Adele D. Furrie

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Researcher, survey methodologist and information management consultant with over 30 years of national and international experience related to the collection, analysis and dissemination of quantitative, qualitative and administrative data concerning issues facing children and adults with disabilities

OVERVIEW OF EXPERIENCE

Provision of expert advice/expert opinion

2015-ongoing	Reserve member of the Accessibility Advisory Committee to the Mayor, City of Ottawa concerning issues facing Ottawans with disabilities
2015-ongoing	Member of the Seniors Roundtable to advise the Mayor, City of Ottawa on issues facing Ottawa seniors
2013 -ongoing	(1) Director of Research and Outreach, DisAbled Women's Network (2) Member of the 6-person Social Policy Committee of the Council of Canadians with Disabilities to advise the Board of Directors on social policy issues affecting Canadians with disabilities
2013 - 2014	Directed contract with Employment and Skills Development Canada (ESDC) to evaluate the data derived from the 2012 Canadian Disability Survey
2012-2013	Directed contract with ESDC to evaluate the validity and reliability of the Disability Screening Questionnaire using the data from two quantitative tests
2012 -ongoing	Member of a 6-person working group to develop a platform of information to support the 2010 New Disability Data Strategy
2012 -ongoing	Provision of expert opinion in civil litigation between an individual and the Governments of Ontario and Canada on whether the Canada Student Loans Program poses a structural barrier to equal access to post-secondary education for students with disabilities.
2011	Member of a 12-person Expert Advisory Group to Centre for Addiction and Mental Health (CAMH) for their HRSDC research concerning the relationship between disability and mental health

2011	Provided advice to UNICEF in Croatia concerning a plan to disseminate the disability data from the 2011 Census of Population
2010 -ongoing	Member of a 15-person Technical Advisory Group to ESDC for the development of a new strategy to collect and disseminate information on Canadians with disabilities
2007	(1) Chair of the external Advisory Committee comprised of academics and researchers from across Canada for the development, implementation and dissemination of the 2006 Participation and Activity Limitation Survey (PALS 2006) (2) Principal investigator for two projects to develop an output plan for the dissemination of the 2006 PALS — adults and children – successful proposal through MERX – Statistics Canada
2006	Directed contract with Handicap International Belgium for the Government of North Korea to provide expert advice on all aspects of a national disability survey in North Korea
2004	Directed contract with IBM Consulting to provide expert advice to the contract team during the development of their proposal to provide the processing system of the 2006 Census of Population
2003 – 2005	Directed contract with the US Bureau of Labor Statistics to provide expert advice to an interdepartmental committee on the design, implementation and analysis of data to establish the set of questions to be used to identify the employment characteristics of the adult population with disabilities as required by the *Americans with Disabilities Act*
2003	Appeared before the Parliamentary Committee concerning Persons with Disabilities to provide expert opinion on the operationalization of the definition of disability in the Disability Tax Credit
2000	Directed contract with DIAND to produce a lesson-learned paper on the development and implementation of the 1991 Aboriginal Peoples Survey as input to the planning for a similar survey in 2001
1999 – 2000	Directed contract with WESTAT, an American-based management company, to provide opinion during the development of a national disability survey to measure the nature and other related characteristics of the population with disabilities that meet the definition of disability in the *Americans with Disabilities Act*
1997 – 1999	Directed contract with the Privy Council Office to provide technical advice to the senior federal bureaucrat on the tripartite committee (Canada, Saskatchewan and the Métis Federation of Saskatchewan) for the enumeration of the Saskatchewan Métis
1996	(1) Directed two-week contract with the Government of Colombia through the United Nations Development Program to provide expert advice on the development of national data on persons with disabilities using surveys, the national Census and administrative data (2) Directed contract with Health Canada to provide statistical analysis of administrative data in support of a racial discrimination charge

before a Human Rights Tribunal and provision of expert opinion testimony on the topic during the hearing

