



Essex County Accessibility Advisory Committee Meeting Agenda

(also available at www.countyofessex.on.ca)

Thursday, March 12, 2015
Barnett Room
2nd Floor, [Essex Centre Sports Complex](#)
60 Fairview Avenue West, Essex

Electronic Agenda Instructions: Anything in **blue and underlined** denotes an attachment/link. By clicking the links on the agenda page, you can jump directly to that section of the agenda. To manoeuver back to the agenda page, use the **Ctrl + Home** keys simultaneously **or** use the "Bookmark" icon on the navigation panel to the left of your screen.

3:00 PM Regular Meeting

- 1. Call to Order**
- 2. Recording of Attendance**
- 3. Disclosure of Pecuniary Interest**
- 4. Adoption of Previous Meeting Minutes**

Moved by

Seconded by

That the [minutes of the February 12, 2015 Meeting of the Essex County Accessibility Advisory Committee](#) be adopted as presented.

- 5. Delegations and Presentations**
 - A) There are no delegations or presentations scheduled for this meeting.

6. Communications

A) Correspondence

1) Accessibility for Ontarians with Disabilities Act Alliance

View recent online versions of Accessibility News from the [Accessibility for Ontarians with Disabilities Act Alliance \(AODA Alliance\)](#).

[Subscribe to receive AODA Alliance](#) RSS news feeds directly.

2) Association of Municipal Managers, Clerks and Treasurers of Ontario (AMCTO)

[Email correspondence dated March 4, 2015](#) from AMCTO providing on-line registration information to attend the 10th Anniversary AODA Celebrations – in Chatham on April 15, 2015.

3) Accessibility Directorate of Ontario

Received email correspondence dated February 13, 2015 providing information on [Ontario's Accessibility Standards – What you need to know](#).

4) Accessibility Experts Ltd.

Received email copy of [Accessibility Experts Ltd. February 2015 Newsletter](#).

Moved by

Seconded by

That the correspondence listed on the agenda for March 12, 2015, be received any noted action be approved.

7. Reports and Questions

8. Unfinished Business

A) Essex County Accessibility Advisory Committee Newsletter

Possible topics for Newsletter submitted to date include:

- Person first language ([flyer prepared in 2014 for National Access Awareness Week](#))
- Human Rights Legislation
- Canada Post – Community mailbox accommodations for persons with disabilities (information provided to ECAAC by Canada Post in 2014)
- [Breaking Barriers Art Exhibition](#) – Leamington
- [Ten Friends Diner](#)
- 10 Anniversary AODA Celebration in Chatham

Local AAC Coordinators have been contacted and requested to forward articles highlighting their committees 2014 accomplishments and 2015 initiatives. No responses have been received to date.

B) Planning for 2015 Accessibility Workshop

Speakers/Topics:

- [A list of speakers and topics from previous years](#) workshops has been provided.
- Some speakers/topics who were considered, but did not work out in the prior years will be provided separately

Tentative Date – Thursday, October 29th 2015 was proposed.

Venue:

- John to provide update on his findings regarding possible rental of Heritage Park Alliance
- Charles to provide update on his findings regarding possible rental of Windsor Christian Fellowship

C) National Access Awareness Week June 1 to June 7, 2015

Tentative Date – Friday, June 5th, 2015

- John to confirm date and location of Wheelchair Basketball Game
- Discussion of any other activities to be planned for National Access Awareness Week

9. New Business

10. Next Meeting Date – proposed for Thursday, April 9th, 2015 at 3:00 p.m. – location to be announced.

11. Adjournment

This document is available in alternative formats upon request.



Essex County Accessibility Advisory Committee Minutes

Thursday, February 12, 2015

3:00 PM

Barnett Room

2nd Floor, Essex Centre Sports Complex

60 Fairview Avenue West, Essex

1. Call to Order

2. Recording of Attendance

Members Present: Debbie Alexander
John Boyko
Christine Easterbrook
Rosemary Florence
Therese Lecuyer
Gord Queen
Charles Wimperis

Also Present: Mary Brennan, County of Essex
Sue White, County of Essex

3. Disclosure of Pecuniary Interest

4. Introduction of Committee Members

5. Nominations and Election of Chair and Vice-Chair

Mrs. Brennan called the meeting to order and requested nominations for Chair for 2015.

John Boyko nominated Christine Easterbrook as Chair for 2015. Ms. Easterbrook declined letting her name stand for the position.

John Boyko nominated Gord Queen as Chair for 2015.

7. Orientation Information (Continued...)

Gord Queen accepted the nomination and was declared Chair for 2015.

Gord Queen then requested nominations for Vice-Chair for 2015. Rosemary Florence nominated Therese Lecuyer as Vice-Chair for 2015.

John Boyko nominated Christine Easterbrook as Vice-Chair for 2015.

