

ARCH Disability Law Centre



Annual Report

2020—2021

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.

Who We Are

ARCH Disability Law Centre is a specialty legal clinic that practices exclusively in disability rights law. For over 40 years, ARCH continues to be dedicated to defending and advancing the equality rights, entitlements, fundamental freedoms and the full inclusion of persons with disabilities across Ontario.

ARCH works to eradicate systemic ableism and barriers throughout Ontario by engaging in law reform work to change laws, regulation and policy, offering accessible rights education, and building capacity for advocacy directly with our communities.

ARCH provides free and confidential legal information and summary legal advice directly to persons with disabilities, and represents persons with disabilities and disability rights organizations in systemic and precedent setting cases.

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

ARCH Annual Report, 7 October 2021

© ARCH Disability Law Centre 2021

Table of Contents

Message from the Chairperson	6
Message from the Executive Director	8
Highlights.....	10
Advancing Disability Rights in Ontario.....	11
Representing Persons with Disabilities throughout Ontario.....	14
Working with our Communities.....	22
Respecting Rights	26
Accessible Rights Education	30
Advancing the United Nations Convention on the Rights of Persons with Disabilities	32
OP LAB: Learning, Sharing, Actioning	33
Meaningful Participation in Advancing the ACA.....	34
Pat Worth Award.....	36
Raising awareness and funds for ARCH.....	37
ARCH in the Media.....	38
Financial Overview	40
ARCH's Staff and Board of Directors	42
Acknowledgements	43



Message from the Chairperson

This has been both a challenging and productive year for ARCH, given the ongoing pandemic.

Despite working off-site, ARCH has made significant accomplishments. In addition to providing legal services in the clinic's usual practice areas, ARCH has managed to respond to the unprecedented increased demand presented by the pandemic.

ARCH has shaped the law in respect to the discriminatory exclusion of visitors in congregate housing, with a significant victory at the Ontario Human Rights Tribunal, which found in the circumstances visitors to be a reasonable accommodation. ARCH has made significant representations on the discriminatory aspects of the proposed triage protocol and the proposed suspension of the health treatment consent law.

In addition, ARCH has maintained its important work in its other areas of service. Highlights include ARCH's continued work to promote the implementation of the Convention on the Rights of Persons with Disabilities and ARCH continues to advocate for changes to the Medical Assisted Dying law. In addition, ARCH continues its other law reform and public legal education work. In fact, we believe this has been the busiest year ever.

I, on behalf of the Board of Directors, salute all of our staff for their significant accomplishments in challenging circumstances. We recognize their resilience, flexibility and professionalism.

It is to the credit of our management team that they have fostered a work culture that is both caring and productive even in these enduring difficult times. Particularly, I want to acknowledge our Executive Director, Robert Lattanzio for all he does, from legal quality control and oversight, mentoring, assuring operations and systems, personnel and staffing, budgeting, stakeholder, board and funder relations, and representing ARCH's interests on various committees. Rob manages to do all this in a thoughtful and effective manner, while maintaining his good nature.

ARCH's Board has also had a productive year. Despite meeting remotely, we maintained a regular schedule of Board meetings and committee meetings. Our working group continues to advise the Board on how to make our practices more sensitive to Indigenous cultures. Our annual Staff-Board planning day was dedicated to restorative justice and the significance of land acknowledgments. These learnings will no doubt inform ARCH's client practices and the Board's efforts towards reconciliation.

A strategic objective in our Strategic Plan 2018-2023, was to update the Board's governance structure. We initiated changes to our standing committee structure in 2019. Another piece of the updating was that the Executive Committee be a more active committee than in the past. The reactivation over the last year and a half has been quite evident. The Executive Committee has met, this year multiple times both in regularly scheduled bimonthly meetings and in ad hoc meetings to deal with specific pressing matters. As well, the Executive has met by email to reach consensus on requests for cases requiring financial eligibility exemption approvals multiple times this year.

Another strategic goal is the advancement of board development, leadership and succession planning. In an effort to meet this objective, committees have appointed vice-chairs, provided opportunities for vice-chairs to lead meetings and provide reporting to the Board, etc. Similarly, at the executive committee level, we have recently commenced providing opportunities for executive members to chair board meetings.

The Board continues, from time to time, to assess our governance practices. In this light, we have undertaken to consider potential additional fundraising capabilities, beyond our usual fundraising efforts. As a starting point and a way to frame the issues, the board invited a fundraising consultant as a guest speaker to address a board meeting. Subsequently, the Finance Committee has been charged with considering the potential return on investment of potential fundraising avenues.

The Board has also been engaged in monitoring Legal Aid Ontario's "Modernization" project. As Legal Aid Ontario continues to respond to the passing of a new law, and develop new rules that set out how legal clinics must operate and how they will get funded, ARCH's Board and Executive Director have made a number of joint submissions to attempt to convey how these changes may detrimentally impact our communities.

I am privileged to serve on the Board with fourteen other exceptionally dedicated volunteers, who in addition to representing the disability community, lend the organization countless amounts of time, energy and expertise, their dedication to ARCH and commitment to social justice and without whom the governance of the organization could not happen. I am indebted to all of you, as I continually learn from your perspectives. I would like to acknowledge and thank Susan Docherty-Skippen, who left the Board earlier this year due to conflicting work commitments. Susan joined the board on October 1, 2018 and served on the By-Law and Policies Committee and chaired the Working Group on Membership and Community Partners.

As always, we appreciate and acknowledge Legal Aid Ontario, our principal funder, who make it financially possible for ARCH to continue to advance the rights of persons with disabilities in Ontario.



Douglas Waxman
Chairperson, ARCH Disability Law Centre



Message from the Executive Director

On behalf of the Board of Directors and Staff of ARCH Disability Law Centre, it is my honour to report to our membership select highlights of ARCH's work and achievements for the period of **September 1, 2020 to August 31, 2021**.

As the COVID-19 pandemic continues its unrelenting impacts on our communities, ARCH continues to strive for excellence in its service delivery to persons with disabilities across Ontario and maintains its focus on systems, and removing the ableist barriers that those systems create. While still working remotely to ensure the safety of all, ARCH has provided leadership and support to disability communities across Ontario and also contributed on the national and international stage.

As our communities continue to face the loss, isolation, discrimination and disproportionate impacts that this pandemic has acutely exacerbated, ARCH working alongside community partners remains committed to fighting for social justice and inclusion, and has engaged in many and varied issues over the year.

The increased volume of work over the past year that ARCH has taken on has been significant, but it's the breadth and range of activities and the immediate, complex, and responsive nature of the work that has been the true test for our team. I wish to thank our dedicated and passionate staff team for their tireless commitment toward our mission during these difficult times. As a small staff team, everyone's contribution is vital and we could not be as effective in our advocacy without it. During the year, we unfortunately said goodbye to one of our staff lawyers, Hina Ghaus, who left to pursue other challenges and we thank her for all her contributions.

Over the past year, we all witnessed the unearthing of unmarked graves across Canada of children held in residential schools; an ongoing reminder of the horrific and genocidal legacy and the ongoing trauma and loss that is still felt today. ARCH remains in solidarity and continues its work toward listening, building relationships, and contributing to reconciliation.

Our Board of Directors ensure that ARCH continues to be a healthy organization. They volunteer countless hours to ensure good governance and offer continued support, while offering 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 group for their leadership and commitment. I also wish to thank Susan Docherty-Skippen, who left the Board earlier this year due to other commitments.

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 of our work. Legal Aid Ontario's support is critical in ensuring that we can continue to serve our 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.

Sincerely,

A handwritten signature in blue ink, appearing to read 'R. Lattanzio', with a stylized flourish at the end.

Robert Lattanzio, Executive Director
ARCH Disability Law Centre

Highlights 2020-2021

ARCH received over **2,300** calls from persons with disabilities across Ontario.

ARCH provided rights education to over **9,000** people across Ontario and Canada.

