

**GRAND
MARSHALS**



inclusion**BC**

2017-2018

ANNUAL REPORT



Our Team

Executive

Faith Bodnar, *Executive Director*

Karla Verschoor, *Associate Executive Director*

Communications

Danielle Kelliher, *Director of Communications*

Dawn Steele, *Communications Officer*

Resource Development

Jillian Bradley, *Clothes Drop Manager*

Programming and Advocacy

Karen De Long, *Director of Community Development*

Gordon Ross, *Director of Employment Initiatives*

Kwaku Yeboah, *Director of Employment Initiatives*

Tina Dam, *Community Inclusion Advocate*

Finance and Administration

Frank Peng, *Director of Finance and Administration*

Janice Bai, *Accounting Manager*

Semanthi Wann, *Engagement Coordinator*

Lowena Ko, *Office Assistant*

Board of Directors

Jackie Carpenter, *President*

Fiona Whittington-Walsh, *Vice President*

Brent Tolmie, *Treasurer*

Bendina Miller

Tanya Norman

Anne-Marie Lafleur

Michael Prince

Neil Belanger

Angela Bond

Michael McLellan

Alexander Magnussen

Greg Hill, *Executive Director Network member appointment*

Vision

A world where we all belong

Mission

We are a federation working with partners to build community and to enhance the lives of children and youth with special needs, adults with developmental disabilities, and their families by supporting abilities, promoting action and advancing rights, responsibilities and social justice.

Letter from President & Executive Director



Jackie Carpenter

President



Faith Bodnar

Executive Director

Advancing inclusion through systems level advocacy is a core function of Inclusion BC. This work is built on our relationships and connections with families and individuals with intellectual disabilities, our member agencies, local leaders and decision makers. It's the long term and evolving nature of these relationships that fuels progress and challenges assumptions about where people with intellectual disabilities belong and how they will be accommodated and supported to live their lives as full citizens.

What makes Inclusion BC unique is our capacity to draw on all these relationships to bring our movement together, to widen spheres of influence, to build awareness, to bring resources to partnership tables and ultimately, to build grassroots social change. These relationships are investments in the long haul of our social movement for human rights and equality for people with intellectual disabilities. As we build our capacity, we also invest in the work of our allies and partners, knowing that it takes everyone to make truly welcoming communities for all.

Change is most often gradual and incremental and we rarely see the full extent of the impact of our day to day work. It's the investments we make in relationships with each other that build equity over the long term. While lasting change takes time, the values of full citizenship and human rights that fuel our hearts and minds, do not change.

Reflecting on the past year, the importance of investing in relationships provided significant opportunities and momentum for Inclusion BC to be part of important decisions. We live in a truly dynamic province and Inclusion BC has been able to respond to changing political landscapes because of the long term investments we've made. Our integrity as a solid, unified movement for 62 years ensures we are at the tables where changes to income benefits were made, where plans to address poverty are being developed and where we are appreciated for our long commitment as an ally and partner in building a strong and vibrant province.

It's our pleasure to welcome you to Inclusion BC as we highlight the impact of our work in 2017/18. It's also our privilege to thank you for contributing to building a province where we all belong. When we look at the past year, those investments we've made in each other have made a critical difference and they will continue to create a bright future for us all.

742

people attended workshops and learning events throughout the year

272

British Columbians with intellectual disabilities found work through Ready, Willing & Able

15

community organizations supporting over **13,000** people received over **\$600,000** in funds from Clothes Drop

1,300

marched in Richmond for Disability Pride

160,000

people reached through our social media, website, email, phone or in-person



Feature member

Community Living Victoria



Hope. Help. Home.



Community Living Victoria is a long-standing member of Inclusion BC. We all value and benefit from the advocacy that is done provincially by Inclusion BC. There are many examples of how their important work has resulted in better outcomes for the people we support. Recent highlights include the increase to disability benefits and the compensation for Woodlands survivors. Inclusion BC, along with the efforts of other provincial organizations, truly makes a difference!