Mrs. Brennan asked both Mrs. Lecuyer and Ms. Easterbrook if they were willing to let their names stand for the position of Vice-Chair for 2015 and they indicated in the affirmative. Mrs. Brennan then distributed ballots to and collected from all members of the Committee. Mrs. Brennan advised that the first candidate to obtain a simple majority would be declared the Vice-Chair for 2015.

Following the counting of the ballots, Mrs. Brennan announced that Christine Easterbrook had been elected Vice-Chair.

6. Adoption of Previous Meeting Minutes

1-15

Moved by Ms. Florence

Seconded by Mrs. Lecuyer

That the minutes of the Wednesday, November 12, 2014 meeting of the Essex County Accessibility Advisory Committee be adopted as presented. **Carried**

7. Orientation Information

The Committee members had been circulated the following orientation information:

- Committee Terms of Reference
- Council/Committee Member Code of Conduct
- Meeting Per Diems and Mileage Reimbursement
- County of Essex Procedure By-law
- General Overview of Essex County Services

7. Orientation Information (Continued...)

- Multi-Year Accessibility Plan for the County of Essex
- County of Essex Accessibility Policies

Mrs. Brennan asked that the Committee members read over the Code of Conduct forms for the Essex County Accessibility Advisory Committee and sign and return the forms as soon as possible to her attention.

8. Delegations and Presentations

There were no delegations or presentations scheduled for this meeting.

9. Communications

A) Correspondence

- (1) Accessibility for Ontarians with Disabilities Act Alliance

View recent online versions of Accessibility News from the Accessibility for Ontarians with Disabilities Act Alliance (AODA Alliance).

Subscribe to receive AODA Alliance RSS news feeds directly.

- (2) Association of Municipalities of Ontario (AMCTO)

Email correspondence dated January 14, 2015 from AMCTO seeking submissions about Accessibility Success Stories – work done by the municipality or in the community to make the community more accessible.

Email correspondence dated February 4, 2015 from AMCTO announcing the AODA 10th Anniversary Champion Award and Celebration Events to be held across the Province.

9. Communications (Continued...)

Ms. Florence noted that the Champion Award and Celebration Event would be held in Chatham on April 15, 2015. AMCTO would be recognizing and celebrating accessibility achievement success stories at these sessions and Committee members were asked to bring any suggestions to the next meeting of the Committee.

(3) Ministry of Economic Development, Employment and Infrastructure

Correspondence dated November 27, 2014 providing information on a publication called "Making Accessibility Happen: Your guide to serving on a Municipal Accessibility Advisory Committee". Electronic copies are available for downloading on the AccessON website.

2-15 Moved by Ms. Easterbrook
Seconded by Mr. Wimperis
That the correspondence listed on the agenda for Thursday, February 12, 2015 be received and any noted action be approved. **Carried**

10. Reports and Questions

11. Unfinished Business

12. New Business

A) Essex County Accessibility Advisory Committee Newsletter

Mrs. Brennan noted that in 2006, the Essex County Accessibility Advisory Committee began producing a Newsletter entitled "AAC YAK". The intent of the newsletter was to provide a tool for all local AAC's to share their best practices and accessibility initiatives they had undertaken. A volunteer or volunteers from ECAAC are required to co-ordinate the writing of this newsletter. It was noted that ideas for topics to include in the newsletter were appreciated from all members of the Committee.

12. New Business (Continued...)

Mrs. Brennan stated that she would send out a request to all the other AAC committees for topics for inclusion in the AAC YAK newsletter. Committee members were also asked to provide suggested topics for the newsletter. It was hoped that the newsletter would be ready by the end of May so that it could be tied in with National Access Awareness Week.

Mrs. Brennan advised that she would provide a link to past AAC YAK newsletters on the County of Essex website. Committee members were asked to send their ideas for topics to be included in the AAC YAK newsletter by email. Mrs. Brennan also advised that there was a news subscription tool on the website that the members may be interested in that would email them accessibility news along with other news items.

B) Planning for 2015 Accessibility Workshop

(1) Topics and Speakers

It was agreed that the Committee members would email any suggested topics and speakers for discussion at the next meeting of the Committee. Ms. Easterbrook advised that perhaps Luca "Lazylegz" Patuelli would be available as a speaker and noted that he would be speaking at the University of Windsor's 3rd Annual Accessibility Awareness Day on March 18th, 2015.

(2) Date and Venue

It was suggested that the workshop be held on Thursday, October 29, 2015. Two venues were suggested for the workshop:

- Heritage Park Alliance Church
- Windsor Christian Fellowship on Walker Road

12. New Business (Continued...)

Mr. Boyko stated that he would look into Heritage Park Alliance Church and Mr. Wimperis would look into Windsor Christian Fellowship taking into consideration the budget for the workshop at \$7,000 total, the necessity for accessible washrooms and parking lot, Wi-Fi connectivity, and the hall providing set up and clean up. The hall also would need to be available the afternoon prior to the workshop to provide adequate time for setup. Details regarding catering services and their sound system would also need to be investigated.

