

CAN

Canadian Accessibility Network
(CAN) Annual Report
2023-2024

Table of Contents

Acknowledgments	3
1.0 Message from the Chair of the CAN Governing Council	4
2.0 Message from the Chair of the CAN Advisory Council	5
3.0 About CAN	6
3.1 CAN’s Vision	6
3.2 CAN’s Mission	6
3.3 Cross-Sectoral Value Proposition.....	6
3.4 Guiding Principles	7
4.0 CAN Governance	8
4.1 Governing Council.....	8
4.2 Advisory Council.....	8
5.0 Communities of Practice	9
5.1 Education and Training Community of Practice	9
5.2 Policy Community of Practice.....	9
5.3 Employment Community of Practice	10
5.4 Research, Design, and Innovation Community of Practice	10
6.0 Growing CAN’s National Influence	11
6.1 Formal Outreach to Minister Kamal Khera	11
6.2 CAN Contribution to the National Air Accessibility Summit	11
7.0 Sharing Knowledge and Best Practices	13
7.1 CAN Connect Forums	13
8.0 Building Connections and Coordinating Efforts	14
8.1 CAN Newsletter.....	14
9.0 CAN By the Numbers	15
9.1 2023-2024 Highlights	15
9.2 Location.....	15
9.3 Collaborator Representation: Top 5 Sectors	15
10.0 CAN Leadership	16
10.1 CAN National Office	16
10.2 CAN Collaborators	16

Acknowledgments

We acknowledge and respect the Algonquin Anishinaabeg people within whose unceded, unsundered territory the CAN National Office and Carleton University campus are located.

This acknowledgement is important to us. It is a reminder of the significance of this location, and it is our pledge for reconciliation with Indigenous peoples.

1.0 Message from the Chair of the CAN Governing Council

Dear Collaborators, Members and Allies of CAN,

Beginning in 2019 as an idea among a group of dedicated accessibility champions and advocates at Carleton University, the Canadian Accessibility Network (CAN) has grown into an impressive national network of more than 107 collaborator organizations and over 214 individuals. The past year has marked a significant chapter in our growth, with approximately 35% of our current membership joining between May 2023 and May 2024.

Our Network continues to benefit from having a diverse membership from not-for-profits, service providers, educational institutions, government organizations, crown corporations and other sectors representing eight provinces and one territory. Central to this membership is the invaluable inclusion of accessibility experts, passionate stakeholders, advocates and people with lived experience of disability.

Over the past year, we have implemented changes to encourage more engagement in our Communities of Practice and offer a more flexible and inclusive structure that focuses on partnership building and knowledge mobilization. This structure is crucial as it enables us to pinpoint and seize opportunities for collective action.

I am pleased to report that CAN has successfully completed multiple projects this year, initiated eight new projects and made substantial progress toward achieving its strategic goals. These accomplishments mark significant milestones for our network and demonstrate the dedication and enthusiasm of our community. This is a pivotal moment for CAN as we continue to solidify our presence in Canada as a proactive and action-oriented community committed to advancing accessibility.

I would like to extend my heartfelt thanks to all participants in the CAN Governing Council, Advisory Council, Communities of Practice and our various working groups. Your expertise and diverse experiences are invaluable to our progress. I also appreciate the support from the CAN National Office Team at the Accessibility Institute at Carleton University.

As we look toward the next year, I remain optimistic about building on our current momentum to further drive change and champion a more accessible and inclusive society.

Suzanne Blanchard
Chair, CAN Governing Council
Vice-President (Students and Enrolment), Carleton University

2.0 Message from the Chair of the CAN Advisory Council

As the Chair of the Advisory Council, I am thrilled to be a part of CAN, a network that truly believes we are stronger together and is able to build collaboration across boundaries. I am filled with gratitude when I see the expertise, the desire for lasting change, the participation, the authenticity and the diversity of views during our meetings.

