

## Kelly Lush

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**From:** Community Living Kincardine & District <aswan@clkd.ca>  
**Sent:** May 4, 2023 10:00 AM  
**To:** Kelly Lush  
**Subject:** CLKD's May 2023 newsletter is here!



May 2023 Newsletter

[View this email in your browser](#)

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## May is Community Living Month



During Community Living Month, we celebrate the accomplishments of our community in the movement towards our mission of an inclusive and caring community.

Here in the Municipality of Kincardine and the Township of Huron-Kinloss, we have lots to celebrate! Throughout the month of May, we'll be hearing from some of the people we support as they share their stories and feelings of belonging.

These videos will be released throughout the month on our [facebook page](#), our [Youtube Channel](#), and posted to our [website](#).

As we reflect on 60 years during this Community Living Month, we would like to thank, and congratulate our community for caring, including and helping to *Inspire Possibilities!*

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## Zach's 3D Art and Animation



Pictured above is a small sample of Zach's work. To see more of his amazing 3D art and animations, [click here to visit his YouTube page.](#)

Learning how to make 3D art has been a long, and at times frustrating journey, but it's allowed me to express my creativity in ways I'd never would've thought possible. My interest in 3D creation started when I discovered Unreal Engine, an extremely powerful creation engine that allows for basically limitless creativity. I started learning Unreal back before 2020, making basic structures and scenes with static meshes. Over time I learned to sculpt and paint landscapes, create stunning lighting, and use particle systems to really bring my environments to life. Things took a bit of a turn however when I started dabbling with game development.

While Unreal Engine can be utilized for virtual production, marketing and sometimes even architectural design, its main use is as a game engine. I thought it would be cool to start learning game development, as not only would I be able to make something that others could experience, it could also lead to a future career path. However I severely underestimated just how complicated game development would be. While making 3D environments is a rather simple process, game development introduces coding into the mix. Luckily, Unreal Engine uses a very user-friendly programming language called Blueprints, which uses a node-based scripting system rather than the traditional text-based system. This helped make the process easier to understand, since it's basically just plugging in wires to make it do what you want it to do. As long as you have a basic understanding of what the nodes do, it's not all that hard.

Shortly after discovering Unreal Engine, I also discovered Blender; a 3D modeling and animation software. I decided it would be a good idea to start learning how to make and animate my own characters for my games, but little did I know that learning Blender was going to be a whole new road of obstacles.

[Continue Reading...](#)

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## Locks of Love Donations



When I found out that I was going to lose my hair during Chemotherapy I decided that I really wanted to donate my hair to other people who needed a wig. I had the length of hair needed for it.

At Owen Sound Hospital they gave me a wig for free at the Cancer center. They took me to go pick one out, they had lots of really short blond ones – but that’s not really my color! I did get one that is more brown with highlights in it, it is nice. I bought some nice clips and accessories to put in it.

The girls at the Hair Connection were really nice and gave me a nice short haircut and donated my hair for me at no charge! They fixed up my wig for me too.

When I started to lose my hair it really freaked me out – it was coming out so fast, I was really

glad that I already had the wig and it was ready to wear. I also have a cute hat for when it is to warm out to wear the wig. The hats are also really good to wear under my riding helmet, my sister-in-law crocheted 2 hats for me. They are pretty.

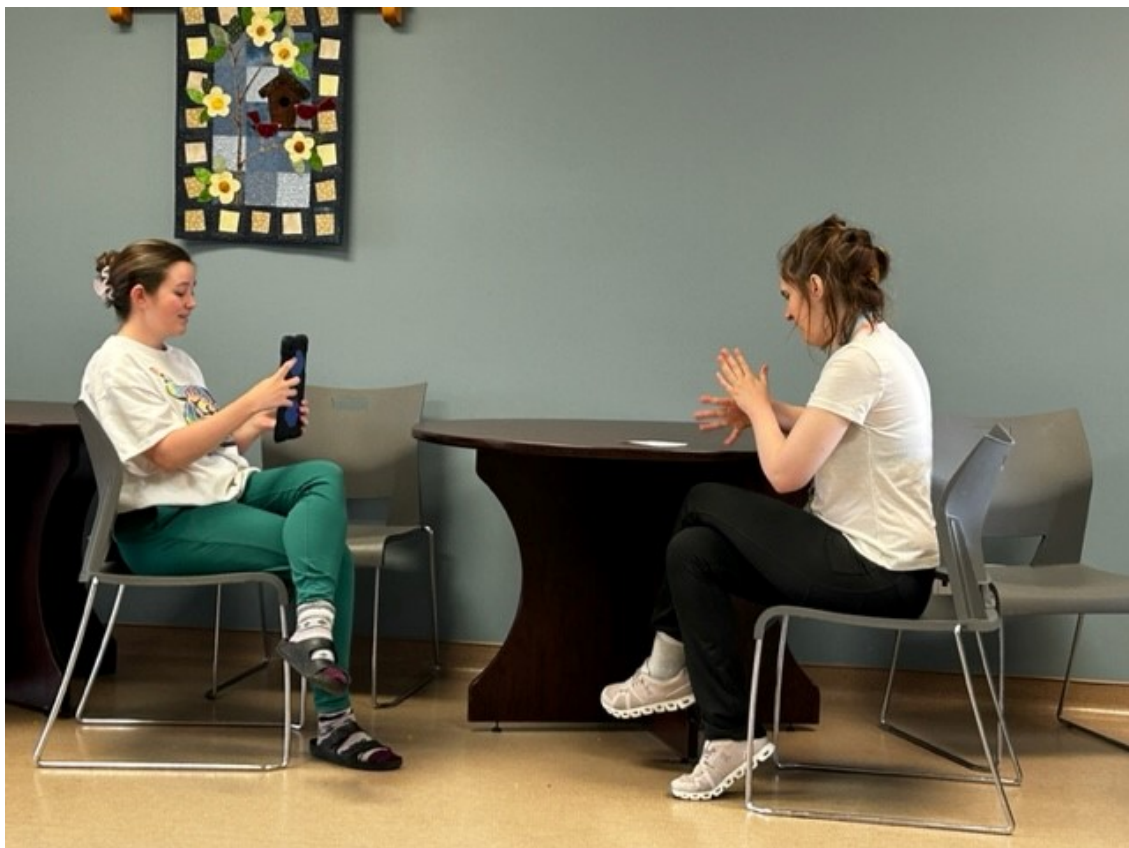
I'm going through a lot, but it is good to know my head is taken care of and I like that I was able to give my hair to someone else who might be going through a lot, and I was also really happy to hear that one of my support workers, Leisa, also donated her hair to locks of love and we got a nice picture. We both look like super models.