- C) National Access Awareness Week (May 25 to May 31 or June 1 to June 7, 2015)

Mrs. Brennan noted that the Essex County Accessibility Advisory Committee for the past several years has planned 'accessibility awareness' activities during National Access Awareness Week. Such activities have included: wheelchair basketball games between County Council/Staff vs. Teacher/Students at various schools, media releases, appearances at County Council, and accessibility publications at various Essex County library branches.

Mrs. Brennan also advised that the Committee should probably consider which activities they may wish to plan for National Access Awareness Week and whether they wished to appear before Council on June 3, 2015.

Discussion took place regarding the Wheelchair Basketball Game. After discussing different avenues, it was agreed that John Bokyo would investigate if the basketball game could be held again at Western Secondary School on **Friday, June 5, 2015**. It was also suggested that various advertising methods would be considered in order to get the students more involved. Mr. Queen suggested perhaps the school board trustees could be invited to the game.

Mr. Wimperis questioned if the County had a database of sporting groups for persons with disabilities that could be contacted regarding any accessibility activities that take

12. New Business (Continued...)

place. Mrs. Brennan advised that as far as she knew, there was no database that contained this information. Ms. Alexander advised that the Miracle League in Amherstburg provided sporting activities for people with both physical and developmental disabilities. Ms. Easterbrook stated that she was working with some individuals to bring accessible sailing to LaSalle. She noted that they were continuing with the outreach program in September where 2 adaptive sailboats would be brought to LaSalle for the weekend and people could sign up for an hour to go out with an instructor. Mr. Queen noted that a former youth member of the Kingsville AAC had involvement in various community activities, thanks to the assistance he reported to have received from the War Amps.

D) Other

There were no other business items for discussion.

13. Next Meeting Date

It was agreed that the next meeting of the Committee would be held on Thursday, March 12, 2015 at 3:00 PM with the location of the meeting to be announced at a later date.

14. Adjournment

3-15 Moved by Mrs. Lecuyer
Seconded by Ms. Florence
That the meeting be adjourned at 4:20 PM. **Carried**

This document is available in alternative formats upon request.

Accessibility Experts Ltd. Newsletter

February 2015

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Hi Mary

We want to wish you health and wellness as you embrace and move through the year 2015. It is hard to believe that Christmas and New Year's is already behind us. The good news is we are over half way through winter already, and it is less than five weeks until Spring.

Below are 7 accessibility updates:

1. Abilities Sheet - Epilepsy

Our Ability Sheet this month is on [epilepsy](#).

[Portable Document Format \(PDF\) Abilities - Did you know epilepsy](#)

Thumbs up!

March 26th is Purple Day for epilepsy where people worldwide "put on their purple" to show their support for epilepsy. Epilepsy Durham is inviting your business to join in celebrating March as Epilepsy Awareness Month.

There are 1 in 100 people living with epilepsy in Durham Region. Epilepsy is more common than cerebral palsy, muscular dystrophy, multiple sclerosis, and cystic fibrosis combined. Often people living with epilepsy do so in silence and isolation. They invite you to be part of a movement to raise awareness and promote inclusiveness by hosting your own corporate campaign in the month of March to embrace people in our community affected by epilepsy.

Can you decorate your store window in the colour purple during the month of March? Perhaps host a display centre, challenge another business with a Purple Day fundraiser, or have a dress down day at work and wear purple. Purple cupcakes are also delicious this time of year. The possibilities are endless.

Is your organization interested in raising awareness for epilepsy? If you can help support Purple Day for Epilepsy 2015, complete the form and return to [Epilepsy Durham client services](#) or fax to (905)-430-3080.

Not an organization in the Region of Durham? Check your local epilepsy organizations to see what they are doing and participate in their events.

2. Compliance Dates for IASR

As you continue your compliance with the Accessibility for Ontarians with Disabilities Act, for 2015 you will have a number of deliverables to meet. We are now moving into the next standards, the Integrated Accessibility Standards Regulation (IASR) which includes Information and Communications, Employment, Transportation and Public Spaces. Remember that with the Integrated Accessibility Standards Regulation there are four categories as shown in the numbered list below:

1. Large Public Sector Organizations
2. Small Public Sector Organizations
3. Large Private or Non Profit Organizations
4. Small Private or Non Profit Organizations

View the **2015 deliverables** and what you should have completed already for your sector in the [Compliance Dates for IASR](#) on our new webpage.

3. Filing Reports

Private and Non-Profit organizations had to file their second report by December 31, 2014. You will be asked a few questions to ensure you are continuing with the Customer Service Standard and then some questions related to the Integrated Accessibility Standards Regulation.

There is a step by step guide and a sample of the questions that will be asked. You can access their website by going selecting the [Accessibility for Ontarians with Disabilities Act reporting](#).

