

LiveWorkPlay Draft Vision, Mission, Values, Principles (July 2011)

VISION

A community where everyone belongs.

MISSION

Helping our community welcome people with intellectual disabilities to live, work, and play as valued citizens.

VALUES

- CORE:** People with intellectual disabilities are valuable contributors to the diversity of our community and to the human family.
- LIVE:** On an equal basis with others in our community, people with intellectual disabilities have the right to homes, health care, and education in the community, as well as personal dignity and protection from invasion of privacy.
- WORK:** On an equal basis with others in our community, persons with intellectual disabilities have the right to paid work at minimum wage or better, short-term unpaid work, and volunteer positions in the community.
- PLAY:** On an equal basis with others in our community, persons with intellectual disabilities have the right to take part in cultural and spiritual life, sports and recreation, political life, and the full range of human relationships.

PRINCIPLES¹

LiveWorkPlay principles based on the *CORE* value that people with intellectual disabilities are valuable contributors to community diversity and the human family:

- a) We respect the inherent dignity and individual autonomy of persons with intellectual disabilities, including, on an equal basis with others, the freedom to make one's own choices.
 - b) People with intellectual disabilities have a right to impartial decision-making supports, utilized only when necessary, and which respect and do not seek to usurp the legal capacity of persons with intellectual disabilities.
 - c) We respect the right to full and effective participation and inclusion of persons with intellectual disabilities in society, which includes freedom from discrimination, as well as equality of opportunity.
 - d) We respect the evolving capacities of persons with intellectual disabilities of all ages, knowing that they will change and grow; they have the right to develop free of limits on their growth imposed by others.
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LiveWorkPlay principles based on the *LIVE* value that, on an equal basis with others in the community, people with intellectual disabilities have the right to homes, health, and education in the community, as well personal dignity protection from invasion of privacy:

Home principles:

- a) On an equal basis with others, persons with intellectual disabilities can choose their place of residence, where and with whom they live; they are not obliged to live in any particular living arrangement.
- b) Persons with intellectual disabilities have the right to access a range of in-home, residential and other community support services, including personal assistance necessary to support living and inclusion in the community, and to prevent isolation or segregation from the community.
- c) Community services and facilities available to the general population must also be available on an equal basis to persons with intellectual disabilities, and said services and facilities must be responsive to and respective of their needs.

Privacy principles:

- a) No person with intellectual disabilities, regardless of place of residence or living arrangements, shall be subjected to arbitrary or unlawful interference with his or her privacy, family, home, correspondence, other types of communication, or to unlawful attacks on his or her honour and reputation.
- b) Persons with intellectual disabilities have the right to the protection of the law against such interference or attacks as referenced above; this includes, on an equal basis with others, protection of the privacy of personal, health, and rehabilitation information.

Health principles:

- a) Persons with intellectual disabilities, on an equal basis with others, have the right to the enjoyment of the highest attainable standard of health.
- b) Persons with intellectual disabilities shall access the same range, quality, and standard of free or affordable health care and programmes as provided to other persons, including those in the area of sexual and reproductive health and population-based public health programs; these health services shall be provided as close as possible to people's own communities, including in rural areas.
- c) Health services needed by persons with intellectual disabilities specifically because of their disabilities shall be provided, including, as appropriate: early identification, early intervention, and services designed to minimize and prevent further disabilities among persons of all ages.
- d) Health professionals shall provide care of the same quality to persons with intellectual disabilities as to others, and this includes regard for free and informed consent in respect of human rights, dignity, and autonomy.
- e) Training for health care professionals shall include the promulgation of ethical standards for public and private health care that respects free and informed consent, human rights, dignity, and autonomy of persons with intellectual disabilities.
- f) There shall be no discrimination against persons with disabilities in the provision of health care, health services, health insurance, and life insurance.