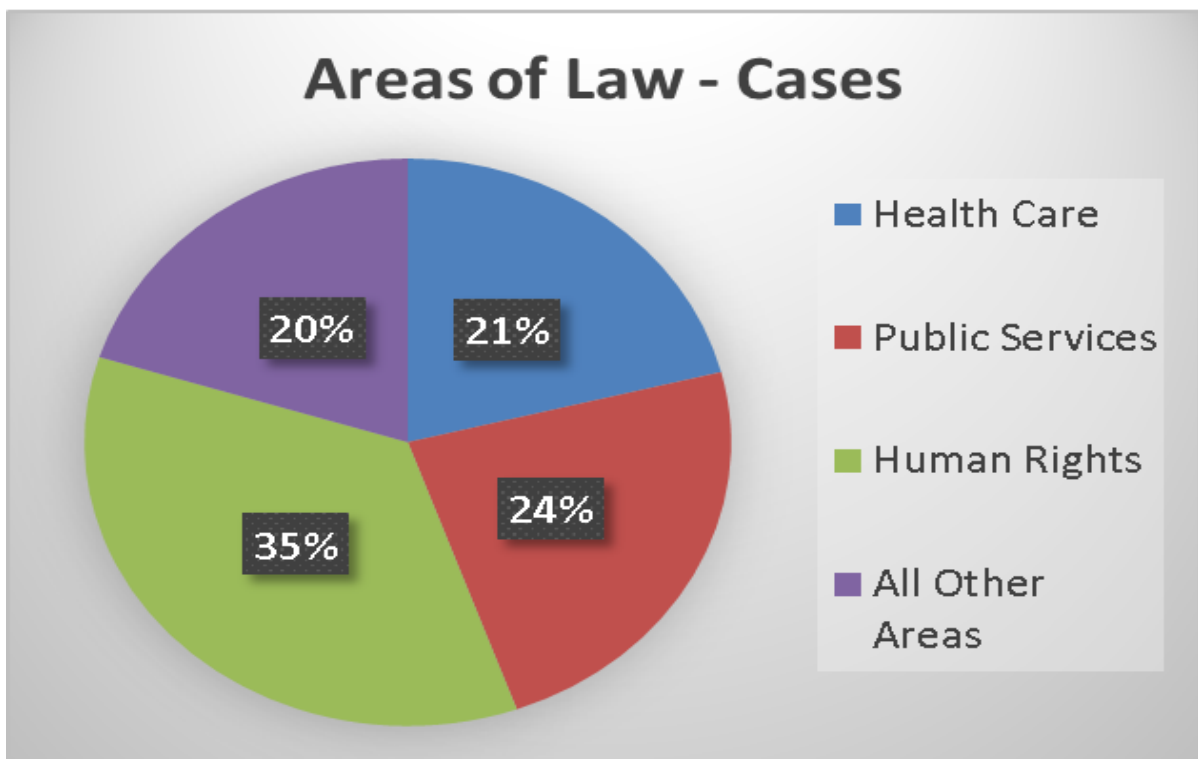
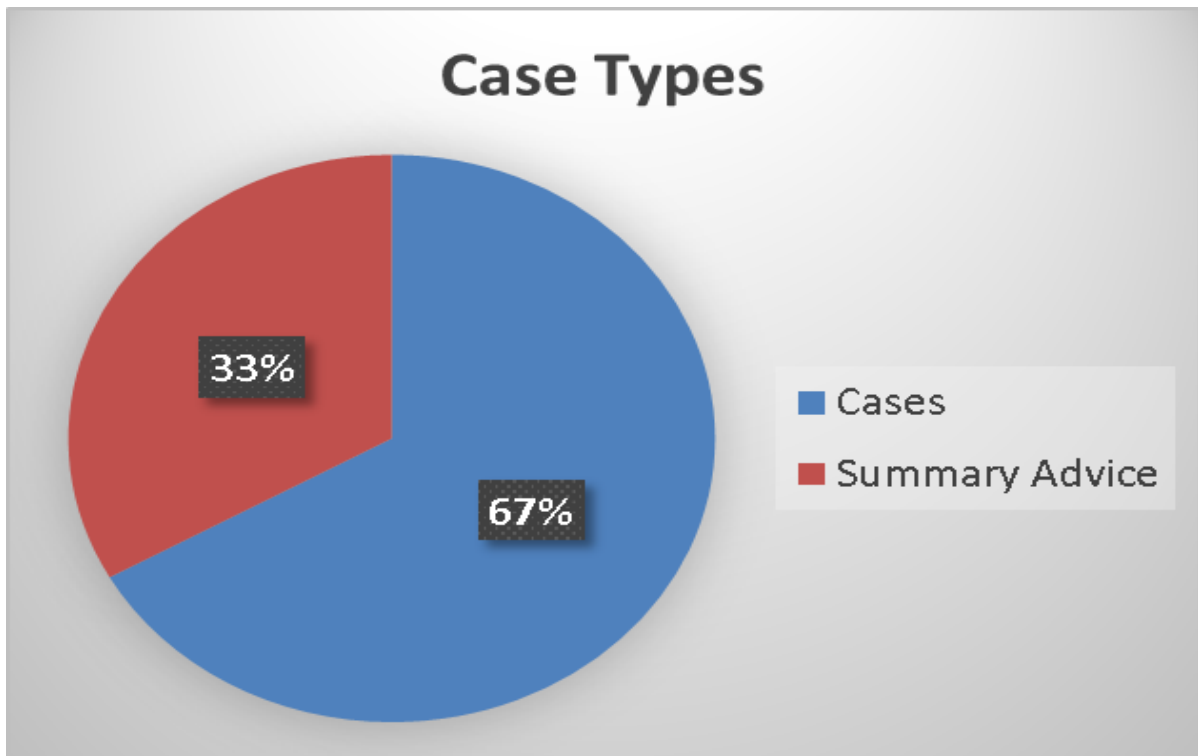
ARCH's publications reached more than **24,200** individuals provincially, nationally, and internationally.

ARCH *Alert* and ARCH Blog published **50** articles and viewed over **13,000** times .

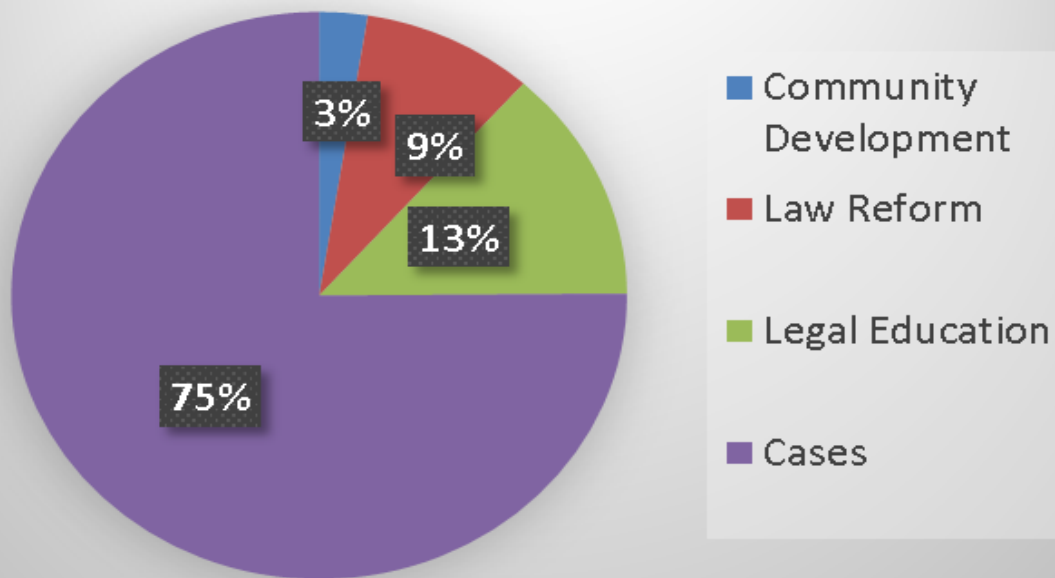
ARCH's website reached over **43,000** new users with almost **116,000** page views.

