

# **ARCH Disability Law Centre**

**Annual Report 2019-2020**



**Advancing Disability Rights for over 40 Years**

# **Vision Statement**

A society in which laws, policies and legal systems ensure full participation, inclusion, dignity, and equal rights without discrimination for persons with disabilities.

# **Mission Statement**

ARCH Disability Law Centre, as a specialty legal clinic with a provincial mandate, undertakes to achieve this Vision by:

- Advocating for the rights of persons with disabilities, including the removal of systemic barriers;
- Promoting awareness and providing education on the rights of persons with disabilities;
- Addressing issues that have a particular impact on low income persons with disabilities;
- Ensuring that ARCH's work has Ontario-wide impact;
- Engaging in national disability rights work and influencing the realization of international disability rights norms in Canada and Ontario;
- Continuously developing and utilizing ARCH's expertise in local, provincial, national and international law as it affects persons with disabilities;
- Addressing the heightened disadvantage and discrimination faced by persons with disabilities, including as a result of other intersecting grounds of discrimination, including gender, race, age, language, place of origin, economic status, sexual orientation, and others.

To know more the vision, mission, values and principles adopted by ARCH's Board of Directors on March, 2018, go to [www.archdisabilitylaw.ca/about/our-mission-vision-values](http://www.archdisabilitylaw.ca/about/our-mission-vision-values).



ARCH Disability Law Centre is a specialty legal clinic that practices exclusively in disability rights law. ARCH is dedicated to defending and advancing the equality rights, entitlements, fundamental freedoms and inclusion of persons with disabilities in Ontario.

ARCH provides basic legal information and summary legal advice on certain disability-related areas of law, and represents persons with disabilities and disability rights organizations in precedent setting cases.

ARCH also provides public legal education to disability communities, and conducts community development projects that support its extensive law reform practice, involving a variety of initiatives related to advancing the rights of persons with disabilities.

**This Annual Report is available in multiple alternate and accessible formats upon request.**

ARCH Annual Report, 23 October 2020

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In my Chair's annual message, last year I said, "As Confucius says, 'may you live in interesting times'. And this year has certainly been an interesting and challenging year, with great successes and concern for an uncertain future." Who could have imagined that this year could be even stranger still.

The pandemic posed both operational and substantive challenges for the organization and ARCH rose to the challenge. It is to the credit of our Executive Director, Robert Lattanzio that despite the challenges of working remotely, operations continued uninterrupted. It is to the credit of our exceptional staff team, that in addition to their usual work, they produced extensive COVID-19 related resources and updates, as well as providing many clients COVID related summary advice and representation in COVID related test cases.

Credit is also due to our Board, who despite the pandemic continued to carry on its work virtually. Board meetings continued on schedule. Our Board meetings previously had available conference call service, for those who could not attend in person. To try and lessen social isolation and foster community we added video conferencing, which has worked well and will be a permanent feature going forward. Similarly, all Board committees and Working Groups continued their excellent work.

We continue to monitor the implementation of our strategic plan. We have now had a full year's experience with our new committee structure and can report that it is working well. Similarly, we introduced scheduling protocols to lessen consuming staff time unnecessarily.

Last fall we held a highly successful Board-Staff planning day, where we considered the strategic and organization implications of expanding our presence on the federal level. After a robust conversation and follow-up at subsequent Board meetings, it was decided that ARCH will continue to

## Message from the Chairperson

explore opportunities to conduct its national work.

ARCH is sensitive to the role that intersectional identities plays in respect to social injustice. A committee of the board continues to consider how ARCH can strengthen its internal practices and enhance and expand our relationships on issues confronting Indigenous persons with disabilities.

The Board also endorsed Black Legal Action Centre's statement on Policing and Anti-Black Racism calling on the Government of Ontario to correct policing practices that have led to systemic discrimination resulting in the over-policing of Black communities; the disproportionate rates of detention, arrest and charges and the over-incarceration of Black people in Canada.

We are privileged to have an exceptionally talented group of people serving on our Board. Our Board members volunteer boundless amounts of their time to assure the good governance of the organization. They provide ARCH a reservoir of talent, expertise, community representation and enthusiasm that is an invaluable resource.

I want to acknowledge and thank outgoing Board members Sandy Gdyczynski, Bonnie Quesnel and Effie Prattas. Lastly, I express thanks to all our volunteers, funders, donors and community partners and members, who make up our community. Specifically, acknowledgment is due to Legal Aid Ontario, our principle funder, who's mandate and resources make it possible for ARCH to continue to advance the rights of persons with disabilities in Ontario.

As I said last year but bears repeating, "No matter how interesting times become, ARCH shall continue to persevere in the service of its mission".



Douglas Waxman  
Chairperson, ARCH Disability Law Centre



On behalf of the Board of Directors and Staff of ARCH Disability Law Centre, it is with privilege and honour to report select highlights of ARCH's work and achievements to our membership for the period of **September 1, 2019 to August 31, 2020**.

It has been a year like no other. In one where ARCH turned 40, the world is gripped with a pandemic that continues to claim lives and exposes how broken our systems are as they relate to persons with disabilities. Disability communities and other marginalized communities continue to feel acutely the failures of past and current policy and politics. The pandemic, and the legal and policy responses to it, further isolate our communities creating new vulnerabilities and exacerbating the old. The pervasive systemic racism that continues to permeate across Ontario has also reached a boiling point. The Black Lives Matter movement and many reminders close to home, signal how anti-Black racism is as alive in our systems as it is to those of our neighbours to the south. Anti-Black racism, anti-Asian racism and anti-Indigenous racism, and ongoing ableism, are further exposed by this pandemic.

As COVID-19 presented new challenges, ARCH transitioned quickly and seamlessly to remote operations with little to no disruptions to our services. In early March, we quickly began working with our communities in identifying urgent and emerging issues. The range of work included addressing accessible communication of information, access to personal protective equipment, access and availability of COVID-19 testing, challenging a discriminatory draft triage protocol, closure of the Assistive Devices Program, visitation bans in hospitals, transportation, visitation bans and restrictions in the Developmental Services sector, and access to virtual accessible education.

As I reflected on ARCH's work this past year in preparing this report, the breadth and range of activities and the immediate, complex, and responsive nature of the work was a dominant theme. I can think of no higher honour and validation of our work, than the recent announcement that ARCH was awarded the Pat Worth Award by People First of Canada, recognizing our work in advancing inclusion in Canada and adhering to the credo "Nothing About Us Without Us".

This Report highlights a few of the cases that ARCH has undertaken on behalf of persons with disabilities, and a range of other initiatives aimed at achieving systemic change.

ARCH was also funded to conduct a number of significant projects that range from research advancing more meaningful participation in regulation development under the *Accessible Canada Act*, human rights and employment, and advancing the Convention on the Rights of Persons with Disabilities.

# Message from the Executive Director

I wish to thank our brilliant, creative, and ever so passionate staff team for their tenacity in working toward our mission on behalf of our communities no matter what happens around us. ARCH's accomplishments would not be possible without this constant—a team of individuals with unwavering dedication. The volume and complexity of the work that this pandemic presents, and the sheer challenging conditions, have truly been like no other, but we continue to excel as a team in meeting the challenges before us. Sadly, we said goodbye to one of our staff, Mariana Versiani, who left to pursue other challenges and we thank her for her work.

ARCH is a healthy organization and this is largely due to our Board of Directors who volunteer countless hours to ensure good governance and offer continued support. As volunteers, they continue to offer their time, skills and insight in matters that can be significantly challenging. In particular, I wish to thank our Chairperson, Douglas Waxman for his ongoing dedicated leadership, and to the Chairs of each of our standing committees and working groups for their leadership and commitment. This year, our four committees and three working groups have been very active. Our Federal Issues Working Group consulted with our partners in exploring next steps for ARCH's national work, and our Community Partners and Membership Working Group revamped our Community Partners structure. Our Indigenous Issues Working Group was honoured to welcome numerous leaders who are not board members to assist in our work in Reconciliation and advancing the Calls to Action, and helped develop an Internship program in memory of our beloved Past President, Teresa Daw. I wish to express my sincerest gratitude to our outgoing Board members Effie Prattas, Bonnie Quesnel, and Sandy Gdyczynski for their outstanding contributions to ARCH.