Education principles:

- a) The right to an education for persons with intellectual disabilities shall be realized without discrimination and on the basis of equal opportunity.
- b) LiveWorkPlay supports an inclusive education system at all levels and lifelong learning directed towards: the full development of human potential and sense of dignity and self-worth, and the strengthening of respect for human rights, fundamental freedoms, and human diversity.
- c) The education system shall support the development by persons with intellectual disabilities of their personality, talents and creativity, as well as their mental and physical abilities, to their fullest potential, and the realization of the right for persons with intellectual disabilities to participate effectively in a free society.
- d) Persons with intellectual disabilities shall not be excluded from the general education system on the basis of their disability, shall not be excluded from free and compulsory primary/secondary education, and shall not be excluded from access to post-secondary education.
- e) Education for persons with intellectual disabilities shall be inclusive, with quality and free primary/secondary education provided on an equal basis with others in the communities in which they live.
- f) Education for persons with intellectual disabilities includes reasonable accommodation and effective individualized support measures, provided in environments that maximize academic and social development in support of full inclusion.
- g) Education of persons with intellectual disabilities includes learning about life and social development skills that facilitate their full and equal participation in education and as members of the community; as appropriate this shall include the use of augmentative and alternative modes, means and formats of communication and orientation and mobility skills, and facilitating peer support and mentoring.
- h) On an equal basis with others, persons with intellectual disabilities shall access have access to general tertiary education, vocational training, post-secondary education, and lifelong learning without discrimination; reasonable accommodation shall be available to support their success.

LiveWorkPlay principles based on the *WORK* value that, on an equal basis with others in the community, all persons with intellectual disabilities have the right to paid work at minimum wage or better, short-term unpaid work, and volunteer positions:

Paid Work Principles

- a) People with intellectual disabilities shall have the opportunity of making a living via work freely chosen or accepted in a labour market and work environment that is open, inclusive, (add comma) and accessible to persons with intellectual disabilities.
- b) People with intellectual disabilities have a right, on an equal basis with others, to just and favourable conditions of work, including equal opportunities and equal remuneration for work of equal value, safe and healthy working conditions, including protection from harassment, and redress of grievances.
- c) Employment opportunities and career advancement for persons with intellectual disabilities shall be available in the labour market, as well as assistance in finding, obtaining, maintaining and returning to employment.
- d) Employment opportunities for people with intellectual disabilities shall include self-employment, entrepreneurship, and other community-based authentic employment such as the development of cooperatives or the starting of one's own business.
- e) Employment of persons with intellectual disabilities in both the public sector and private sector shall be available with the aid of appropriate policies and measures, which may include affirmative action programmes, incentives, reasonable accommodation, and other measures necessary to address inequality.
- f) People with intellectual disabilities shall not be held in slavery or in servitude, and must be protected, on an equal basis with others, from forced or compulsory labour, or from labour conditions that are not equal to those enjoyed by the workforce at large, including minimum wage provisions.

Unpaid Work in Paid Workplaces Principles:

- a) Under certain circumstances unpaid work in a paid workplace is appropriate for people with intellectual disabilities, but only when such circumstances are not unique to persons with intellectual disabilities (e.g., internships, school placements, apprenticeships).

- b) In all cases of unpaid work in paid workplaces, this is only appropriate when time-limited and transitional in nature (e.g., the purpose is to learn and/or advance to a paid position).
- c) In all cases of unpaid work in paid workplaces, the purpose and terms of the arrangement – whether for learning and/or for transition to a paid position, and the duration of the placement – shall be explicit and understood by all parties prior to commencement of the unpaid work placement.

Volunteer Work Principles:

- a) Volunteerism is an important element of citizenship and healthy communities, and people with intellectual disabilities who wish to volunteer shall have the opportunity, on an equal basis with others, to make such a contribution to society.
- b) Volunteer work is about freely giving time in support of community-based activities that are formally or informally associated with a voluntary organization and voluntary activity.
- c) Volunteer work is not about working in a paid work environment with no pay through an arrangement that is exclusive to people with intellectual disabilities and/or not inclusive of the community at large.
- d) Volunteer work is not working in a voluntary environment that is exclusive to people with intellectual disabilities and/or not inclusive of volunteers from the community at large.

