

A photograph of two women smiling and hugging outdoors. The woman on the left is wearing a black and white polka-dot top and blue pants, holding a black folder. The woman on the right is wearing a black top and a pink skirt, holding a pair of dark blue pants. The background is a blurred outdoor setting with trees and a building. A large purple diagonal shape is overlaid on the right side of the image.

# inclusion BC

Annual Report 2023-2024

BUILDING AWARENESS

ADVANCING RIGHTS

PROMOTING ABILITIES





## What's in this Annual Report?

- Our Mission & Vision
- Our Team
- Leadership Message
- Individual & Family Advocacy
- Public Policy & Systems Advocacy
- Conference & Learning Events
- Community Partnerships & Engagement
- Finances
- Our Federation
- Get Involved



You can read this report in any order you like, and can use this overview to navigate to whichever sections interest you.



## Our Mission

We are a federation working with partners to build community and to enhance the lives of children, youth, adults with intellectual disabilities, and their families by building awareness, inspiring action and advancing rights.

## Our Vision

A world where everybody belongs.



## Land Acknowledgement

Inclusion BC acknowledges that our office is on the traditional, ancestral, and unceded territory of the QayQayt First Nation, that our staff and board members live and work in the territories of Indigenous Nations across the province, and we acknowledge the First Nations, Métis, Inuit, and Urban Indigenous people who live throughout the province.





## Our Team

Thank you to our Board of Directors who guide the work of Inclusion BC. Our mission, vision, social policies, goals, and objectives are all developed under the leadership of this dedicated group of volunteers.

[MEET OUR BOARD OF DIRECTORS](#)

Thank you to our Staff Team for another year of perseverance and dedication to Inclusion BC and our collective vision of a world where we all belong.

[MEET OUR STAFF TEAM](#)



## Message from Inclusion BC's Leadership Team

You may have noticed that Inclusion BC looks a bit different lately.

Since 1955, we have been advocating for the rights and opportunities of people with intellectual and developmental disabilities as we continuously work to adapt to the changing world around us in the name of inclusion. By adapting, we ensure that our work reflects the needs of the day.

Inclusion BC's new logo and branding centers the people who we work for and with; the people at the heart of what we do and the social justice movement that we work to advance.

We've also changed how we talk about our work. You'll notice that our new website and this report categorize our work into four key areas:

- **Individual and Family Advocacy**
- **Public Policy and Systems Advocacy**
- **Conference and Learning Events**
- **Community Partnerships and Engagement**

We hope that this new way of presenting our work will help people to better understand what we do and the impact of their support. It's through the collaboration and hard work of our members, donors, board members, and community partners that we inspire a world where everyone belongs.

**Thank you for being a part of our community and for joining us on this journey.**

**inclusion** BC



## Community Inclusion Advocacy Program

Our Advocacy Team was hard at work this year supporting over 1200 situations. This is a 14% increase in calls from last year. Each call represents a story, a person and/or their family working to overcome barriers to inclusion.

The top three issues represented in our calls were:

- **Barriers to equitable access to education**
- **Access to disability support for adults**
- **Access to disability benefits**

We will continue to be guided by our values to make our advocacy person-centred, rights-based, collaborative, and solutions-focused.