I was glad that they took my Driver license photo when my hair had a cute style that Hair Connections gave me.

- Kathy Soloduka

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## Bethany Creates Instructional Communication Videos



Bethany and Audrey have been working on recording videos of Bethany's sign language.

Bethany signed, *"friends and staff, help and learn"* for her motivation behind creating these videos. Bethany uses minimal spoken words to communicate and often uses sign language, hand gestures or technology to assist with communication. Bethany signed *"mom and dad"* with a proud smile on her face indicating she is eager to share her work with her parents as well.

Sign language can look different for each individual who uses it so it was important to Bethany that her staff and friends understand what she's saying.

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## Cheering on the Toronto Maple Leafs!



Alyssa has been enjoying cheering on the Toronto Maple Leafs throughout the NHL season. Being an avid hockey fan she has enjoyed seeing them make it to the playoffs!

"I've been a hockey fan for years and always liked the Maple Leafs. They are my favourite NHL team. I love to catch every game I can. I like to wear my jersey, shirt, hat and use my maple leafs mug. One jersey I wear in my chair and one is a keepsake.

Last week, my Dad came by to surprise me with a new Maple Leafs flag in the front yard! Once

the playoffs are over, we will switch to the Blue Jays flag. My housemate Randy was excited to see the flag as well. **Go Leafs Go!**" - Alyssa

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## Supported Independent Living - Bob's Story



There are times when, as a support person, we have to walk that fine line between too much support and not enough. How do we help someone to achieve the maximum amount of independence while continuing to maintain safety, care and security? We have an urge at times to "Do For" people because we want to shield them from risk and make sure things are done "properly". But, how do people learn best?? By taking risks, learning from mistakes, and trying again! This is the path that everyone has to take - no exceptions.

For the Supported Independent Living (SIL) team, constant evaluation and adjustment is really the only way to juggle this balancing act. This can be a challenging process, but the results are so worth all of the time spent.

Many of you may know Bob. He is a frequent downtown shopper, a church goer, an avid swimmer, a fish and chip enjoyer and can be seen every summer enjoying the pipe band and other community events. What you may *not* know is that Bob spent a large portion of his life having things done for him. Whether he was capable of doing those things for himself wasn't fully explored in the systems of support that he received. Bob has been a part of the SIL program at CLKD since February 2008 and, in that time, has grown in his independence - at home and the community - exponentially.

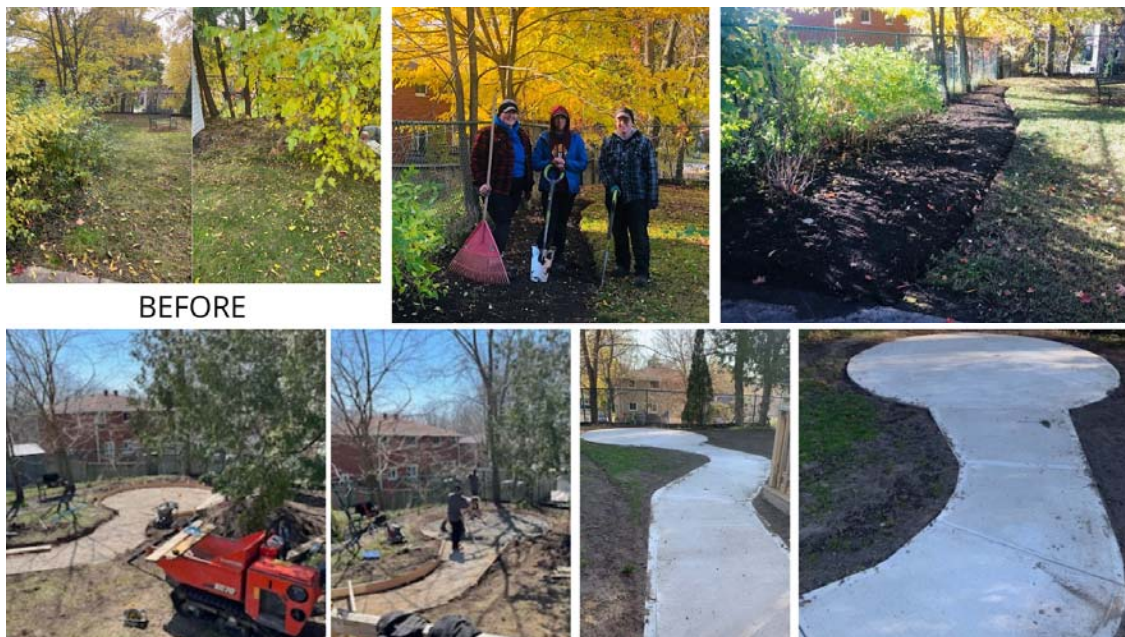
He started with almost one-to-one support with a staff cooking, cleaning, scheduling, banking and communicating “for” him. His expectations of himself were that he needed to always “ask a staff” before doing anything and this resulted in many hours of him writing notes and seeking answers or “permission” to do things.