In addition to participating in many of Inclusion BC's advocacy efforts over the years, we have also enjoyed the opportunity to co-host the Inclusion BC Conference and AGM in Victoria. We look forward to once again welcoming delegates from across the province to our beautiful city in 2019.

We recently completed a project with Catalyst Community Developments to review all of our properties with the intent of expanding

Affordable housing is an ongoing concern for the people we support and a goal of CLV's strategic plan.

our affordable housing options. Community Living Victoria currently manages 35 portable housing subsidies through BC Housing, so individuals can afford a decent place to rent in neighbourhoods they choose. Some of those people are part of our Supported Apartment Living program, which provides daily support in an apartment building with easy access to amenities such as shopping and transit. Other subsidies are directed to individuals in our Independent Living program.

We also have 6 subsidized apartments in a larger BC Housing building and have a partnership agreement with the Capital Region Housing District for 6 units to be prioritized for people we support over the next 3 years.

We are working with M'Akola Development Services to explore providing affordable housing on our main office site which encompasses 3 acres of land. Community Living Victoria has established relationships with many housing service providers in our area and we are always looking for opportunities for subsidized units. We anticipate that affordable housing will continue to be an issue for all of us in the years ahead.

Ellen Tarshis, *Executive Director*
Community Living Victoria

Individual Advocacy

424
families
helped
through our
advocacy
program

Our advocacy program provides direct one-to-one support for families and individuals. Most people who contact us have been unable to solve a problem through other channels.

The situations are complex and often span months or years. Many involve legal battles and government appeals.

Inclusion BC is the only organization of its kind providing this type of advocacy support for people with intellectual disabilities and their families in BC. Last year we expanded our individual and family advocacy program to meet rapidly growing demand. This allowed us to help 424 people this past year.

“Thank you for making sense of the alphabet soup of acronyms that surrounds this sector. I have called many organizations that tried to be helpful but they just seemed to make me more confused”.
- Sue, Burnaby



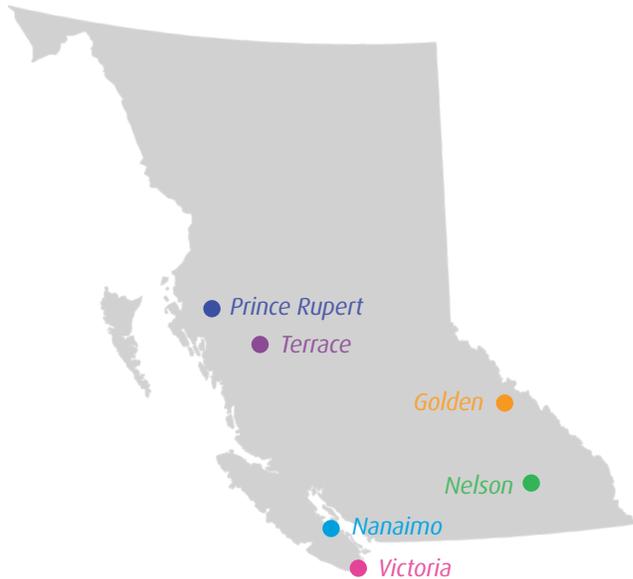


Information and Referral

Inclusion BC provided information, support and referral to thousands of people throughout the province. This included people with intellectual disabilities, their families, caregivers, staff from community agencies and government, and others.

Through email, phone, website and social media, we connected over 160,000 people with resources and information on ways to support inclusion. This included information on children and youth services, employment, income support (disability benefits), education, housing, healthcare, the justice system, CLBC funding and eligibility, financial planning (RDSP) and planning for the future.

These efforts are supported by our strong partnerships with other community organizations, the Canadian Association for Community Living and Inclusion International.



Empowering Families

*Nanaimo | Golden | Nelson | Victoria |
Terrace | Prince Rupert*

Inclusion BC met with family groups in seven BC communities, providing free workshops on advocacy and systems change. Families learned about the history of community living, community development and practical tools to ensure a good life for their loved ones with disabilities.