4. Emergency Response Information

Another deliverable under the Integrated Accessibility Standards Regulation was to ensure that you had individualized workplace emergency response information for every employee that requires assistance during an emergency. Whether you are a Large Public Sector, Small Public Sector, Large Private or Non Profit Organization or Small Private or Non Profit Organization, you were required to have this in place by January 1, 2012. If you have not done so yet, you should.

We suggest you send a letter or email out to each employee asking if they require assistance during an emergency. You will then want to ensure you have a process in place to provide assistance. The government has produced a guide with templates on how to make your emergency information accessible and develop a plan to help an employee with a disability [How to provide emergency information accessible to employees](#).

5. Be My Eyes - Lend Your Eyes to the Blind

Apple has come out with a free app for the smartphone called Be My Eyes. This app is a live video connection which can assist people who have a visual disability to remotely connect with person with sight to help them. For instance if you opened a carton of milk and were uncertain about the due date, you can connect through the app and ask someone for help to tell you what the date is. Persons with a visual disability and persons with sight who are willing to assist people with a visual disability are able to download this app. To view article and video clip select the link [be my eyes](#) .

6. Staff Training Options - Integrated Accessibility Standards Regulation

Accessibility Experts Ltd. is offering a number of training options for you to ensure staff are trained on the Integrated Accessibility Standards Regulation (IASR). We have four options, one of them being a training workbook.

Four Training Options:

- **In-Person Training** - 90 Minute Staff Training Session for 50 people. We come to your organization and provide training to your staff for \$1295 per training.
- **Training Workbook** - 30 minute Training Workbook with certificate \$20 per person. Participants read the workbook at their own pace, and answer questions after each module. At the end of the workbook there is a certificate, which a supervisor/manager would sign off, acknowledging they have answered questions correctly and completed workbook. There are yellow highlighted areas and Helpful Tips boxes making it for easy and understandable reading. If you have already trained your staff but have new staff coming on board, this is a great solution.
- **E-Learning** - 90 minute E-learning Training Module, \$40 per person (discounted rates if purchasing bulk orders). The e-learning is engaging, has real life stories of people with disabilities and covers all legislative requirements for training. It also has automatic reporting for HR Managers. To watch a free demo select the link [Integrated Accessibility Standards Regulation e-learning demo](#).
- **Train the Trainer** - another option is to train one of your own staff so that they can in turn train the rest of your staff. This Train the Trainer one day workshop is \$595 per person and includes a complete run through of the 90 Minute Training Workshop you would be providing to your staff and a CD with the power point presentation with all training materials. You will even have an opportunity to practice the presentation during the workshop.

If you are interested in any of the above training options, just [email Accessibility Experts Ltd.](#)

7. What have we been doing?

Last year was one of our busiest years ever and we want to thank all of our customers for their dedication to our company, but also for their enthusiasm in working towards creating an accessible Ontario. As most of you know, we are a passionate group of individuals and love what we do, but when we see you being enthusiastic and making significant changes, that's our biggest reward.

Throughout the year we were extremely busy delivering about three in-

house workshops a week on "How to Create Accessible Documents" for both public and private sector organizations and staff training on the Integrated Accessibility Standards Regulation. Cyndie and Edie were travelling across the beautiful province of Ontario at a very hectic pace. We have been consulting with organizations on creating accessible documents within their organization, providing assistance two or three days a week at their location.

October we were awarded the contract to provide an accessibility audit of Haliburton Highlands including two hospitals, two retirement homes, and multiple health care facilities.

November and December kept us at an unbelievable fast pace as we worked with the private sector in completing their policies, multi-year plans, providing staff training to meet deadlines and file their 2nd report.

As we move into 2015, we are working with public and private sector organizations in providing in house training on Accessible Documents and complying with the Integrated Accessibility Standards Regulation. Organizations are realizing that in order for documents to be available in alternative formats and be accessible on their websites, training staff on how to create an accessible document is valuable. We are teaching them how to create an accessible document in Word and then convert it in to an accessible PDF using an Adobe Editor.

We are also working with private sector and non-profit organizations to get their staff training completed for the IASR. And as always we offer on-going support to our 600 dedicated customers! We look forward to our continued work with all of you!

Quick Links...

[Accessibility Experts Ltd. Website Services](#)
[Contact Accessibility Experts Ltd.](#)

[Join Our Mailing List!](#)

National Access Awareness Week

June 1 – 7, 2014

In recognition of National Access Awareness Week, the Essex County Accessibility Advisory Committee is promoting the equality of persons with disabilities by raising awareness of disability etiquette, attitudinal barriers and respectful language.

Disability Etiquette Tips

General Guidelines:

Don't make assumptions about what a person can or cannot do.

Treat the person as you would anyone.

Don't ask personal questions about the person's disability.

Don't share personal information about the individual unless it is necessary and you have permission.

Direct your comments or questions to the person, even if a third party is present.

It's okay to offer assistance, but wait until your offer is accepted before you help and don't be offended if the person declines your offer.

Avoid metaphors with negative connotations: deafening silence, blind rage, blind faith, turned a deaf ear, lame excuse.

