. No, I'm not sure. No, you know, being in government. I think it's a lesson just to be reminded of that we continuously try our best to consult.

But sometimes we're hearing from the same voices. Right? So you need to try different angles. Try and consult differently because you want to hear from those people, the people that you're used to, your advisory councils, those types of experts or people who are passionate about it. But you want to get beyond that as well. So you're not just hearing from the same voices. So I think that's very critical, very important. So our answers are up. So lots of people working for government and the public sector, which is good. Small group from business, lots of people who are working for non-profit and good, and some retired people and students taking the time to join us today. So thank you for answering the poll question again. Get your questions in for Carly. Maybe I'll kick it off. And just because of the context here in Manitoba, we obviously just came through an election and a change of government. And we have a brand new minister. So what

advice would you give our new minister as she's preparing to take on being the Minister of Accessibility?

Carly Fox (Time: 01:19:53)

I'd say for new ministers, especially when you're coming into a portfolio, speak to the person before, regardless of political affiliation, because those are long standing relationships that you really don't want to just ghost on them. I guess I can say by, I'll use a Gen. Z. Term in there for you. But also just you know you were elected into office for a reason. Stay true to your commitment. Stay true to your beliefs, and definitely, I'd say, work with the Manitoba Accessibility office. They've been holding down the fort for a good long time. They have so much knowledge. Your website's impeccable. I was so impressed by the resources you put out.

Darren Macdonald (Time: 01:20:33)

So hit up, Darren. That's my advice. Thanks, Carly, and you touched on this a little bit in your presentation. But I'm also just curious, because we heard at the conference at the UN about some maybe sort of need for legislation on the horizon specifically around artificial intelligence. AI. Some of those things. So where? What do you feel are some of the next priorities specifically for legislation, are there standards, you think, need to be developed in Manitoba, or just in general or nationally. But what do you? We're sort of that next?

Carly Fox (Time:01:21:12)

Some of the priorities for legislation that's actually terrifying me a little, because I had slides in my presentation. Definitely, I think we're very aware of the barriers that new technology is posing to disabled people. I think I was reading some annexe in the Federal budget. That's like yes, facial recognition technology will pose a barrier or disabled people moving on. So, you know, don't move on. Address those barriers. And of course, I think it's really important to remind ourselves that when it comes to accessibility legislation, there's such an important component around prevention, not just identification and removal. But cause we've seen. And I think someone said in the chat somewhere that people are putting in bike lanes without curb cuts. We're still seeing the creation of new barriers in a way that's completely inaccessible and against kind of the path we're going on so definitely for the future of accessibility in the short term. It's looking like just ensuring we're going on the right path, keeping with accessibility plans, and mostly just following through on commitments. There's a lot of great commitments now. We've got to see a lot of great action.

[Darren Macdonald \(Time: 01:20:33\)](#)

Great! Thank you. Maria, maybe I'll invite you back to let us know if there's questions in the chat or if there's people that we should call upon that have questions for Carly.

[Carly Fox \(Time: 01:22:30\)](#)

Okay, Gregory asked about neuro divergence, and I'm so passionate about it. I have aggressive ADHD have been neurodivergence and looks like 15. So often a lot of the time. Neurodiversity isn't. And specific considerations for a neurodiversity aren't often included in accessibility legislation, and standards. They are often loop lumped in under disabilities when it comes to human rights protection. So you know, you are protected under your human rights code thankfully. But I do think it's time that we, really work to update legislation and also start to mainstream neuro divergence. And we're seeing this. Recently, I had a large organization asked me to come in and speak on neurodivergence. And so to see business leaders kind of start to care, it's really good indicator that, we're starting to see disability enter mainstream conversations. But this needs to be paired with neuro divergence as well, because while they can be their own communities, there's a significant overlap that definitely, there's a lot of space. So definitely looking at provincial federal human rights codes getting neurodiversity considerations in there.

[Maria Ferraro 01:23:50](#)

There's a question, Carly, what is your opinion on harmonization across provinces. And is this required to make real change in Canada?

[Carly Fox \(Time: 01:23:59\)](#)

I love. Oh, that's a good question. Okay? Harmonization like yes and no. Right? So because, I'll shout out to Employment and Social Development Canada. They sent us on a cross country tour, and so I've got to see that there's very, very different circumstances across each province. The built environment in Saint John's, Newfoundland and Labrador looked so much different than in Winnipeg.