124
workshop
participants



Building capacity to sustain our movement

15

non-profit organizations
benefited from Clothes Drop

1,230,195

pounds of clothing
diverted from landfill

30%

increase in profits
over previous year

85%

of revenues go to our
participating member
agencies with the remainder
going to Inclusion BC



Clothes Drop provides stable, consistent and independent funding for Inclusion BC and our participating members. It helps ensure we can be there for people with intellectual disabilities and their families when they need us most, whether that's now or 50 years from now.

The money we earn from Clothes Drop donations stays in the neighbourhoods where donations are collected. It supports important services for children and youth with special needs, adults with intellectual disabilities and their families.

This year Clothes Drop expanded onto Vancouver Island, welcoming Lifetime Networks Victoria as a participating member.

Find a donation bin near you or learn more about hosting a bin: www.clothesdrop.org



Annual Conference and Learning Event

Every year our conference brings together 600+ people from across the province and the country. They come to share lessons and perspectives on community living and the experiences of people with disabilities. It is the premier learning event on intellectual disability, inclusion and human rights.

The conference offers unique professional development for people working in community living. Professionals exchange success stories and learn from and with people with intellectual disabilities, family members and experts. In 2017, over half of attendees were people working in community living.

“The keynotes and workshops were fantastic. High caliber and inspirational. I came away with over 30 pages of notes. It was well worth the cost to attend.”



“One of the best conferences yet.”



533
delegates

45
volunteers

285
professionals

48
workshops

154
self
advocates

53
scholarships
provided

Education

We continued to build on the momentum to restore supports for inclusion in BC's public schools. We worked to strengthen partnerships between families and educators and provided practical tools to advance inclusion in classrooms and schools across the province.



Sharing practical tools

Over 100 educators, family members and others attended our one-day Inclusive Education Summit in Richmond, BC in June to learn with top Canadian experts.

Advice from the Summit was captured in our report "Restoring Inclusion in BC's Public Schools," and our "Back to School 2017" campaign and resource package.

Recognizing excellence

Our February 2018 Inclusive Education Month campaign reached almost 61,000 people. The social media campaign highlighted the importance of school-wide culture of inclusion, leadership and collaboration. **#InclusiveEdMonth**

Building partnerships

Inclusion BC worked to strengthen relations with BC's new Education Minister and senior staff in the re-named Inclusive Education Branch, with meetings and ongoing conversations about



Education advocate Karen De Long speaks to educators at the Provincial Specialist Associations Super Conference.

key issues and priorities. We also continued to build advocacy partnerships with groups like the BC Confederation of Parent Advisory Councils (BCCPAC), the BCEdAccess parents' group, "Your Education Matters" (#30DaysOfEd campaign), the provincial Special Education Partners Group, Canadian Union of Public Employees (CUPE) and BC Teachers Federation (BCTF).

Defending rights

Almost half of the advocacy calls we received from families this year were related to the education system. Many parents were calling because they had been told that their child with special needs could not start school in September along with other students.

In the fall of 2017, a BCCPAC survey confirmed this problem was widespread. The survey found that hundreds of students in 51 school districts were often being forced to miss part or all of their school day.

Inclusion BC spoke up in the media and met with the Minister of Education and ministry officials to defend every child's right to attend school. We understand that school boards are struggling to hire new teachers to implement the 2016 Supreme Court of Canada ruling. At the same time, no other group of students were being denied full access to school because of this.



From left to right: Educators Ray Yoo, Eve Minuk, Monika Martinkova and Joyita Rubin receive inclusive education awards.

61,000

reached through our Inclusive Education month campaign in February

100

inclusive education summit participants

4

inclusive education awards

Inclusion BC recognized four BC teachers for excellence in practice in inclusive education. For over ten years, our annual Inclusive Education Awards have celebrated and brought awareness to the great work happening in schools across BC.