Lastly, and with great gratitude, I wish to thank our funders and donors without whom we would not be able to do what we do. We sincerely thank our primary funder, Legal Aid Ontario, for its continued support and the important role that Legal Aid Ontario has in ensuring that ARCH continues to service the most vulnerable members of our communities. I wish to acknowledge and extend my gratitude to all of our other funders listed in this report, our students, volunteers, donors, our membership and community partners, stakeholders and supporters. As we close on 40 years, I wish to take this opportunity to thank former staff, board members, volunteers and partners of ARCH whose dedication and contributions continue to be valued and lasting.



Robert Lattanzio, Executive Director  
ARCH Disability Law Centre

## **Highlights 2019/2020**

ARCH helped over **1,600** persons with disabilities across Ontario.

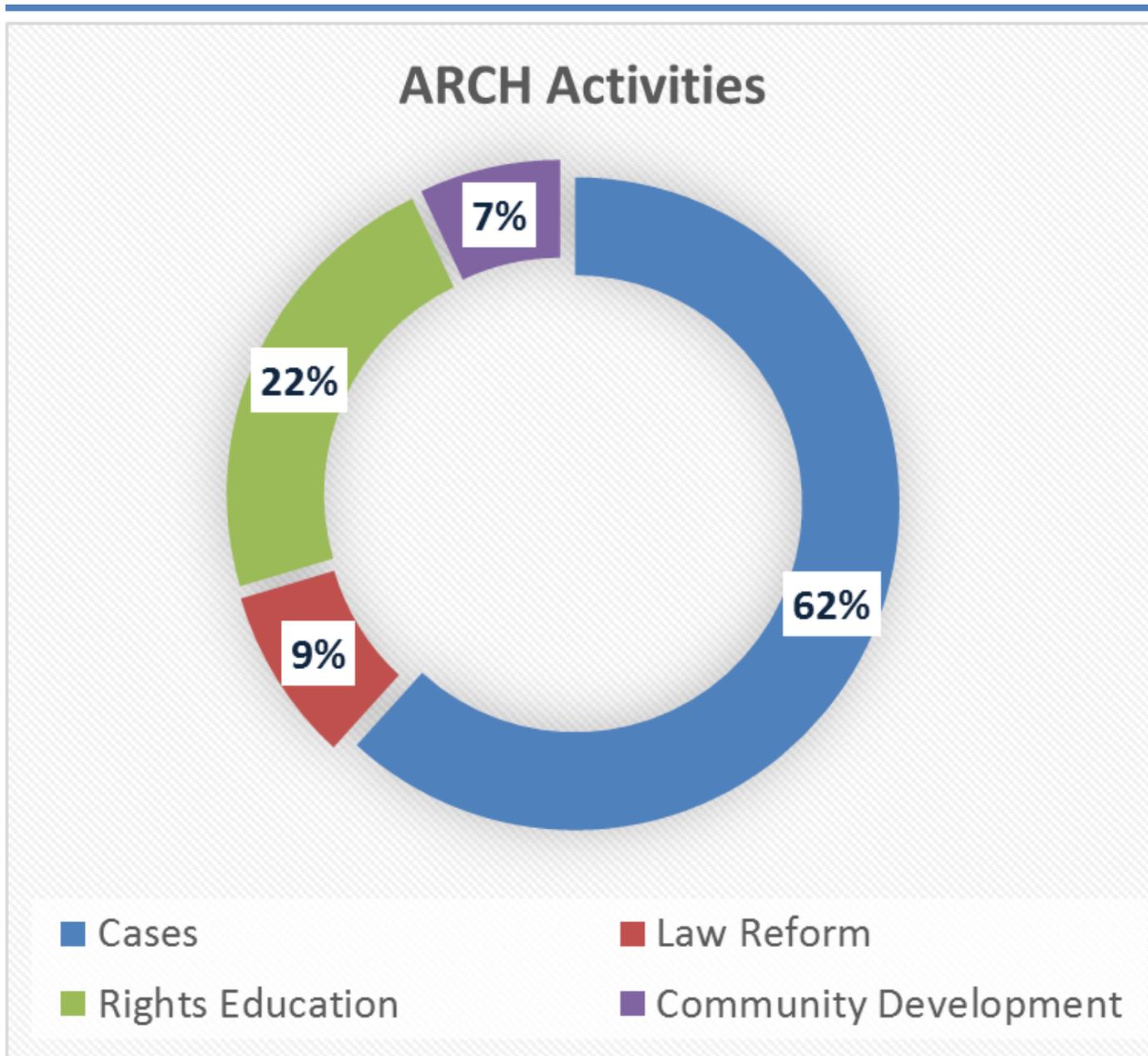
ARCH provided rights education to almost **5,000** people across the province.

ARCH's publications reached more than **30,000** individuals provincially, nationally, and internationally.

ARCH *Alert* and ARCH Blog published **48** articles.

# Advancing Disability Rights in Ontario

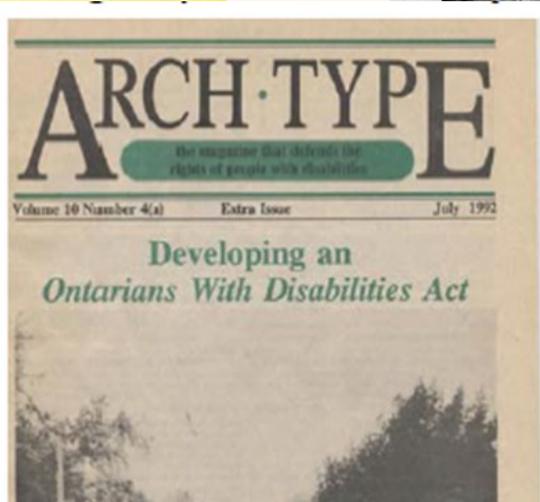
Through our range of systemic legal work, ARCH advocates for a disability rights perspective to guide and inform the development of laws and policies, build community capacity and provide rights education, as well as represent individuals, disability rights organizations and interveners in cases that can affect a large number of persons with disabilities and promote systemic change.



# Celebrating 40 Years of Advocacy



Martin Humm, left, won an important victory in court in 1984 when he won with disabilities the right to vote.



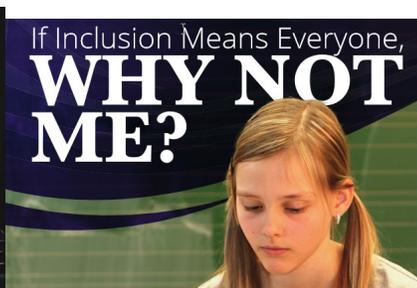
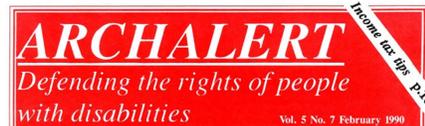
*"When the movement was just starting, the consumer and advocacy groups were filled with unfocused energy. But more than energy was required in the pursuit of equality. Concrete action is what was needed. ARCH has strongly positioned itself as a catalyst and leader in the movement."*

**Catherine Frazee, past Chief Commissioner of the Ontario Human Rights Commission. Excerpt from ARCH\*Type (October-November 1990) "Celebrating 10 Years"**



## HONOURARY MEMBERS OF ARCH

- |                     |                      |                       |
|---------------------|----------------------|-----------------------|
| 1984 Roy McMurtry   | 1987 Emmett Hall     | 1993 Brian Dickson    |
| 1985 Rosalie Abella | 1990 Stanley Knowles | 1995 Catherine Frazee |
| 1986 Jean Chretien  | 1991 Ian Scott       | 1998 Gerard LaForest  |





# Providing Legal Services across Ontario

ARCH provides direct legal services to persons with disabilities across Ontario. During this reporting period, ARCH provided a range of legal services in over 1,600 matters, including the provision of summary legal advice, limited retainer cases, and test cases. ARCH opened over 570 cases assisting people with disabilities in Ontario in a variety of legal issues including human rights law, capacity and decision making rights, attendant services, education law, accommodation in employment, accessibility laws, transportation, access to services and others. Advancing test cases is one important way for ARCH to pursue systemic change.