Attitudinal Barriers

Pity: it's patronizing; people with disabilities need equal opportunities.

Hero worship: adjusting to a disability requires adaptations not courage and bravery and most people with a disability do not consider themselves to be inspirational.

Denial: invisible disabilities may not be believed to be bona fide disabilities needing accommodation.

Stereotypes: people form positive and negative generalizations about disabilities, for example, all people who use wheelchairs compete in Paralympics, that people who are blind have other senses that are keener, that all people with disabilities are sad and bitter. Such prejudice can set too high or too low a standard for individuals who are merely human.

Person first language acknowledges that people are persons first that just happen to have disabilities, instead of referring to people by their diagnosis.

Respectful Language

Avoid	Please Use
Birth defect	Person born with a disability
Blind (the), visually impaired (the)	Person who is blind, person with a visual impairment
Confined to a wheelchair, wheelchair-bound	Person who uses a wheelchair, wheelchair user
Cripple, crippled, lame	Person with a disability, person who has a spinal cord injury, arthritis, etc.
Hard of hearing (the), hearing impaired	Person who is hard of hearing
Deaf-mute, deaf and dumb	Person who is deaf
Handicapped (the)	Person with a disability
Handicapped parking, bathrooms	Accessible parking, accessible bathrooms
Insane (unsound mind), lunatic, maniac, mental patient, mentally diseased, mentally ill, neurotic, psychotic, mad	Person with a mental health disability Note: The term "insane" (unsound mind) should only be used in a strictly legal sense.
Invalid	Person with a disability
Learning disabled, dyslexic (the)	Person with a learning disability
Mentally retarded, defective, feeble minded, idiot, imbecile, moron, retarded, simple, mongoloid	Person with an intellectual disability
Normal	Person without a disability
Person who has trouble...	Person who needs...
Physically challenged, physically handicapped, physically impaired	Person with a disability
Suffers from, stricken with, afflicted by	Person with a disability
Victim of cerebral palsy, multiple sclerosis, arthritis, etc.	Person who has cerebral palsy, multiple sclerosis, arthritis, etc.

**Note: some organizations and/or individuals may prefer other terminology.
When in doubt, just ask.**

For further information, contact: **Phone:** 519-776-6441; **Fax:** 519-776-4455;
TTY: 1-877-624-4832; Email Accessibility Officer:
accessibility@countyofessex.on.ca

From: [Rosemary Florence](#)
To: [Mary Brennan](#); [Sue White](#); [Gord Queen](#); [Christine Easterbrook](#); [John Boyko](#); [Theresa Lecuyer](#); [Debbie Alexander](#); [Charles Wimperis](#)
Subject: Upcoming art exhibition
Date: March-03-15 1:00:34 PM
Attachments: [ATT00001.txt](#)

Hi All,

Attached is an Art Exhibition call for submissions on Breaking Barriers being showcased at the Leamington Arts Center from March 3rd to the 28th. The call for submissions ended February 28th but if anyone wants to attend the viewing it is located at the Leamington Arts Center. 72 Talbot Street West. The submissions call for breaking barriers on Abuse, Disability, Poverty, Mental Health, Unemployment, Trauma, Shelter, Communication, Education, Trust and Social inclusion.

We can decide as a committee if we want to include the poster in the AAC YAK as the breaking barriers as the art exhibit appears to be an annual event. The write up can be as indicated on the Leamington Arts Center website. See below. www.leamingtonartscentre.com/

"The Breaking Barriers exhibition's focus is to create an understanding of lived experiences. The exhibition seeks to highlight resilience and resourcefulness in coping with barriers. A barrier can be anything that one must overcome to reach a goal, even if the goal is simply to survive. Breaking Barriers is an exhibition for creative expression that empowers, builds awareness, and facilitates partnerships and collaborations."

Rosemary

Thanks,
Rosemary

From: [Rosemary Florence](#)
To: [Mary Brennan](#); [Sue White](#); [Gord Queen](#); [Christine Easterbrook](#); [John Boyko](#); [Theresa Lecuyer](#); [Debbie Alexander](#); [Charles Wimperis](#)
Subject: Ten Friends Diner Mission Statement, Mental Health Awareness
Date: March-03-15 3:28:57 PM

Hi All,

Ten Friends Diner <http://tenfriendsdiner.com>

serves delicious breakfasts, lunches, and a variety of desserts – but it's more than just a place to eat.

The diner's Mission Statement is: "To assist the integration of consumer survivors of mental health services into society through specialized training and intermingling with the public, promoting camaraderie and teamwork."

The Mental Health Consumer/Survivor Employment Association of Essex County recently launched their Mental Health Awareness Program (#LimeGreen) to help educate people about mental illness and break existing stigmas that surround mental illness. For more information about the program you can visit their webpage. <http://mhaessex.org/>

Our committee may want to consider giving the Mental Health Association of Windsor Essex a shout out in the AAC YAK regarding 'Ten Friends Diner.'