What we have learned while supporting him is that he really just needed to have someone remind him that he is capable of making those decisions for himself. Over the years, a series of safeguarding strategies have been put into place within our local community so that Bob no longer needs to rely on staff to make decisions about his own life. As a result, Bob’s SIL supports are now catered towards expanding his independence even further. For example, Bob learned how to independently order his groceries online during the Covid-19 lockdown, and now his support team is helping him learn how to pick up his groceries independently from the fridges and freezers at No Frills.

The skills Bob has developed over the years have been noted in the community; people who have known Bob for a long time cannot help but comment on how relaxed he always seems and how happy he appears when they see him around town. These are the moments in SIL that make our hearts smile as we celebrate what is truly is an amazing success story!

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## Backyard Oasis Update!



The Backyard Oasis project is well under way! Butorajac Garden Maintenance came in the fall to clean up the overgrown areas of the backyard and will be returning this spring to finish up

by planting a pollinator garden and other flowers and perennials.

Kris and Landon from KAR Contracting installed our cement pathway and gazebo base last week and we are anxiously awaiting the arrival of our new gazebo from Bosman Outdoor Leisure Products. This space will give supported individuals a place to enjoy the outdoors and have visits with family and friends.

When we spoke to the residents about the project, they had this to say:

*"I can't wait to play guitar outside in the new gazebo with Tony!" - Allan*

*"I want to put bird feeders up and watch the birds." - Rick*

Donald has contently observed the construction throughout the project and was excited to watch Kris and Landon prepare the backyard for the gazebo.

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## Community Partner Spotlight on Fincher's!



CLKD is fortunate to have so many wonderful supporters in our community, and to have such positive relationships with local businesses who are always willing to support us as well.



Fincher's Kincardine has always been eager to be a part of what we do, from advertising our events, participating in fundraisers, donating to our campaigns, and more. They've supplied little puzzles and stickers for giveaways and are big helpers in getting CLKD's book, Meet Will and Jake, into the hands of families and educators far and wide.

Thanks to Fincher's enthusiastic promotion of our book at their front counter, they have managed to sell many copies of this book on our behalf. This partnership makes the story of Will and Jake that much more accessible to everyone and helps get our story about Down Syndrome, anti-bullying, and inclusion to a wider audience. Thank you Fincher's for all you do for us! If your family, school, or business would like a copy of Meet Will and Jake, Best Buds Forever, stop on by to Fincher's 7 days a week in downtown Kincardine.

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## All Kids Can Play Workshops



Community Living Kincardine & District and the Grey Bruce Inclusive Playgroup are ready to help ensure that **'All Kids Can Play'!** Together, we have developed training, materials and gathered resources to help recreation leaders in our community include children with all abilities in programs such as sports, arts and culture, music, dance and youth clubs.

*"If we consider how much children without disabilities grow as a result of their involvement in activities, we can imagine what another child stands to lose when they are excluded from those same activities" - Susan Stolz, Kids Included Together*

**Registration is now open** for two upcoming community training sessions. These workshops are designed for coaches, recreational leaders, municipal staff, small business owners,

volunteers and parents looking to increase their understanding of inclusive practices, policies and strategies. **Thanks to a generous grant from the Community Foundation Grey Bruce, these workshops are being offered free of charge.**

The workshops will help participants to:

- Develop a clear understanding of the benefits of inclusive practices for children with and without disabilities
- Break down common myths about inclusion
- Learn how to create flexible and accessible environments where all children can thrive
- Identify practical strategies and techniques to deal with potential challenges, including communication, behaviour, program constraints and peer interactions
- Find out how to communicate their commitment to inclusion, from updating policies to marketing materials
- Receive access to resources, templates and sample handouts

#### **Workshop Details:**

**Date:** Tuesday May 30<sup>th</sup>

**Time:** 6pm

**Location:** Miller Insurance Room, Davidson Centre

**Date:** Thursday June 1<sup>st</sup>

**Time:** 10am

**Location:** Miller Insurance Room, Davidson Centre

To register for one of these workshops, visit the new [All Kids Can Play page](#) on the CLKD website. The page also has links to free resources and additional educational opportunities.