Advancing Disability Rights in Ontario

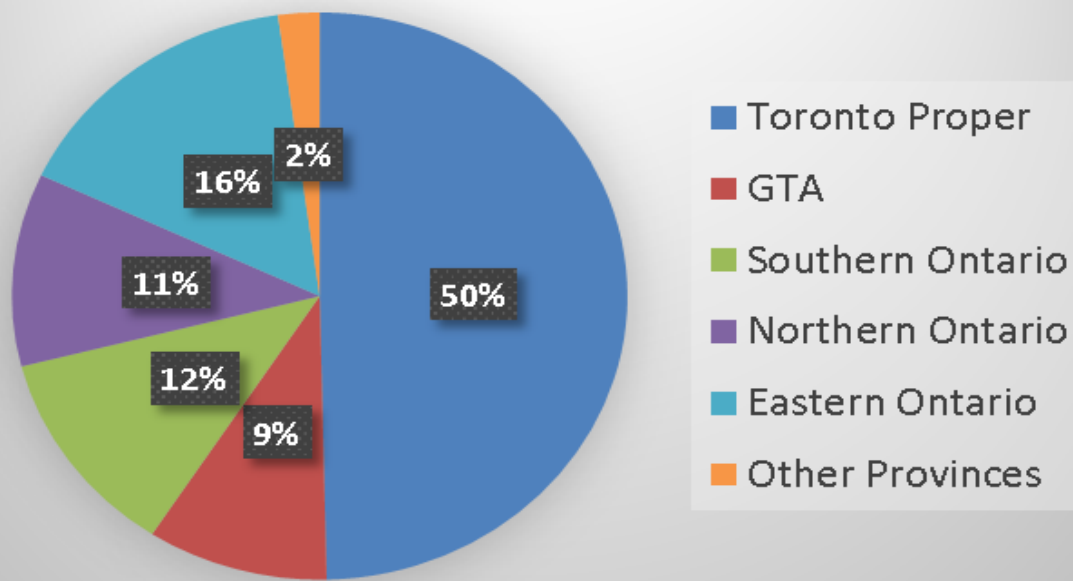
Through our systemic legal work, ARCH advocates for a disability rights perspective to guide and inform the development of laws and policies, build community capacity and provide rights education, as well as represent individuals, disability rights organizations and interveners in cases that can affect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



ARCH Activities



Digital Reach



Representing Persons with Disabilities throughout 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 1,450 matters, including the provision of summary legal advice, limited retainer cases, and test cases. ARCH opened over 682 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.

Cases that raise important access to justice issues before the Supreme Court of Canada

R v Slatter: ARCH, in coalition with the Women's Legal Education and Action Fund (LEAF) and DisAbled Women's Network Canada (DAWN Canada), intervened in the appeal of *R v Slatter*, a sexual assault case heard by the Supreme Court of Canada. ARCH and Susan Fraser co-counselled on this matter, representing the Coalition. This case involved 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 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 was successful in providing 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 Supreme Court unanimously allowed the appeal rendering its decision immediately following the hearing after a short deliberation. The Court's reasons directly underscored and reflected the arguments advanced by ARCH and the Coalition.

The Supreme Court emphasized that judges must be careful not to follow expert evidence that relies on generalizations. Rather, courts should look to the individual characteristics of the complainant when weighing their reliability and creditability and be careful not to allow stereotypes to play a role.



Attorney General of British Columbia v. Council of Canadians with Disabilities: ARCH is representing a coalition of 6 (including ARCH) specialty legal clinics before the Supreme Court of Canada in a matter that raises the public interest standing test. This is a case arising from litigation in British Columbia involving the Council of Canadians with Disabilities (CCD). The CCD has attempted to challenge B.C. mental health legislation, in particular arguing that the non-consensual psychiatric treatment permitted within that legislative framework infringes sections 7 & 15 of the *Charter*. The matter before the Supreme Court is whether the lower courts properly applied the test to decide whether the CCD could properly advance the litigation as a public interest litigant. ARCH successfully sought leave to intervene on behalf of the Coalition. The matter has not yet been heard.

Positive Decision about Human Rights During the Pandemic

ARCH received a positive decision from the Human Rights Tribunal of Ontario regarding the case of JL v Empower Simcoe. The case is the first COVID-related decision from the Tribunal and finds that the service provider's visitor restriction policy was discriminatory.

JL is a 15 year old boy residing in one of the Respondent's group homes. He has a communications disability, which for him means that he does not use words to communicate. Instead, he uses touch, hugging, pulling on hands, gestures and other physical displays of expression. During the pandemic, Empower Simcoe insisted that physical distancing was mandatory for any in-person visits, no exceptions. This meant that JL was not able to communicate with his family in a manner that was appropriate for his disability-related needs.

Represented by ARCH, he filed an application at the Tribunal alleging that Empower Simcoe's visitor restriction policy was discriminatory.

The Tribunal found that Empower Simcoe failed to explore ways to accommodate JL, and that it failed to establish that accommodating his disability-related needs would amount to undue hardship. The Tribunal found that human rights "do not go away in a pandemic" and that service providers are still obligated to fulfill their accommodation obligations. Empower Simcoe was ordered to pay damages and to implement an accommodation policy for pandemic visitor restrictions.

The Tribunal denied Empower Simcoe's request for reconsideration of the decision. Empower Simcoe is currently pursuing an application for judicial review.



COVID-19 masking requirements and disability related accommodations

ARCH represented a person who was unable to wear a mask due to disability related reasons. The main legal issue raised was how much information must be provided by a person with a disability in order to be exempt from wearing a mask when accessing a retail outlet. The Respondent wanted our client to provide additional proof of his disability. Our client had advised the Respondent of his disability and related needs, but despite this the store still wanted a medical letter to prove that our client had the disability in question. ARCH argued that this request was discriminatory, and in addition, went against the mask exemption laws in Ontario at the time. ARCH filed a complaint to the Canadian Human Rights Commission on behalf of our client.

The matter settled with both personal remedies and changes to the policy to ensure that persons with disabilities would be taken at their word if they advised that they were unable to wear a mask due to disability while continuing to create safe spaces for all.

Defending Disability Rights during the COVID-19 Pandemic

ARCH represented an individual who resides at a group home. The group home threatened to terminate his services and evict him. The case raised interesting issues about the application of the Residential Tenancy Act protections to group home residents. ARCH advocated that any termination of services and eviction be halted because of the RTA protections and because of the government order suspending residential evictions. In response, the group home rescinded the eviction decision.

Access to COVID-19 Vaccines

ARCH represented numerous individuals with disabilities during the early phases of vaccine distribution who were denied or experienced barriers to receiving vaccines. This work also helped us identify trends and barriers in each of the public health units. We were successful in getting our clients vaccines and also contributed to systemic changes in some of the practices and approaches of the public health authorities. ARCH also worked with a number of groups and released statements, offered advocacy support and assistance.

In partnership with Independent Living Canada, a national survey was released to gather needed data regarding the barriers to accessing vaccines for persons with disabilities. The final report will be released shortly.

Access to Healthcare

Throughout the pandemic, many persons with disabilities were denied access to critical supports such as communication accommodations while attempting to receive needed healthcare. ARCH worked on numerous cases about hospital decisions to deny access to essential supports to patients with disabilities. ARCH worked tirelessly to ensure that our clients had access to needed support in order for them to access healthcare, where in some cases included critical and life-saving treatment.

Accommodations to participate in administrative processes

ARCH represented two complainants in cases before the Canadian Human Rights Commission and the Canadian Human Rights Tribunal about an administrative body's failure to provide disability-related accommodations during a hearing process. As previously reported, ARCH was successful in getting the cases referred to the Canadian Human Rights Tribunal. The cases raise important issues about the obligations of Tribunals and administrative bodies under human rights law to ensure that persons with disabilities have full and equal access to public hearings. The cases have since settled with both individual and systemic remedies.