The Network has expanded significantly over the past year, bringing more viewpoints to the table. As of April 2024, CAN has attracted 107 Collaborator Organizations and over 214 individuals from public, private, non-profit, government, and academic sectors from coast to coast to coast. Each CAN Collaborator brings a wealth of knowledge and experience about different aspects of accessibility to the virtual table. The Network provides an opportunity for us to learn from each other, finding our commonalities and working towards action-oriented priorities.

We continue to listen to and seek your feedback. we have adapted our structures and practices to better meet the needs of the Network and foster deeper involvement among our members. Moving forward, let's all build on the success and spread the word about CAN, its vision, mission and objectives, and invite others to participate and join forces with current CAN Collaborators who are already making great strides towards a more accessible and inclusive society and economy in Canada.

This past year, I have been delighted to experience all the new ways CAN Members have been sharing knowledge and making connections. Our events, CAN Connect Forums, have provided an excellent opportunity for CAN Members to learn from each other's experiences and expertise and discuss a great variety of topics related to accessibility. These events, such as the Accessible Transportation in Canada or the Empowering Journeys: Embracing Accessibility for Collective Success, brought together hundreds of attendees and helped promote the Network across Canada.

We can all be proud of the Network's growth and the work we have done together this year. In the time to come, we will continue to reflect and take action to make a difference and accelerate the pace of changes in policies, employment, education & training, and research, design & innovation towards universal accessibility for all Canadians.

Tony Labillois
Chair, CAN Advisory Council
Director General, Justice, Diversity and Population Statistics Branch, Statistics Canada

3.0 About CAN

3.1 CAN's Vision

CAN aims to be Canada's cross-sectoral, national platform to empower persons with disabilities; to improve socio-economic and health outcomes; and to change mindsets and behaviours for a more accessible and inclusive Canada.

3.2 CAN's Mission

The mission of the Canadian Accessibility Network is to:

- Advance accessibility for persons with disabilities through research, design, technology and innovation; education and training; policy; employment; and community engagement;
- Mobilize strategic partnerships among individuals and institutions dedicated to advancing accessibility to encourage innovative and action-oriented leadership; and
- Leverage Canada's accessibility assets across sectors and disciplines to encourage system-level changes and cultural shifts in equity, mindsets and behaviours regarding persons with disabilities.

3.3 Cross-Sectoral Value Proposition

The creation of the Canadian Accessibility Network (CAN) provides an unparalleled opportunity for academic institutions, non-profit organizations, governments and businesses to combine and leverage their respective assets to advance accessibility and bring about timely, real and lasting change for persons with disabilities. By joining efforts in a sustained way, these partners can:

- Learn continuously from one another to enhance the quality, availability and accessibility of their respective facilities, programs and services and the support they offer to persons with disabilities;
- Provide a more comprehensive and integrated evidence base for public policy development, program decision-making and advocacy regarding accessibility;
- Create a more complementary and integrated inventory of offerings for education, training, employment, engagement and inclusion of persons with disabilities; and
- Reinforce each other's commitments to raise public awareness about accessibility and promote efforts to optimize the contributions of persons with disabilities.

3.4 Guiding Principles

- **Accessibility** – The Network will facilitate equitable and timely access for individuals and organizations to the knowledge, programs, services and community engagement efforts of the Network.
- **Inclusion** – The Network will embody “nothing about us, without us” by promoting inclusiveness and equity in determining its strategic directions, in its day-to-day operations and in the engagement of partners and stakeholders.
- **Intersectionality** – In alignment with the Accessible Canada Act and the Convention on the Rights of Persons with Disabilities, the Network acknowledges intersectionality and human rights as an organizing framework for all of its work. We recognize the diversity of identities and lived experiences in our society and the reality of multiple inequalities faced by people with disabilities. The Network will apply this intersectional lens to all of its decision-making processes.
- **Collaboration** – The Network will collaborate effectively with disability communities and partners in the public, non-profit and private sectors to maximize the relevance, application and impact of its knowledge and offerings.
- **Excellence** – The Network will enable research, education, training, policy development and knowledge mobilization regarding accessibility of the highest international standard and best practices.
- **Innovation** – The Network will initiate and catalyze new approaches to understanding accessibility and new means to address Canadians’ accessibility challenges and opportunities.
- **Sustainability** – The Network will pursue its mission in a manner that promotes the sustainability of its partners and enables it to attract the resources required to grow the capacity and contributions of the Network.
- **Accountability** – The Network will govern and manage its operations with integrity to ensure strong stewardship of the resources entrusted to it, be accountable to its partners and maintain the trust and confidence of the people whom it seeks to serve and engage.