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## Upcoming Events & Activities

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## Annual General Meeting

June 21, 2023

Join us for the Community Living Kincardine and District Annual General Meeting at 6:00pm the Kincardine Legion.



## 15th Annual CLKD Charity Golf Classic presented by 2mPower

July 21, 2023

Join us at Ainsdale Golf Course for another great day of golf. This fundraising event helps to enhance our supports for the over 150 people in our community living with a developmental disability.

Registration opens soon. Visit [www.clkd.ca/golf-tournament](http://www.clkd.ca/golf-tournament) for more details.

To learn more about CLKD's services and events, visit our website!



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Our mailing address is:

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Kincardine, On N2Z 2Z3  
Canada

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## Kelly Lush

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**From:** Kelly Lush  
**Sent:** May 9, 2023 1:44 PM  
**To:** Kelly Lush  
**Subject:** FW: 2023-2026 OSUM Executive Committee

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**From:** OSUM Communications <[communicate@amo.on.ca](mailto:communicate@amo.on.ca)>  
**Sent:** Tuesday, May 9, 2023 1:01 PM  
**To:** Jennifer White <[jwhite@huronkinloss.com](mailto:jwhite@huronkinloss.com)>  
**Subject:** 2023-2026 OSUM Executive Committee



## 2023-2026 OSUM Executive Committee

The Ontario Small Urban Municipalities (OSUM) is pleased to announce its 2023 -2026 Executive Committee:

**Hilda MacDonald-** *Mayor, Town of Leamington (Chair)*

**Bob Kwapis-** *Councillor, Town of Newmarket (Vice-Chair)*

**Gail Ardiel-** *Councillor, Town of The Blue Mountains*

**Nicole Beatty-** *Deputy Mayor, Town of Cobourg*

**Deb Doherty-** *Councillor, Town Collingwood*

**Lynn Dollin-** *Mayor, Town of Innisfil*

**Ron Elliott-** *Councillor, Town of Minto*

**Larry David McCabe-** *Councillor, City of Stratford*

**Jamie McGarvey-** *Mayor, Town of Parry Sound*

**Michelle Smibert-** *Deputy Mayor, Municipality of Thames Centre*

**Tanya Vrebosch**- *Councillor, City of North Bay*

**Larry J McCabe** – *Administrative Officer (Secretary)*

The term of Chair and Vice-Chair are for the period of 2023-2025.

OSUM Chair, Hilda MacDonald is looking forward to working with the new Executive. “We are pleased and excited by the interest in the Executive Committee positions and welcome our new members. The Executive Committee is looking forward to addressing the critical issues facing our small urban communities and working with you and AMO on strengthening Ontario’s municipalities.”

“I would also like to once again thank everyone who attended the 2023 conference and for our host the County of Brant for their generosity and contributing to the great success of this year’s event.”

For information contact [pwolfbeiss@amo.on.ca](mailto:pwolfbeiss@amo.on.ca)



**Kelly Lush**

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**From:** Grands Lacs / Great Lakes (ECCC) <greatlakes-grandlacs@ec.gc.ca>  
**Sent:** May 16, 2023 1:46 PM  
**To:** Grands Lacs / Great Lakes (ECCC)  
**Subject:** 2022 Great Lakes LAMP Annual Reports Available Online

## 2022 Great Lakes Lakewide Action and Management Plans Annual Reports Available Online



The [2022 Lakewide Action and Management Plan \(LAMP\) Annual Reports](#) are now available.

[LAMPs](#) are binational ecosystem-based strategies for protecting and restoring the water quality of the Great Lakes. These five-year strategic plans identify key priorities for each Great Lake and guide the coordination of binational environmental protection and restoration activities. The Great Lakes Water Quality Agreement also commits the United States and Canada to provide annual updates on implementing each LAMP.

These 2022 LAMP Annual Reports highlight accomplishments and progress during the past year for each Great Lake, including protection and restoration actions, science and monitoring, and outreach activities. LAMPs are developed and implemented by Lake Partnerships, which are led by the U.S. Environmental Protection Agency and Environment and Climate Change Canada, and consist of representatives from Federal agencies, State and Provincial Governments, Tribal Governments, First Nations, Métis, Municipal Governments, and watershed management agencies. These Partnerships coordinate binational LAMP actions, facilitate information sharing, and identify priorities for science and management actions, as described in the [2012 Great Lakes Water Quality Agreement](#).

### **Stay Informed!**

*We appreciate and value your interest in the Great Lakes. If you wish to update any of your contact information or be removed from this distribution list, please send an email to [greatlakes-grandlacs@ec.gc.ca](mailto:greatlakes-grandlacs@ec.gc.ca) with "unsubscribe" in the subject line. As always, your details will be treated as privileged information and will only be used to distribute Great Lakes information to you.*

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**Les rapports annuels 2022 du Plan d'action et d'aménagement panlacustre (PAAP) des Grands Lacs disponibles en ligne**



[Les rapports annuels 2022 du plan d'action et d'aménagement panlacustre \(PAAP\)](#) sont maintenant disponibles.

[Les PAAP](#) sont des stratégies binationales fondées sur l'écosystème pour protéger et restaurer la qualité de l'eau des Grands Lacs. Ces plans stratégiques quinquennaux définissent les principales priorités pour chaque Grand Lac et orientent la coordination des activités binationales de protection et de restauration de l'environnement. L'Accord relatif à la qualité de l'eau dans les Grands Lacs engage également les États-Unis et le Canada à fournir des mises à jour annuelles sur la mise en œuvre de chaque PAAP.

