



# Coalition of Persons with Disabilities

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Newfoundland and Labrador

15 Hamlyn Road, Unit 48  
St John's. NL  
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# The Hamlyn Road Community

# The Disability Community

# The Coalition of Persons with Disabilities–NL or COD–NL...

- ▶ is the provincial disability advocacy organization
- ▶ concerned with all persons with
- ▶ disabilities
- ▶ promoting rights
- ▶ and raising public awareness

# COD-NL...

- ... primary goal is to advance the inclusion of all persons with all disabilities living within our province by focusing on solutions based analysis.

# Disabilities are

- ▶ fluid in nature
- ▶ not necessarily readily identifiable
- ▶ a person can be born with disabilities
- ▶ a person can acquire disabilities throughout one's life span

**Persons with Disabilities do not have the same starting points as others in the province and so COD-NI has identified three things that need to happen just to reach that starting point.**

# 1. Needed is a community -based facilitator

who is knowledgeable about perspectives from both the disability and the energy sectors; to engage youth around the province and inform them of potential for energy sector jobs and scholarships.



# Outcomes....

- ▶ increased community capacity
- ▶ development of a resource pool for the energy sector
- ▶ Opportunity to showcase how large industry can engage underrepresented or diversity with NL.

## **2. Needed is community-based research**

that utilizes community-based research methods offering both quantitative and qualitative solutions-based options.

# Outcomes offer ....

- ▶ approaches that advance labour market entry for persons with disabilities in traditional and non-traditional areas
- ▶ examination hiring practices and
- ▶ recommendations about processes through which persons with disabilities can be recruited

# Outcomes...

- ▶ design audits to promote barrier free workplaces.

note \*\*\* COD-NL is not asking for a lowering of standards but rather employers must be open to diverse work spaces.

- ▶ Working with The Convention on the Rights of Persons with Disabilities

### 3. Establish a Working Group

- ▶ establishment of a practical, solutions focused working group of leaders within Hebron, government and disability who, on regular basis, will look at labour market entry of persons with disabilities and examine what is working, what is not and why.

# Outcomes

- ▶ engage disability leaders within the conversation
- ▶ promote varying perspectives

# PARTNERSHIPS & ANTICIPATED OUTCOMES

the establishment of diversity in the workplace that engages people from all sectors of the community, creating new frameworks of best practices that enhances everyone's involvement in the Hebron Project.



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# THANK YOU