## Fighting for Access to Justice

ARCH, in coalition with the Women's Legal Education and Action Fund (LEAF) and DisAbled Women's Network Canada (DAWN Canada), are intervening in the appeal of *R v Slatter*, a sexual assault case to be heard at the Supreme Court of Canada. This case involves a woman labelled with an intellectual disability who disclosed sexual assault. At trial, defence counsel argued that her evidence was unreliable, because her disability made her suggestible. Nevertheless, the trial judge convicted the accused of sexual assault. The majority of the Ontario Court of Appeal overturned the conviction and ordered a new trial, finding the trial judge's reasons were not sufficient. In particular, the majority held that that the trial judge failed to address what they found to be a central issue: the complainant's reliability and suggestibility. LEAF-DAWN-ARCH's intervention will provide the Supreme Court with an intersectional equality analysis highlighting the implications of the case on the substantive equality rights of women labelled with intellectual disabilities, and on their access to justice. The Court of Appeal's majority judgment suggests that trial judges must apply a more onerous standard when assessing the reliability of evidence of complainants labelled with an intellectual and/or developmental disability. This reasoning is rooted in harmful generalizations and stereotypes about women with disabilities.



## Advancing Education Rights

ARCH represented a student in an appeal to the Child and Family Services Review Board challenging an expulsion of a student with multiple disabilities from high school and reached an effective resolution for the student.

ARCH supported a parent in their efforts to get their child's suspension record expunged.

ARCH assisted a student to obtain accommodations needed to provide specific medication. The school board is now working to get full time nurses as staff at the school to provide the student the medication when necessary.



ARCH represented a student with disabilities at the Human Rights Tribunal of Ontario regarding a failure to provide disability related accommodations. The college program included a practical work placement at an institution. ARCH negotiated a settlement that included individual and systemic remedies.

ARCH supported an elementary school student navigate the IPRC process in their small Northern community to obtain appropriate accommodations. ARCH represented the student and parents in an appeal to the Special Education Appeal Board.



## **Fighting for appropriate Attendant Services**

ARCH assisted numerous consumers of attendant services to initiate formal complaints to their service providers. ARCH participated in meetings with consumers and their service providers to expediently and effectively resolve complaints. A number of cases involved agencies' failure to provide the services outlined in service agreements. ARCH lawyers assisted clients in getting their services that are necessary to the clients' wellbeing.

## **Access to Hospital services**

ARCH lawyers successfully advocated on behalf of a client to allow their essential supporter to visit the client each day the client was in the hospital notwithstanding COVID-19 related restrictions.

## **Accessible Transportation**

In December 2019, ARCH represented a client in an oral hearing at the Canadian Transportation Agency. The issue to be determined was whether Air Canada, who had denied ARCH's client access to any trans-border flight due to disability, could accommodate up to the point of undue hardship. A decision in the case is still pending.

## **Access to Public Hearings**

ARCH represents two complainants in cases before the Canadian Human Rights Commission about a Tribunal's failure to provide disability-related accommodations during a hearing process. The cases raise important issues about the obligations of Tribunals under the human rights law and the rights of persons with disabilities to have full and equal access to public hearings.

## **Challenging COVID-19 Visitation Bans**

ARCH represents a client in a case at the Human Rights Tribunal of Ontario about visitor bans in a group home and the lack of disability-related accommodations during the COVID pandemic. ARCH successfully advocated for the case to proceed on an expedited basis and the hearing is scheduled to take place this fall. This case raises very important and pressing issues about the right to disability-related accommodations for persons living in group home settings, and how those rights must be maintained while pandemic safety measures are in place.

# Advocating for Accessible Legal Processes

## Ontario Courts Accessibility Committee

ARCH continues to participate on the Ontario Courts Accessibility Committee. ARCH attended quarterly meetings of the Committee, and provided input to the Committee and the Ministry of the Attorney General on access to justice issues affecting persons with disabilities in Ontario. In particular, ARCH provided extensive input into the development of materials on accessibility and accommodations aimed at people with disabilities in courthouses across Ontario.

## Canadian Human Rights Tribunal Rules of Procedure

The Canadian Human Rights Tribunal revised its Rules of Procedure. In response to its request for comment, ARCH filed submissions making recommendations to the Tribunal that it ought to have a stronger and more clearly set out process for complainants to make requests for accommodation to participate in the hearing process, including how to make requests for accommodations, to whom to send those requests, and how those requests would be addressed.

## Canadian Human Rights Commission's Complaint Rules

The Canadian Human Rights Commission created and implemented a set of Rules of Procedure - the first time the organization has had a set of rules in place and available for the public. The Commission reached out to ARCH, among other organizations to provide comment and feedback on its drafts. ARCH made several recommendations, both orally and in writing, including that the Commission ought to have a stronger and more clearly set out process for complainants to make requests for accommodation to participate in the process. These submissions also included recommendations about clarifying the Commission's existing practices around limitation periods and the role of support persons.

ARCH is pleased that the vast majority of our comments and recommendations have been adopted.

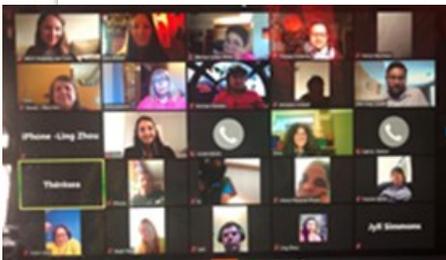
# Defending Disability Rights during the COVID-19 Pandemic

## Hospital Visitation Bans

One of the many ways in which COVID-19 policies impacted persons with disabilities in Ontario was the creation of visitation bans in hospitals. These bans prevented people with disabilities from getting access to the supports needed to ensure their equal access to health care services. ARCH worked with disability communities in Ontario to develop an advocacy toolkit for people with disabilities to assist them to advocate for access to essential supports, despite hospital visitation bans. ARCH wrote to the Government of Ontario explaining the discriminatory impact of these bans, and proposing a number of ways that hospitals could protect against the transmission of COVID-19 while still protecting the rights of persons with disabilities to equal access to health care.

## Get Connected Campaign

During COVID-19 people around the world joined together on online meeting sites. But many self-advocates told us that people with intellectual disabilities were left behind. Self-advocates spearheaded the Get Connected campaign, which asks families, agencies, and developmental services providers to do better at helping people with intellectual disabilities get online to connect safely with friends and family and participate in virtual activities.





COVID-19 Advocacy Tips

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**Advocating for Your Support Person or Attendant to be with You in Hospital During the COVID-19 Pandemic**



May 5, 2020

This is a plain language version of "COVID-19 Advocacy Tool Kit: Advocating for Your Support Person, Attendant or Communication Assistant to be with You in Hospital During the COVID-19 Pandemic".

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[www.archdisabilitylaw.ca](http://www.archdisabilitylaw.ca)

## Visitation Bans in Group Homes

Following recommendations from Ontario Ministries of Health and of Children, Community and Social Services, developmental services group homes created policies to limit or completely restrict visitors. These policies have had deeply damaging impacts on persons labelled with intellectual and/or developmental disabilities who live in group homes. ARCH heard from many people with disabilities and their families about serious impacts to people's mental health, well-being, and ability to communicate or participate in day-to-day decision making. Persons with disabilities and their families are also concerned about isolation, neglect and abuse. ARCH provided legal information and advice to assist in these situations. In addition, ARCH met with developmental services agencies and wrote to the Government of Ontario to raise awareness of these concerns and propose alternative approaches in keeping with disability rights.

## Triage Protocol

In March 2020, and in response to COVID-19, Ontario released a document to hospitals all over Ontario titled, Clinical Triage Protocol for Major Surge in COVID Pandemic, but did not distribute it publicly. After getting a copy of the Protocol, ARCH released an open letter signed by 4828 individuals and 204 organizations/groups and struck an Advisory Committee representing persons from various disability communities as well as disability rights experts and began advocating for changes to be made to the Triage Protocol to ensure that it did not discriminate against persons with disabilities. From April to September 2020, ARCH delivered four separate submissions to the Ontario Government expressing concern over the human rights and Charter violations that would flow from the Triage Protocol and advocating for changes. ARCH is currently awaiting the latest version of the Triage Protocol.

## Assistive Devices Program

On March 24, 2020, ARCH learned that Ontario's Assistive Devices Program (ADP) was not considered to be an essential program, and would be closed for new applications. We informed our communities and released a survey to gauge the effect of the ADP closure on persons with disabilities. Once the data was collected, results from the survey were released. This information will help ARCH determine a strategy for addressing issues that arise under ADP.