Ces rapports annuels du PAAP 2022 mettent en évidence les réalisations et les progrès accomplis au cours de l'année écoulée pour chaque Grand Lac, y compris les actions de protection et de restauration, les activités scientifiques et de surveillance, et les activités de sensibilisation. Les PAAP sont élaborés et mis en œuvre par les Partenariats des Grands Lacs, dirigés par l'Agence de protection de l'environnement des États-Unis et Environnement et Changement climatique Canada, et composés de représentants d'organismes fédéraux, de gouvernements d'États et de provinces, de gouvernements tribaux, de Premières nations, de Métis, de gouvernements municipaux et d'organismes de gestion des bassins hydrographiques. Ces partenariats coordonnent les actions binationales du PAAP, facilitent le partage de l'information et déterminent les priorités en matière de mesures scientifiques et de gestion, comme le décrit [l'Accord de 2012 relatif à la qualité de l'eau dans les Grands Lacs](#).

***Tenez-vous au courant!***

*Nous apprécions et estimons votre intérêt pour les Grands Lacs. Si vous souhaitez mettre à jour certaines de vos coordonnées ou être retiré de cette liste de distribution, veuillez envoyer un courriel à [greatlakes-grandlacs@ec.gc.ca](mailto:greatlakes-grandlacs@ec.gc.ca) en inscrivant « se désinscrire » dans la ligne d'objet. Comme toujours, vos détails seront traités de façon confidentielle et ne seront utilisés que pour vous diffuser des informations sur les Grands Lacs.*



**Kelly Lush**

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**From:** Grands Lacs / Great Lakes (ECCC) <greatlakes-grandlacs@ec.gc.ca>  
**Sent:** May 10, 2023 8:32 AM  
**To:** Grands Lacs / Great Lakes (ECCC)  
**Subject:** Webinar: Habitat and Species Protection in Lake Ontario

**(Webinar) All Hands on Deck: Working Together to Protect Habitat and Species in Lake Ontario**

*Hosted by the Lake Ontario Partnership, co-led by Environment and Climate Change Canada and the U.S. Environmental Protection Agency.*

**LET'S TALK LAKE ONTARIO!**

# ALL HANDS ON DECK

WORKING TOGETHER TO PROTECT  
HABITAT AND SPECIES IN LAKE ONTARIO

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ORGANIZED BY THE LAKE ONTARIO PARTNERSHIP  
CO-LED BY U.S. EPA AND ECCC

**May 17, 2023**  
**12pm ET**

In conversation: How Canadian and U.S. scientists work together to collect data to better understand Lake Ontario and its ecosystem.

With guest speakers:

- EMMA TAHIRALI MEnvSc, MECP (ONTARIO)
- DAWN DITTMAN PhD, USGS
- DANIEL GURDAK PhD, U.S. EPA
- ALEXANDER GATCH MSc, U.S. FISH & WILDLIFE SERVICE
- WARREN CURRIE PhD, FISHERIES & OCEANS CANADA
- DIMITRY GORSKY PhD, U.S. FISH & WILDLIFE SERVICE

**REGISTER**  
[bit.ly/ontario05](https://bit.ly/ontario05)

**Questions?** Contact [carol.kim@ec.gc.ca](mailto:carol.kim@ec.gc.ca) or [brandt.peter@epa.gov](mailto:brandt.peter@epa.gov)

Get ready to dive into the world of habitat and species protection in Lake Ontario! Register for our upcoming public webinar, [All Hands on Deck: Working Together to Protect Habitat and Species in Lake Ontario](#), taking place on **Wednesday, May 17, 2023, at 12 p.m. ET.**

Learn about the successes and challenges in protecting habitat and species in Lake Ontario as well as restoration efforts to protect Lake Sturgeon—Lake Ontario’s oldest and largest native fish species.

As 2023 is the Cooperative Science and Monitoring Initiative (CSMI) intensive field year for Lake Ontario, this webinar will also offer an upfront and personal look at how Canadian and U.S. scientists will work together to collect data to better understand the Lake and its ecosystem. Our panel of scientific experts will introduce us to the monitoring and research that is part of the Lake Ontario field year and take questions from the audience.

Guest speakers include: **Emma Tahirali**, MEnvSc, Ontario Ministry of the Environment, Conservation and Parks; **Dawn Dittman**, PhD, U.S. Geological Survey; **Daniel Gurdak**, PhD, U.S. EPA; **Alexander Gatch**, MSc, U.S. Fish and Wildlife Service; **Warren Currie**, PhD, Fisheries and Oceans Canada; **Dimitry Gorsky**, PhD, U.S. Fish and Wildlife Service; and **Tim Johnson**, PhD, Ontario Ministry of Natural Resources and Forestry.

This webinar is part of the Let’s Talk Lake Ontario webinar series. This event is free, open to the public and suitable for anyone who is passionate about the Great Lakes!

## **REGISTER**

For questions, contact [carol.kim@ec.gc.ca](mailto:carol.kim@ec.gc.ca) or [brandt.peter@epa.gov](mailto:brandt.peter@epa.gov).