4.0 CAN Governance

4.1 Governing Council

The primary role of the CAN Governing Council is to provide stewardship for the Network on behalf of its partner organizations who will benefit from the activities and impacts of the Network. The Council is made up of 17 individuals reflecting multi-sectoral representation from various organizations across Canada, with an interest in accessibility and inclusion. The Council will oversee the conduct of the Network's business in collaboration with the CAN National Office, which is responsible for the day-to-day realization of the Network's mission.

4.2 Advisory Council

The Advisory Council is comprised of the appointed representatives from each of our 107 Collaborator Organizations. The role of the Advisory Council is to bring a pan-Canadian voice to the Network, on behalf of their respective regions, as it relates to advancing accessibility for persons with disabilities.

The Advisory Council offers a cross-sectoral, cross-disciplinary and cross-country sounding board for the Governing Council and the Communities of Practice and provides a mechanism that ensures the Governing Council and the Communities of Practice benefit from the lived experiences of persons with disabilities and their support teams.

5.0 Communities of Practice

In the 2023-2024 operating year, the CAN Communities of Practice (CoPs) continued to foster engagement among CAN members. CAN currently operates four distinct Communities of Practice (CoPs), collectively comprising 274 members.

5.1 Education and Training Community of Practice

Membership: 75 members

Focus: This CoP is dedicated to enhancing our understanding of accessibility through educational and training initiatives and programs. They are currently engaged in two major projects:

- **Ableism Guide:** A resource aimed at raising awareness and educating on the issues and impacts of ableism within various contexts.
- **Engaging Persons with Disabilities Guide:** This project is developing a guide to help organizations effectively engage persons with disabilities in the creation of policies, tools and services. It addresses the best practices for consultation, determining time involvement, fair remuneration and avoiding overburdening participants, in response to new legislative requirements like those in the BC Accessibility Legislation.

5.2 Policy Community of Practice

Membership: 62 members

Focus: Dedicated to shaping and advocating for accessible policy frameworks, this CoP is involved in several key projects:

- **Canadian Legislation Review:** A thorough examination of existing Canadian accessibility legislation to identify gaps and areas for advocacy.
- **Review of Canada's Disability Inclusion Action Plan (DIAP):** This project facilitates member feedback and government consultation to refine the implementation of the DIAP, ensuring it meets the needs of the community.
- **Inclusive Governance Tool:** Aimed at ensuring that the voices of people with disabilities are included in decision-making processes at CAN, within workplaces and in external organizations.

5.3 Employment Community of Practice

Membership: 69 members

Focus: This CoP focuses on advancing accessibility and inclusivity within employment practices. They are currently working on:

- **Disability and Employment Framework for Accessibility Initiatives in the Workplace:** This project aims to develop a clear, concise and simple-to-use framework that supports policies and practices that promote accessible employment. A focus will be providing examples of policies, practices and processes that promote strength-based approaches to accessible employment initiatives. The aim is to reduce systemic barriers including unconscious bias and stigmatizing narratives and practices across the employment life cycle (Attraction, Recruitment, Onboarding, Learning, Development, Retention and Exit).

5.4 Research, Design, and Innovation Community of Practice

Membership: 68 members

Focus: This CoP integrates accessibility into research and design to foster innovative solutions. Their projects include:

- **Guide to Accessible Research Practices:** Developing a guide that addresses accessibility gaps in research practices, including the involvement of persons with disabilities, accessibility of research tools and spaces, as well as methodologies for communicating research in an accessible way.
- **Knowledge & Information Sharing:** This project aims to enhance the sharing of knowledge on accessibility-related research, design and innovation, promoting a collaborative environment where members can learn from existing practices without needing to reinvent the wheel.