#KidsCantWait

Inclusion BC met with the Minister of Children and Family Development about ending waitlists for the Supported Child Development Program in BC so that children with special needs can attend inclusive neighbourhood child care programs.

Inclusion BC leads the Kids Can't Wait working committee, which is working to strengthen supports for children with special needs in the early years. This year, we decided to strategically focus on severe waitlists for the Supported Child Development Program, to align with expected federal and provincial investments in child care.

Our work paid off with a promise in the 2018 BC Budget to end waitlists for the Supported Child Development Program.

The Kids Can't Wait Working Committee includes representatives from:

- Inclusion BC
- Family Support Institute
- BC Association for Child Development and Intervention
- Langley Association
- Richmond Society for Community Living
- BC Centre for Ability

Housing

Inclusive Housing

People with intellectual disabilities have been hit hard by the affordable housing crisis in BC. Finding ways to provide more affordable, inclusive housing has been a priority for Inclusion BC and its members over the past year.

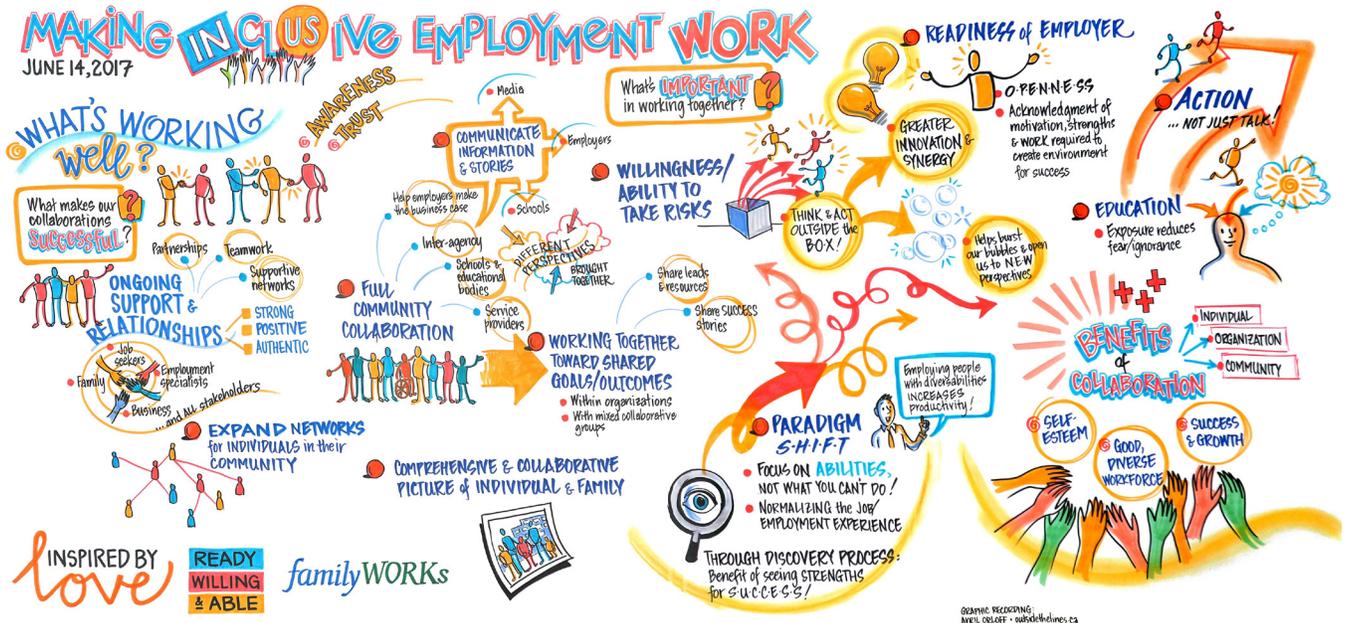
In October, 2017, Inclusion BC and Community Living BC formed an Inclusive Housing Task Force. The task force includes community living agencies, government, family members and people with intellectual disabilities.