Access to para-transit

ARCH is representing the applicant in a judicial review application at Divisional Court in a matter regarding para-transit. Our client was no longer found eligible for door to door specialized para-transit services, due in part to the service provider's transition to a Family of Service model. This case raises issues about accessibility of transit services, and inclusion in the community. ARCH expects the case to be heard next year.

Post-Secondary Education

ARCH represented the applicant, a post-secondary student with a disability who was being charged tuition for disability-related extensions, at the Human Rights Tribunal of Ontario. Following months of negotiation, a settlement was agreed to by both parties.

Denial of service animal

ARCH assisted a consumer of attendant services in ensuring that they could have their service animal while receiving attendant services. The client was consistently denied this right, and requested assistance for an appeal of the decision. ARCH assisted with the written appeal, which was successful.

Challenging wrongful termination of vital services

ARCH was retained by someone whose services were terminated from a city funded homemaking and nursing program. Our client's termination was based on the fact that another agency located in her building could provide services similar to that of the city's program. However, it was determined by our client and her doctors that the way this alternative agency provides their services conflicts with our client's disability related needs. ARCH argued that by terminating services, the city was breaking a promise of inferred eligibility based on the city's conduct. We were successful in our internal appeal with the city and our client's services reinstated.

Privacy Rights for persons with disabilities

Commercial Spring and Tool Company Limited v Barrie Welding & Machine (1974) Inc.: ARCH represented the Ontario Network of Injured Workers' Groups (ONIWG) as an intervener in the Appeal of Commercial Spring and Tool Company Limited v Barrie Welding & Machine (1974) Inc., before the Ontario Superior Court. At issue was the privacy and access to personnel files of an employee with an addictions disabilities. The case raised important issues about the privacy interests and human rights of workers with disabilities, especially for those who are non-parties to the action. The Court found that privacy is a factor that the court may consider in assessing proportionality for document disclosure in litigation.

The issue arose in the context of a commercial dispute between two companies. The plaintiff company alleged, among other claims, that the defendant company was negligent in the repair of a piece of machinery. As part of the claim, the plaintiff alleged that one of the defendant's employees, who was known to have an addictions disability, was at least in part responsible for the negligence. Despite the employee not being a party to the litigation, the plaintiff company sought disclosure of that employee's employment record, which may have included documentation about his disability. After the judge dismissed the request for disclosure, the plaintiff appealed.

The Court dismissed the appeal, confirming that the employee's employment record did not need to be disclosed. Quoting from ONIWG's intervener submissions, the Court stated "... workers with disabilities have the right to full participation in the workplace on an equal basis to others and should not be targeted on the basis of their disability. Being identified in litigation and targeted for the production of his employee file, on the basis of his disability and without evidence of particular incident, cannot be said to be equal basis."

Accessing insurance funded treatment

Aviva Insurance Company of Canada v Danay Suarez: If someone is in a car accident in Ontario, the Statutory Accident Benefits Schedule (SABS) works to make sure the reasonable and necessary costs of treatment plans are reimbursed.

DS was in a car accident in 2013, and submitted treatment plans to her insurance company, Aviva, for their approval before going ahead with the treatment and incurring the costs. Aviva did not approve two treatment plans because they did not think they were reasonable or necessary. On appeal, the License Appeal Tribunal (LAT) decided that the treatment plans were reasonable and necessary and ordered Aviva to pay the costs of the treatment plans once DS incurred them.

Aviva appealed to Divisional Court on the grounds that the LAT could not order Aviva to pay treatment costs unless they had been incurred at the time of the original hearing. In other words, if DS did not incur the costs of the treatment before the LAT hearing, Aviva did not have to reimburse her.

Citizens With Disabilities Ontario (CWDO) and the Health Justice Program (HJP) intervened in this case to bring the perspective of low-income persons with disabilities to the Court's attention.

The Court held that the LAT was entitled to find that a treatment plan was reasonable and necessary and order that a benefit was payable once it was incurred. The Court stated that the goal of the legislation is to reduce the economic hardship of motor vehicle accident victims. Therefore, having to pay for treatment before a decision that the treatment is reasonable and necessary would be limited to persons who could afford to pay those costs upfront. The Court adopted CWDO and HJP submissions that there is a power imbalance between low-income persons with disabilities and their insurers. To accept the insurer's argument would deny an effective remedy to motor vehicle claimants.

CWDO and HJP, in coalition, were represented by ARCH and private bar co-counsel Karen Spector.

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.

Medical Assistance in Dying

In March 2021, amendments to Medical Assistance in Dying legislation became law. ARCH convened a series of meetings for persons with disabilities and disability communities and provided legal information and advice about how communities could raise their concerns within international legal forums.

ARCH was retained by a coalition of 15 disability organizations, disabled persons organizations and grassroots disability rights advocates to address their concerns with Canada's new Medical Assistance in Dying law at the Inter-American Commission on Human Rights. This case is about the right to life and the right to equality in international law, and the coalition's assertion that Canada's Medical Assistance in Dying law violates those rights.

Supporting Communities to Provide Input to New Federal Accessibility Regulations

The Government of Canada, the Canadian Transportation Agency and the CRTC each released its own draft accessibility regulations. These regulations fall under the Accessible Canada Act. They are intended to help make federal government, businesses and organizations more accessible for persons with disabilities. ARCH held a series of meetings for persons with disabilities to provide information about each of these draft accessibility regulations, share our concerns about the regulations, and gather feedback from communities. ARCH also prepared written materials to support persons with disabilities to participate in consultations about the draft regulations. ARCH sent written submission to the Government of Canada, the Canadian Transportation Agency and the CRTC making recommendations to strengthen the draft regulations.

Access to critical care in hospitals during the pandemic

ARCH continued its work on ensuring that if hospital critical care units across Ontario became too overwhelmed to provide critical care to everyone who needs it, that any guidelines or protocols put in place to decide who receives priority for critical care would not be discriminatory. Following our work in spring and summer of 2020, which included the release of an open letter signed by 4828 individuals and 204 organizations/groups, ARCH continued to work with stakeholders to ensure that any documents that the government would rely on would not have the effect of discriminating against persons with disabilities. On December 3rd, as part of the International Day of Persons with Disabilities, ARCH and the AODA Alliance released a second open letter regarding Ontario's Critical Care Triage Protocol demanding transparency and a copy of the report from the Bio-Ethics Table. ARCH also launched a letter writing campaign.

ARCH released a number of statements and has been quoted by numerous media, and in podcasts. In particular, ARCH's Advisory Committee on the Triage Protocol also released a statement, and released a number of outreach and advocacy tools.

With our partners, and hosted by Community Living Ontario, we delivered a webinar that garnered some attention, and although put together within days, we had almost 500 people registered. ARCH also developed a fact sheet available on our website. All materials, submissions, and information are available on ARCH's website.

We are grateful to our Advisory Committee for sharing their expertise, insight, support and commitment:

AODA Alliance
Canadian Down Syndrome Society
Centre for Independent Living in Toronto
Citizens with Disabilities – Ontario
Community Living Ontario
Lupus Canada
Muscular Dystrophy Canada
Prof. Roxanne Mykitiuk, York University
Prof. Trudo Lemmens, University of Toronto



Fiche d'information COVID-19

Accès aux soins intensifs dans les
hôpitaux pendant la pandémie
COVID-19



COVID-19 Factsheet

Accessing Critical Care in Hospitals
during the COVID-19 Pandemic

April 19, 2021
disponible en français
available in plain language

This Factsheet provides legal information and advocacy tips to people with disabilities who require critical health care in Ontario during the COVID-19 pandemic.