Respecting Rights has a message for families, agencies, and developmental services providers:

**During COVID-19, let's do better at helping people with intellectual disabilities get online to connect safely with friends and family and participate in virtual activities.**



## Together/Connectedness in a time of Social Distancing

"What's Up Wednesdays" brought self-advocates together online during COVID-19. People labelled with intellectual disabilities have told us that coming together for peer support is one of the most important pieces of Self Advocacy. The COVID-19 pandemic highlighted the need for peer support and education but limited opportunities for in-person meetings. In response, ARCH partnered with People First of Ontario & H-CARDD (Health Care Access & Research in Developmental Disability) to host What's Up Wednesdays, an online weekly session that offered plain Language information about COVID-19 to self-advocates across Ontario.

**Many people with intellectual disabilities do not have online social supports.**

**Without social connections like friends and family, many people are feeling very lonely, sad, isolated, and worried about their mental health.**



# Working with our Communities

ARCH's law reform and policy activities ensure that the disability perspective is considered in the development and revision of laws and policies. ARCH often consults with other disability rights groups, members of our communities, and other specialty and community legal clinics to analyze and comment on the impact of current and proposed laws.



## Ableism, Racism and Police Services

ARCH released numerous statements decrying the deaths of persons with mental health disabilities by Police, and partnered with the Black Legal Action Centre (BLAC) calling for justice and demanding an independent investigation into the death of Regis Korchinski-Paquet. ARCH also released a statement regarding the failure to lay charges connected with the death of Soleiman Faqiri.

## Environmental Health and Legal Challenges Report

ARCH and the Canadian Environmental Law Association co-authored a report that was released in September 2019. The Report includes an analysis of environmental health cases at the provincial and federal human rights tribunals, and identifies themes that impact persons with environmental health disabilities who seek to assert their human rights in service delivery and housing. ARCH continues to respond to callers with environmental health disabilities facing discrimination and to monitor provincial and federal cases that raise issues about environmental sensitivities.

## Presenting to Standards Development Committees

ARCH was invited to present to two Standards Development Committees under the *Accessibility for Ontarians with Disabilities Act*, on primary and secondary education, and post-secondary education. ARCH presented on the barriers that our communities continue to face when accessing education services.

## **Submissions on the new *Connecting People to Home and Community Care Act (Bill 175)***

The *Connecting People to Home and Community Care Act* (Bill 175) was passed into law on July 8, 2020. Introduced in the Legislature on February 25, 2020, its stated purpose was to modernize the delivery of home and community attendant services in Ontario. It repealed and replaced the *Home Care and Community Services Act 1994* (HCCSA) and revamped service delivery. However, it became clear early on that the focus of the new Act was not on persons with disabilities, but rather on “patients”, which includes persons discharged from hospital or in need of rehabilitation. The new Act conflates home and community services for persons with disabilities, which are important for persons with disabilities to live independently and participate in their communities, with primary and acute care services. Many issues that are important to persons with disabilities, like the Bill of Rights, were removed from the Act and are now proposed in Regulation.

ARCH responded quickly with an initial analysis and a series of Fact Sheets to advise our communities of the concerns we had identified in the new Bill. ARCH made oral submissions before the Standing Committee on the Legislature on June 15, 2020, and written submissions on June 17, 2020. Despite the significant issues raised by ARCH, other disability rights organizations and members of disability communities, the Bill became law without any amendments. ARCH continues to be engaged with this issue and in ongoing consultations regarding the development of regulations.

## **Submissions on Accessible Transportation for Persons with Disabilities Regulations (ATPDR)**

In February, ARCH delivered its submissions on Phase II of the ATPDR to the Canadian Transportation Agency. The purpose of the ATPDR is to implement and enforce accessibility requirements across all modes of transportation within the federal transportation network. ARCH's submissions and recommendations on Phase II addressed issues including whether the regulations can and should extend to small transportation providers, whether the one person, one fare policy that currently only applies to domestic travel should extend to international flights and small transportation providers, and whether animals other than dogs should be recognized as emotional support animals and service animals. ARCH also made submissions on the regulation of accessibility plans created by transportation providers, the measures that should be included in progress reports, how often transportation providers should make public their progress reports, and the development of feedback mechanisms. ARCH is currently awaiting the Agency's determinations following the consultation.

## Attendant Services Workshop + Legal Clinic

ARCH collaborated with the Centre for Independent Living in Toronto (CILT) to deliver 4 workshops about the rights of consumers of attendant services. ARCH also held free legal clinics after each of these workshops to address problems encountered by users of attendant services and reviewing service plans and contracts for services.

ARCH also partnered with Citizens with Disabilities Ontario to deliver three virtual workshops on the rights of persons using attendant services.



## Do the Rights Thing

In partnership with DAWN Canada, ARCH led a 2-phased project called Do the Rights Thing about developing and implementing a system-level response to address systemic barriers to services and employment faced by women with disabilities and Deaf women. In phase 1, ARCH invited women with disabilities and Deaf women to attend focus groups and fill out questionnaires and participate in key informant interviews, to learn about the barriers they face when seeking and maintaining employment. Flowing from the information gathered, phase 2 involved hosting 2 virtual workshops, the first directed to women with disabilities and Deaf women, with the goal of providing rights-based legal education, practical tools, and strategies about accessing and navigating employment with a disability. The second workshop is for employers and service providers to educate them on their human rights and accessibility obligations with respect to persons with disabilities.

The workshops were a huge success. With over 100 individuals, employers, and service providers registered from across the Province, the workshops created a place for engaging discussion about disability rights and accessibility laws, and how to use these as advocacy tools in the workplace.



## Supported Decision-Making

ARCH collaborated with law Professor Ruby Dhand to research, write and publish a paper examining mental health laws, their impact on legal capacity and their compliance with sections 15 and 7 of the *Canadian Charter of Rights and Freedoms*. The paper focuses on involuntary detention of persons with mental health disabilities in psychiatric facilities, and the administration of involuntary psychiatric treatment. It examines the ways in which these laws deny people decision-making rights, and the impact this has on their Charter rights. The research for this paper was funded by the Government of Canada's Office of Disability Issues. This research was conducted as part of a larger research project entitled, "Implementing Equal Access to Legal Capacity in Canada: Experience, Evidence and Legal Imperative", prepared for the Institute for Research and Development on Inclusion and Society (IRIS).

## Advocacy Toolkit

ARCH partnered with the Centre for Rural and Northern Health Research (Laurentian University) to provide legal support in their development of a disability advocacy toolkit. The toolkit is called Individualized Accessible Home Accommodations and focuses on some particular needs of children with vision disabilities in the North.

## Osgoode Certificate on Human Rights

ARCH once again presented at the Osgoode Certificate on Human Rights, Practice and Procedure, which is an annual four day training series geared towards union executives, equity and diversity officers, teachers and others. ARCH has participated for the past 5 years, and focuses on the duty to accommodate for person with disabilities.

## Health Justice Program

ARCH continues to be a partner in the Health Justice Program, a partnership of legal clinics and health service providers at St. Michael's Hospital, Family Health Team. Neighbourhood Legal Services is the lead legal clinic on this project. ARCH led the creation of this initiative and the first 3 years of its operations.

## CNIB Know Your Rights

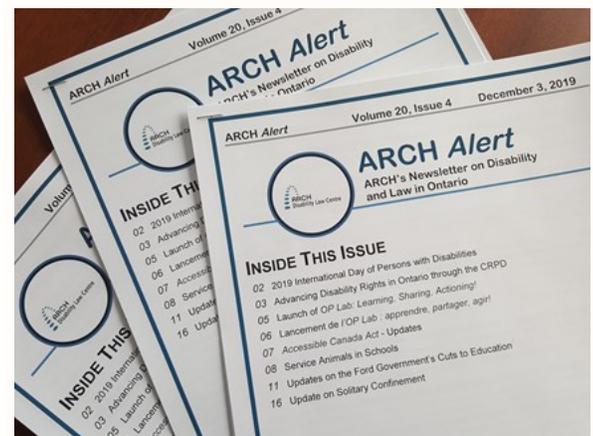
ARCH lawyers participated in three episodes of CNIB's Know Your Rights podcast series. The episodes respectively provided legal information about transportation, education, and the built environment directly focused on communities' specific needs.