LiveWorkPlay principles based on the *PLAY* value that, on an equal basis with others in the community, persons with intellectual disabilities have the right to take part in cultural and spiritual life, sports and recreation, political life, and the full range of human relationships:

Principles: Cultural & Spiritual Life

- a) People with intellectual disabilities are entitled, on an equal basis with others, to utilize their creative, artistic, and intellectual potential, not only for their own benefit, but also for the enrichment of society.

- b) People with intellectual disabilities are entitled, on an equal basis with others, to recognition and support of their specific cultural identity.
- c) People with intellectual disabilities are entitled, on an equal basis with others, to recognition and support of their specific spiritual identity.

Principles: Sports & Recreation

- a) To the fullest extent possible, persons with intellectual disabilities shall take part in mainstream sporting and recreational activities at all levels, including those activities which take place in the school system and in the community at large.
- b) Persons with intellectual disabilities shall be supported to organize, develop and participate in sporting and recreational activities, and, to this end, there shall be encouragement of the provision, on an equal basis with others, of appropriate instruction, training and resources.

Political Life

- a) Persons with intellectual disabilities shall effectively and fully participate in political and public life on an equal basis with others, directly or through freely chosen representatives, including the right and opportunity for persons with disabilities to vote and be elected.
- b) LiveWorkPlay shall promote an environment in which persons with disabilities can effectively and fully participate in the conduct of public affairs, without discrimination, and on an equal basis with others.
- c) LiveWorkPlay shall encourage the participation of people with intellectual disabilities in public affairs, including participation in non-governmental organizations and associations concerned with public and political life, and in the activities and administration of political parties, as well as forming and joining organizations, including (but not exclusively) those that represent the interests of persons with intellectual disabilities.

Principles: Relationships

- a) LiveWorkPlay shall promote an environment in which persons with disabilities can effectively and fully participate in the conduct of public affairs, without discrimination and on an equal basis with others.

- b) Persons with intellectual disabilities have the right to form the full spectrum of human relationships on an equal basis with others, including the right for those of marriageable age to enter into marriage.
- c) Persons with intellectual disabilities have access to age-appropriate information, reproductive and family planning education, and the means necessary to enable them to exercise these rights.
- d) Persons with intellectual disabilities, including children, retain their fertility on an equal basis with others.
- e) There must be appropriate assistance to persons with intellectual disabilities in the performance of child-rearing responsibilities.
- f) Children with intellectual disabilities have equal rights with respect to family life; to prevent concealment, abandonment, neglect and segregation of children with intellectual disabilities; families that include persons with intellectual disabilities have the right to comprehensive information, services, and support.
- g) No child shall be separated from parents on the basis of a disability of either the child or one or both of the parents; where the immediate family is unable to care for a child with disabilities, every effort to provide alternative care within the wider family shall be undertaken, and failing that, an alternative within the community in a family setting.

¹ The LiveWorkPlay principles have been adapted from the United Nations Convention on the Rights of Persons with Disabilities, adopted by the United Nations General Assembly on March 13, 2006. Canada was one of the first signatories, and with the support of all provinces and territories, the Government of Canada ratified the Convention at United Nations headquarters in New York City on March 11, 2010. LiveWorkPlay principles differ from the Convention in several ways, the main difference being that they are stated with particular reference to persons with intellectual disabilities. Other differences include adjustments to reflect the realities of the LiveWorkPlay focus on the specific community of Ottawa, Ontario, Canada. These differences from the original Convention document do not indicate lack of support for the Convention exactly as it is written, but rather are intended to serve as guidelines that are of direct relevance to LiveWorkPlay and its vision, mission, and values.