Each of these Communities of Practice not only focuses on their specific domain but actively contributes to a broader dialogue and action on accessibility, ensuring that CAN's efforts are comprehensive and impactful.

6.0 Growing CAN's National Influence

In the 2023-2024 operating year, the Canadian Accessibility Network (CAN) continued to demonstrate its national influence by actively contributing to significant accessibility initiatives. One notable effort was the involvement of the Network in the National Air Accessibility Summit.

6.1 Formal Outreach to Minister Kamal Khera

CAN National Office formally reached out to Minister Kamal Khera to congratulate her on her appointment as the Minister of Diversity, Inclusion and Persons with Disabilities. The letter was signed by Suzanne Blanchard, Chair of CAN Governing Council. The CAN National Office had a productive meeting with the Minister's team, where we shared detailed information about CAN and the Network. The meeting concluded with a mutual commitment to fostering a collaborative relationship with Minister Khera and her team as we continue to advocate for and advance accessibility initiatives across Canada.

6.2 CAN Contribution to the National Air Accessibility Summit

Leading up to the Summit, CAN's Policy Community of Practice drafted a detailed letter outlining recommendations to enhance inclusivity in air travel. This letter was sent to the Honourable Pablo Rodriguez, Minister of Transport, and the Honourable Kamal Khera, Minister of Diversity, Inclusion, and Persons with Disabilities, on May 7, 2024. The letters were signed by the Chair of the Governing Council, Suzanne Blanchard.

Response from the Ministers' Offices

CAN received a positive response from the Accessibility Team at Transport Canada, which expressed appreciation for our input and acknowledged the value of our recommendations. The response highlighted:

- Gratitude for CAN's dedication to fostering inclusivity.
- Recognition of the importance of our contributions to the Summit.
- Confidence in achieving significant and lasting impact through collaboration.

CAN Participation in the National Air Accessibility Summit

Julie Caldwell and Mastoor Al Kaboody from CAN National Office represented CAN at the inaugural National Air Accessibility Summit, held on May 9, 2024, in Ottawa. This significant event, hosted by the Minister of Transport, the Honourable Pablo Rodriguez, and the Minister of Diversity, Inclusion and Persons with Disabilities, the Honourable Kamal Khera, brought together a diverse group of stakeholders to address critical accessibility issues within Canada's air travel sector.

Summit Highlights

The summit was a pivotal moment in advancing accessibility in air travel. It focused on three primary objectives:

1. **Discussing Current Issues:** Participants engaged in comprehensive discussions about the challenges faced by passengers with disabilities, ranging from physical barriers to inadequate services.
2. **Identifying Solutions:** Collaborative efforts were made to brainstorm and propose actionable short-term and long-term solutions to these ongoing issues. This included the adoption of a common medical form to streamline travel for passengers with disabilities and enhancing data sharing among airlines and other stakeholders to better track and address accessibility issues.
3. **Commitment to a Shared Accountability Framework:** The National Airlines Council of Canada (NACC) emphasized the need for a shared accountability model, ensuring that all entities within the aviation ecosystem adhere to service standards and provide real-time information about service disruptions. This framework includes performance data collection and compliance audits by the Canadian Transportation Agency (CTA).

CAN's Role and Contributions at the Summit

CAN's participation at the summit was focused on networking and representation. We took the opportunity to:

- **Network and Build Connections:** Establishing and strengthening relationships with key stakeholders, including airlines and decision-makers in the transportation sector.
- **Representation:** Ensuring that CAN was recognized as an integral part of the discussions on accessibility, thereby reinforcing our commitment to advancing accessibility in Canada.
- **Planning Future Collaborations:** Engaging with stakeholders to plan ongoing and future collaborations aimed at advancing accessibility in the air travel sector.
- **Meeting with Canada's Chief Accessibility Officer:** The National Office Team had a brief meeting with Stephanie Cadieux, Canada's Chief Accessibility Officer and her team. In this meeting, Ms. Cadieux confirmed her participation as a keynote speaker in CAN's December Business Meeting, reinforcing the collaborative efforts between CAN and key government stakeholders to advance accessibility initiatives across Canada.