# Accessible Rights Education

ARCH continues to promote awareness and education on disability rights, by offering presentations, workshops and seminars, as well as developing a wide range of resources with its partners.

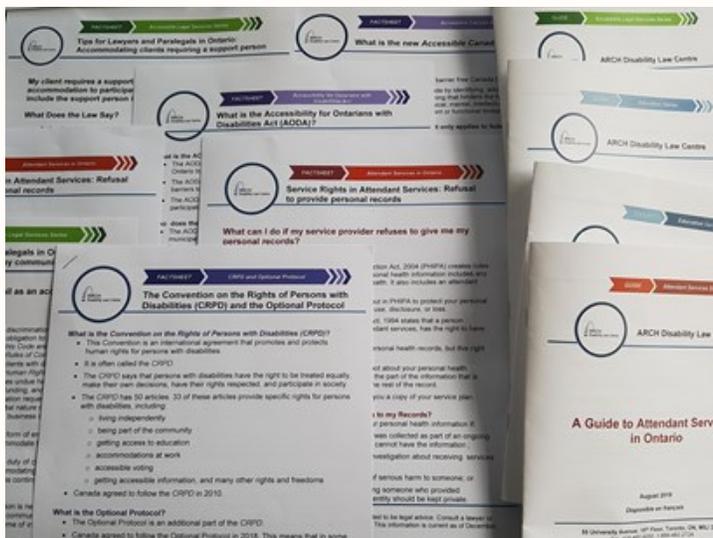
## ARCH Alert

ARCH Alert is ARCH's free quarterly newsletter. It provides timely information on legislation developments, significant court decisions, government consultations, community initiatives, and other disability-related legal issues. ARCH Alert has over 3,600 subscribers who receive the newsletter directly. It is also available on our website for anyone to access.



## Factsheets, Guides and Toolkits

ARCH frequently publishes concise learning and reference materials that are often developed with our partners in 3 distinct formats. Factsheets provide concise information on particular issues identified by the community. Guides provide more extensive information on a topic. Toolkits provide the necessary resources to support persons with disabilities to advocate for their rights. These resources are available at [www.archdisabilitylaw.ca/resources](http://www.archdisabilitylaw.ca/resources) and can also be provided in alternate formats.



## ARCH Library and Resource Centre

A key ARCH goal from its earliest days was the development of an “accessible law library.” Over the years, while maintaining an in-house ‘working’ legal library of core law texts, ARCH has steadily expanded its public collection beyond disability law and policy to include resources in a variety of formats and on multiple topics relevant to our community including ethics, abuse and safety, health care, education, and transportation. As well as chronicling the history of the disability movement, the ARCH library holds practical guides, for example on financial planning, and seeks to collect published memoirs and experiences of persons with disabilities. Clients, researchers and the public are invited to use the materials in-house at the 15<sup>th</sup> floor Resource Centre.



Over the years, grant programs and the generosity of donors, including the Atkinson Foundation and National Library (1994) and Law Foundation of Ontario (2011) have provided computers with assistive technology for library users. Their funding has also enabled an [online catalogue](#) to make the collection searchable by users anywhere and able to access full-text electronic documents.

Among the former librarians, staff, Board members and volunteers over the past 40 years whose dedication to increasing access to disability information has built up ARCH’s collection, our thanks go to Liz Anderson, John Plater, William Land, Fraser Valentine, Wayne Johnston, Lishanthi Caldera, and our current librarian, Mary Hanson.

### **Human Rights High School**

ARCH was invited by the East York Collegiate Institute to deliver human rights sessions to high school students about discrimination and ableism, and the duty to accommodate under the *Human Rights Code*. The students all participated in a moot case about accommodating a student with disabilities in school.

### **Duty to Accommodate and Return to Work**

ARCH was invited by IAVGO to present to their Injured Workers Action for Justice Group on the WSIB’s duty to accommodate injured workers under the *Human Rights Code*. Many of the workers advised that they will use the lessons they learned from the presentation in their ongoing cases with the WSIB.

### **Early childhood education and transition to school**

ARCH presented to a number of early childhood consultants about the duty to accommodate children under the *Human Rights Code*. During this presentation one of ARCH’s DLI students provided a detailed review of the role of IPRC meetings and the drafting of IEP’s for students with disabilities.

# Working with the Legal Community

In addition to offering a free Case Consult service for Lawyers and Paralegals across Ontario, ARCH provides continuing legal education to lawyers, paralegals and law students in the form of publications, seminars, panels, webinars, internships and placements.

## Disability Law Intensive (DLI) Program

ARCH continues its exciting partnership with Osgoode Hall Law School at York University to offer a program that is the first of its kind in Canada. Nine students participated in the 2019-20 Disability Law Intensive at ARCH.



## Federal Tribunal Training

ARCH delivered training sessions to adjudicators and staff at the federal Social Security Tribunal

As part of ARCH's goal to assist those working in the justice sector provide accessible services, ARCH provided training to adjudicators and front line staff at the federal Social Security Tribunal. Topics covered included how to receive and put in place accommodation requests from applicants, and outlining what are the obligations of the Tribunal as a service provider.

## Toronto Clinic Training Conference

ARCH co-delivered two presentations at the annual Toronto Clinic Training Conference, presenting alongside the Advocacy Centre for the Elderly (ACE) on providing legal services to clients who have capacity issues, and presenting alongside the Advocacy Centre for Tenants Ontario (ACTO) on practical tools to legal professionals who represent clients requiring accommodation in housing in accordance with the *Human Rights Code*.

## Association for Human Rights Lawyers

ARCH continues to host, organize, and chair monthly meetings of the Association of Human Rights Lawyers. This network of lawyers, law students and legal workers monitors human rights legal developments in Ontario, nationally and internationally; coordinates law reform efforts; and provides case consultation and professional development opportunities for its members.



## Lawyers' Obligation to Accommodate Clients

ARCH was invited by the Ontario Bar Association's Constitutional, Civil Liberties and Human Rights Law Section to present to lawyers about their obligations to accommodate clients as per their professional responsibilities and under human rights law. ARCH presented at this popular session alongside scholars and mental health experts in the legal profession.

## Private Bar Referral Roster

ARCH maintains a private bar referral list, and provides a free Case Consult service to lawyers and paralegals. ARCH also offers Continuing Professional Development on disability related issues.

# Advancing the UN Convention on the Rights of Persons with Disabilities

ARCH continues its work in advancing the rights framework set out in the United Nations Convention on the Rights of Persons with Disabilities.

ARCH continues to work with disability community organizations, disabled people's organizations and civil society groups to provide input to the UN Committee on the Rights of Persons with Disabilities for its second review of Canada's implementation of the Convention on the Rights of Persons with Disabilities (CRPD). This work is being led by the British Columbia Aboriginal Network on Disability Society (BCANDS), ARCH Disability Law Centre and Steven Estey, independent human rights consultant.

In September 2019, ARCH was part of a delegation of Canadian disability organizations who met with the UN CRPD Committee in Geneva and made oral submissions for the first stage in the Committee's second review.

In October 2019, the UN released a List of Issues Prior to Reporting for Canada, which provides a framework for the issues that will be the focus of its review of Canada's implementation of the CRPD. Over 50 disability community organizations, disabled people's organizations and civil society groups, including ARCH, provided input for this document by way of a written submission to the UN in July 2019. Originally, the UN's second review of Canada's implementation of the CRPD was scheduled to take place in early 2021, but it has been delayed due to the COVID-19 pandemic. Despite this delay, ARCH continued to work with our partners by co-hosting a number of meetings with disability community organizations and disabled people's organizations to build community capacity and facilitate participation in the UN process. ARCH is also involved in outreach to disability community organizations and disabled people's organizations across Canada to promote their participation in this work.





# OP Lab: Learning, Sharing, Actioning!

OP Lab is a project led by ARCH which aims to develop awareness of the CRPD, its Optional Protocol and other UN disability rights tools. It also aims to build capacity within disability and legal communities to use the CRPD and other UN disability rights tools to advance disability rights in Canada. OP Lab offers a series of 8 training sessions for disability community members and their allies, and a series of 3 training sessions for disability rights lawyers. Training sessions and course materials are in English, French, American Sign Language, Langue des signes Québécoises, English captioning and French captioning to make them as accessible as possible to as many people as possible. Participants from across Canada attend these trainings, access course materials, participate in an online discussion forum, and together build a network of people committed to CRPD implementation in Canada. ARCH thanks Employment and Social Development Canada through the Social Development and Partnership Program – Disability for funding this project. We are grateful to our disability community project partners for their support of the project.