55 University Avenue, 15th Floor, Toronto, ON, M5J 2H7
Tel: 416-462-8255 or 1-866-462-2724
TTY: 416-462-1254 or 1-866-462-2725
www.archdisabilitylaw.ca



COVID-19 Factsheet

Getting Life Saving Medical Care in
Hospitals during the COVID-19
Pandemic

This is a plain language version of
"Accessing Critical Care in Hospitals during the COVID-19 Pandemic".



April 19, 2021

55 University Avenue, 15th Floor, Toronto, ON, M5J 2H7
Tel: 416-462-8255 or 1-866-462-2724
TTY: 416-462-1254 or 1-866-462-2725
www.archdisabilitylaw.ca

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. ARCH completed its obligations and deliverables regarding its partnership with DAWN Canada for this project.

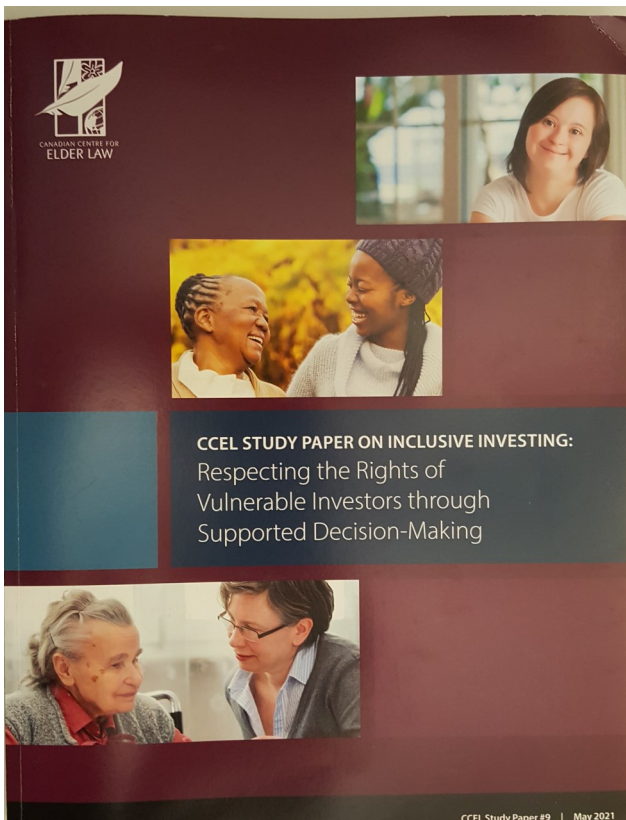


Inclusion without Assimilation

ARCH was asked to assist and entered into an agreement with the Native Women's Association of Canada (NWAC) to peer review, assist and provide feedback on NWAC's final report for a project they are completing called Inclusion without Assimilation.

Reforming Education in Ontario

ARCH co-authored a Paper titled "A Relic of the Past: Identification, Placement and Review Committees in Ontario's Education System" published in the Canadian Journal of Educational Administration and Policy, which examines the outdated framework of the IPRC that continues to exist in Ontario which creates ongoing barriers for students with disabilities in accessing inclusive education. The article makes the case for needed reform to the IPRC framework in Ontario. The link to the article is here: <https://journalhosting.ucalgary.ca/index.php/cjeap/article/view/69850>



Inclusive Investing

The Canadian Centre for Elder Law and the British Columbia Law Institute conducted an extensive study to identify best practices for advancing supported decision-making in the financial services sector. This significant project concluded with the release of a final report titled: *CCEL Study Paper on Inclusive Investing: Respecting the Rights of Vulnerable Investors through Supported Decision-Making*.

ARCH supported this project in a number of ways, including as a member of the project advisory committee.

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.

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.

Over the course of the pandemic, Respecting Rights continued to advocate for the rights of persons labelled with intellectual disability, a community that experienced continued isolation as government policies continued to exclude persons with disabilities from having a say in how they received services during Covid-19. Respecting Rights continued to educate virtually on issues of digital access for persons with intellectual disabilities, and shared the message of the Get Connected Campaign, at an international digital accessibility conference called Bridging the Digital Divide, September 2020.

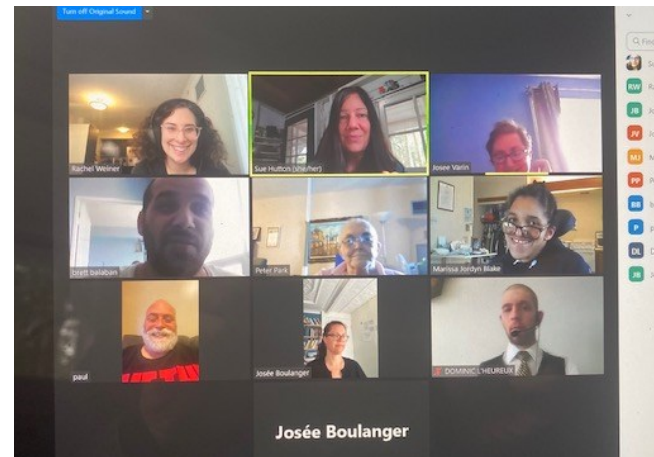


Respecting Rights makes Statement on Deinstitutionalization at the United Nations

Respecting Rights made a written statement and sent an accessible video to the United Nations during its consultation on deinstitutionalization for persons with disabilities. Respecting Rights emphasized that deinstitutionalization is not only about closing large institutions. It must mean that people with disabilities have real choices about where they live, who they live with, and how they live their lives. People with disabilities must be involved when governments make deinstitutionalization policies.

Ongoing Virtual Workshops – Digital Access

Digital access for the intellectual disability community is a bittersweet issue. While so many self-advocates continue to be isolated without digital access, Respecting Rights has connected with new members across Ontario for whom virtual platforms are accessible. We continued to meet virtually and brought on a MSW student to assist with delivering virtual workshops across Toronto in the first half of 2021, to build a strong Toronto chapter of self-advocates. This project is called Respecting Rights-Toronto, and we are pleased to be continuing to build this capacity among self-advocates, thanks to the City of Toronto's funding. We gained new members out of the virtual workshops who have joined the fold helping deliver workshops virtually. Reena, Community Living Toronto and the Miles Nadal Jewish Community Centre participated in the Respecting Rights-Toronto winter virtual workshops. We of course are excited to eventually be offering these in person, when it is safe with Covid-19 protocols. We hope that Respecting Rights-Toronto is only the beginning, with the hope of having similar projects across the Province!



Respecting Rights members meeting in an outdoor park. From left to right: Shineeca McLeod, Paul Cochrane, Marissa Blake, Brett Balaban, Antoinette Charlebois and Marie Slark.

Preparing for a bilingual rights education series in April with our Ottawa Respecting Rights partners - Josée Boulanger and team.

5 Things: Respecting Rights Campaign on Ministry of Children, Community and Social Services (MCCSS) Developmental Services Reform

Respecting Rights learned in December 2020 that MCCSS was inviting feedback about reforms they were launching - within a short window, using a survey that was not accessible for many persons labelled with developmental disabilities who use developmental services. Respecting Rights gathered persons labelled with intellectual disabilities together online across Ontario to write a response to MCCSS about these reforms. Respecting Rights identified 5 key issues and wrote to MCCSS, ultimately achieving a meeting with MCCSS leadership, and forging some new relationships for advocacy within MCCSS. The work continues.



5 Things to make Developmental Services Better



People's Voices Need to Be Heard

The government should learn from self-advocates by having regular accessible and supported meetings with them.

Self-Advocates must be part of helping to make developmental services better.



Making Complaints Accessible

People who use developmental services need a safe, accessible way to complain when there is a problem with their services.

Complaints should make services better.



Same Rights for Everyone

Everyone who uses developmental services should have the same rights.

Rights in developmental services should be written in a law so everyone has to follow them.



Better Staff Training

Developmental services staff need better training about legal rights for people with disabilities.