In January, 2018, the task force hosted an inclusive housing forum. The expertise and information shared at the forum became the foundation of a three-year housing strategy to provide more inclusive affordable housing for people with intellectual disabilities.

The diverse group of 70 forum attendees included bankers, property developers, planners, architects, family members, people with intellectual disabilities, Inclusion BC member agencies, housing providers and government housing agencies.



Employment



Ready, Willing & Able hosted “Making Inclusive Employment Work,” a full day dedicated to advancing inclusive employment and careers success for people with intellectual disabilities and Autism Spectrum Disorder. 158 service providers, employers, families and job seekers attended.

272 British Columbians with intellectual disabilities found work through Ready, Willing & Able. **92%** of employers surveyed said employing individuals with intellectual disabilities or ASD has been a positive experience.

READY WILLING & ABLE

Ready, Willing & Able (RWA) is a national initiative that engages, educates and supports employers to hire people with intellectual disabilities and autism spectrum disorder.

Inclusion BC, along with the Pacific Autism Family Network, is an RWA partner, delivering this program across BC.

RWA in British Columbia continues to lead the way on many fronts, as Inclusion BC and our agency partners facilitate and support inclusive employment opportunities across the province.

“... the contributions of RWA go well beyond simply securing jobs. The partnership and organizational development, influencing a ‘culture change’ with regards to inclusive hiring, and indirect cost savings through reduction of benefit dependence, among other things, are some of these indirect contributions.”

– **UBC Centre for Inclusion and Citizenship**

The UBC Centre for Inclusion and Citizenship is the national program evaluator for Ready, Willing & Able.

Disability Pride



1300

took to the streets of Richmond to march and celebrate Disability Pride

400

attended disability film festivals in five different cities

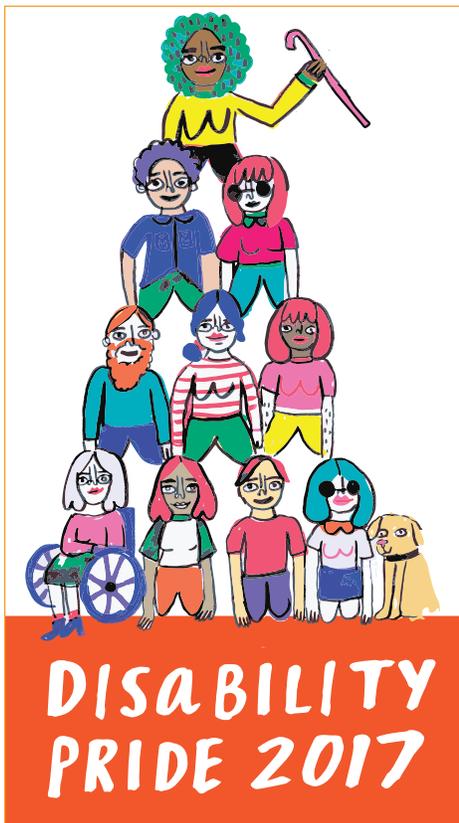
Disability Pride 2017 was a Canada 150+ initiative that was led by a steering committee of 27 people from communities across BC. It began as a series of conversations which led to a celebration and march and ended with the launch of a documentary film.

Sherwin Strong: Disability Pride 2017

Disability Pride 2017 culminated with the release of Sherwin Strong: Disability Pride 2017, a 7-minute documentary produced by the Inclusion BC Foundation. The film premiered at screenings across the province through our 3rd annual UN International Day of Persons with Disabilities Film Festival on December 3rd. Watch the film at www.disabilitypride.ca



On June 15, 2017, Inclusion BC presented the first ever disability pride celebration and march in British Columbia. Over 1300 people took to the streets of Richmond to celebrate disability pride.