### *Stay Informed!*

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## Kelly Lush

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**From:** Ministry for Seniors and Accessibility <AODAoutreach@ontario.ca>  
**Sent:** May 25, 2023 11:23 AM  
**To:** Kelly Lush  
**Subject:** AODA Toolbox - May 2023, Boîte à outils sur la LAPHO - mai 2023

Spring 2023 | [View this email online](#)

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# AODA Toolbox



What you need to know about Ontario's accessibility laws

The [Accessibility for Ontarians with Disabilities Act, 2005](#) (AODA) is about identifying, removing and preventing barriers to inclusion for people with disabilities. Collaboration among businesses, organizations, communities and all levels of government is key to creating a more accessible and inclusive province.

## In this issue

- National AccessAbility Week 2023
- Assistant Deputy Minister's corner
- The EnAbling Change Program creates positive change
- Inclusive executive recruitment in the Ontario Public Service
- It's an accessibility compliance reporting year
- Meet Rory Burke: Director, AODA Compliance Assurance Branch
- We're back! Find us at events across the province
- The Foundations of Accessibility: four key requirements

## National AccessAbility Week (May 28 - June 3, 2023)

When Rick Hansen and his team (Don Alder, Tim Frick, Robin-Lee Gibson, Amanda Reid, Mike Reid and Nancy Thompson) said goodbye to the crowd gathered at Vancouver's Oakridge Shopping Centre on March 21, 1985, they had no idea of the adventures and challenges that lay ahead, or the culture change they would inspire.



From March 21, 1985 to May 22, 1987, Rick Hansen wheeled more than 40,000 kilometres through 34 countries to raise awareness about the potential of people with disabilities and the importance of creating accessible and inclusive communities.

This journey, the [Man In Motion World Tour](#), led to the creation of an annual celebration to reflect on how we can make Canada more accessible to everyone.

The first [National AccessAbility Week](#) took place in 1988. Since then, for one week each year, we recognize the efforts of individuals, communities and workplaces that are actively working to remove barriers to accessibility and inclusion.

## Assistant Deputy Minister's Corner

In our day-to-day work at the Ministry for Seniors and Accessibility (MSAA), we are constantly thinking about how our fundamental legislation – the AODA has a real impact on removing barriers to accessibility for Ontarians, and how it is changing the experiences of Ontarians with disabilities in receiving services, attending schools, colleges and place of employment, volunteering, shopping, travelling and living in their chosen communities. This dynamic becomes even more important as we celebrate National AccessAbility Week.

Within government, accessibility principles are embedded in our day-to-day practices. This commitment permeates the entire Ontario Public Service (OPS) and is boosted by cooperation among ministries.

In addition to supporting an organization-wide commitment to ensuring that things like accessible meetings and inclusive forms of communication are part of our daily work, we are from time to time asked to assist on “special projects”. Our ministry took a hands-on approach to planning and implementing an inclusive and fully accessible state funeral for the Honourable David Onley in January of this year. This large, inclusive public funeral allowed people of varying abilities to participate without experiencing barriers. Similarly, ministry staff were engaged in auditing and the hosting the ceremony and festivities marking the coronation of King Charles III to be accessible for all. Invitations available in alternate format, signed parking and seating for persons with disabilities, sign language interpreters, accessible routes for visiting and participating in the Royal Fun Fair activities, accessible washrooms and cable covers resulted in hosting a barrier free ceremony.

On policy development, collaboration between ministries is also vital. As an example, MSAA is currently working with the Ministries of Education; Colleges and Universities; and Health, to analyze reports submitted by Standards Development Committees containing recommendations for removing barriers to accessibility in K-12 education, post-secondary education, and the health care sector respectively. We know that these ministries have expertise in these important sectors, which is vital to determining how these recommendations could play out in regulation.

So, in the spirit of National AccessAbility Week I'd like to commend all of our internal partners as we strive for excellence in creating an inclusive experience for all.

One of the ways in which we measure the external impact of the work we do is through regulatory compliance. We are continually working with the public sector, non-profit organizations, and businesses to ensure they understand their obligations under the AODA – and are applying them. To do this, the AODA and Ontario Regulation 191/11, Integrated Accessibility Standards (IASR) establishes a scheme in which all organizations beyond a certain size must report their compliance actions. In this issue, you can find out more about this process, including deadlines and additional guides and resources that will aid in completing an accessibility compliance report.

Another way in which our Ministry helps to remove barriers to accessibility in Ontario is by providing financial support to organizations that promote and improve accessibility. The EnAbling Change Program (ECP) is an initiative that provides funding to non-profit and industry associations who work to promote the value and benefits of accessibility across the province. I am very pleased that [we have recently announced that the 2023-24 ECP applications process is now open](#). You can read more about ECP – including information about two of the 2022-23 recipients in this issue.

Of course, compliance and organizational funding support are just two of the ways we carry out the aims of the AODA. I am looking forward to letting you know about many others in future issues of the Toolbox.

To sum up, I came across a quote on the [website Disabled Spectator](#) that I think describes our efforts very well: Accessibility is not only an issue that applies to people with disabilities – it is an issue that affects everybody. An inclusive world is a better world.