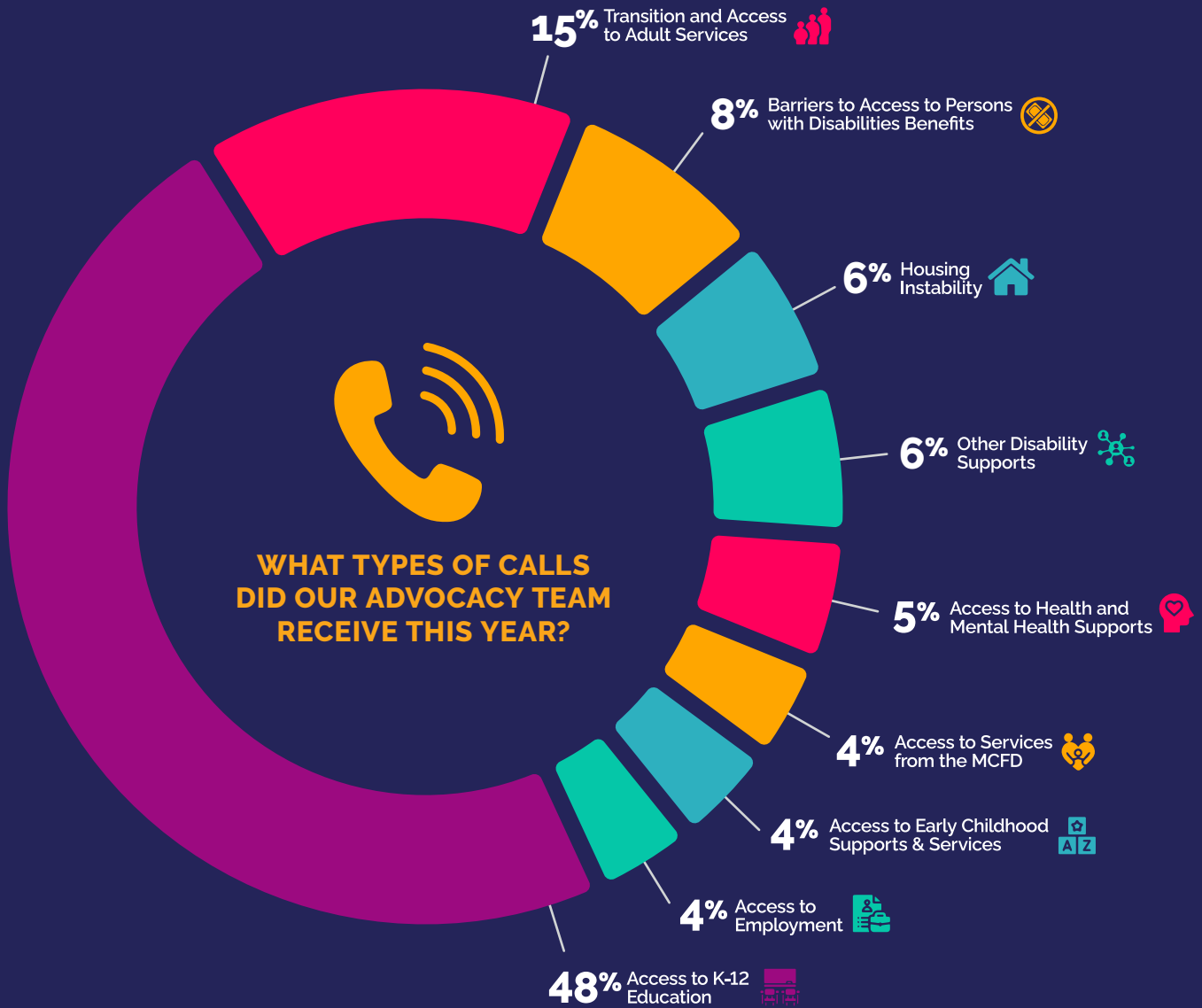
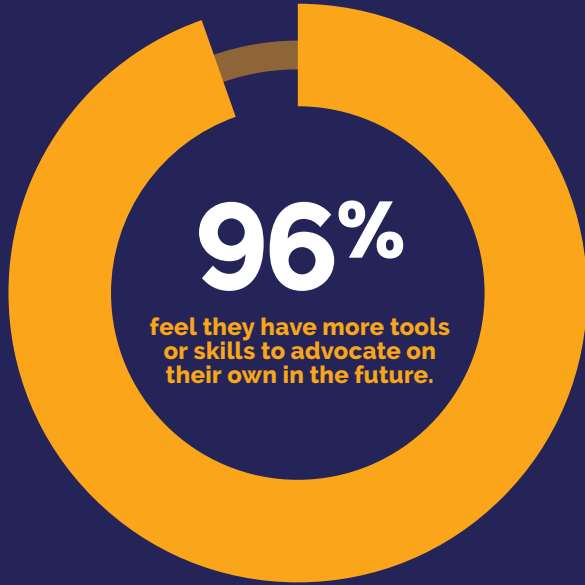
“

Just when I felt like I had no more fight left in me, I found Inclusion BC! I felt so supported and I got my confidence back. Kerridan understood immediately what I needed, and she got on board right away. Priceless!”