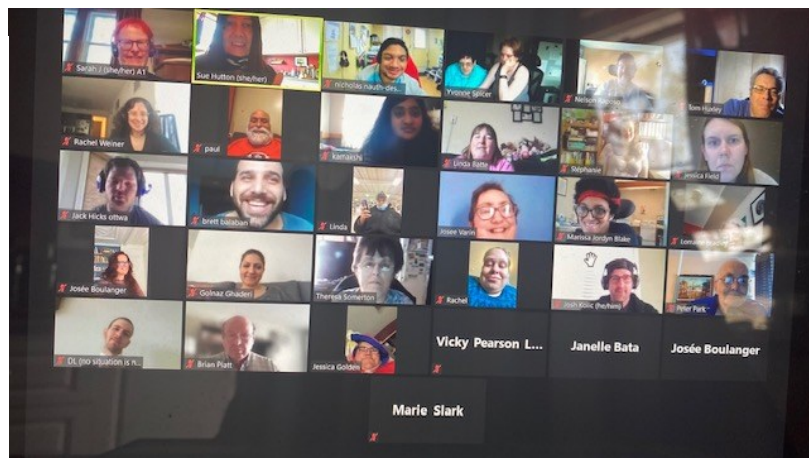
Accessible Technology

If the government decides to use technology in developmental services, it must be accessible and in plain language.

People must be given supports to use it.

For more information

www.archdisabilitylawcentre.ca/respectingrights



Respecting rights meeting with self-advocates across Ontario; gathering thoughts from self-advocates on the MCCSS Developmental services transformation.



Peter Park giving mentorship advice for Respecting Rights with Sue over Zoom.

Accessible Land Acknowledgement

Respecting Rights is in the process of creating a land acknowledgement that is accessible for persons labelled with intellectual disability. Respecting Rights self-advocates have been in discussions with Community Living Six Nations to talk about what kind of land acknowledgement would be meaningful. The pains of residential school survivors and the discovery of unmarked graves resonates deeply with institutional survivors, and Respecting Rights has been having much deep discussion on this topic.



A collage of images self-advocates across Ontario developed during covid.

Time for Change Rights Music Video – and April Series

Respecting Rights also received funding from the Ministry of Children, Community and Social Services to offer a month of virtual workshops for self-advocates across Ontario in April. One of the positive outcomes of this April series, was the creation of a music video about human rights – created by Respecting Rights self-advocates. This video, titled TIME FOR CHANGE features the voices of 23 self-advocates from across Ontario- speaking out what human rights means to them. The video has an accompanying discussion guide with questions for reflection after watching the video. Monday October 18 is the official release date. You can find the video and accompanying discussion guide on the Respecting Rights page on the ARCH website.



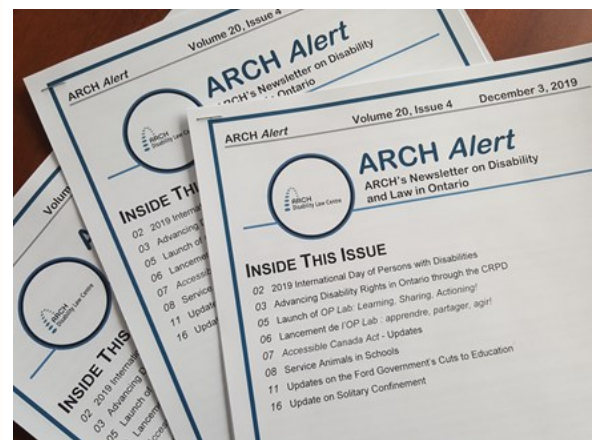
New members Sarah J and Kamakshi meeting on Zoom after recording their Time for Change Music video Segments.

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.

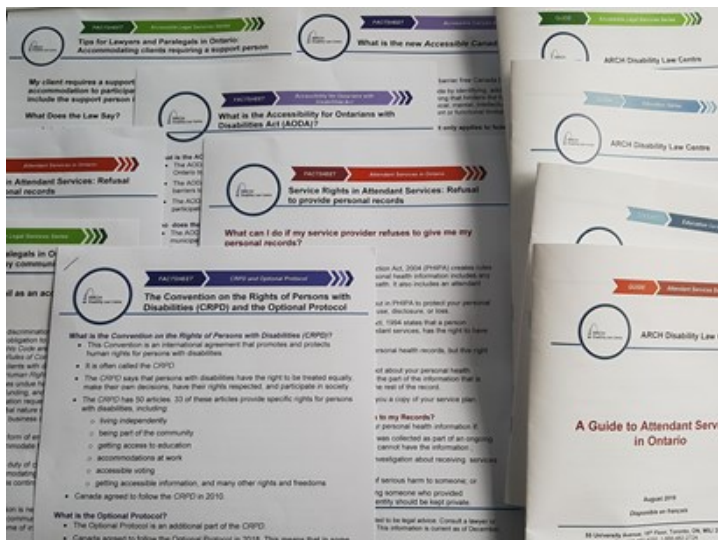
ARCH Alert

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 4,000 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 and can also be provided in alternate formats.



ARCH Library and Resource Centre

In its endeavor to make as much disability and legal information available to the public as possible, ARCH continuously adds and updates resources available in the ARCH Library. ARCH Library's online catalogue is available on our website. Items that are not available electronically can be accessed in the Resource Centre at 55 University, 15th floor. ARCH also provides computers with assistive technology for general use.



National AccessAbility Week

ARCH co-hosted our annual National AccessAbility Week event with the Law Society of Ontario on June 3rd. Over 900 people registered for the event and it was well attended. The session this year consisted of 2 panels of ARCH lawyers discussing the impact of the pandemic on the accessible practice of law, both from a litigation and law reform perspective. This was one of numerous activities that ARCH was involved in to celebrate the National AccessAbility Week.

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. Twelve students are participating in the 2021-2022 Disability Law Intensive at ARCH.

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 hosted a community meeting on June 22 to begin our collective work on the Parallel (or Shadow) Report to the UN CRPD Committee. This report is part of the UN CRPD Committee's second review of Canada's implementation of the CRPD. Since then, we have asked interested groups to identify the role they wish to take on as it relates to the substantive articles of the CRPD.

ARCH continues its role, as contracted by BCANDS, to co-lead the Stream 3 project work which relates to Canada's review by the UN Committee on the Rights of Persons with Disabilities. A series of workshops was held about the Convention on the Rights of Persons with Disabilities, the UN's review of Canada, and opportunities for disability communities to participate in this review. Through these workshops and outreach efforts, a larger number of disabled persons organizations and disability organizations, in particular from Quebec, are participating in the UN's review of Canada.

OP Lab: Learning, Sharing, Actioning!

OP Lab was a project led by ARCH which aimed to develop awareness of the CRPD, its Optional Protocol and other UN disability rights tools. It also aimed to build capacity within disability and legal communities to use the CRPD and other UN disability rights tools to advance disability rights in Canada. ARCH completed all OP Lab live sessions – 8 for community advocates, 3 for lawyers, and 1 joint session for both. OP Lab had approximately 180 community champions registered from across Canada, and approximately 50 disability rights lawyers from across Canada. The aim for the live sessions and the virtual classroom platform was to create space for advocates and lawyers to work through together the various tools available including the CRPD's Optional Protocol in a cross-disability accessible space in multiple languages (French, English, American Sign Language, Langue des signes Québécoise). ARCH is grateful to our funder for this project Employment and Social Development Canada through the Social Development Partnerships Program (Disability Component).

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 of Persons with Disabilities in Regulation Making

The focus of this project was on meaningful participation of persons with disabilities in the development of regulations pursuant to the Accessible Canada Act. We know that the current processes for developing regulation requires consultation but existing processes are not satisfactory – both from government perspective and disability communities' perspective.

ARCH completed extensive legal research and partnered with a research team at McGill University to conduct qualitative and quantitative research of the experiences of persons with disabilities in regulation consultations. Based on our legal analysis, review of the experiences with accessibility legislation in other Canadian jurisdictions, and results of research about experiences from disability communities, we have: identified a number of key barriers that prevent meaningful participation; identified a number of principles that must be in place to guide meaningful participation; and worked on developing recommendations to implement those principles and address identified barriers.