Meenu Sikand,  
Assistant Deputy Minister, Accessibility for  
Ontarians with Disabilities Division,  
Ministry for Seniors and Accessibility



## The EnAbling Change Program creates positive change

You're never too young to learn about the benefits of accessibility. That's the idea behind the [Canadian National Institute for the Blind](#) (CNIB) project: "CNIB Kids – Inclusive and Accessible Education in Ontario".

The project will recruit and train 10 education ambassadors to build relationships with schools and educators across Ontario, so they can deliver presentations to schools about accessibility, sight loss education and challenge stigmas.

CNIB received funding for the project through the MSAA's 2022-23 EnAbling Change Program (ECP).

Other 2022-23 ECP recipients include the [Retail Council of Canada](#), which received funding for its project: "EnAbling Change for Retailers – Creating an Inclusive Culture within the Retail Store", which will help retailers across Ontario create more inclusive employment practices and businesses.

ECP provides funding to non-profits and industry associations across a range of sectors to educate Ontarians about the value and benefits of accessibility to help make Ontario open to people of all abilities.

Applications for the 2023-24 ECP are now open.

Learn more about the [EnAbling Change Program](#) and how to apply.

## Inclusive executive recruitment in the Ontario Public Service (OPS)



The OPS is working to build a more inclusive employment culture with increased representation in senior leadership from underrepresented groups, including people with disabilities.

The newly created Leadership Succession Unit (LSU) in the Treasury Board Secretariat has a mission to:

- attract talent from the province's most underrepresented groups in senior leadership
- encourage them to join the OPS in executive roles

This is one part of a broader senior leadership diversification strategy.

In the Fall, LSU hosted an online event for leaders with disabilities that attracted more than 150 registrants. [Follow LSU on LinkedIn](#) for information about upcoming events.

Are you a leader with a disability seeking an executive-level role in the OPS? Email senior consultant [Farhana Kassam](#) for more information.

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## Preparing your **2023** accessibility report



### It's an accessibility compliance reporting year

This year, [all public sector organizations](#) and [businesses and non-profits](#) with 20 or more employees are legally required to report on their compliance with the [AODA](#) by December 31, 2023.

Learn about accessibility reporting and get a head start by visiting [ontario.ca/accessibilityreport](https://ontario.ca/accessibilityreport). [Contact us](#) if you need help.

Find [resources/info to help businesses and non-profits better understand their requirements](#) under accessibility laws and standards.

### Meet Rory Burke: Director, AODA Compliance Assurance Branch

In April 2023, Rory Burke joined the Ministry for Seniors and Accessibility as Director of the AODA Compliance Assurance Branch. Rory is also the appointed Director under the AODA and is responsible for compliance with the AODA across the province. As the regulator, the branch works to ensure organizations understand and comply with provincial accessibility standards through compliance assistance, audit, and enforcement activities. The branch also strives to work more closely with sectors, partners, and stakeholders to achieve accessibility compliance and better outcomes for people with disabilities.

Rory is a seasoned leader with more than 15 years of senior management and executive-level experience within the Ontario Public Service (OPS), including executive leadership experience in regulatory development and compliance assurance, strategic planning,

policy, people-centered service delivery, operations management and change management.

Rory was previously the Director of the Services Transformation Branch at the Ministry of Municipal Affairs and Housing and the appointed Chief Building Official for the province, where he led transformational initiatives across the OPS in addition to training, licencing, and compliance with building practitioners throughout Ontario. Rory has also held various leadership roles within the Ministry of Finance, the Ministry of Economic Development, Job Creation and Trade and the Ministry of Colleges and Universities, where he led and managed complex and high-profile portfolios involving extensive stakeholder management.

Rory looks forward to contributing to positive change and helping to remove barriers for people with disabilities to make Ontario more inclusive for all.

Rory Burke  
Director, AODA Compliance and  
Assurance Branch  
Accessibility for Ontarians with Disabilities  
Division, Ministry for Seniors and  
Accessibility



**We're back! Find us at events across the province**



The Outreach and Education Unit (OEU) at the Ministry for Seniors and Accessibility (MSAA) works with disability organizations, businesses, non-profit organizations, and the broader public sector to help Ontarians understand the requirements of the AODA, and to champion accessibility broadly.

Participating in events as guest speakers across the province to teach people about AODA requirements and the benefits of making communities and businesses more accessible is just one way we're working to achieve our goal of a more accessible Ontario.

Following a pause in event outreach during the pandemic, OEU was thrilled to participate in the [Ontario Small Urban Municipalities](#) conference in Brantford to present updates from MSAA Assistant Deputy Minister Meenu Sikand and OEU Manager Greg Coelho. They spoke with more than 160 delegates from 120 municipalities and heard about their successes and challenges in driving accessibility across the province. Further, MSAA management joined the quarterly meeting of the Ontario Network of Accessibility Professionals to share updates and hear from the community about accessibility priorities.

Also, on May 31, Assistant Deputy Minister Sikand will participate in the [City of Ottawa's Accessibility Day](#) event being organized by the Canadian Accessibility Network.

MSAA was delighted to take part in a virtual panel on April 27, 2023, hosted by the [Ontario Museum Association](#), on accessibility planning for Ontario museums to provide its members with an overview of the AODA.

The key to addressing barriers to accessibility is to learn from each other. When we engage with our stakeholders, OEU has the opportunity to provide important information and learn about the needs of those impacted by accessibility legislation.