## Our project partners are:

Alliance for Equality of Blind Canadians (AEBC)

British Columbia Aboriginal Network on Disability Society (BCANDS)

Canadian Association for Community Living (CACL) (now operating as Inclusion Canada)

Canadian Association of the Deaf (CAD)

Canadian Council on Rehabilitation and Work (CCRW)

Communication Disabilities Access Canada (CDAC)

Confédération des organismes de personnes handicapées du Québec (COPHAN)

Council of Canadians with Disabilities (CCD)

DAWN Canada

Independent Living Canada (ILC)

People First of Canada

National Coalition of People who use Guide and Service Dogs in Canada

National Network for Mental Health (NNMH)

Tlingit Sovereign Nation

York University – Osgoode Hall Law School

# Meaningful Participation in Advancing the ACA

As regulation development under the *Accessible Canada Act (ACA)* began, ARCH commenced a project entitled Meaningful Participation of Persons with Disabilities in Regulation Making. The goal of this project is to identify barriers within existing federal regulatory development processes and develop recommendations for regulators, aimed at removing those barriers and creating more accessible processes. This project is also intended to build capacity of disability communities to participate in regulatory development processes, and to create resources and training to facilitate this participation.

ARCH has undertaken this work in collaboration with five disability community project partners: Canadian Association of the Deaf, Council of Canadians with Disabilities, Communication Disabilities Access Canada, National Coalition of People Who Use Guide and Service Dogs in Canada, and People First of Canada. Osgoode Hall Law School is also a project partner. ARCH thanks its project partners, as their experiences and input have been invaluable to our research and analysis. ARCH thanks Employment and Social Development Canada for funding this project through its Social Development and Partnership Program – Disability.

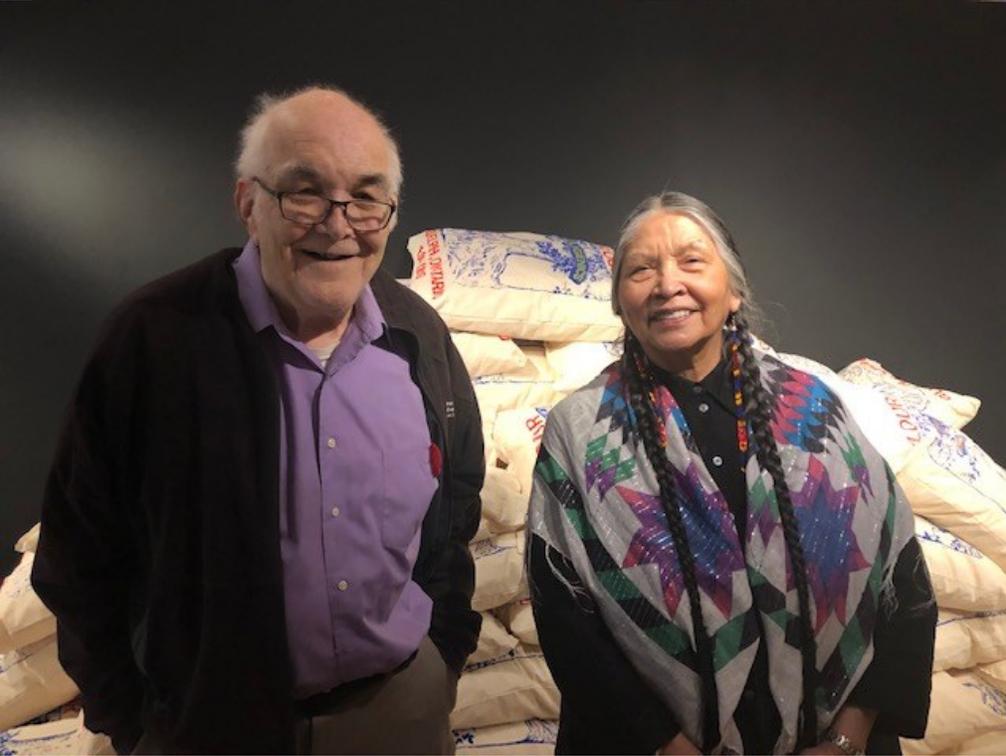
ARCH's work so far focuses on researching barriers in the regulatory development process, informed by the lived experience of persons with disabilities, and providing support to our project partners during ongoing regulation development. We conducted legal research regarding how substantive equality, intersectionality, and the Convention on the Rights of Persons with Disabilities should inform the regulatory development process. ARCH also worked with Professor Keiko Shikako-Thomas at McGill University to conduct interviews with persons with disabilities, focusing on barriers in the context of regulation development, as well as potential solutions. Meanwhile, ARCH has collaborated with its project partners during consultations held by federal regulators regarding accessibility plans, progress reports, feedback mechanisms, and enforcement of the ACA. ARCH has supported the project partners in participating in these consultations, and the feedback from the project partners has also informed ARCH's own submissions.

# Into the Light

Eugenics and Education in Southern Ontario

CO-CURATORS  
Mona Stonefish  
Peter Park  
Dolleen Tisawii'ashii Manning  
Evadne Kelly  
Seika Boye  
Sky Stonefish

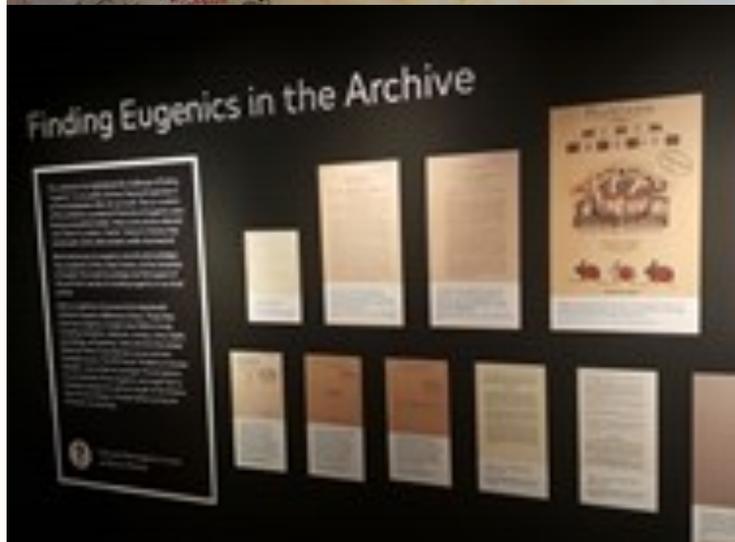
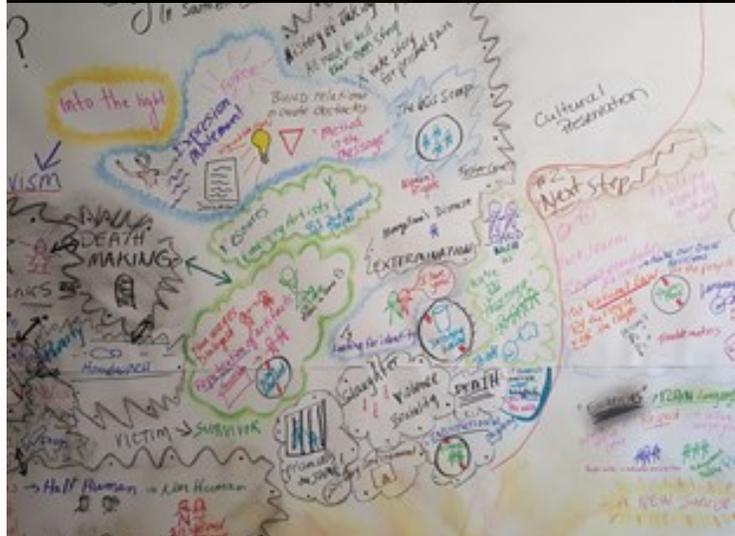
## Into the Light: Eugenics and Education in Southern Ontario



**Into the Light** examined the histories and ongoing legacies of the eugenics movement in southern Ontario. This exhibition centres on the voices of members of Indigenous and disability communities affected and who continue to work to prevent institutional brutality, oppose colonialism, reject ableism, and foster social justice. ARCH is a proud partner and contributor and Respecting Rights member, Peter Park, was a co-curator of this exhibit.