ARCH released to the public its final project report. This report presents research findings about barriers that prevent persons with disabilities from participating in processes to develop new regulations. The report analyzes these barriers in the context of legal requirements in the Accessible Canada Act, Canadian human rights jurisprudence and the Convention on the Rights of Persons with Disabilities. The report includes recommendations for actions Canadian regulators can take to make regulation development processes more accessible, inclusive and meaningful for persons with disabilities. ARCH is grateful to our funder for this project Employment and Social Development Canada through the Social Development Partnerships Program (Disability Component). To access the report, please use the following link: <https://archdisabilitylaw.ca/accessibility-laws/accessible-canada-act/arch-reports-and-recommendations/>

Our project partners are:

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

People First of Canada

York University—Osgoode Hall Law School

ARCH Honoured with Pat Worth Award!

In October of 2020, ARCH was honoured with the Pat Worth Award which is an annual award that is given out by People First of Canada to an organization that have made an outstanding contribution to the Inclusion Movement in the area of intellectual disability. Pat Worth was an outstanding and passionate advocate, one of the founding members of People First, and worked at ARCH in the mid to late 80's co-leading our Institutional Outreach project. Pat passed away in 2004 and to be recognized by an award honouring Pat Worth's legacy is truly humbling and an incredible honour. Here is an excerpt from the email informing ARCH of this recognition:

"This year, we are pleased to inform you that ARCH Disability Law has been chosen to be the recipient of this very prestigious award. The continuing work of ARCH, the importance of the work you do on behalf of Canadians with disabilities, and your dedication to the Nothing About Us, Without Us model has lead you to be an example to the country on how to ensure people with disabilities are not left behind."

ARCH remains humbled and grateful for this deeply significant and meaningful honour. Thank you.

Raising Awareness and funds for ARCH

Peter Eaton runs for Inclusive Education and ARCH

ARCH sincerely thanks Peter Eaton who, on his 42nd birthday, ran a 42.5-kilometre marathon as a fundraiser for ARCH. ARCH Disability Law Centre represented Emily Eaton and her family in a fight for inclusive education for children with disabilities, in a case that went all the way to the Supreme Court of Canada. This seminal case, *Eaton v. Brant County Board of Education*, was a milestone in the fight for the right of children with disabilities to inclusive education, a fight that is unfortunately still on-going.

Now many years later, Emily's brother Peter, ran a marathon-length distance in a fund-raising and awareness-raising effort. ARCH wishes to thank Peter for his extraordinarily generous decision to undertake this fund-raising effort. Peter exceeded his goal and raised over \$4200. Thank you!

Ayella Mullally's artistic support

Ayella Mullally's created wearable artwork in the form of tote bags and donated all the proceeds to ARCH to thank us for "defending and expanding on the rights of disabled people". We thank Ayella for her generous support!



ARCH in the Media

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

Disability Groups Say Ontario Government Did Not Consult Them on Life and Death COVID-19 'Triage' Decisions May 6, 2021 – Press Progress

Solicitor general brushes off disability advocate concerns about triage protocol April 21, 2021 – QP Briefing, Jack Hauen

Privacy, rights of workers with disabilities at issue in commercial dispute over alleged negligence April 19, 2021 – Law Times, Aidan Macnab

Know Your Rights Live Recording April 19 2021 – AMI, Danielle McLachlan

Community Care in Ontario April 19 2021 – AMI, Meagan Gillmore

First merits decision on role of human rights in COVID pandemic: Human Rights Tribunal of Ontario April 12, 2021 – Law Times, Aidan Macnab

Vaccine rollout is excluding people with disabilities March 29, 2021 – Toronto Star, Lene Andersen

LEVY: Trailblazing mom wins 'landmark' ruling regarding visits to loved ones in congregate care March 27 2021 – Toronto Sun, Sue-Ann Levy

NDP Disabilities critic calls for prioritization of people with disabilities for COVID-19 vaccination March 15, 2021 – Ontario NDP

Could Ontario's Health Care Consent Act be suspended? March 5, 2021 – Toronto Star, Raju Mudhar

Pulling the Plug February 26, 2021 – The News Forum, Christine Van Geyn

Ontario's life-and-death emergency triage protocol remains a work in progress

February 7, 2021, The Globe and Mail, Jeff Gray

The Joke that went to the Supreme Court

February 10, 2021 – Maclean's, Marie-Danielle Smith

Ontario urged to suspend need for consent before withdrawing life support when COVID crushes hospitals

January 21, 2021 - The National Post, Sharon Kirkey

How doctors in Quebec, Ontario will decide who gets care if coronavirus hospitalizations continue to surge

January 20, 2021 – The Globe and Mail, Les Perraux

Is Ontario's Crisis Triage Discriminatory?

January 13, 2021 – The Agenda, Steve Paikan

Already in 'crisis mode', Ontario hospitals have no protocol for who gets priority treatment, human rights advocates say

January 8, 2021 – The Pointer, Isaac Callan

Universities with policies to force out students in crisis say it's a safety measure. Students say threat of removal fills them with dread

December 1, 2020 – Toronto Star, Robert Cribb, Charlie Buckley, Giulia Fiaoni and Cassandra Dubiel

Interveners welcome restored conviction of man who sexually assaulted woman with disability

November 20, 2020 – Canadian Lawyer Magazine, Bernise Carolino

Disability rights groups decry Ford government 'secrecy' about COVID-19 triage guidelines

December 3 2020 - Toronto Star, Brendan Kennedy

Advocates demand release of triage protocol

October 5, 2020 – Toronto Star, Brendan Kennedy

Some people with disabilities have been isolated in their care homes for months. Experts say it could lead to an 'avalanche' of mental-health issues

September 14, 2020 – The Globe and Mail, Cherise Seucharan

Financial Overview

2020–2021

ARCH DISABILITY LAW CENTRE

Statement of Financial Position

March 31, 2021

	LAO General Fund \$	LAO Legal Disbursements Fund \$	LAO Capital Fund \$	General Fund (note 4) \$	Break Open Ticket Fund \$	Teresa Daw Endowment Fund \$	Total \$
ASSETS							
Current Assets							
Cash	24,524	10,228	-	561,282	99,897	-	695,931
Accounts receivable	-	-	-	24,866	390	-	25,256
HST recoverable	13,035	27	-	6,767	2,389	-	22,218
Prepaid expenses	16,196	-	-	-	-	-	16,196
	53,755	10,255	-	592,915	102,676	-	759,601
Capital assets (note 5)	-	-	11,261	-	-	-	11,261
Total assets	53,755	10,255	11,261	592,915	102,676	-	770,862
LIABILITIES							
Current Liabilities							
Accounts payable	24,505	-	-	39,419	7,440	-	71,364
Inter-fund payable (receivable)	(5,279)	-	-	105,279	-	(100,000)	-
	19,226	-	-	144,698	7,440	(100,000)	71,364
FUNDS BALANCE	34,529	10,255	11,261	448,217	95,236	100,000	699,498
Total liabilities and funds balance	53,755	10,255	11,261	592,915	102,676	-	770,862