– MARIA



## HOW IS COMMUNITY INCLUSION AND ADVOCACY GOING?





## Family Support Workers Network

Throughout this past year, we held a series of valuable learning and networking opportunities. The Network heard from speakers on options for inclusive employment, housing, L.I.F.E. services, Registered Disability Savings Plans, the Disability Tax Credit, and contributed to the Services BC Modernization Engagement.

**“The Family Support Network Meetings offer me accessible and informative professional development opportunities. I enjoy meeting with other service providers and keeping up to date with relevant information. The meetings with this group are well worth my time!”**

**– PARTICIPANT**



"I learned a lot of things,  
and I feel like I am not  
alone in advocating for  
my son."

-PARENT

## Family Leadership Series

### Rivers and Roads: Connecting Families of the Lower

**Mainland** was our Family Leadership Series event last year.

This series was co-developed and co-hosted by a group of dedicated partners. It included in-person and virtual options for 53 participating families.

### HOW IS THE FAMILY LEADERSHIP SERIES GOING?

**80%**

reported they acquired  
new skills to grow their  
support network or made  
a new connection by  
attending the event.

**100%**

said they acquired  
new knowledge and  
advocacy tools to  
promote inclusion in  
their community.

## Diversity Includes

This past year we brought our membership together to ask a straightforward question – If the Government of BC could make one investment to improve the quality of life of those we work for and with, what would it be?

Our members agreed that top funding priorities are a livable income, secure housing, and improved health and mental health support, which together keep people excluded from their communities and prevents them from accessing the systems of support they need.

Leading up to the October 2024 provincial election, we will be releasing five position statements related to our budget recommendations. The first of these position statements is on Access to Health and Coordination of Care for Adults with Intellectual and Development Disabilities.

[READ THE POSITION STATEMENT HERE](#)

Despite our efforts to work collaboratively with the Ministry of Education and Child Care and school districts to move systemic advocacy for inclusive education, we haven't seen progress. Stay tuned to learn more about our next steps and how you can get involved; there is lots to be done, but together we can move the dial on inclusive education in BC.

For several years, Inclusion BC has co-chaired the Re-imagining Community Inclusion Initiative alongside Community Living BC and the Ministry of Social Development and Poverty Reduction. Much of the work you see in this report links to the road map laid out in our Working Plan.

[READ THE 2022-2025 WORK PLAN](#)







If the Government of BC could make one investment to improve the quality of life of those we work for and with, what would it be?



## Annual Conference

We teamed up with the BC Employment Network and CASE to present Inclusion Works, the World Supported Employment Conference.

With over 600 attendees from around the world, 21 exhibitors, and an Entrepreneurs' Marketplace, the Conference was a resounding success. This year, Inclusion BC focused our efforts on ensuring people with disabilities had access to the event as presenters and participants.



**Thank you to Inclusion BC's  
sponsors who helped to make  
this event happen!**

Government of British Columbia  
Representative for Children and Youth  
Kwantlen Polytechnic University  
British Columbia Aboriginal Network on Disability Society



# The Self Advocacy Leadership Institute

This event came to life in the summer of 2023 after two years of dedicated planning by a working group of 11 self-advocates. We welcomed 24 delegates from all regions of the province for four days of learning and strengthening their leadership skills.

Our role was to support self-advocates to lead the planning, delivery, and hosting of the event.

Participants left the Institute with new connections and ideas, feeling empowered to start advocacy groups and act for inclusion in their communities.

We look forward to continuing the Self Advocacy Leadership Institute as a dedicated stream at our Annual Conference.



of participants rated the event as very good or excellent



of participants left with new knowledge or advocacy tools to promote social inclusion in their communities.