(3) Directed contract with Statistics Canada to develop options for data concerning the employment of persons with disabilities for the Employment Equity Data Program

1995 Directed five-week contract with Statistics New Zealand to provide expert advice on the design and conduct of the first national survey addressing the issues facing New Zealanders with disabilities

1985 – 1996 (1) Led the Canadian delegation at numerous meetings held with international experts in disability and the World Health Organization to provide input to the revision of the International Classification of Impairments, Disabilities and Handicaps (ICIDH)

(2) Member of the 1991 and 1996 Census Steering Committee to provide input to all aspects of data collection and data dissemination for the 1991 and 1996 Censuses of Population and Agriculture

Research involving primary data collection and analysis

2014-ongoing Designed and implemented a survey of Deaf Canadians for the Canadian Association of the Deaf

2006 Directed contract with DFAIT to develop, conduct and disseminate a survey of foreign service officers to identify the issues related to staffing positions in US missions

2005 Directed contract with DFAIT to develop, conduct and disseminate a survey of foreign service officers concerning occupational health and safety issues facing foreign service officers and their families during their assignments abroad

2004 Directed contract with DFAIT to develop, conduct and disseminate a survey of foreign service officers the nature and extent of issues facing foreign service officers and their families during their assignments abroad

2004 – 2005 Directed contract with the Treasury Board Secretariat to develop a new system for the calculation of the post differential allowance for foreign service personnel while on assignment outside of Canada

2003 Directed contract with Bank of Montreal to develop a questionnaire and survey protocol for a survey of the Bank's employees concerning employment issues facing employees with disabilities

1997 – 1998 Directed contract the Canadian Home Care Association to develop, conduct and disseminate a survey of home care programs along with a review of uptake of these programs using administrative data and qualitative data from focus groups and interviews with care receivers, their families and care providers

Research involving secondary analyses of survey/administrative data

2015 Directed contract to develop background information concerning the population with disabilities who are willing to work but unable to find

employment for use by SenseAbility in their 2015 strategic planning session

2014-ongoing Member of the research team contracted by the Centre on Work Disability Policy to explore the issues facing Canadian adults with disabilities who are unable to find employment

2014-ongoing Member of the research team contracted by the Centre on Work Disability Policy to explore the issues facing Canadian adults with episodic disabilities who experience intermittent work capacity

2011 Principal Investigator - Analysis of the employment characteristics of the population with disabilities to explore the economic impact over time using the longitudinal data from the Survey of Labour and Income Dynamics (SLID) – successful proposal through open bidding process

2010 Principal Investigator – Analysis of the population with disabilities who are not in the labour force, including a literature review and analysis of the 2006 Participation and Activity Limitation Survey (2006 PALS) for Human Resources and Skills Development Canada (HRSDC) – successful proposal through open bidding process

2009 (1) Co-principal Investigator – Analysis of the impact of training on the employment outcomes of persons with disabilities, including a literature review and analysis of the 2006 PALS for HRSDC – successful proposal through open bidding process

(2) Principal Investigator – Analysis of home care from the perspectives of the care receiver and the family/informal caregiver, including a literature review and analysis of the 2001 and 2006 PALS and the General Social Survey (Cycle 21) for HRSDC – successful proposal through open bidding process

2008 Principal Investigator – Exploration of data sets (the Survey of Labour and Income Dynamics, the National Population Health Survey (NPHS) and the 2001 and 2006 PALS) to gain a better understanding of the dynamics of disability and the impact on employment and income – successful proposal through open bidding process

2007- 2008 (1) Conducted a workshop with representatives from national and provincial/territorial organizations to determine the content of—and prepared—11profiles that highlighted the socio-economic, demographic and housing conditions of persons living with particular types of disabilities using the 2001 PALS – successful proposal through open bidding process

(2) Principal Investigator - Analysis of the population with disabilities who are living with a psychiatric disability, including a literature review and analysis of 2006 PALS data – successful proposal through open bidding process