Thanks, Rosemary

"It's always friendly here, there's always people to talk to," said Ten Friends employee Deborah Deal.

Keynote Speakers and Workshop Speakers – 2004 - 2014

Keynote Speakers	Topic
2004	
Dean P. La Bute, AACO Member	Accessibility Advisory Council of Ontario
2005	
Paul A. Young, Young & Associates	Accessibility is More Than Overcoming Physical Barriers! - Paul shared his life experiences to show the transition from a devalued youth to a valued adult through support, attitude and accessibility
2006	
Diane Dupuy – founder and Artistic Director of Famous People Players	Famous People Players – professional black light theatre company that combines music with life size characters that pay tribute to the music and artistry of Famous People – performs are people who are developmentally challenged
2007	
Tom Proszowski, Director of Employment Equity & Diversity, CIBC	Shared his experience in the employment equity field and clarify who are persons with disabilities and the difference between accommodation and access in the context of Bill 118
2008	
Madeline Meilleur, Ministry of Community and Social Services	
2009	
Robert Hampson, Variety Village Ambassador	
2010	
Danny McCoy: The Real McCoy	Successful entrepreneur, businessman and athlete who was involved in a car accident and then became involved with the Disabled Sailing Association of Ontario

Keynote Speakers	Topic
David Lepofsky	Winning Our Campaign for a Fully Accessible Ontario
2011	
Alf Spencer: Director of the Outreach and Compliance Branch, Accessibility Directorate of Ontario	Spoke on what an accessible Ontario means to organizations, businesses and all Ontarians and receive an update on the newest standards under the Act.
Kathie Snow: author, public speaker, trainer, consultant, wife and mother	Inclusive Communities – Ensuring all are Welcome (Via video conference)
2012	
John Draper, founder of "Together We Rock"	The mission of <i>Together We Rock!</i> is to promote learning and leadership opportunities to inspire people to build communities that are accessible to and inclusive of people with disabilities.
2013	
Detective Inspector Bruce C. Kruger, M.B.; SBStJ. (ret.), Ontario Provincial Police	Since the young age of thirteen, Bruce Kruger has seen tremendous carnage and pain as both an ambulance attendant and police officer, which resulted in " <i>Operational Stress Injuries</i> ". He has experienced rejection, humiliation and heartache consequential from his mental illness with untold ugly incidents of attitudinal barriers that enhances his determination to make positive change
2014	
Michael Yale – "A Dog's Breakfast"	The life that was planned for Mike Yale was full of barriers and he rejected every one of them. He was supposed to become a lawyer. Instead, he was a concert pianist, pig farmer, radio program director, community organizer, pet-shop owner, investigator of human rights, and entrepreneur. Each of these had

Workshop Session Speakers	Topic
2004	
Chislaine Brodeur, Ministry of Citizenship and Immigration	The Ontarian's with Disabilities Act 2001 (ODA) – The Year in Review
Ghislaine Brodeur, Ministry of Citizenship and Immigration	Accessibility and Historic Buildings
Sandra Bradt, Director of Tourism for the Windsor, Essex County and Pelee Island Convention and Visitor's Bureau	Accessibility and Tourism
Colleen Mitchell and Russ Horrocks, United Way/Centraide Windsor-Essex County	The Persons with Disabilities Strategy Team: A Planning Approach
Lisa Raffoul and Dodie Wilson, Community Living Essex County	Citizenship: Right On! Self-advocates speak on the rights of everyone to be a member of the community.
Ken Kristie and Robert Fontaine, Windsor-Essex Low Vision Social & Support Group	Improving Accessibility Initiatives (Learn about 'Talking Menus', 9-1-1 database initiative that stores information about people with disabilities, training video to educate taxicab drivers)
2005	
Robert Thomson, Accessibility Directorate of Ontario	The Accessibility for Ontarians with Disabilities Act, 2005: A Challenge for All of Ontario – outlined the new roadmap provided by the AODA and discuss opportunities for all persons and organizations to take action in moving towards achieving the purpose of the legislation
Michael Duben, 2005 President of the Rotary Club of Windsor-St. Clair and Danielle Breault, Club Member	Rotary Centennial Playground – A Boundary Free Experience – Rotary Club of Windsor-St. Clair partnered with Town of Tecumseh and applied for a grant to build a 'boundary free' playground.
Lisa Raffoul	Sense and Sensitivity – Participants will explore their own attitudes for individuals who have disabilities