## Video: Self Advocacy Leadership Institute 2023



## The Community-Led Collaboration Project

We are engaging communities in conversations about how to create a better network of services and supports for children and youth and their families in BC. At the centre of this project are children and youth who are 0-19 years of age, have a disability diagnosed or undiagnosed, need support, and/or have a possible developmental delay.

We worked with five local engagement teams to engage a diversity of perspectives in a series of 29 virtual, and in-person conversations. We heard from nearly 500 people—youth, families and service providers— who shared their experiences, frustrations, and hopes for the future.

Our work continues as we support additional communities to host their own engagements throughout 2024 with the financial support of Community Engagement Grants.

### HOW IS THE COMMUNITY-LED COLLABORATION PROJECT GOING?





“

Thank you for hearing our voices. I appreciated the facilitators asking deeper questions about our thoughts.”

—COMMUNITY SERVICE PROVIDER



## Challenging Misconceptions

We know that with the right support, people with intellectual and developmental disabilities can be self-determined, gain significant independence, be successful employees, and live in their own homes. Stories of people's growth and change are one of our greatest assets and telling them thoughtfully is a powerful tool in the journey towards a more equitable future.

This year, we worked with communities across the province to tell stories of challenge and triumph, focusing on universal needs that are the same across a spectrum of ability. By telling authentic stories, we can reach beyond our sector to engage a broader audience in moving the dial towards inclusion.

**Video:** Brent & Fiona: An Everyday Love Story



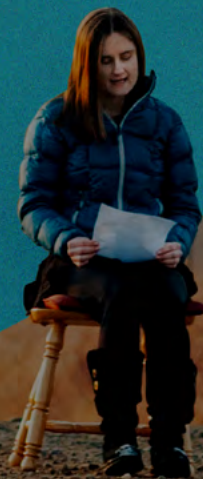


“

The community - as well as all Andrea's relatives and friends - loved the film! It showed a perspective that breaks stereotypes that society has believed were true about people with developmental disabilities... I felt privileged for Andrea and our family to be a part of this project, and the ongoing efforts of Inclusion BC to increase the value society has for those with developmental disabilities. Thank you!"

-SARAH CONKIN, FEATURED IN ANDREA'S STORY

[WATCH ANDREA'S STORY ▶](#)





## Inclusive Housing and Partnership Mapping

This past year we partnered with Sparc BC to map the housing demands for people with intellectual and developmental disabilities in 17 communities to show:

- The need for inclusive housing in each community,
- The availability of housing and the range of options available for people with intellectual and developmental disabilities,
- The current barriers and gaps to inclusive housing in each community,
- And potential solutions to ensure all housing plans address these gaps and barriers.

This engagement included many Inclusion BC members working alongside municipal government representatives. The goal is to increase housing options across the province and strengthen advocacy by empowering and supporting community leaders.





# Inclusive Employment

By engaging people, employers, and communities through our various employment initiatives we shift perspectives for inclusive hiring practices and connect people for meaningful employment opportunities.

We're thrilled to share some amazing milestones from the past year:

- Created employment-focused videos to highlight the importance of inclusive hiring practices
- Featured in BC Business Magazine
- Received the BC Broadcasters Humanitarian Award

**“My first experience with the MentorAbility Program was a transformative one for me, providing valuable guidance, support, and networking opportunities that significantly impacted my personal and professional development.”**

**– MENTEE**

**READY  
WILLING  
& ABLE**

Building relationships with the business community and employment services is crucial for fostering inclusive hiring practices. This year showed increased interest from various sectors indicating growing momentum and awareness regarding the importance of inclusivity in employment.

 **mentorAbility**  
British Columbia

By connecting people and businesses for meaningful previews of jobs across a variety of industries, MentorAbility shows its impact through transformative effects on personal and professional development. The program's re-funding until March 2026 has allowed for expansion, with the addition of another coordinator to increase participation in interior and northern BC.