(3) Principal Investigator – A research project to obtain a better understanding of how severity of disability impacts on the socio-economic outcomes of the population with disabilities (using the 2001

and 2006 PALS, the NPHS and the 2006 Census of Population) and to propose alternative methods for the determination of severity of disability – successful proposal through open bidding process

2007 Directed contract with the Professional Association of Foreign Service Officers (PAFSO) to analyse and synthesize the results of a survey of foreign service officers conducted by PAFSO

2005 – 2007 Co-Principal Investigator – To gain a better understanding of the impact of living with a learning disability and the development of materials to be used by the Learning Disabilities Association of Canada and its provincial/territorial affiliates to share best practices using qualitative data obtained through focus groups and the exploration of data sets (the Canadian Community Health Survey, the Longitudinal Survey of Children and Youth, the 2001 PALS) to gain a better understanding of the impact of living with a learning disability – successful proposal for three-year funding through open bidding process

2005 – 2006 Directed contract with Linguistek to undertake statistical analyses of data from the Longitudinal Survey of Children and Youth (NLSCY) for input into the federal government's report titled "The Well-Being of Canada's Young Children 2005"

2005 (1) Directed contract with Department of Foreign Affairs and International Trade (DFAIT) to analyze the impact of maternity/paternity leave on the operations involving foreign service officers

(2) Directed contract with Statistics Canada to produce statistical profiles of 100 First Nations Communities in Alberta, Saskatchewan and Manitoba for use by Statistics Canada's Aboriginal Liaison Officers to encourage participation in the 2006 Census using data from the 2001 Census of Population

(3) Directed contract with DFAIT to analyze the personal and family characteristics of rotational foreign service officers and their application/non-application for 2005 postings

2004 – 2005 Directed contract with the Accessibility Directorate, Community and Social Services, Government of Ontario to analyze and report on the situation of Ontarians with disabilities using the federally funded 2004 Environics Canadian Attitudes Towards Disability Issues and the 1991 Health and Activity Limitation Survey (HALS) data from Statistics Canada

2003 – 2005 Sub-contracted by research team to spatially identify the relationship between literacy and disability using the 2001 PALS with funding from The Abilities Foundation through the Literacy Secretariat, HRSDC

2001 Directed contract with Indian and Northern Affairs (DIAND) to develop the prototype for their community-based profiles using data from the 1991 Aboriginal Peoples Survey (1991 APS), the 1996 Census of Population and administrative data from DIAND

1998 Directed contract with the Nunavut Corporation to analyze data from a

survey conducted by the Corporation and combine those data with data from the1991 HALS and produce a detailed social and economic profile of persons with disabilities in Nunavut, as well as a related fact sheet for each community, as input into the development of programs and services for persons with disabilities in the new territory

1997 Directed contract for Intergovernmental and Aboriginal Affairs, Government of Saskatchewan to produce a social and economic profile of the Métis and First Nations living in selected urban areas in Saskatchewan using data from the 1996 Census of Population

1996 Directed contract for the Canadian First Nations Confederacy of Cultural Centres to produce a statistical profile of Aboriginal persons with disabilities using the 1991 HALS

Research developing inventories of programs/services/best practices

2013 Principal Investigator – To develop an inventory of knowledge concerning persons with episodic, moderate and short-term disabilities and employment through a literature review, an environmental scan of other countries and key informant interviews that will be used by the Federal/ Provincial/ Territorial Persons with Disabilities Advisory Committee (PwDAC) as a primer for future research on these topics

2011 Directed contract – To conduct an environmental scan of like-minded countries and international organizations concerning their disability data strategies concerning children with disabilities

2010 Directed contract – To conduct an environmental scan of like-minded countries and international organizations concerning their disability data strategies concerning adults with disabilities

2010 - 2011 Principal Investigator – To update the existing content and extend the coverage to include disability-support programs included in the HRSDC publication titled "Labour Market and Programs in Canada for Persons with Disabilities" – successful proposal through OPEN BIDDING PROCESS – HRSDC

