

THE DISABILITY LENS CHECKLIST

<u>CONSULTATION and DATA COLLECTION</u>	Yes	No
<ul style="list-style-type: none"> It is essential that all information collected be comprehensive and accurate to ensure equitable outcomes. 		
a) Has qualitative as well as quantitative data been used?	<input type="checkbox"/>	<input type="checkbox"/>
b) Have similar initiatives in other jurisdictions been looked at and evaluated?	<input type="checkbox"/>	<input type="checkbox"/>
c) Have all stake holders, including consumers, been consulted to collect specific information regarding the issues under consideration?	<input type="checkbox"/>	<input type="checkbox"/>
d) Have persons with disabilities of diverse backgrounds, cultures, genders, ages and experiences been included in all stages of this initiative?	<input type="checkbox"/>	<input type="checkbox"/>
e) Have all areas of the province (urban / rural) been represented in this consultation?	<input type="checkbox"/>	<input type="checkbox"/>
<u>ACCESSIBILITY AND APPROPRIATE ACCOMMODATION</u>		
<ul style="list-style-type: none"> Attitudes may create barriers to access. Promoting positive attitudes and raising awareness can remove these barriers. 		
a) Does this initiative respect and value the diversity of persons with disabilities?	<input type="checkbox"/>	<input type="checkbox"/>
b) Have accommodations for persons with different disabilities and different ages been considered, planned for and integrated into this initiative?	<input type="checkbox"/>	<input type="checkbox"/>
c) Have the transportation needs of persons with disabilities and their families been considered?	<input type="checkbox"/>	<input type="checkbox"/>
d) Have the communication needs of persons with disabilities and their families been considered?	<input type="checkbox"/>	<input type="checkbox"/>
e) Does this initiative encourage independence and respect for persons with disabilities?	<input type="checkbox"/>	<input type="checkbox"/>

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<u>DISCRIMINATION and LEGAL IMPLICATIONS</u>	Yes	No
<ul style="list-style-type: none"> • Government and the private sector must ensure that legislation, policy, programs and services are equitable and do not, either intentionally or unintentionally, discriminate against persons with disabilities. 		
a) Is any one group of people intentionally left out of this initiative?	<input type="checkbox"/>	<input type="checkbox"/>
b) Have measures been taken to include historically under represented groups?	<input type="checkbox"/>	<input type="checkbox"/>
c) Is any aspect of this initiative likely to cause indirect discrimination?	<input type="checkbox"/>	<input type="checkbox"/>
d) Does this initiative recognize that persons with disabilities may need different treatment in order to achieve full equality?	<input type="checkbox"/>	<input type="checkbox"/>
e) Have the legal implications of this initiative been analyzed?	<input type="checkbox"/>	<input type="checkbox"/>
 <u>ECONOMIC STATUS, EDUCATION, TRAINING, AND EMPLOYMENT</u>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> • For persons with disabilities to achieve economic equality and income parity, equal access to education, training, and employment opportunities is a necessity. 		
a) Does this initiative ensure equal access to education, training, and employment opportunities for persons with a broad range of disabilities?		
b) Have you considered how geographic location, culture, gender, age and other societal factors may influence this initiative?	<input type="checkbox"/>	<input type="checkbox"/>
c) Does this initiative include persons with disabilities in the decision-making process?		
d) Does this initiative take into account the current economic status of the proposed participants?	<input type="checkbox"/>	<input type="checkbox"/>
e) Have the transportation, communication, equipment and physical access needs of proposed participants been considered?	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>

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<u>COMMUNICATION</u>	Yes	No
<ul style="list-style-type: none"> • Careful presentation of information about, and to, persons with disabilities can help overcome negative attitudes and shape positive ones. 		
a) Does this initiative use inclusive language and images which focus attention on ability rather than disability?	<input type="checkbox"/>	<input type="checkbox"/>
b) Does this initiative use language that recognizes the diversity of people with disabilities?	<input type="checkbox"/>	<input type="checkbox"/>
c) Are all documents and communication material written in plain language?	<input type="checkbox"/>	<input type="checkbox"/>
d) Are all documents available in alternative formats, (i.e. Braille, audio tape, computer diskettes)?	<input type="checkbox"/>	<input type="checkbox"/>
e) Are documents located in an environment which is physically accessible and are persons with disabilities informed of the availability of materials in alternative formats?	<input type="checkbox"/>	<input type="checkbox"/>
<u>SAFETY AND PROTECTION FROM VICTIMIZATION</u>		
<ul style="list-style-type: none"> • Fear and the experience of victimization (abuse, violence, neglect, harassment, and discrimination) can limit the choices and opportunities of persons with disabilities. 		
a) Does this initiative use every opportunity to challenge stereotypes which promote dependency, isolation, and powerlessness?	<input type="checkbox"/>	<input type="checkbox"/>
b) Does this initiative consider the safety needs of people with a broad range of disabilities?	<input type="checkbox"/>	<input type="checkbox"/>
c) Have the safety needs of persons from different social, cultural, and economic backgrounds been considered?	<input type="checkbox"/>	<input type="checkbox"/>
d) Have <u>factors</u> such as age, gender, ethnicity, and sexual orientation been considered?	<input type="checkbox"/>	<input type="checkbox"/>
e) Have persons with disabilities been consulted about any potential safety issues associated with this initiative?	<input type="checkbox"/>	<input type="checkbox"/>