Workshop Session Speakers	Topic
Russ Horrocks and Linda Morrow, United Way/Centraide Windsor-Essex County	Investing in Our Community – Identifying Concerns and Solutions – provided with an overview and update on United Way and the work of the Persons with Disabilities Team
Stu McIntosh, Insight Enterprises	Advice to participants on strategies for entering the workforce
Surendra K. Bagga	Accessibility in the Private Sector – Not a Choice but a Requirement – specialist in barrier free design – learn about accessibility requirements in the private sector and legal requirements under the Ontario Building Code, ODA and other legislation
George Melendy, Microcomputer Science Centre Inc.	Using Adaptive Technology to Improve Accessibility
2006	
Christine Dean, Literacy Coordinator, Windsor Public Library Dodie Wilson, Volunteer and Resource Development Coordinator, Community Living Essex Bill MacDonald, Sun Parlor Home Christine Easterbrook, Program Coordinator for Citizen Advocacy Lina Mastronardi, Ray Jerome: Volunteers	Libraries, Literacy and Volunteerism: How volunteer programs benefit both the volunteer and the sponsoring organization
John Kiru, Toronto Association of Business Improvement Areas Edna Rouleau, Canadian Hearing Society Linda A. Ciebien, CNIB	Business Could be Better – Learn about initiatives the Toronto Association of Business Improvement Areas have implemented to promote accessibility to the business community
Jani Mayar, The Society for Accessible Travel & Hospitality	Accessible Travel and Hospitality

Workshop Session Speakers	Topic
Derek Featherstone, "Further Ahead Inc."	Accessible Web Sites
Bob Wilson, Self-Employment Initiatives – SEDI	Accessibility – Its Impact on Small and Medium Sized Business – SEDI has developed a new, online course designed for small and medium sized businesses to increase knowledge and awareness of accessibility issues that have the potential to impact business.
2007	
Pat Delmore, Transit Windsor	Accessible Transportation is on its Way
Shauna Petri, travel specialist	Access to the World: Have Chair – Will Travel! – highlighted how tourist destinations around the world have begun to attract and accommodate travelers with disabilities
Jeremiah Bach, Community Service Worker with Sound Times	The Stigma Enigma: Psychiatric Disabilities
Mary Ellen Bernard and Melinda Munro, City of Windsor, Social Services	Disaster Strikes – Are you Prepared – emergency preparedness for persons with disabilities
Beth Cooper, Member of the Information and Communications Standards Development Committee	Standards Development Committees – What you Wanted to Know, but Were Afraid to Ask – provided an overview of the mandate of the Standards Development Committees under the AODA
2008	
Geoff Collis, Badesys Design and Consulting	Web Accessibility in Plain Language – accessible websites
Adrian McKenzie, Community Developer for United Way/Centraide Windsor-Essex County	Community Aspirations – Mapping Our Future – Community Aspiration statement that will be used to develop common goals for persons with disabilities.
Tara Weber, Reporter for City TV	Ingenuity, Perseverance and Strategy – Key Components of a Successful Career

Workshop Session Speakers	Topic
Mary Brennan, County of Essex	Obey or You'll Play \$\$ - Accessible Customer Services...It's the Law (O.R. 429/07) – what organizations must do to meet the requirements of new legislation
Stuart McIntosh, President, Insight Enterprises	"Hold Up Your Corner" – Stuart McIntosh provides his experienced first-hand frustration and discrimination in obtaining work to support himself after suddenly finding himself unsighted and unemployed.
Martin de Sousa, designer with Binns kitchen + bath designs	Better Living Through Design – discussion on topics focusing on the integration of design and accessibility
2009	
Greg Gay, Adaptive Technology Resource Centre	Is Your Web Site Ready for AODA?
Amanda Pierce, Founding Co-Chair of the Active Minds Alumni Network	Changing the Conversation: Navigating the Student Mental Health Movement
Dr. Cory D. Saunders, Director of Access & Coordination Services, Family Mental Health & Addictions, Windsor Regional Hospital	What You Should Know to Best Serve Persons with Autism Spectrum Disorder
Christine Easterbrook, Life Transformation Coach	Chronic Pain Management – How You can Help Yourself
Patrick Connor, Ontario Trails Council	Connecting to Nature on Ontario's Inclusive Trails
Shelley Kominek, Employment Support Specialist, Ontario Disability Support Program	Accessing and Participating in Employment Support Programs
2010	
Brian Hillman and Larry Silani, Planners	Healthy Places, Healthy People – principles of community design and land use planning required to facilitate vibrant, accessible and healthy neighbourhoods and communities