## Video: Inclusive Employment in Victoria



**“I would never have been able to afford to attend this event on my own. It gave me an opportunity to learn new things, network with other agencies and make new connections. It was a huge opportunity and I feel very fortunate that I was able to be a part of it.”**

**–CONFERENCE SCHOLARSHIP RECIPIENT**

### Employer Outreach Project

We collaborated with member agencies in Richmond, Surrey, and Victoria to organize events for learning from employers; a proactive approach to understanding challenges and best practices in inclusive hiring within different communities.

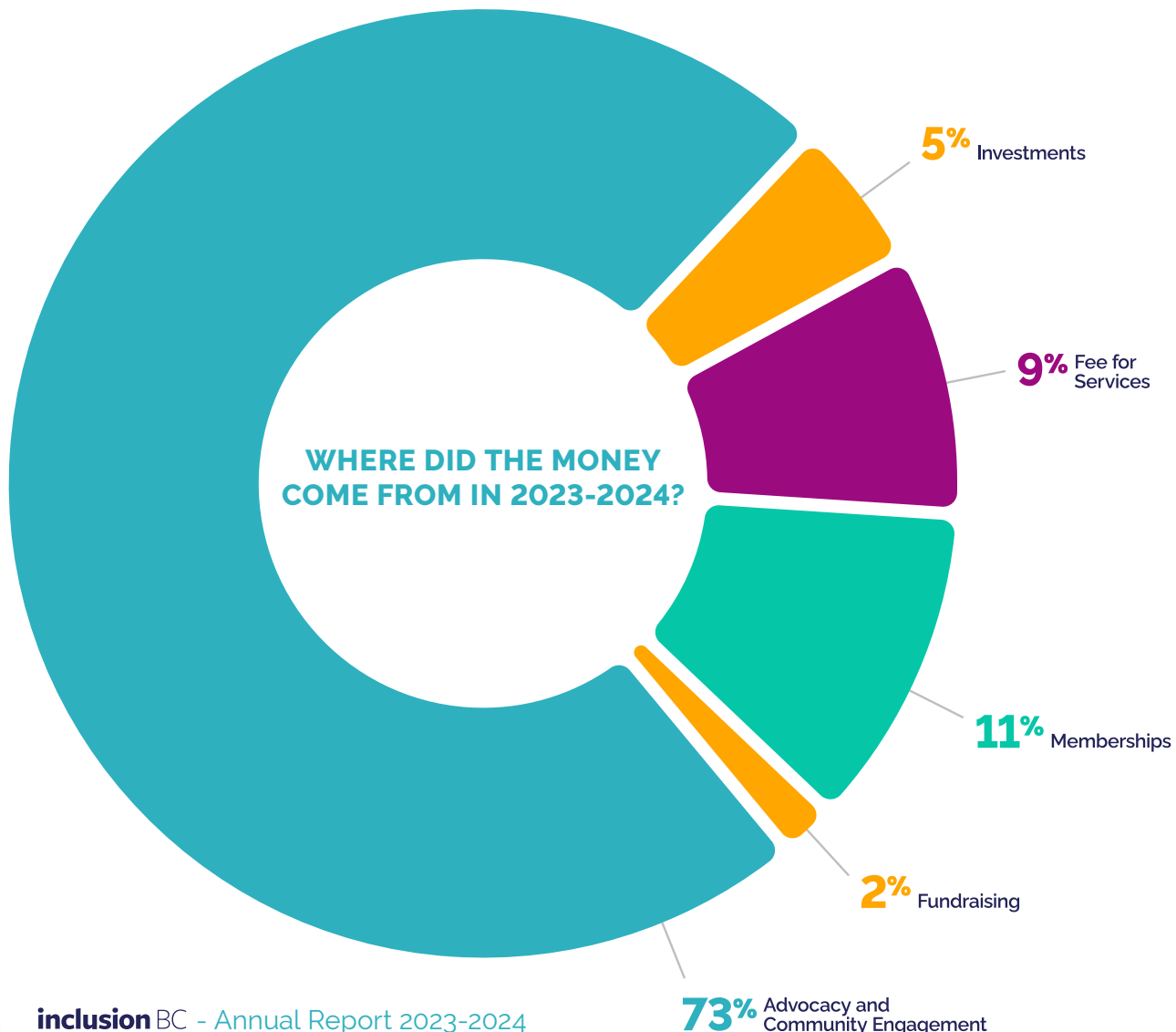
### Supported Employment Recovery Fund

Inclusion BC's delivery of this grant has provided significant support, not only in terms of employment and community inclusion services but also in facilitating attendance at the World Supported Employment Conference through scholarships.