Winnipeg was flat anyways. Sorry. Also, like Victoria, BC, there's just so many different considerations. But at the same time, harmonization is something we want to look at. Maybe not so formally to allow for those regional considerations, but definitely, informally, through best practice sharing. I think Manitoba has a ton of really great stuff that should be applied elsewhere.

So yeah, looking at harmonization more informally, but also just looking at the Federal Government as that leader working through provincial territorial relations and just working together, because we want an accessible Canada by 2,040, not just an accessible federal jurisdiction in 5 provinces. So room for that.

[Darren Macdonald \(Time: 01:25:06\)](#)

Yeah. Great point. Yeah. And really for us, for the users of services, the citizens, the customers we don't really know or care if it's a Federal building or provincial building. Right? So we just want it to be accessible. So harmonizing does have some place. I agree.

[Maria Ferraro \(Time: 01:25:27\)](#)

This is from Rachel, she says. Hi, Carly, thank you so much for the great presentation. You not only provided a good overview of processes and practices we have in place, but also the important work that has to be done to move us forward. You mentioned we should not only focus on accessibility, but look more broadly at disability, disability, inclusion. Could you expand a little more on that and explain what disability inclusion means to you?

[Carly Fox \(Time: 01:25:53\)](#)

That is such a good question I'm like, Are you a planned? I don't think you. I think that's a real person. Guys. Sorry. Break in the fourth wall here. But I'm really happy about that. So accessibility is, one thing is about the prevention, identification, and removal of barriers. But disability inclusion. It really tackles those attitudinal biases more so than the other 5, Barriers that are more built environment, communications technology. Disability inclusion requires that we really dismantle our own misconceptions and biases. Also, just, start to include and have representation of disabled people, and a lot of the time. That's a lot harder than just working on accessibility because it makes people uncomfortable because we aren't addressing those biases. And I've seen a lot of accessibility plans. We don't really identify discrimination as the cause of barriers. So if we want to be effective, we've got to look at inclusion and also just tackling those injustices and that exclusion.

[Darren Macdonald \(Time: 01:26:56\)](#)

Yeah. Great point. One of the biases and unintended discrimination I believe. We just noticed, provincially and we've been going through a lot of our job postings right? Because obviously, we have a mandate, not target. We have the need to improve our ability of recruiting people with disabilities into civil service and a lot of job postings. Pre pandemic had a requirement for travel as part of the job.

And so we're really reviewing those qualifications in our job descriptions. To make sure. Do you really need that anymore, because it might have that unintended consequence of being discriminatory. Because really, if you don't meet with Zoom and with teams and virtual meetings. Now the need to travel has been reduced quite a bit in certain positions. Of course there are some where maybe that's still a requirement. But by

looking at your qualifications, what's required for the job and making sure that still fits. And it's current and updated.

It's sort of one way the province has been trying to address that. So

[Maria Ferraro \(Time: 01:28:04\)](#)

What are your thoughts for the usage of building code to make improvements on accessibility, design spaces in place of accessibility, legislation?

[Carly Fox \(Time: 01:28:43\)](#)

Correct me if I'm wrong, I would count building codes as accessibility legislation.

I feel like that's my whole answer there. But I would say, there's a definitely a very specific space for building codes versus wide reaching accessibility, legislation, but really excited to see MAO's, you know, built environment outdoors, spaces. Standard.

[Darren Macdonald \(Time: 01:29:03\)](#)

Yeah, Carly, that question may come a little bit, because in Manitoba, provinces are, I think, a bit different, depending on each jurisdiction. But so in Manitoba, the building code, it does include accessible features. But it's the bare minimum right? Whereas our accessibility legislation is more aspirational, it's more enabling legislation. So in Manitoba, the 2 are managed separately by different departments, and in some provinces. They're managed together, and I'm sure there's pros and cons to each model. But here, the building code is separate from our Accessibility for Manitobans Act.

[Carly Fox \(Time: 01:29:44\)](#)

Yeah, I remember like brushing up for this event. I was like, How dare you know the Manitoba accessibility office not look at internal built environment. And then I open your documents and see that's another office.

[Darren Macdonald \(Time: 01:29:56\)](#)

I can't catch them off guard on anything. But it is contentious. It is an issue that you know where the proper fit is. So appreciate that you maybe don't know our specific context. But that's where that give me time. Loop back.