7.0 Sharing Knowledge and Best Practices

7.1 CAN Connect Forums

CAN Connect Forums are events which provide CAN members opportunities to network with one another, to learn about each other's work, to share best practices and to connect across locations and sectors. Six CAN Connect Forums were held in 2023-2024, all of which were well attended (a total of 1001 attendees registered) and received positive feedback.

June 20, 2023 – Pathways to Change: Indigenous Insights on Accessibility and Disability

This CAN Connect Forum provided the opportunity to raise awareness about unique barriers and realities faced by Indigenous persons with disabilities in hopes to explore how we can work towards reconciliation and take action to build more inclusive societies that celebrate and support members of Indigenous communities who are disabled.

October 26, 2023 – Accessible Transportation in Canada

The “Accessible Transportation in Canada” session provided a brief overview of the ongoing initiatives and research aimed at improving inclusive and equitable transportation options in Canada.

November 14, 2023 – Entrepreneurship in Canada – Perspectives from People with Disabilities

To mark the 2023 Global Entrepreneurship Week, the Canadian Accessibility Network (CAN), in collaboration with entrepreneurs with Disabilities Program (EDP) Leaders in Canada, hosted a panel to share insights into self-employment as an accessible path for persons with disabilities, focusing on the lived experiences of Canadian entrepreneurs.

March 26, 2024 – Empowering Journeys: Embracing Accessibility for Collective Success

Moderated by Tony Labillois, Chair of CAN Advisory Council, the Canadian Accessibility Network (CAN) and Statistics Canada co-hosted a panel discussion to highlight the impact of accessibility on individual experiences and collective success.

April 23, 2024 – The Power of Collaboration, Mentorship, and Knowledge Exchange as Key Drivers in the Disability Sector

This CAN Connect Forum showcased the importance of knowledge exchange and support networks in the accessibility sector. This panel discussed practical examples of creating collaboration and mentorship opportunities and facilitating connections to create meaningful community impact.

May 14, 2024 – Accessibility Research Now and in the Future

In this session, panelists shared experiences and findings from past and ongoing research projects and discussed future areas of study that highlighted the evolution of accessibility research and its impact.

The Forums are open to the public and CAN Members are highly encouraged to attend. For more information on CAN Connect Forums, to access recordings of past sessions and to learn more about our upcoming schedule, visit [CAN Events](#).

8.0 Building Connections and Coordinating Efforts

8.1 CAN Newsletter

CAN has continued to publish the CAN E-Newsletter on a bi-monthly basis since May 2023. There were 6 CAN Newsletters issued in 2023-2024, which included information about upcoming events, activities, news, learning and consultation opportunities related to accessibility across Canada. The newsletter is currently distributed to 900 subscribers.

9.0 CAN By the Numbers

9.1 2023-2024 Highlights

- 107 CAN Collaborator Organizations (35 new CAN Collaborators)
- 214 CAN Individual members and experts
- 34 unique types of accommodations within our Network
- 10 different languages spoken within the Network
- 71 members with lived experience (33% self-identify as having lived experience of a visible or non-visible disability)
- 35 CAN Meetings (Advisory Council, Governing Council, Communities of Practice, CoPs Co-Leads)
- 6 CAN Connect Forums
- 1001 CAN Connect Forum Registrations
- 913 CAN Newsletter Subscribers

9.2 Location

CAN is represented in eight provinces and one territory across Canada. The table below provides a comprehensive breakdown of the number of CAN Collaborators and Individual Members in each of these regions.