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<u>HEALTH AND WELL BEING</u>	Yes	No
<ul style="list-style-type: none">• The unique physical and emotional needs of persons with disabilities must be considered. Social isolation and low economic status often affects their ability to maintain good health and social well-being.		
a) Is this initiative supportive of the health and well-being of persons with disabilities?	<input type="checkbox"/>	<input type="checkbox"/>
b) Does this initiative support a persons right to access events, opportunities, and activities in the community?	<input type="checkbox"/>	<input type="checkbox"/>
c) Does this initiative consider the varied social and cultural needs of a wide range of persons with disabilities?	<input type="checkbox"/>	<input type="checkbox"/>
d) Does this initiative consider the varied needs of a wide range of persons with disabilities at different stages of life and development?	<input type="checkbox"/>	<input type="checkbox"/>
e) Does this initiative affect, either positively or negatively, the economic status of persons with disabilities?	<input type="checkbox"/>	<input type="checkbox"/>

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Conclusion:

- Every “Yes” response made so far reflects positive impacts on persons with disabilities and moves this initiative another step closer towards equity.
- Positive responses to the following overarching questions will confirm that every attempt has been made to ensure this initiative is equitable for persons with disabilities.

<u>Summary Questions:</u>	Yes	No
1. Have all components of this initiative been reviewed using the Disability Lens Checklist?	<input type="checkbox"/>	<input type="checkbox"/>
2. Were the possible impacts of this initiative for persons with agility, mobility, mental/cognitive, hearing, speech, and visual disabilities accounted for?	<input type="checkbox"/>	<input type="checkbox"/>
3. Have the impacts of this initiative been considered according to gender, culture, age, marital status, sexual orientation, geographic location, and income level?	<input type="checkbox"/>	<input type="checkbox"/>
4. Does this initiative support the full participation and independence of individuals with disabilities of any age?	<input type="checkbox"/>	<input type="checkbox"/>
5. Does this initiative portray positive images of persons with disabilities?	<input type="checkbox"/>	<input type="checkbox"/>
6. Have specific actions been taken to remove existing barriers and increase opportunities and choices for persons with disabilities?	<input type="checkbox"/>	<input type="checkbox"/>
7. Have accommodations been identified which someone with a disability would need to participate in this initiative?	<input type="checkbox"/>	<input type="checkbox"/>
8. Have all “no” responses to the questions in the Disability Lens been addressed to reflect positive outcomes and equity for persons with disabilities?	<input type="checkbox"/>	<input type="checkbox"/>
9. Was consultation sought from the Office for Disability Issues?	<input type="checkbox"/>	<input type="checkbox"/>
10. Was consultation sought from the communities of persons with disabilities and/or other disability related resources?	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>

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Glossary of Terms

Accessible	<ul style="list-style-type: none">• includes attitudinal access, physical access, location, accessible formats and alternative communication
Adverse Effects Discrimination	<ul style="list-style-type: none">• occurs as a result of a failure to ensure that all persons benefit <i>equally</i> from a service offered to everyone
Alternative Communication	<ul style="list-style-type: none">• required by persons who are deaf, hard of hearing or whom are non-speaking
Alternative Formats	<ul style="list-style-type: none">• required by persons who are blind, have severely restricted vision, are deaf, hard of hearing, deaf-blind or print-handicapped
Appropriate Accommodation	<ul style="list-style-type: none">• accommodations that have considered the factors specific to the person / group being accommodated
Direct Discrimination	<ul style="list-style-type: none">• occurs when members of a group are specifically excluded from receiving a benefit
Disability	<ul style="list-style-type: none">• the loss or reduction of functional ability and activity that is consequent upon impairment
Equity	<ul style="list-style-type: none">• may be equated with fairness, with the realization that treating everyone equally may produce inequitable outcomes
Handicap	<ul style="list-style-type: none">• an environmental or attitudinal barrier that limits the opportunity for a person to participate fully

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Indirect Discrimination

- unintentional acts that limit the opportunities for persons with disabilities to participate in society

Impairment

- any disturbance of, or interference with, the normal structure and functioning of the body, including the systems of mental function

Legislation

- The Canadian Charter of Rights and Freedoms s. 15 (1).
- BC Human Rights Act
- Employment Equity Act
- BC Public Service Act

Reasonable Accommodation

- adjustments or provisions made to address individual needs
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- determined on a case by case basis

Systemic Discrimination

- discriminatory practices that are inherent within an entire system (may be direct or indirect)