Statement of Operations and Funds Balance

Year ended March 31, 2021

	LAO General Fund \$	LAO Legal Disbursements Fund \$	LAO Capital Fund \$	General Fund (note 4) \$	Break Open Ticket Fund \$	Teresa Daw Endowment Fund \$	Total \$
Revenues							
Legal Aid Ontario							
-direct receipts	1,538,683	1,774	-	-	-	-	1,540,457
-indirect receipts (note 3)	48,052	-	-	-	-	-	48,052
City of Toronto - Community Service Partnership Grant	-	-	-	34,410	-	-	34,410
Ministry of Employment and Social Development	-	-	-	101,424	-	-	101,424
Break Open Tickets	-	-	-	-	69,840	-	69,840
DisAbled Women's Network Canada	-	-	-	26,000	-	-	26,000
British Columbia Aboriginal Network on Disability Society	-	-	-	10,391	-	-	10,391
Teresa Daw Endowment Contribution	-	-	-	-	-	100,000	100,000
Other income	-	-	-	40,499	-	-	40,499
	1,586,735	1,774	-	212,724	69,840	100,000	1,971,073
Expenses							
Salaries and benefits	1,216,808	-	-	182,374	-	-	1,399,182
Accommodations	207,784	-	-	-	-	-	207,784
Supplies and services	23,478	-	-	202,346	60,858	-	286,682
Travel	4,543	-	-	-	-	-	4,543
Communications	10,020	-	-	-	-	-	10,020
Library	10,302	-	-	-	-	-	10,302
Professional dues	16,778	-	-	-	-	-	16,778
Equipment	5,570	-	-	-	-	-	5,570
Audit fees	9,458	-	-	-	-	-	9,458
Indirect payments (note 3)	48,052	-	-	-	-	-	48,052
Legal disbursements	-	493	-	-	-	-	493
Amortization	-	-	8,883	-	-	-	8,883
	1,552,793	493	8,883	384,720	60,858	-	2,007,747
Excess of revenues over expenses (expenses over revenues) for year	33,942	1,281	(8,883)	(171,996)	8,982	100,000	(36,674)
Transfer to Capital Fund	(9,101)	-	9,101	-	-	-	-
Funds balance, beginning of year	9,688	8,974	11,043	620,213	86,254	-	736,172
Funds balance, end of year	34,529	10,255	11,261	448,217	95,236	100,000	699,498

4. General Fund

Year ended March 31, 2021

	Unrestricted Funds (note 4 a) \$	DLI Program \$	Respecting 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 \$
Revenues									
City of Toronto - Community Service Partnership Grant	34,410	-	-	-	-	-	-	-	34,410
Ministry of Employment and Social Development	-	-	-	-	-	-	101,424	-	101,424
DisAbleD Women's Network Canada	-	-	-	26,000	-	-	-	-	26,000
British Columbia Aboriginal Network on Disability Society	-	-	-	-	10,391	-	-	-	10,391
Other income	37,668	1,006	1,825	-	-	-	-	-	40,499
	<u>72,078</u>	<u>1,006</u>	<u>1,825</u>	<u>26,000</u>	<u>10,391</u>	<u>-</u>	<u>101,424</u>	<u>-</u>	<u>212,724</u>
Expenses									
Salaries and benefits	35,901	-	50,704	-	-	45,133	50,636	-	182,374
Supplies and services	2,384	690	41,444	24,175	78	60,704	72,871	-	202,346
	<u>38,285</u>	<u>690</u>	<u>92,148</u>	<u>24,175</u>	<u>78</u>	<u>105,837</u>	<u>123,507</u>	<u>-</u>	<u>384,720</u>
Excess of revenues over expenses (expenses over revenues) for year	33,793	316	(90,323)	1,825	10,313	(105,837)	(22,083)	-	(171,996)
Funds balance, beginning of year	144,700	2,822	128,769	26,824	7,656	150,595	97,399	61,448	620,213
Funds balance, end of year	<u>178,493</u>	<u>3,138</u>	<u>38,446</u>	<u>28,649</u>	<u>17,969</u>	<u>44,758</u>	<u>75,316</u>	<u>61,448</u>	<u>448,217</u>

* 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 Respecting Rights Toronto Program.

ARCH is grateful to Employment and Social Development Canada through the Social Development Partnerships Program (Disability Component) which funded several ARCH projects.

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 has received funding for the Accessibility in Action project lead by IRIS. ARCH's role will be to produce various education materials related to the Accessible Canada Act, Regulations and Standards development.

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

2020-2021

Douglas Waxman	Chairperson
Wade Poziomka	1st Vice-Chairperson
Sandi Bell	2nd Vice-Chairperson
Jennifer Hiseler	Treasurer
Roxanne Mykitiuk	Secretary
Ashfaq Hussain	Director
Claudette Paul	Director
Emily Gillespie	Director
Harjot Dosanjh	Director
Jason Mitschele	Director
Laura Upans	Director
Michelle Woolfrey	Director
Paul Scotland	Director
Rick Welland	Director
Yvonne Simpson	Director

ARCH Staff

2020-2021

Amanda Ward	Intake Coordinator
Dianne Wintermute	Staff Lawyer
Doreen Way	Office Manager
Gabriel Reznick	Staff Lawyer
Jessica De Marinis	Staff Lawyer
Kerri Joffe	Staff Lawyer
Lila Refaie	Staff Lawyer
Mariam Shanouda	Staff Lawyer
Mary Hanson	Librarian
Rachel Weiner	Staff Lawyer
Robert Lattanzio	Executive Director
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:

Adele Furrie	Adele Furrie Consulting Inc.
Anne MacRae	Independent Living Canada
Akanksha Tripathi	Co-operative of Specialty Community Legal Clinics
Alanah Way	Volunteer
Antoinette Charlebois	Respecting Rights
Cat Cayuga	ARCH Working Group member—Indigenous Issues
Chris Beesley	Community Living Ontario
David Lepofsky	Alliance
Evadne Kelly	Into the Light Co-creator
Gaye Jackson	Bookkeeper
Gillian Parekh	York University
Giuliana Barrow Lattanzio	Volunteer
Homira Osman	Muscular Dystrophy Canada
Jennifer Stone	Justice Initiative, Neighborhood Legal Services
Josee Boulanger	DANEO
Karen Spector	Lawyer
Krystal Nausbaum	Respecting Rights
Laura LaChance	Canadian Down Syndrome Society
Leanne Mielczarek	Lupus Canada
Luke Reid	University of Toronto
Marie Slark	Respecting Rights
Marisa Fortune-Hall	Co-operative of Specialty Community Legal Clinics
Marissa Blake	Respecting Rights
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	Francophone and of la Clinique francophone de'Est

Roberta Oshkabewisens	ARCH Working Group member—Indigenous Issues
Roxanne Mykitiuk	York University
Ruby Dhand	Thompson Rivers University
Seika Boye	Into the Light Co-creator
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
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)

Alliance for Equality of Blind Canadians (AEBC)

AODA Alliance

Association of Community Legal Clinics of Ontario (ACLCO)

British Columbia Aboriginal Network on Disability Society (BCANDS)

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

Canadian Association of the Deaf (CAD)

Canadian Centre on Disability Studies operating as Eviance

Council of Canadians with Disabilities (CCD)

Canadian Council on Rehabilitation and Work (CCRW)

Canadian Down Syndrome Society

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)
 Lupus Canada
 Muscular Dystrophy Canada
 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.

ARCH gratefully acknowledges the contributions of the following students:


Aryn Polichuk	Law Student
Danielle Landry	Law Student
Lauren Sarney	Social work
Josh Kolic	Social work
Diba Somani	Summer Student
Marc Finkelstein	Summer Student
Aliza Kwinter	Disability Law Intensive Program
Ana Wagner	Disability Law Intensive Program
Daniel De Kok	Disability Law Intensive Program
Elizabeth McConkey	Disability Law Intensive Program
Guneet Saini	Disability Law Intensive Program
Jack Fallon	Disability Law Intensive Program
Jaskeerat Singh	Disability Law Intensive Program
Keshbir Brar	Disability Law Intensive Program
Mariah Campbell	Disability Law Intensive Program
Matthew Vocino	Disability Law Intensive Program
Nicola Locantore	Disability Law Intensive Program
Shirelle Cogan	Disability Law Intensive Program



55 University Avenue, 15th Floor
Toronto, ON, M5J 2H7

Phone: 416-482-8255 1-866-482-2724
TTY: 416-482-1254 1-866-482-2728

www.archdisabilitylaw.ca

 @ARCHDisabilityLawCentre

 @ARCHDisability