Film Festival Celebrating the UN International Day of Persons with Disabilities

Hosted by 5 Cities on December 3rd:

Dawson Creek | Powell River | Victoria | Kelowna | New Westminster

Every year the Inclusion BC Foundation partners with the BC Self Advocacy Foundation to host a disability film festival on the UN International Day of Persons with Disabilities. This past year we were proud to partner with the National Film Board to explore the representation of disability in Canadian film. The festival took viewers on a historical journey from the early 1960s to the present day, with the premiere of our own short film, Disability Pride 2017.

Thank You

Gifts Of \$240 & More From Individuals And Families

Lucy J Aldridge · Frank A. Anfield · Wendy G. Baker · John Baxter · Seth Berkowitz · J. K. Birdsall
Faith Bodnar · Clifford Cmolik · Anita Dadson · Eric Dekker · Linda Derkach · Michael Dubensky
Paul Dusanj · Douglas John Gray Eakins · David Ebert · Beverly Elo Ziebart · Dennis Ewasiuk
Edwin Forbes · Michael Fung · Laura Gerlinsky · Alison Grant · Elizabeth Green · Madeleine Harlamovs
John Heady · Bert E.Hendriksen · Mark Hewett · James F. Howie · Katherine Isaac-Smith · Mike Keating
Howard Kettner · Bonita Klovance · Doug Knight · Lucy Laufer · J. Alain D. Lefebvre · Marilyn Leung
Alan J. Lomax · Heather MacNaughton · Ron Markey · Malcolm & Leslie McIntosh · Gordon McNeil
Bendina Miller · J. Ivor Moody · Wendy Nie · Amy Nugent · David J. Pacula · Ian Rapps · A. D. Riley
Phil Russell · Ruth Rutledge · Marie Sabine · Greg Sedun · Eric Southam · Don Sutton · L. Alison Taplay
Ian Bruce Timbrell · L. Tong · Lan Thi Trinh · Eleanor Van Der Sman · Paul Wearmouth · Tom Wheelan
Ron Whittaker · Ken Woods · Jamie Wooster · Brian Yorke

Grants

Anonymous
BC Gaming
Canadian Association for Community Living
Employment & Social Development Canada
May & Stanley Smith Charitable Trust
Department of Canadian Heritage
Vancouver Foundation
Vancity

Gifts

Rolfe Benson LLP
Shaughnessy Golf and Country Club
Canaccord Genuity Beedie
Development Group/Kebet Holdings
Cantec Electrical
Wales McLelland
Teck Resources Limited
Seymour Investment Management
Concert Properties Ltd.
Cushman & Wakefield
Red Hat
Canadian Western Bank

Event Sponsors

AiMHi
BC Aboriginal Network on Disability Society (BCANDS)
BC CEO Network
BC Housing
BC Teachers Federation
BCGEU
Canadian Deafblind Association BC Chapter
Chilliwack Society for Community Living
Clay Tree Society
Community Living Society
Community Living Victoria
Community Services Benefits Trust (CSBT)
Family Support Institute of BC
familyWORKS
The HOME Society
Inclusion Powell River
Kettner Creative
Kinsight (formerly the Simon Fraser Society for Community Living)
Kwantlen Polytechnic University (KPU)
Langley Association for Community Living
Lifetime Networks Victoria
Milieu
Nanaimo Association for Community Living (NACL)
North Shore Disability Resource Centre Association
Office of the Representative of Children and Youth of BC
Plan Institute
posAbilities
Ready, Willing & Able
Richmond Society for Community Living
Ridge Meadows Association for Community Living
Sea to Sky Community Services
Semiahmoo House Society
Silver Cross
Spectrum Society for Community Living
Terrace and District Community Services Society
Thompson Community Services
The Venture
Westland Insurance Group Ltd.
Worksafe BC

We need your help.

Our work would not be possible without the generous donations we receive from members of the community. We have an incredible amount of work to do and we need your help to do it.