2008 Co-Principal Investigator for the Canadian Standards Association under contract to the Accessibility Directorate, Community and Social Services, Government of Ontario to prepare three reports, including an inter-jurisdictional overview of best practices from provinces, territories and like-minded countries concerning the employment of adults with disabilities as background information for the Employment Accessibility Standards Development Committee in their work to develop an Employment Accessibility Standard under the *Accessibility for Ontarians with Disabilities Act* – successful proposal through competitive process conducted by Community and Social Services

2007 (1) Directed contract for DFAIT to review the compensation packages of private-sector companies who have a hardship system to determine the compatibility with the Canadian system for measuring hardship

(2) Directed contract with Statistics Canada to produce an international review of the questions and survey methods used to collect information concerning the impact of living with a disability

2005 Directed contract for the Treasury Board Secretariat to review the policies and procedures related to foreign service compensation packages in selected countries

2004 Directed contract for Citizenship and Immigration Canada to conduct a literature review and provide information on a fully updateable database on the perceptions of conditions of service for foreign service officers in Canada and like-minded countries

2003 (1) Directed contract for the US Bureau of Labor Statistics to prepare an annotated bibliography of questions used in American surveys and censuses to identify the adult population with disabilities

(2) Directed contract with the American Presidential Task Force on the Employment of Adults with Disabilities to produce an inventory of the federal programs and services available to adults with disabilities, including an analysis of the administrative data collected on the characteristics of the population with disabilities who were in receipt of the programs and services

1998 – 1999 Directed contract with Lerner and Associates to produce a fully updateable database of information published by the federal, provincial and territorial governments and the private sector on the health effects of smoking

Technical documentation

2008 Directed contract with DFAIT to produce a users' guide for foreign service officers at post to assist with the completion of the new hardship questionnaire and a users' guide for the Interdepartmental Hardship Committee to assist with the evaluation of the completed form

2006 Directed contract with Statistics Canada to develop and implement a fully updateable database, including related supporting materials, to manage the Research Data Centre Program at Statistics Canada

2000 Directed contract with the United Nations Statistical Division to prepare the first draft of a handbook for use by developing countries in the collection of information concerning persons with disabilities

CHAPTERS IN BOOKS

Furrie, Adele. "Disability surveys in Canada." In MA McColl and Lyn Jongbloed "Disability and Social Policy in Canada, 2nd Edition". 2006. Captus University Publications., Section I.1.

Furrie, Adele. "Profiling Canadians with Disabilities." In MA McColl and Lyn Jongbloed "Disability and Social Policy in Canada, 2nd Edition". 2006. Captus University Publications., Section I.2.

Furrie, Adele. "Consequences for Community Participation." In MA McColl and J.E. Bickenbach "Introduction to DISABILITY". 1998. WB Saunders Company Ltd., pp. 174-182.

REFEREED ARTICLES

2010 "Advancing Inclusion: How Our Understanding of the Dynamic Nature of Disability Is Informing Interventions That Support Employment". With Elizabeth Cahill. IAIABC Journal, Volume 47 No. 2, Fall. (pp. 113–134).

2009 "The Mental Health of Canadians with Self-Reported Learning Disabilities". With Alexander M. Wilson, Catherine Deri Armstrong and Elizabeth Walcot, J Learn Disabil, January/February; vol. 42, 1: pp. 24-40.

1995 "The Canadian database on disability issues: a national application of the ICIDH" Disability and Rehabilitation Jan 1995, Vol. 17, No. 7: pp 344–349.