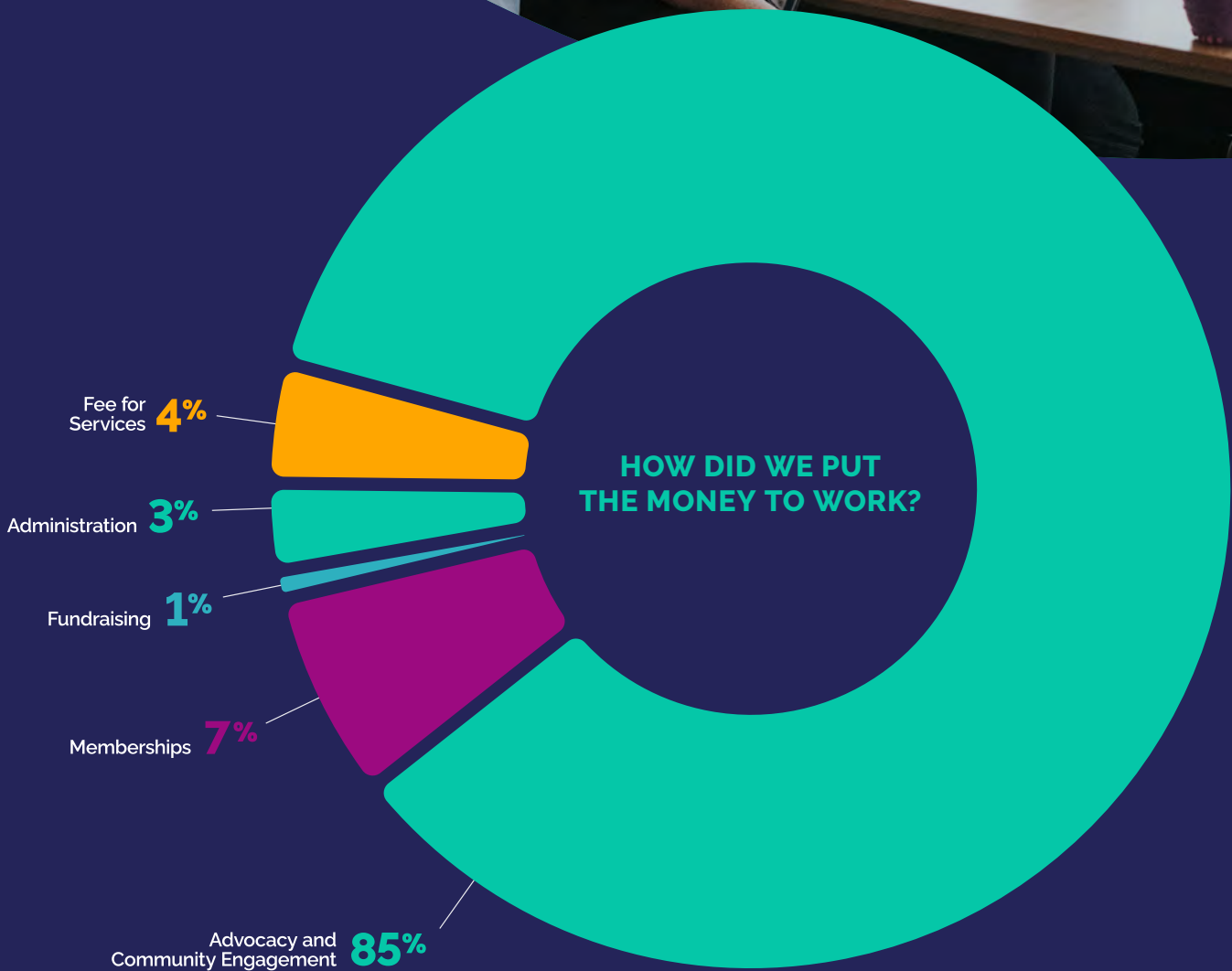


## Financial Summary

Inclusion BC is strongly focused on our members, advocacy, community, and development. We manage our revenue responsibly to maximize the impact of our work and make a real difference in the lives of people, their families, and our organizational members. We are proud to share that 85% of all revenue goes directly to advocacy efforts, community engagement, and funding the important work and accomplishments featured in this report.







