



**STAFF REPORT
ACTION REQUIRED**
with Confidential Attachment

Appointment of Members to the Disability, Access and Inclusion Advisory Committee (DAIAC)

Date:	January 28, 2016
To:	City Council
From:	City Manager
Wards:	All
Reason for Confidential Information:	This report deals with personal matters about identifiable individuals who are being considered for appointment to the Disability, Access and Inclusion Advisory Committee (DAIAC).
Reference Number:	

SUMMARY

The purpose of this report is to recommend to City Council the appointment of the public members to the Disability, Access and Inclusion Advisory Committee (formerly known as the Disability Issues Committee), which is the City's Accessibility Advisory Committee, a legislated requirement of the Accessibility for Ontarians with Disabilities Act (AODA).

RECOMMENDATIONS

The City Manager recommends that:

1. City Council appoint the twelve individuals named below to the Disability, Access and Inclusion Advisory Committee, for a term of office ending on November 30, 2018, and until successors are appointed:
 - Yin Brown
 - Karma Burkhar
 - Darren Cooper
 - Martin Courcelles
 - Joe Knapper

- Terri-Lynn Langdon
 - Rahima Mulla
 - Tracy Odell
 - Stephanie Ozorio
 - Wendy Porch
 - Tom Proszowski
 - Victoria Warner
2. City Council direct that the confidential information contained in Confidential Attachment 1 remain confidential in its entirety as it relates to personal matters about identifiable individuals being considered for appointment to the Disability, Access and Inclusion Advisory Committee.

Financial Impact

There are no financial implications arising from this report.

DECISION HISTORY

The Disability, Access and Inclusion Advisory Committee (formerly known as the Disability Issues Committee) is required under the Accessibility for Ontarians with Disabilities Act (AODA). At its meeting on February 10 and 11, 2015, City Council adopted the Terms of Reference for the Committee.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2015.EX2.1>

ISSUE BACKGROUND

The City of Toronto has long recognized the need to include the voice of people with disabilities on the issues that impact their full inclusion in society. The Disability, Access and Inclusion Advisory Committee (DAIAC) has existed in the City in various forms since 2001 and provides one way to receive input from people with disabilities.

DAIAC provides advice to City Council and City Divisions on the elimination of barriers faced by people with disabilities and liaises with external bodies on barriers to participation in public life and to the achievement of social, cultural and economic well-being of people with disabilities. DAIAC also provides advice to City Council and City Divisions about the requirements and implementation of accessibility standards and the preparation, implementation and effectiveness of accessibility reports as required by the Accessibility for Ontarians with Disabilities Act (AODA).

DAIAC Composition

The Committee is composed of twelve members of the public and up to three members of City Council. A majority of the members of the committee will be persons with disabilities, as defined by the AODA, and should reflect the diversity of Toronto's population. The Committee Chair is a Member of City Council, and two vice-chairs are elected at the start of each new term.

Term of Office

The standard term of office for members of DAIAC is four years.

Committee Member Recruitment and Selection

The process for recruiting, reviewing and recommending candidates falls to the program staff responsible for the advisory bodies. Recruiting for new committee members began in the fall of 2015.

To promote the committee membership opportunity, staff conducted outreach with the assistance of the Public Appointments Secretariat in the City Clerk's Office and through an outreach initiative to agencies that support people with disabilities to enable them to promote the opportunity to their staff and community members.

Equity, Diversity and Human Rights (EDHR) staff have reviewed applications and shortlisted candidates. Shortlisted candidates were interviewed by a panel which included the Committee Chair, Councillor Wong-Tam, Nicole Cormier, EDHR, and a guest interviewer with lived experience from Ryerson University's Human Resources, Recruitment Retention and Employment Equity Department. Committee candidates were selected based on their interview scores and their personal and/or professional experience, as well as their ability to represent the needs and interests of a broad cross section of people with disabilities.

COMMENTS

The names and biographies of the twelve public member candidates recommended for appointment to the DAIAC are detailed below:

- **Karma Burkhar**

Karma Burkhar is graduate of McGill University and currently completing her Master's Degree at Athabasca University. She works at the Department of Citizenship and Immigration Canada and has extensive advocacy experience and is a member of the TTC Advisory Committee for Accessible Transit (ACAT), the Public Service Alliance of Canada (PSAC) and Canada Employment and Immigration Union (CEIU) Pride Committees, and the CEIU Members with Disabilities Committee.

- **Yin Brown**

Yin Brown is an advocate for the inclusion of people with disabilities, especially the blind and partially-sighted. She is on the Board of Directors at Ontario Council for International Cooperation and, since 2012, has been a member of the Disability Access and Inclusion Advisory Committee. Yin was the Manager, Advocacy for Ontario at Canadian National Institute for the Blind and has also worked as the Advocacy Coordinator at Christian Blind Mission of Canada.