If your organization is planning an event and would like to invite MSAA to present, please send an email with your request to [AODA.Events@ontario.ca](mailto:AODA.Events@ontario.ca)

## The Foundations of Accessibility: four key requirements

These four key requirements from the Integrated Accessibility Standards Regulation (IASR) under the AODA are key to organizations. These [requirements from the General Section](#), Information and Communications Standard and Customer Service Standard are foundational to an organization's accessibility.

In order to meet these key requirements, organizations must:

1. have [accessibility policies](#)
2. have a [multi-year accessibility plan](#), and update it every five years for designated public sector and large organisations only
3. provide [training](#) for all staff on the AODA, IASR, the areas of the Ontario Human Rights Code that refer to people with disabilities, and on how to provide goods, services or facilities to a person with a disability
4. have a process for receiving and responding to [feedback](#) about how they provide accessibility to people with disabilities. This [feedback process](#) must be accessible to people with disabilities by providing or arranging for accessible formats or communication supports upon request

We would love to share your successes in our  
Toolbox newsletters!

The key to advancing accessibility is learning from each other. Do you have an accessibility success story, or best practice that is breaking down barriers? We would love to share your successes in our Toolbox newsletters! Send your stories and photos to [AODAoutreach@ontario.ca](mailto:AODAoutreach@ontario.ca)

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## Was this newsletter helpful?

Please forward this email to others interested in accessibility so that they can [subscribe to the newsletter](#).

For more accessibility information and resources you can visit [ontario.ca/accessibility](http://ontario.ca/accessibility).


Follow us on our social media channel links below for regular news updates


## Tell us what you think!


Let us know if the newsletter was helpful to you! Please use this [survey](#) to share your thoughts.


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777 Bay St., Suite 601A

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**Kelly Lush**

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**From:** NWMO News <contactus@nwmo.ca>  
**Sent:** May 18, 2023 11:50 AM  
**To:** Kelly Lush  
**Subject:** NWMO News: Leading by example // Nouvelles de la SGDN : Mener par l'exemple

# nwmo news

*Leading by example*



**Message from the President and CEO**

As President and CEO of the Nuclear Waste Management Organization (NWMO), I envision a future where the safe, long-term management of used nuclear fuel is no longer seen as a problem in need of a solution, but instead as a proven model of responsible stewardship.

And I am happy to say that in 2023, we continue to see real momentum in demonstrating the kinds of leadership that will be needed both at home and abroad to make that future a reality.

As you will see in the stories below, there have been some great examples of leadership already this year. They give me a lot of confidence that the future I am envisioning is within reach.

[Click here](#) to read my full update.

Sincerely,

*Laurie Swami*

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## **The NWMO & U.S. DOE sign joint Statement of Intent to Cooperate on Used Nuclear Fuel Management**





**The NWMO re-signs a multi-year co-operation agreement with French counterpart Andra**



**CNA 2023: Nuclear waste management continues to be a Canadian strength**



**We want to hear from you! Share your thoughts to help shape the future of our work**





**NWMO Ignace Learn More Centre**  
304 Main St.  
Ignace, ON P0T 1T0

**NWMO South Bruce Office**  
12B Clinton St. S., PO Box 570  
Teeswater, ON N0G 2S0

**NWMO head office**  
22 St. Clair Avenue East, Fourth Floor  
Toronto, ON M4T 2S3  
Canada

[contactus@nwmo.ca](mailto:contactus@nwmo.ca)

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# nouvelles de la sgdn

*Mener par l'exemple*



## Message de la présidente et chef de la direction

En tant que présidente et chef de la direction de la Société de gestion des déchets nucléaires (SGDN), j'entrevois un avenir où la gestion à long terme sûre du combustible nucléaire irradié ne sera plus considérée comme un problème en quête d'une solution, mais au contraire comme un modèle éprouvé de gestion responsable.

Et je suis heureuse de pouvoir dire qu'en 2023, nous observons avec constance le type de leadership qui sera nécessaire à la fois chez nous et à l'étranger pour concrétiser cet avenir.

Les articles ci-dessous relatent quelques formidables exemples du leadership que nous avons déjà démontré cette année. Ils me confortent dans l'idée que l'avenir que j'envisage est à portée de main.

[Cliquez ici](#) pour lire l'intégralité de mon compte rendu à ce sujet.

Sincèrement,

*Laurie Swami*

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**La SGDN et le département américain de l'Énergie signent une déclaration d'intention de coopérer en matière de gestion du combustible nucléaire irradié**



**La SGDN et l'Andra, son homologue français, signent un nouvel accord pluriannuel de coopération**



**Conférence 2023 de l'ANC : La gestion des déchets nucléaires demeure un point fort du Canada**



**Nous sommes à l'écoute! Faites-nous part de vos réflexions et contribuez ainsi à orienter nos futurs travaux**



**Centre *En savoir plus* de la SGDN à Ignace**  
304, rue Main  
Ignace (ON) P0T 1T0

**Bureau de la SGDN à South Bruce**  
12B, rue Clinton Sud, CP 570  
Teeswater (ON) N0G 2S0

**Siège social de la SGDN**  
22, avenue St. Clair Est, 4<sup>e</sup> étage  
Toronto (ON) M4T 2S3  
Canada

[contactus@nwmo.ca](mailto:contactus@nwmo.ca)

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