



GUIDING PRINCIPLES FOR THE NEWFOUNDLAND AND LABRADOR CLUSTER

In the interest of working optimally together to achieve the goals of this research partnership, the members of the Newfoundland and Labrador cluster will aim to:

- 1) Systematically engage the knowledge and experience of academics, students, individuals with disabilities, and other partners in **all** activities of the initiative;
- 2) Acknowledge that there are multiple disciplines, practical knowledge sources, and methodologies that can inform our research;
- 3) Focus primarily on research that has practical applicability for increasing the recruitment, integration, and retention of people with disabilities in the paid labour market;
- 4) Investigate both formal **and** informal barriers to the recruitment, integration, and retention of people with disabilities in the paid labour market;
- 5) Prioritize research with a “cross-disability approach” that considers the diverse experiences of individuals with disabilities;
- 6) Acknowledge that there is a wide range of individual variability among people with disabilities;
- 7) Recognize that there are crucial differences in the experiences of people who acquire disabilities at different ages and stages of life;
- 8) In all stages of the research process, consistently demonstrate respect to all involved, including through the use of appropriate language and terminology;
- 9) Engage communities in a broad and open dialogue about our research program, findings, and challenges; and
- 10) Seek to engage policy-makers in all aspects of the research process.