# Top Donors of 2023/2024

We can't express enough gratitude to our generous donors and funders who work with us to advocate for the rights and opportunities of people with intellectual and developmental disabilities.

Marion Allan  
Wendy G Baker  
John Baxter  
Seth Berkowitz  
J Ken Birdsall  
Mr. & Mrs. Michael Chan  
Justin Chia  
Suzanne Chubb  
Truus Clark  
Daniel Collins  
Richard Combe  
Katherine Cook  
Garvin Cross  
James Dales  
Linda Dempster  
Linda Derkach  
Tyson Devison  
Leanne Dospital  
David Ebert  
Ardeth Ellis  
Beverly Elo Ziebart  
Edwin Forbes  
Frederick H. Dietrich Memorial Fund  
Maurice Freer  
Sonia Galbraith  
Laura Gerlinsky  
Carol Givton  
Alison Grant  
Elizabeth Green  
Mr. & Mrs. Charles & Ruth Hamilton  
Shirley Hammond  
Madeleine Harlamovs  
Helping Hands of WorkSafe BC  
Bert E. Hendriksen  
Mr. & Mrs. Clive Holloway  
Theresa Howard  
James F. Howie  
John & Bonita Hunter  
Intellex Systems Inc.  
Susan Irwin  
Franke James  
Sarah Jarvis

Erika A. Jozsa  
Susan Kelly  
David R. Kirkby  
Benita V Klovance  
Midori Kozuki  
Alan Lomax  
Scott McBride  
Daniel McDonald  
Harvey Mckinnon  
Gordon McNeil  
Bendina Miller  
Sandrina Minelli  
Municipal Insurance Association of BC  
Wendy Nie  
Stephen E. Oldale  
David J. Pacula  
Barbara Lee Page  
Teresa Pocock  
Brian W. Rendell  
Merv Ruhr  
Phil Russell  
Ruth Rutledge  
Marie Sabine  
Lucy Shun  
Naoko Soukup  
Stanley & Alice Strilchuk  
Svend Jakob Jensen Memorial Fund  
Ida Tait  
Dave Thomas  
Hilary Thomson  
Garth & Lynette Thurber  
Debbie Tong  
Nancy Tronsgard  
Urban Impact Recycling LTD.  
Kathleen Vance  
Karla Verschoor  
Bernadette Vezina  
Mr. & Mrs. R & L Walder  
Augusto Wu  
Danny Yu





# Our Funders

- BC General Employees' Union
- Canadian Association for Supported Employment (CASE)
- Community Living British Columbia (CLBC)
- Employment and Social Development Canada
- Inclusion Canada
- The May and Stanley Smith Charitable Trust
- The Ministry of Children and Family Development (MCFD)

# Our Federation

As we reflect on our accomplishments, we would like to acknowledge the hard work of our members and community partners across BC. We are stronger together.

[VIEW ORGANIZATIONAL MEMBER DIRECTORY](#)



# Join the Inclusion Movement

Everyone has a role to play in ensuring that our province is a place where people have access to the supports and services that they need to flourish in community. You can help create meaningful and lasting change. There are so many ways to get involved.

Make a donation, sign up as a Circle of Friends monthly donor, make a Legacy donation, or start a fundraiser in your community.

[DONATE TODAY](#)

[BECOME A COMMUNITY AMBASSADOR](#)

[BECOME A MEMBER](#)

[SUBSCRIBE TO OUR E-NEWSLETTER](#)

**inclusion** BC