Yeah, absolutely and I guess one of the questions I have, because in our update, MAO is going to give a bit of an update. After this, we're going to talk about the 5 year review of the AMA that just occurred. And I wonder from your perspective. How important do you think regular reviews are? As part of the legislation?

[Carly Fox \(Time: 01:30:32\)](#)

My first ever CO-OP placement was on the access to Information review. So like federally, they hadn't reviewed the Access Information Act in 40 years. So I got a participant-first, review of it, and I think that just embedded in me a belief that, like if you're not reviewing your Regulation legislation regularly, you are setting yourself up for failure, because even in the gap of 5 years, so much has changed, like looking at the Access Information act in 40 years, the Internet was invented right? So just God! If we are not committed to making good legislation or reviewing it every 5 years, why, even make the legislation at all right. So big fan of reviews, do it? Please don't not do it.

[Darren Macdonald \(Time: 01:31:19\)](#)

Great. I don't know. We're keeping you over time. Carly, do you have time for another one or 2 questions. Kudos, great presentation. But how can we get our autistic kids into daycare or preschool in rural Manitoba, if we can't hire the required support.

[Carly Fox \(Time: 01:31:40\)](#)

Yeah, yeah, that's a tough question to answer. But really good question. I think, especially when it comes to services for autistic children and their families. There's a really big role for the government to play, both federally and provincially. I recently looked at the fall economic statement 2023. And in the commitment to childcare, provinces are supposed to, with the help from Federal funding, they have their own plan on making these childcare services so much more accessible. And I think the Manitoba governments really or should be.

[Carly Fox \(Time: 01:32:11\)](#)

You guys better be well positioned to look at those intersectionality's between disabilities and between rural communities and really provide that funding is definitely a rough spot. Really hoping you do have access to the resources you need, but always looking at the provincial Government to provide the funding, the resources, because there's really no excuse in 2023 for autistic children to be denied education and care and just inclusion in the community. So keep up the great work.

[Darren Macdonald \(Time: 01:32:41\)](#)

Thanks, Carly. And in Manitoba, again, our government's fairly new just coming into power and sort of learning their roles and getting that consultation process. But there is a commitment in Manitoba to consult with the community, with people, with lived experience when designing social services and making sure that those services are meeting the needs. So we're seeing a lot of language around that which is great to see.

Maria Ferraro (Time: 01:33:13)

Okay, this one's another medical system question, how can we engage the medical system in a critical discussion regarding ABA therapy for autistic kids? And the research does not support this as the gold standard, and many autistic adults feel that it is abusive. Yet it's the majority of the information that parents are given when their kids are identified as autistic.

Carly Fox (Time: 01:33:38)

I am so glad we're having this conversation, ABA therapy. All people call it autistic conversion therapy. For a reason it generally punishes children for acting autistic. And when we view autism through that neurotypicism lens, we understand that their brains don't work wrong, they just work differently. So when ABA is designed to try to make their brains work in a way, neuro-typical people think it's really inhumane. And I think some governments internationally do view it as a human rights violation, and we do see that a lot of governments still promote ABA as the main service for autistic children. So I think when it comes to reckoning with the medical system, we need to look at alternatives. And there's so many great alternatives out there for autistic children, and it's mostly coming from direct support and inclusion in the community, because for so long, autistic children have been segregated, and that's completely unacceptable. And again, a human rights violation. So yeah, and I guess when it comes to childcare services, children centered services for autistic and disabled children. We just have to hold them accountable. There has to be very clear expectations, and really having that relationship with your child, so that if something happens to them. If they are upset or harmed, they have a way to communicate with their own parents, and also setting safeguards in case they aren't able to communicate in that way.

Maria Ferraro (Time: 01:35:03)

That's a great answer. Thank you.

Another question, do you feel that there should be a requirement that employers participate in a disabilities workshop annually, to keep up to date, accommodate, and be up to date on policies, and be more aware of when discrimination takes place, and how to deal with it.

Carly Fox (Time: 01:35:35)

That is a good question. Okay, let's see if my brain can tackle this. I think when it comes to requirements, that gets a little tricky because we also have to look at who's hosting the workshop? Can we really enforce the people attend it? So I think when it comes to sticks and carrots, before I started working in new sectors, I was, I'm a stick person.