Workshop Session Speakers	Topic
Karen Gignac, Coordinator, Mental Health Works and Community Training, Workplace Health Services, Canadian Mental Health Association Windsor-Essex County Branch	Making the Case: Addressing Mental Health Concerns at Work
Rosemary Fiss, Dementia Education Advisor, Alzheimer Society of Windsor and Essex County	Dementia: An Overview
Anthony Gomez, Assistive Technology/Disability Advisor, Student Disabilities Services, University of Windsor	Transitioning to Postsecondary School: Resources for Students with Disabilities
Rob Leverty, The Ontario Historical Society and Dr. John Carter, Museums and Heritage Advisor, Ministry of Tourism and Culture	Making Ontario's Heritage Accessible for People with Disabilities Including the Ontario Historical Society's Accessibility Toolkit and Beyond the Ramp – Practical Solutions for Inclusion
Dr. Saadia Ahmad, Director of Psychology, Hotel Dieu Grace Hospital	Non-Verbal Learning Disabilities: What Your Should Know
2011	
Christine Karcza, Consultant, People Access	Translating the new Integrated Accessibility Standards into Action!
Karen Boal, Vocational Coordinator and Tanya Emmett, Employment Services Worker, Association for Persons with Physical Disabilities of Windsor and Essex	H.O.P.E. Works – Hiring Opportunities for Productive Employment
Dr. Shaheen Azmi, Acting Director of Policy, Education, Monitoring and Outreach Branch	Disability and the Duty to accommodate under the Ontario Human Rights Code (Part 1) and (Part 2)
Nancy Wallace-Gero, Executive Director, Community Living Essex County and Melodie Cook, Operations Director, Community Living Windsor	More than Just a Home – Community Living's supported living model provides the supports and services necessary for persons with intellectual disabilities
Robert Pearson, Director of Accessible Digital Media, Accessible Media Inc.	Making Media Accessible to All Canadians

Workshop Session Speakers	Topic
2012	
Dr. Richard Frost, Acting Director, School of Computer Science, University of Windsor	SpeechWeb – A Network of Hyperlinked Speech Applications Deployed Over the Internet
Pascale Bedard, Senior Methadone Co-ordinator, Erie St. Clair Clinic	Substance Abuse Addictions Among People with Co-existing Disabilities
Chris Daw, Gold Medalist and Four-time Paralympian	No Limits
Kevin McShan, Reporter, CFTV34	Building a Lasting Legacy: Seize Your Opportunity for Greatness One Step at a Time
Laurie Quinlan, Christine Wootton, Supervisors, Neighbourhood and Children's Services, City of London and Cristian Picard, Active Living Alliance for Canadians with a Disability	Inclusive Recreation Programs Promoting Active Living (via video conference)
Dr. Marc Crundwell, Psychologist, Greater Essex County District School Board	Depression – An Invisible Disability
2013	
Edie Forsyth, Corporate Director, Accessibility Experts Ltd.	Breaking Down Barriers: Making Sense of the Accessibility Standards
Linda Coltman, Co-Chair, Pathway to Potential's (P2P's) Collaborative Leadership Team and member of P2P's Voices Against Poverty	Trends, Policies, and the Changes that are Needed for Seniors and People with Disabilities
Angela Bertin, Community Engagement Specialist, The Arthritis Society, South West Region; Linda Saxon, Chair of the Essex County Accessibility Advisory Committee and Therese Lecuyer, member of the Essex County Accessibility Advisory Committee	Facts and myths of arthritis and the impact on life at home and in the community.

Workshop Session Speakers	Topic
Christine Easterbrook, Member, Essex County Accessibility Advisory Committee; Cyndie Sproul, Accessibility Experts Ltd.; and Edie Forsyth, Accessibility Experts Ltd.	Edie Forsyth - People First Language; Christine Easterbrook – information in Lions Foundation and different types of dog guides; Cyndie Sproul – Guide dog etiquette
Edie Forsyth, Corporate Director, Accessibility Experts Ltd.	Complying with the Integrated Accessibility Standards Regulation – Municipalities and Public Sector Organizations
Dr. Cory Saunders, C. Psych, Director of Access and Coordination Services, Family Mental Health and Addictions, Windsor Regional Hospital	Educate participants on the untold story of the children within our community who suffer from an invisible disability and the truth about mental health.
2014	
Asha Tomlinson, Host, CBC News Windsor	Media and the Portrayal of Persons with Disabilities - Policies the CBC has put in place to guide their media personalities when reporting news involving people with disabilities
Nancy Diane Barry, Centre for Independent Living, Toronto	Parenting with a Disability: Turning a Dream into a Reality - Deciding to become a parent is a big decision for anyone to make. Social stereotypes indicate that when you have a disability it is virtually impossible to be a parent due to barriers and the lack of supports. Is this true? Come and find out how the Parenting with a Disability Network (PDN) has tackled some of these stereotypes by turning the “dream” of having a child into a reality.
Shelley Tudin, Arts, Inspirational Speaker and Author	Issues Facing People with Disabilities – Ontario Direct Funding Attendant Care Program, Bill 168 Workplace Harassment Policy; Travelling Abroad with a Physical Disability

Workshop Session Speakers	Topic
Ivana Petricone, Arch Disability Law Centre	Navigating Legal Services for People with Disabilities: A Workshop for Frontline Workers - help workers identify legal issues faced by people with disabilities
Lynda Staples, Project Manager, Municipal Accessibility, AMCTO	Design of Public Spaces – Proposed Built Environment Standards, changes to Ontario Building Code and where the design of public spaces falls.
John Boyko, ECAAC Member	Exploring Trends in Words and Expressions Used to Describe Disability