NON-REFEREED CONTRIBUTIONS: REPORTS FOR FEDERAL GOVERNMENT

2014 **Furrie, Adele D.** Insights into the coverage of the Canadian Survey on Disability

2013 **Furrie, Adele D.** Analysis of the DSQ Using the CCHS Rapid Response Data (HRSDC)

2012 **Furrie, Adele D.** Investigating the employment and income patterns of persons with disabilities (HRSDC)

Furrie, Adele D. In search of the minimum set of questions to identify the child population with disabilities (HRSDC)

Furrie, Adele D. In search of the minimum set of questions to identify the adult population with disabilities (HRSDC)

2011 **Furrie, Adele D.** Updating and Extending the document "Labour Market and Income Support Programs in Canada for Persons with Disabilities" (HRSDC)

2010 **Furrie, Adele D.** Towards a better understanding of the dynamics of disability and its impact on employment (HRSDC)

Furrie, Adele D. & Crawford, C. A Profile of Persons with Disabilities Not in the Labour Force in Canada (HRSDC)

Furrie, Adele D. About Canadians with disabilities who require support with their daily activities: What do we know about their unmet needs? What do we know about their caregivers? (HRSDC)

Furrie, Adele D. & Crawford, C. Work-Related Training for People with Disabilities: Experiences and Barriers (HRSDC)

Furrie, Adele D. Profile of the Housing Conditions of Seniors with Disabilities (2010 Research Highlights – Socio-economic Series (CMHC)

Furrie, Adele D. Profile of the Housing Conditions of Canadian Children with Disabilities (2010 Research Highlights – Socio-economic Series (CMHC)

Furrie, Adele D. Profile of the Housing Conditions of Canadians with Disabilities Aged 15 Years and Older with a Learning Disability (2010 Research Highlights – Socio-economic Series (CMHC)

Furrie, Adele D. Profile of the Housing Conditions of Canadians with Disabilities Aged 15 Years and Older with a Hearing Disability (2010 Research Highlights – Socio-economic Series (CMHC)
Crawford, C. & **Furrie, Adele D.** Profile of the Seeing Conditions of Canadians with Disabilities Aged 15 Years and Older with a Learning Disability (2010 Research Highlights – Socio-economic Series (CMHC)
Furrie, Adele D. Profile of the Housing Conditions of Canadians with Disabilities Aged 15 Years and Older with a Speaking/Communicating Disability (2010 Research Highlights – Socio-economic Series (CMHC)
Furrie, Adele D. Profile of the Housing Conditions of Canadians with Disabilities Aged 15 Years and Older with a Emotional/Psychological Disability (2010 Research Highlights – Socio-economic Series (CMHC)
Furrie, Adele D. Profile of the Housing Conditions of Canadians with Disabilities Aged 15 Yearsand Older who are Living in a Household in Core Housing Need (2010 Research Highlights – Socio-economic Series (CMHC)

2009 **Furrie, Adele D.** Profile of the Housing Conditions of Canadians with Disabilities Aged 15 Years and Older with a Mobility and/or Agility Disability (2009 Research Highlights – Socio-economic Series (CMHC)

2008 **Furrie, Adele D.** Users Guide: Post Hardship Report and Rating Form (DFAIT)

2007 **Furrie, Adele D.** Crawford, C., & Deri-Armstrong, C. Measuring Severity of Disability in Surveys: PALS Severity Index and Other Options (HRSDC)
Pape, Bonnie, Crawford, C. & **Furrie, A.D.** People with Psychiatric Disabilities: A Demographic Profile (HRSDC)
Furrie, Adele D. Outsourcing Options for Assessment of Mission Hardship Levels (DFAIT)
Furrie, A.D. Highlights of Putting a Canadian Face on Learning Disabilities
Furrie, A.D. Putting a Canadian Face on Learning Disabilities: National and Provincial Profiles

NON-REFEREED CONTRIBUTIONS: REPORTS FOR PROVINCIAL GOVERNMENTS

2013 **Furrie, Adele D.** Validation of Research Elements on Episodic, Moderate and Short-Term Disabilities and Employment (Ontario)