Now I'm, Oh, my God, I'm a carrot person. What happened to me, but I find when it comes to businesses, especially just providing those resources, and there are so many good resources out there, but also reminding them of their human rights obligations, and making sure there is a very strong compliance and enforcement mechanism in place. So I would love if we just made them go to workshops all the time. Unfortunately, I'm not sure how practical that is. Look at me talking about practicality. What have I become?

Darren Macdonald (Time: 01:36:21)

Anyways? Resources? Carrots, less sticks, but keep the sticks there. Keep them there. Yeah, yeah, you need both. Right. Carrot at the stick at times. So great Maria, maybe one more. If you've got one more question for Carly.

Maria Ferraro (Time: 01:36:38)

What do you have to say to people in positions of power who are not disabled and part of decision making on things that affect the disability community. What is your direction for strong allyship?

Carly Fox (Time: 01:36:50)

Yeah, I mean, honestly, like allyship, approach it with an open heart and an open mind. And, first and foremost, just listen to the community. Make sure you're listening to diverse voices, and just also make space for someone with a disability to take over your job in the future.

Okay, forget jobs stability. We're looking for representation here so honestly, if you are in a position of power, and you're not creating spaces for more disabled and early divergent and just marginalized people, in those higher ranks, are you really doing your job? So looking at, creating representation that you can't provide yourself well, also, working with the community, compensating them, of course, to get that as a bit of a gap while you look for more sustainable solutions there.

Maria Ferraro (Time: 01:37:40)

Great! Thank you, and thank you for all your questions. I know we haven't answered all of them. But we will definitely get the answers for you, and it'll be in the questions and answers that we'll post online along with this recording.

Darren Macdonald (Time: 01:37:54)

So thank you for all your questions.

[Maria Ferraro \(Time: 01:37:40\)](#)

And now I'll let Darren do the MAO update.

[Darren Macdonald \(Time: 01:37:54\)](#)

Yeah, thanks, Carly, and we'll say goodbye, and we ran a little bit over time. I certainly appreciate Carly's flexibility there, we didn't want to cut that short because it was very interesting. And we had lots of great questions. So apologize if we didn't get to your questions. As Maria said, we'll try our best to consolidate the questions and provide answers. Post the webinar. So we don't have that much time for updates from the Manitoba Accessibility office. But we'll do our best to get through a few of them. One of them that I mentioned was the recent review, 5 year review of the AMA. So for those of you who don't know, the accessibility for Manitoba's act, the AMA requires that a comprehensive review of the effectiveness of the legislation is to occur within 4 years after it is passed, and then every 5 years after that.

So the first review occurred in 2,017, and the second review was just completed this year in 2,023. So Miss Sarah Lugtig Riezebos was chosen to carry out the review and

It began last March, and went through the summer and into June, and then in July final report was presented to Government and it included a total of 27 recommendations as well as 27 sub recommendations in it. So the total number of recommendations was 54. So the AMA in addition to having a requirement for a review, it also has

a requirement that that review be made public and be tabled in the Legislature. So I'm to understand that government will be posting this review next week, because the requirement is within 15 days of the House being in session. So the report will be posted next week, so it will be publicly available. And it'll also be on our website. So if you're curious, please come, that's our address at the bottom accessibilityMB.ca

You can come next week to check out the 5 Year Review as well. Because we're rushing through some of the updates today. You can also join our newsletter, go to our website and join our newsletter. That's probably the best way to stay informed of activities related to accessibility legislation In Manitoba. So now on to updates some of the standards. Excuse me. Two of the standards that are in development folks may know are the accessible transportation and the design of outdoor public spaces standards.

So the accessible transportation standard regulation. We use the term standard and regulation interchangeably. But the important piece here is that this is law in Manitoba, which is great, because I think it holds more teeth and fits into the compliance framework. But also I think that it's harder to change right? It's in place and it's publicly

scrutinized and difficult when there's changes of government to change legislation, whereas policy or guidelines can be changed quite easily. So the transport, the accessible transportation standard aims to build on the current advances in making both public transit and paratransit more accessible, and it also includes vehicles for hire and school transportation.