- **Darren Cooper**

Darren Cooper is currently the Accessibility Coordinator for the Town of Milton. Darren has also served as a member of the Accessibility for Ontarians with Disabilities Act (AODA) Accessible Information and Communications Standards Development Committee, and as a member of the Accessibility Team for Pride Toronto. Darren holds a Certificate in Municipal Administration from the Association of Municipal Managers, Clerks, and Treasurers of Ontario (AMCTO) and an Honours B.A. in Communication Studies from the University of Windsor.

- **Martin Courcelles**

Martin Courcelles has been working in the accessibility field for over 20 years as an access technology subject matter expert. Martin has deep experience making information and communication accessible to people with disabilities and has presented at conferences and community speaking engagements. Martin is also a runner and tandem cyclist, and brings a strong understanding of the needs of persons with disabilities in the context of parks, forestry and recreation.

- **Joe Knapper**

Joe Knapper holds a College Diploma in IT Systems Analysis and has 25 years of experience in Information Technology (IT) working on and leading software development projects. Joe is well versed on the needs of people with disabilities in the built environment and is a Committee Member of Toronto Community Housing Corporation's (TCHC) Responsible Personal Accessibility in Toronto Housing (RPATH), as well as a Tenant Representative, and Member of the TCHC Participatory Budget Monitoring Committee. Joe is also a member of the Red Cross Advisory committee, and has been a board member for Three Trilliums Community Place non-profit.

- **Terri-Lynn Langdon**

Terri-Lynn Langdon has a Master of Social Work from Wilfrid Laurier University, and an undergraduate degree in Sociology and Political Science. Terri-Lynn has been a member of the Disability Access and Inclusion Advisory Committee since 2012. She has been a strong advocate in the disability community for many years in the areas of access to housing, anti-violence, and mental health justice. Terri-Lynn's experience with transitional-aged youth is exceptional. She is also an accomplished athlete.

- **Rahima Mulla**

Rahima Mulla has years of experience and leadership in advocating for people with disabilities and others whose voices are not heard. She has extensive volunteer and work experience, has been Co-Chair of the City's Disability, Access, and Inclusion Advisory Committee since 2012 and is Vice President, Co-operative Housing Federation of Toronto, board liaison for its Aging in Place Committee, and a member of the Co-operative Housing Federation of Canada's Diversity Committee.

- **Tracy Odell**

Tracy Odell is a life-long advocate for the right of people with disabilities to live in the community. Tracy has assisted in founding numerous supportive housing programs with attendant services, helped establish "Nurturing Assistance," and has published articles and appeared in videos to raise awareness of issues relating to disability. Tracy has been a member of the Disability, Access and Inclusion Advisory Committee since 2012. She is currently a member of the Executive of Citizens with Disabilities - Ontario (CWDO) and has a Master's Degree in Critical Disability Studies, a B.A and B.Ed. in English and Special Education.

- **Stephanie Ozorio**

Stephanie Ozorio is a hearing woman who communicates orally and is proficient in American Sign Language (ASL). Stephanie has been a member of the Disability, Access and Inclusion Advisory Committee since 2012. Stephanie has a degree in Social Work from Ryerson University, and worked with the Canadian Hearing Society for over 29 years, supporting the Deaf and hard of hearing communities in a variety of capacities. Stephanie has exceptional knowledge about accessibility and accommodation for persons who are Deaf, oral deaf, deafened and hard of hearing.

- **Wendy Porch**

Before joining the Canadian Working Group on HIV and Rehabilitation in 2011, Wendy Porch was a Research Fellow in Accessibility in Educational Media at the Open University UK. Prior to this, Wendy was a Research & Development Project Coordinator at the Adaptive Technology Resource Centre at the University of Toronto and has worked at ARCH Disability Law Centre and InfoAbility. Wendy was also a community facilitator for the Building Bridges Project and holds a Master's in Education from the University of Toronto.

- **Tom Proszowski**

Tom Proszowski is a senior diversity and inclusion professional with many years of experience working within the not-for-profit and corporate sectors. Tom holds a Master's Degree from York University in Critical Disability Studies and works as an independent consultant assisting organizations with their AODA compliance initiatives. Tom is also a member of the Board of the Handcycling Club of Canada.

- **Victoria Warner**

Victoria Warner became involved in advocacy for people with disabilities when she was seven years old, working with Easter Seals as an ambassador. Recently she has worked as a lead in Accessibility Services for science fiction conventions, and with CUPE Ontario to improve accessibility across the board, from events and meetings, to materials and videos published by the union.

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SIGNATURE

Peter Wallace
City Manager

ATTACHMENT

Confidential Attachment 1 – Confidential Voluntary Diversity Information Summary for Recommended Candidates for the Disability, Access and Inclusion Advisory Committee