Province/Territory	Number of CAN Collaborators and Members
Alberta	9
British Columbia	19
Manitoba	6
New Brunswick	4
Nova Scotia	20
Nunavut	1
Ontario	139
Quebec	10
Saskatchewan	6
Total	214

9.3 Collaborator Representation: Top 5 Sectors

- Services
- Not-For-Profit/NGO
- Post-Secondary Education
- Crown Corporation
- Federal Government

10.0 CAN Leadership

Key CAN members in leadership roles:

- Suzanne Blanchard, Chair of the CAN Governing Council
- Tony Labillois, Chair of the CAN Advisory Council and Vice-Chair of the CAN Governing Council
- Pina D’Intino, Co-Lead of the Education & Training Community of Practice
- Maureen Wideman, Co-Lead of the Education & Training Community of Practice
- Bianca Go, Co-Lead of the Employment Community of Practice
- Richard Plummer, Co-Lead of the Employment Community of Practice
- Lucille Berlinguette-Saumure, Lead of the Policy Community of Practice
- Amber Knabl, Co-Lead of the Research, Design & Innovation Community of Practice
- Claire Davies, Co-Lead of the Research, Design & Innovation Community of Practice

10.1 CAN National Office

Key members of the CAN National Office team:

- Boris Vukovic, Director, Accessibility Institute and the CAN National Office
- Julie Caldwell, Assistant Director of Program Operations, Accessibility Institute and the CAN National Office
- Mastoor Al Kaboody, CAN Program Manager
- Ariel Birkinshaw, Administrative & Communications Coordinator
- Madeleine Egginton, Annual Business Meeting Coordinator
- Ken Yi Lei Lei, CAN National Office Support
- Mikaela Stevenson, Communications and Events Coordinator, Accessibility Institute and the CAN National Office

10.2 CAN Collaborators

Within our Network, it is essential to understand the nuanced distinctions among CAN Collaborator Organizations, CAN Individual Collaborators, and CAN Members. CAN Collaborator Organizations refer to organizations that have gained approval in their entirety to join CAN. On the other hand, CAN Individual Collaborators represent individuals who enrich our Network with their specialized knowledge and insights. They choose to engage with CAN as Individual Collaborators, adding depth and diversity to our collective intelligence. Lastly, CAN Members encompass all individuals who actively participate in our communities of practice. Whether they are employees of Collaborator

Organizations or independent individuals seeking to engage with our initiatives. Visit [CAN Collaborators](#) to learn more.

CAN Collaborator Organizations

1. Abilities Centre Whitby - Ottawa
2. Ability New Brunswick
3. ABLE2
4. Aboriginal Apprenticeship Board
5. Accessibil-IT Inc.
6. Accessible Employers
7. Accessibrand
8. Adaptability Canada Corporation
9. Aequum Global Access Inc.
10. Ai-Media
11. Algonquin College
12. Alliance for Equality of Blind Canadians Toronto Chapter
13. Allied Therapy
14. Association for the Rehabilitation of the Brain Injured
15. Autism Alliance of Canada
16. BDO Canada LLP / BDO Consulting
17. Bow Valley College
18. Branching Out Support Services
19. Bruyère Research Institute
20. Business + Higher Education Roundtable (BHER)
21. Canada Border Services Agency
22. Canada Border Services Agency – Persons with Disabilities Advisory Committee
23. Canada Post
24. Canada Revenue Agency – National Employment Equity, Diversity, and Inclusion Division of the Human Resources Branch
25. Canadian Assistive Technology
26. Canadian Association for Supported Employment
27. Canadian Chamber of Commerce
28. Canadian Council on Rehabilitation and Work
29. Canadian Hospice Palliative Care Association
30. Capco Canada
31. Carleton University
32. CBC/Radio-Canada
33. CDP Communications Inc
34. Centre for Equitable Library Access
35. City of Ottawa
36. CNIB Foundation
37. Collaborate Video
38. Community Futures Manitoba
39. D2L Desire2Learn
40. Dalhousie University
41. DeafBlind Ontario Services
42. Disability Alliance BC
43. Disability Foundation
44. Distinctability Ltd.
45. Employment Accessibility Resource Network
46. Espace MUNI
47. Every Canadian Counts
48. Eviance (Canadian Centre on Disability Studies Inc.)
49. EY Canada
50. Fable
51. Fair Chance Learning
52. Government of New Brunswick's Office of the Chief Human Resources Officer
53. Halifax Regional Municipality
54. Hidden Mobility Disabilities Alliance