JOIN

Join the movement.
Become a member.

join.inclusionbc.org

DONATE

Donate and join our Circle of Friends by committing to a monthly donation or give a single donation to support our work.

donate.inclusionbc.org

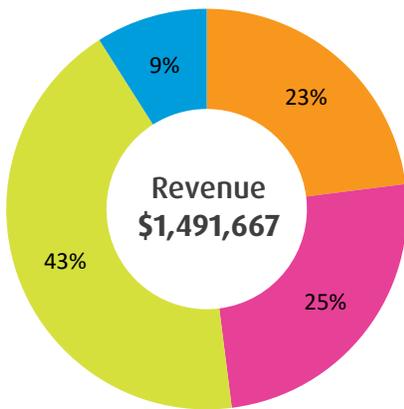
REMEMBER

Remember Inclusion BC in your will or life insurance policy and ensure a future of belonging and citizenship for people with intellectual disabilities and their families.

Get in touch! Call us for more information: **604-777-9100**

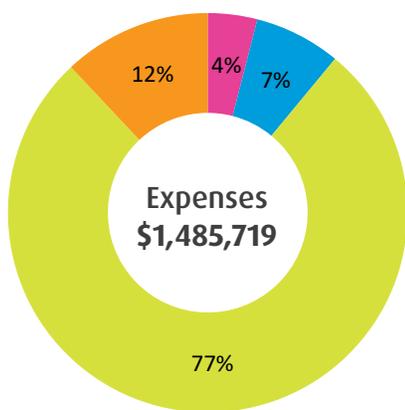
Finances

Inclusion BC is a lean, efficient organization with a strong focus on our members and community development. We manage our revenue responsibly, so we can maximize the impact of our work and make a real difference in the lives of people with intellectual disabilities, their families and our member organizations. We are proud to say that over 77% of all revenue goes directly towards programs and services, funding the important work and accomplishments that you see in this report.



Where the money came from

- Memberships
- Donations (Inclusion BC Foundation)
- Community Grants & Contributions
- Fee For Tenant Services



How we put the money to work

- Community Programs & Initiatives
- Memberships
- Fee for Tenant Services
- Administration

Inclusion BC Members

AiMHi
Autism Society of BC
Axis Family Resources
BC Centre for Ability
Bethesda Christian Association
Burnaby Association for Community Inclusion (BACI)
Campbell River & District Association for Community Living
Canadian Deafblind Association
Chillwack Society for Community Living
Clay Tree Society
Clements Centre Society
Community Integration Services Society
Community Living Society
Community Living Victoria
Community Ventures Society
Dawson Creek Society for Community Living
Delta Community Living Society
Elk Valley Society for Community Living
Fort St. John Association for Community Living
Fraserside Community Services Society
HOME Society
Hope Association for Community Living
Inclusion Kamloops
Inclusion Parksville
Inclusion Powell River
Kimberley Society for Community Living
Kinsight (formerly Simon Fraser Society for Community Living)
Kootenay Advocacy Network/TASK
Kootenay Society for Community Living
L'Arche Greater Vancouver
Langley Association for Community Living
Lifetime Networks Victoria
Milieu Family Services
Mission Association for Community Living
MSA Society for Community Living
Nanaimo Association for Community Living
New Perspectives on Community Living Society
North Shore ConneXions Society
North Shore Disabilities Resource Centre
OneSky Community Resources Society (formaly - Penticton & District Community Resources Society)
Pathways Abilities Society
Penticton & District Association for Community Living
Pivot Point Family Growth Centre
PLAN (Planned Lifetime Advocacy Network)
Port Alberni Association for Community Living
posAbilities
Princeton and District Community Services Society
REALM
Richmond Society for Community Living
Ridge Meadows Association for Community Living
Sea to Sky Community Services Society
Semiahmoo House Society
Shuswap Association for Community Living
SOURCES Community Resources Centre
Spectrum Society for Community Living
Sunshine Coast Association for Community Living
Terrace and District Community Services Society
Thompson Community Services Inc.
Vela Microboard Association of BC
Western Human Resource Corp.
Williams Lake Association for Community Living



inclusionBC

227 6th Street, New Westminster, BC V3L 3A5

T 604-777-9100 E info@inclusionbc.org

inclusionbc.org