NON-REFEREED CONTRIBUTIONS: REPORTS FOR PRIVATE SECTOR/INTERNATIONAL ORGANIZATIONS

2013 **Furrie, Adele D.** Affidavit based on analysis of Student Loan administrative data and survey data for civil litigation between the governments of Ontario and Canada and blind/deaf student (BakerLaw)

2011 **Furrie, Adele D.** Proposal for the dissemination of disability data from the 2011 Census of Population (UNICEF Croatia)

2008 **Furrie, Adele D.** & Crawford, C. Barriers Analysis Report (Canadian Standards Association for the Employment Accessibility Standards Committee (AODA)
Furrie, Adele D. Learning from Others: An Inter-Jurisdictional Review of the Initiatives Undertaken to Remove Obstacles that Prevent or Impede Persons with

Disabilities from Obtaining and Retaining Employment (Canadian Standards Association for the Employment Accessibility Standards Committee (AODA)
Furrie, Adele D. & Crawford, C. Towards Solutions: Breaking Barriers to the Employment of Ontarians with Disabilities (Canadian Standards Association for the Employment Accessibility Standards Committee (AODA)

2007 **Furrie, Adele D.** An analysis and synthesis of the results of the survey of foreign service officers (Professional Association of Foreign Service Officers)

INVITED SPEAKER/WORKSHOPS

2015 **Furrie, Adele D**. Roundtable on Income and Employment Needs of Persons Dealing with Illness: *Identifying the population* (Institute for Research on Public Policy, Ottawa

2015 **Furrie, Adele D.** Building a disability database to meet *YOUR* country's needs to monitor the implementation of UNCRPD (Conference of State Parties, New York)

2011 **Furrie, Adele D.** Building a database for children with disabilities using administrative data and survey data (Conference on Inclusive Education for Children with Disabilities, Moscow for UNICEF)
Furrie, Adele D. Workshop on building a database using existing survey and administrative data (Conference on Inclusive Education for Children with Disabilities, Moscow for UNICEF)

2009 **Furrie, Adele D.** Using disability data from surveys and how to effectively present the results (Community and Social Services, Ontario)

2007 **Furrie, Adele D.** & Crawford, C. Workshop to determine the content of profiles that persons with disabilities using the 2001 PALS (CMHC)

WORK HISTORY

President
Adele Furrie Consulting Inc. (AFCI)
(1996 to present)
Adele Furrie Consulting Inc. provides a range of research and analysis services to both governmental and non-governmental organizations. Specializing in the fields of human resources, disability, Aboriginal issues, health and human rights, it provides a range of product options. AFCI operates effectively using associates based in academia and the private sector and, with them, AFCI is able to put together the skill set that meets or exceeds the requirements for each project.

Director
Post-Censal Surveys Program
Statistics Canada
(1985 to 1995)
As senior manager, developed and implemented the new Post-Censal Surveys Program, which was comprised of two major initiatives: a $15M national statistical database

program dealing with the issues facing persons with disabilities residing in private dwellings and health-related institutions (1986 Health and Activity Limitation Survey and 1991 Health and Activity Limitation Survey) and a $14M national statistical database program dealing with the issues facing Canada's three Aboriginal peoples (1991 Aboriginal Peoples Survey).

Assistant Director
Small Area Data Program
Statistics Canada
(1983 to 1984)
As Assistant Director, designed, developed and produced a series of products at different geographic levels that combined economic and social data from multiple administrative and survey data sources.

National Director
Canada Fitness Survey (through Executive Interchange Canada)
(1980 to 1982)
With funding from Fitness and Amateur Sport Canada, as the National Director, designed and conducted the first National Fitness Survey undertaken in Canada.

Survey Methodologist
Social Survey Methods Division
Statistics Canada
1966 to 1980
Various positions with increasing responsibility in designing surveys for census evaluation and agriculture

EDUCATION:	B.A. – Economics/Sociology, Carleton University, 1985
SECURITY CLEARANCE:	Enhanced reliability
LANGUAGE PROFILE:	Fluent in English; Fluent in ability to read French
REFERENCES:	Available on request