The other standard that's being worked on currently is the design of outdoor public Spaces standard and it addresses barriers found in community spaces, such as accessible paths of travel, pedestrian crossings, and other areas of the exterior environment, parking lots and include a number of different areas. So there were separate public consultations held in 2019 and 2020, and the accessible transportation Standard is being introduced to Cabinet as we speak. Again, with the change in government, we need to get this in front of the current cabinet. So that's occurring, I understand, and hopefully is enacted in January 2024 or early February. So stay tuned for that one. A draft of the accessible design of outdoor public spaces. Standard is in development. There are some additional public consultations being planned in early 2024 to scope out that. In Manitoba, when a standard is being passed into law, there's a requirement for a 60-day public consultation that occurred with accessible transportation. So we're nearing the ending point for that one. But that 60 day public consultation hasn't occurred yet for the design of outdoor public spaces, so you can watch for the formal 60-day consultation as well as our office wants to do some consultations before that.

The other standard I like to talk about is the accessible information and communication standard. So this was passed back on May 1, 2022. And right now. It's only the government of Manitoba that needs to comply with that standard but, as of May first, 2024, a number of designated organizations are going to need to comply. And so those designated organizations include the 10 largest municipalities. That's Winnipeg, Brandon, Dauphin, Flynn Flon, Morden, Portage La Prairie, Selkirk, Steinbach Thompson, and Winkler, so those are the 10 largest municipalities, as well as health authorities, educational institutions, municipal and regional libraries and government agencies, so that date is fast approaching for them, whereas may 2025 is the compliance date for the rest of the province. So all organizations in the province will need to comply by then.

So we're going to get to just the sign offs and thank you. Maria, I'll call you back to introduce Vern again for his closing remarks. And before I do, I just want to tell people to visit our website, and one final update for me is that the Manitoba Accessibility Fund is a fund that provides up to \$50,000 for organizations to complete accessibility projects. We just got approval for our next intake, which will be January eighth. So check out our

website and spread the news to any organization that may be interested in applying for a grant for an accessibility project. So we're happy to have the next intake coming shortly.

Maria Ferraro (Time: 01:45:43)

Great thanks, Darren, for that update. I will ask Verne to come back on to do just a closing blessing, and then I'll just close it up with my closing as well, so, Vern, if you could come back for that.

Vern Dano (Time: 01:46:21)

Hi, everybody. I would like to say and recap that. It's important that we all work together. And we need people that have lived life experience, to be able to provide good quality feedback to any organization that wants to build and make momentum go forward as an ally, as a person that wants to help with it. It's always important to know our limitations and where we can pass it on to someone who has better qualities. So in closing with this tobacco. I thank the organization for passing that to me is that we always need to look for the similarities, not the differences, and that we have to have a warm part of it. What we have to connect our sharp minds, but we need a warm, gentle heart, and not look at the differences. And yes, there's a lot of things, barriers that are in the way. In our stories, the fox, like Carly's last name 'Fox' is one of the helpers. It helps our people. It helps our children, helps our community, and helps our families. So in closing, I want us all to think and open your minds, open your heart, open your spirit and think of the great possibilities that we can all do

As being humans. What can we do to further the betterment our society? We are judged on our weakest links as they say. So let's be all. Let's all become the weakest link and work together. Let's all find that compassion. Let's find those gatekeepers. Let's find the people that we don't even need to talk into it that they just run with it. Let's move forward in a good way.

So I asked all our ancestors. I asked all the spirits. I asked all that healing energy to be with us as we move forward and not lose that momentum. If you're having a hard day we wouldn't just remember it is a new day tomorrow and reach out if you need to ask for help, and, by working together will make a stronger, stronger society. And with that, Migwetch, take care, everyone.

Maria Ferraro (Time: 01:48:51)

Thank you, Vern, for that very important message. I think everybody heard that. And we appreciate that very much.

So thank you, Verne, for attending, and thank you to the ASL interpreters and the French interpreters, Closed Captioning and our communications and people on the back end of zoom.

Thank you all for participating in this webinar and helping us celebrate this important day. Accessibility is important for the inclusion of all people, and we hope that this webinar has inspired the future of accessibility.

And if you'd like to listen to this webinar again, or share it with others, it will be available on accessibilityMB.ca in the coming days, along with the question and answers document so any questions that we didn't get a chance to answer will be on there as well. And if you have any feedback or other questions, don't hesitate to contact the Manitoba Accessibility Office by phone, which is 20494576130r through the email at MAO@gov.mb.ca

Thank you again, and we will see everyone soon.

Bye. Now.