This exhibit generated significant interest and attention and received the Lieutenant Governor's Ontario Heritage Award for Excellence in Conservation.

ARCH is proud to support this project and we continue to work with our exceptional partners on next phases.





## Respecting Rights

Respecting Rights is a project at ARCH that is led by self advocates labelled with intellectual disabilities. Since 2011, Respecting Rights works on accessible law reform projects and provides accessible rights education to persons labelled with intellectual disabilities and their support networks across Ontario.

When the pandemic hit, Respecting Rights had to stop doing in person groups, and switched to an online weekly group for self-advocates across Ontario, to make sure people still had accessible information about their rights during Covid-19. We teamed up with the mental health team from the Azrieli Centre at CAMH and People First of Ontario. We all wanted to work together to make sure people with intellectual disabilities were getting accessible information about Covid-19. People also told us they wanted to be more connected.

Respecting Rights then launched the **Get Connected** campaign to encourage developmental services agencies to help people with intellectual disabilities to get online to connect safely with friends and family.

Respecting Rights presented workshops to almost **1,000** attendees across the Province.

## My Voice My Choice

ARCH received its final evaluation report for the My Voice, My Choice initiative (MVMC). MVMC was led by and for people labelled with an intellectual disability and their support networks and focused on promoting rights of self-advocates in three pilot sites across Ontario. The evaluation was conducted by the Canadian Centre on Disability Studies Inc., operating as Eviance.

## Shared Learning Forum

Respecting Rights participated in an online presentation hosted by Shared Learning Forum for developmental services staff and management in which we shared results of the MVMC evaluation report and provided legal information on decision making rights in Ontario.



6. Did you learn anything new?

a. No. Not really       b. Yes

7. If yes, what are one or two things you learned that are important to you?

~~\_\_\_\_\_~~ I can make my own  
Decisions even with my parents.

\_\_\_\_\_

we get to choose who we have  
relationships ~~with~~ with.

\_\_\_\_\_



# RESPECTING Rights



# ARCH in the Media

ARCH continues to pursue conveying information about disability rights through media platforms.

**Transition back to school is ‘going to be awful’ for special needs kids, advocacy group warns** August 23, 2020—The Standard, Allan Benner

**Important voices under-represented in new home and community care legislation**  
July 21, 2020—The Lawyer's Daily, Anjane Naidu

**What new legislation means for home and community care in Ontario**  
July 20, 2020—TVO, Mary Baxter

**Why don't we know how many home-care workers have COVID-19?**  
July 15, 2020—TVO, Mary Baxter

**Hospital ban on 'essential supporters' discriminatory -**  
June 11, 2020—Toronto Sun, Sue-Ann Levy

**People with severe disabilities feel especially vulnerable in COVID-19 shutdown**  
April 17, 2020—Toronto Star, Laurie Monsebraaten

**“People are really scared”: Ontarians with disabilities worry they'll be denied care**  
April 15, 2020—TVO, Meagan Gillmore

**Feds name group to help Canadians with disabilities during COVID-19 crisis**  
April 13, 2020—National Observer, Michelle McQuigge

**Federal government names group to ensure disabled Canadians included in COVID-19 response** April 10, 2020—Globe and Mail, Michelle McQuigge

**Disabled to be denied COVID-19 care?** April 8, 2020—Toronto Sun, Anotenella Artuso

**Ontario Health drafts a triage protocol if hospitals hit surge capacity**  
April 7, 2020—CHCH, News Staff

**Law society could dismantle another equity provision, benchers says**

February 24, 2020—Law Times, Anita Balakrishnan

**Guelph Museum recognized for exhibition on eugenics survivors**

February 21, 2020—GuelphToday, GuelphToday Staff

**Universities must share their oppressive pasts**

January 25, 2020—University World News, Evadne Kelly, Carla Rice

**LSO diversity debate reignited after alleged conflict between equity advisor, benchers**

January 24, 2020—Law Times, Anita Balakrishnan

**Universities must open their archives and share their oppressive pasts**

January 16, 2020—The Conversation, Evadne Kelly, Carla Rice

**Taking the pulse of disability rights in Canada**

December 24, 2019—The Lawyer's Daily, Kaitlyn MacDonell

**Radio Interview with host Cam Wells** December 20, 2019—Handi-Link

**Everyone has a right to accessible transit in Toronto**

December 17, 2019—Toronto.com, Dianne Wintermute

**Respecting Rights Coordinator Sue Hutton shares her journey at ARCH Disability**

**Law Centre** November 22, 2019—CanFASD, Sue Hutton

**Medically assisted dying ruling denies important safeguard for persons with disabilities** November 1, 2019—Hospital News, Robert Lattanzio

**Aide médicale à mourir : une importante mesure de protection des personnes handicapées est invalidée** October 17, 2019—L'Aut' Journal, Robert Lattanzio

**La décision sur l'aide médicale à mourir invalide une importante mesure de protection des personnes handicapées** October 10, 2020—Le Droit, Robert Lattanzio

**Waterloo University case sheds light on after-the-fact accommodation**

October 7, 2019—Law Times, Anita Balakrishnan

# Financial Overview

## 2019–2020

### ARCH DISABILITY LAW CENTRE

#### Statement of Financial Position

March 31, 2020

	LAO General Fund \$	LAO Legal Disbursements Fund \$	LAO Capital Fund \$	General Fund (note 4) \$	Break Open Ticket Fund \$	Total \$
<b>ASSETS</b>						
Current Assets						
Cash	-	8,902	-	609,343	85,826	704,071
Accounts receivable	7,840	-	-	-	-	7,840
HST recoverable	13,632	72	-	4,525	2,212	20,441
Prepaid expenses	16,498	-	-	-	-	16,498
	37,970	8,974	-	613,868	88,038	748,850
Capital assets (note 5)	-	-	11,043	-	-	11,043
Total assets	37,970	8,974	11,043	613,868	88,038	759,893
<b>LIABILITIES</b>						
Current Liabilities						
Accounts payable	15,138	-	-	4,155	1,784	21,077
Inter-fund payable (receivable)	10,500	-	-	(10,500)	-	-
Bank overdraft	2,644	-	-	-	-	2,644
	28,282	-	-	(6,345)	1,784	23,721
<b>FUNDS BALANCE</b>	9,688	8,974	11,043	620,213	86,254	736,172
Total liabilities and funds balance	37,970	8,974	11,043	613,868	88,038	759,893

#### Statement of Operations and Funds Balance

Year ended March 31, 2020

	LAO General Fund \$	LAO Legal Disbursements Fund \$	LAO Capital Fund \$	General Fund (note 4) \$	Break Open Ticket Fund \$	Total \$
<b>Revenues</b>						
Legal Aid Ontario						
-direct receipts	1,491,345	6,682	-	-	-	1,498,027
-indirect receipts (note 3)	64,348	-	-	-	-	64,348
City of Toronto - Community Service						
Partnership Grant	-	-	-	33,715	-	33,715
Ministry of Employment and Social Development	-	-	-	338,571	-	338,571
Break Open Tickets	-	-	-	-	85,168	85,168
DisAbled Women's Network Canada	-	-	-	32,267	-	32,267
British Columbia Aboriginal Network on Disability Society	-	-	-	8,156	-	8,156
Other income	-	-	-	23,582	-	23,582
	1,555,693	6,682	-	436,291	85,168	2,083,834
<b>Expenses</b>						
Salaries and benefits	1,195,756	-	-	69,484	-	1,265,240
Accommodations	206,201	-	-	-	-	206,201
Supplies and services	25,407	-	-	174,306	73,019	272,732
Travel	12,154	-	-	-	-	12,154
Communications	7,529	-	-	-	-	7,529
Library	8,430	-	-	-	-	8,430
Professional dues	17,427	-	-	-	-	17,427
Equipment	5,972	-	-	-	-	5,972
Audit fees	6,860	-	-	-	-	6,860
Indirect payments (note 3)	64,348	-	-	-	-	64,348
Legal disbursements	-	3,272	-	-	-	3,272
Amortization	-	-	5,849	-	-	5,849
	1,550,084	3,272	5,849	243,790	73,019	1,876,014
Excess of revenues over expenses (expenses over revenues) for year	5,609	3,410	(5,849)	192,501	12,149	207,820
Return of funding to Legal Aid Ontario	(34,054)	-	-	-	-	(34,054)
Funds balance, beginning of year	38,133	5,564	16,892	427,712	74,105	562,406
Funds balance, end of year	9,688	8,974	11,043	620,213	86,254	736,172

