

# THE DISABILITY LENS CHECKLIST

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

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<u>DISCRIMINATION and LEGAL IMPLICATIONS</u>	Yes	No
<ul style="list-style-type: none"> <li>• 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.</li> </ul>		
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"> <li>• For persons with disabilities to achieve economic equality and income parity, equal access to education, training, and employment opportunities is a necessity.</li> </ul>		
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"> <li>• Careful presentation of information about, and to, persons with disabilities can help overcome negative attitudes and shape positive ones.</li> </ul>		
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"> <li>• Fear and the experience of victimization (abuse, violence, neglect, harassment, and discrimination) can limit the choices and opportunities of persons with disabilities.</li> </ul>		
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"><li>• 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.</li></ul>		
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"/>

# THE DISABILITY LENS CHECKLIST

## 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"/>

# THE DISABILITY LENS

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## Glossary of Terms

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

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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)