55. Home Sharing Support Society BC
56. Inclusion BC
57. Inclusion Nova Scotia
58. Inclusive Society
59. Inclusive Workplace and Supply Council of Canada
60. Independent Living Canada
61. Infinity
62. Ingenium
63. L'Arche Canada
64. La Cité
65. Left Turn Right Turn
66. Make a Difference Through Inclusion
67. Manitoba Possible
68. March of Dimes
69. McGill University
70. Mount Saint Vincent University
71. Municipality of Clarington
72. National Educational Association of Disabled Students
73. ND Connect
74. Neil Squire Society
75. Nova Scotia Accessibility Directorate
76. Nova Scotia League for Equal Opportunities (NSLEO)
77. Nunavummi Disabilities Makinnasuaqtiit Society
78. Ontario Council of Agencies Serving Immigrants (OCASI)
79. Ontario Disability Employment Network (ODEN)
80. Ontario Tech University
81. Ottawa Foyers Partage
82. Propeller Dance
83. Public Services and Procurement Canada
84. Queen's University
85. Queen's University – Canadian Disability Policy Alliance
86. Recreational Respite Inc.
87. Rick Hansen Foundation
88. Saint Mary's University
89. Saskatchewan Association of Rehabilitation Centres (SARC)
90. Specialisterne
91. Spinal Cord Injury Canada
92. St. Francis Xavier University
93. Statistics Canada
94. The Sinneave Family Foundation
95. Thompson Rivers University
96. Transport Canada
97. University of the Fraser Valley
98. University of Manitoba
99. University of New Brunswick
100. University of Ottawa
101. University of Toronto
102. University of Victoria – CanAssist
103. University of Waterloo
104. Via Rail
105. Whimble Care Inc
106. Workplace Safety and Insurance Board
107. York University

CAN Collaborator Individuals

108. AnaLori Smith – Accessibility Subject-Matter Expert, Canada School of Public Service
109. Andrew McIntyre – Lawyer and Senior Policy Advisor, OPS Accessibility Office, Treasury Board Secretariat
110. Cynthia Bruce – Assistant Professor, Music Therapy, Concordia University
111. Danielle Lorenz – Associate Editor, Canadian Journal of Disability Studies
112. Dulcie McCallum – Former member of Canada’s Delegation to the UN Convention on the Rights of Persons with Disabilities
113. Matthew Gallina – National ISET Coordinator, Congress of Aboriginal Peoples
114. Matthew Raniowski – Electronics Technician, Canadian Forces/National Defence
115. Melissa Egan – National Lead, Episodic Disabilities, Realize
116. Ian MacVicar – Ian MacVicar Yoga and Mindful Resilience Coaching
117. Jaime Winkler – Network Coordinator, Cerebral Palsy Canada Network
118. Richard Plummer – Director, Business Development & Operations, Canadian Hard of Hearing Association
119. Rosalie McGrath – Senior Advisor, Accessibility Office, Treasury Board of Canada Secretariat
120. Scott Allardyce – Senior Policy Advisor, OPS Accessibility Office, Treasury Board Secretariat
121. Sowmya Bhaskar – Human Resources Professional
122. Steve Estey – Independent Consultant, CRPD and International Disability Rights
123. Suleman Arshad – Founder and President of School of Inclusion
124. Lucille Berlinguette-Saumure (AC) – Former Leader at the City of Ottawa
125. Phillip Turcotte – Disabled Person & Disability-Inclusion Champion
126. Anne MacRae – National Executive Director
127. Christine Malone – Diversity and Inclusion Programs and Projects Specialist