#### 4. General Fund

Year ended March 31, 2020

	Unrestricted Funds (note 4 a) \$	DLI Program \$	Respectin g Rights Program \$	Do the Right Thing Program \$	CRPD Coordinator Program \$	Optional Protocol Lab Project \$	Meaningful Participation in Regulation Making Project \$	Inactive Restricted Programs (note 4 b) \$	Total \$
<b>Revenues</b>									
City of Toronto - Community Service Partnership Grant	33,715	-	-	-	-	-	-	-	33,715
Ministry of Employment and Social Development	-	-	-	-	-	200,005	138,566	-	338,571
DisAbled Women's Network Canada	-	-	-	32,267	-	-	-	-	32,267
British Columbia Aboriginal Network on Disability Society	-	-	-	-	8,156	-	-	-	8,156
Other income	19,165	2,556	1,861	-	-	-	-	-	23,582
	<b>52,880</b>	<b>2,556</b>	<b>1,861</b>	<b>32,267</b>	<b>8,156</b>	<b>200,005</b>	<b>138,566</b>	<b>-</b>	<b>436,291</b>
<b>Expenses</b>									
Salaries and benefits	36,658	-	8,000	-	-	5,358	19,468	-	69,484
Supplies and services	2,771	860	98,981	5,443	500	44,052	21,699	-	174,306
	<b>39,429</b>	<b>860</b>	<b>106,981</b>	<b>5,443</b>	<b>500</b>	<b>49,410</b>	<b>41,167</b>	<b>-</b>	<b>243,790</b>
Excess of revenues over expenses (expenses over revenues) for year	13,451	1,696	(105,120)	26,824	7,656	150,595	97,399	-	192,501
Funds balance, beginning of year	131,249	1,126	233,889	-	-	-	-	61,448	427,712
Funds balance, end of year	<b>144,700</b>	<b>2,822</b>	<b>128,769</b>	<b>26,824</b>	<b>7,656</b>	<b>150,595</b>	<b>97,399</b>	<b>61,448</b>	<b>620,213</b>

\* Please contact our office for a copy of the full audited statements.



## ARCH Financial Supporters

ARCH is grateful to the ongoing funding and support of Legal Aid Ontario (LAO). LAO is ARCH's primary funder and a critical partner in all our work.

The City of Toronto has once again provided ARCH with a Community Service Partnership Grant that supports our Education, Information and Reference Program.

ARCH is licensed by the Ontario Lottery Corporation to participate in the Break Open Ticket program. Receipts from this initiative support our disability accommodations, our website and our Resource Centre.

ARCH is grateful to the Government of Canada's Social Development and Partnerships Program – Disability which has funded two substantial national initiatives.

ARCH was granted funds through the Special Projects Initiative pursuant to the class action settlement of *Dolmage v. Ontario* to fund Respecting Rights programming.

ARCH also received funding from numerous organizations for project specific work.

ARCH would like to thank the above funders for their support, and also thank members of the public for their ongoing support through their generous donations.

# ARCH Board of Directors

2019-2020

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Sue Hutton	Respecting Rights Coordinator
Theresa Sciberras	Administrative Assistant
Yangtzee Tamang	Litigation Assistant

# Acknowledgements

ARCH is very appreciative of the support of legal clinics, the private bar, and the pro bono assistance of lawyers and law students. ARCH thanks the many volunteers who have given ongoing support and offered insight, expertise and information that has advanced our work.

## **ARCH gratefully acknowledges the contributions from our volunteers, lawyers and supporters:**

Akanksha Tripathi	Co-operative of Specialty Legal Clinics
Carla Rice	ReVision Centre
Cat Cayuga	ARCH Working Group member—Indigenous Issues
Chris Beesley	Community Living Ontario
Claudette Paul	ARCH Working Group member—Indigenous Issues
David Lepofsky	AODA Alliance
David McGearry	D2L
David Shannon	Shannon Law Office
Dawn Owen	Guelph Civic Museum
Dolleen Tisawii'ashii Manning	Into the Light Co-creator
Evadne Kelly	Into the Light Co-creator
Gaye Jackson	Bookkeeper
Giuliana Barrow Lattanzio	Volunteer
Homira Osman	Muscular Dystrophy Canada
Jennifer Stone	Health Justice Initiative, Neighborhood Legal Services
Josee Boulanger	DANEO
Krystal Nausbaum	Respecting Rights
Laura LaChance	Canadian Down Syndrome Society
Leanne Mielczarek	Lupus Canada
Marissa Blake	Respecting Rights
Marissa Forturne-Hall	Co-operative of Specialty Legal Clinics
Melanie Marsden	ARCH Working Group member—Indigenous Issues
Mona Stonefish	Into the Light Co-creator, project Elder
Paul Cochrane	Respecting Rights
Peter Park	Into the Light Co-creator, Respecting Rights
René Guitard	Réseau Francophone and of la Clinique francophone de'Est d'Ottawa

Roberta Oshkabewisens	ARCH Working Group member—Indigenous Issues
Roxanne Mykitiuk	York University
Ruby Dhand	Thompson Rivers University
Seika Boye	Into the Light Co-creator
Shaheen Azmi	Ontario Human Rights Commission
Sheila Wildeman	Associate Professor of Law, Dalhousie University
Shineeca McLeod	Respecting Rights
Sky Stonefish	Into the Light Co-creator
Steven Estey	Co-ordinator Canada's Parallel Report on the CRPD
Susan Fraser	Fraser Advocacy
Tara Bates	Community Living Toronto
Tracy Odell	Citizens with Disabilities Ontario (CWDO)
Trudo Lemmens	University of Toronto
Vicky Pearson	Community Living London
Wendy Porch	Centre for Independent Living in Toronto (CILT)

Advocacy Centre for the Elderly (ACE)  
 Advocacy Centre for Tenants Ontario (ACTO)  
 Alliance for Equality of Blind Canadians (AEBC)  
 AODA Alliance  
 Association of Community Legal Clinics of Ontario (ACLCO)  
 Black Legal Action Centre (BLAC)  
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 Canadian Association for Community Living (now operating as Inclusion Canada)  
 Canadian Association of the Deaf (CAD)  
 Canadian Centre on Disability Studies operating as Eviance  
 Canadian Council on Rehabilitation and Work (CCRW)  
 Canadian Environmental Law Association (CELA)  
 Centre for Independent Living in Toronto (CILT)  
 Citizens with Disabilities Ontario (CWDO)  
 Communication Disabilities Access Canada (CDAC)  
 Community Living Six Nations 'Ronatahskats'  
 Confédération des organismes de personnes handicapées du Québec (COPHAN)  
 Council of Canadians with Disabilities (CCD)  
 DAWN Canada  
 Health Care Access Research and Developmental Disabilities (H-CARDD)

Inclusive Education Canada  
Independent Living Canada (ILC)  
Industrial Accident Victims' Group of Ontario (IAVGO)  
National Coalition of People who use Guide and Service Dogs in Canada  
National Network for Mental Health (NNMH)  
People First of Canada  
People First of Ontario  
The Centre for Rural and Northern Health Research (CRaNHR)  
The Institute for Research and Development on Inclusion and Society (IRIS)  
Tlingit Sovereign Nation  
Women's Legal Education and Action Fund (LEAF)  
York University – Osgoode Hall Law School

**ARCH sincerely thanks all of our disability accommodation service providers.**

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Emily Prosser, Disability Law Intensive  
Cynthia Larue, Disability Law Intensive Student  
Sarah Crittenden, Disability Law Intensive Student  
Fatema Lotia, Disability Law Intensive Student  
Emily Goetz, Disability Law Intensive Student  
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Ryan Bowes, Disability Law Intensive Student  
Emma Vleming, Disability Law Intensive Student, summer Internship student  
Jennifer Lee, Disability Law Intensive Student  
Kurt Goddard, LPP  
Brittany DiTrani, summer Internship student  
Courtney Po, summer Internship student  
Esma Haider, summer student



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