



inclusionBC

Annual Report

2018-2019

Twyned Quinn



Providing support,
education and
advocacy where and
when it's needed.

Welcome Messages



Letter from the Executive Director

As an organization, we are in a period of significant transition. As we approach the end of my first year as Executive Director, a new path forward is taking shape. It has been my absolute pleasure to lead a dedicated staff team who consistently approach each and every day from a place of strength and integrity. I continued to be humbled by the leadership and generosity of our member organizations in the community and their ability to make inclusion real for people and their families. We could not operate from a place of such capacity

without our funders and loyal donor base, and for that, I am sincerely thankful to each and every one of you.

The pillars of our work have not changed significantly over the years, but the environment in which operate continues to shift. Our partnerships are genuine and robust at local, provincial and national levels. Our ability to respond to individual needs while generating systemic change is improving.

Inclusion BC is an ally and advocate for peoples and their families on their journey to full inclusion. It's my pleasure to share the highlights the impact of our work in 2018/2019.

A handwritten signature in black ink, appearing to read 'K Verschoor'.

Karla Verschoor

Executive Director
Inclusion BC



Letter from the President

It is with great pleasure that I present to you Inclusion BC's work and achievements for 2019/2019. I believe inclusion is best achieved by using our collective strengths to make positive change. This was demonstrated again and again as Inclusion BC worked with our community partners to advance all areas of our work. I would like to acknowledge the commitment of the fantastic volunteer board and committee members who allowed us to operate from such a place of clarity and strength. Thank you ALL for taking time away from your

home community and loved ones to lead this vital work. Our success is the community's success. With the ongoing support of our donors, partners, Board and volunteers, Inclusion BC is ready for the challenges and achievements ahead.

As President of Inclusion BC, I also represent our province on the Board of Directors of the Canadian Association for Community Living. As we advance inclusion in education, employment, and housing here in BC, I would like to recognize the impact of our allies and partners across the country in shaping the understanding of inclusion in Canada.

A handwritten signature in black ink, appearing to read 'Fiona Whittington-Walsh'.

Fiona Whittington-Walsh

President
Inclusion BC

Building a Social Movement

GOAL There is a vibrant and strong Community Inclusion Movement at the local, provincial and national level.

VISION

A world where we all belong

MISSION

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

Supporting Children and Families

GOAL Supports for children and families are well funded, readily accessible, personalized, family-driven and anchored in good policy and practice.

GOAL An inclusive publicly funded education system that celebrates diversity, has appropriate supports and resources and provides equitable access to life-long learning.

Supporting Adults with Intellectual Disabilities

GOAL Every British Columbian has the supports they need to live full and meaningful lives with dignity in inclusive accessible communities.

GOAL No British Columbian with an intellectual disability lives in poverty.

The Board & Staff

The 2018/19 Board of Directors



Dr. Fiona Whittington-Walsh
President | Lower Mainland & Upper
Fraser Valley



Jackie Carpenter
Past President | Interior



Bendina Miller
Director | Interior



Dr. Jonathan Down
Director | Vancouver Island



Neil Belanger
Director | Board Appointment



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Director | Lower Mainland & Upper
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Director | Lower Mainland & Upper
Fraser Valley



Angela Bond
Director | North



Greg Hill
Director | ED Net Appointment



Hilary Thomson
Director | Lower Mainland & Upper
Fraser Valley

The Staff Team



Karla Verschoor
Executive Director



Frank Peng
Director of Finance and
Administration



Karen DeLong
Director of Inclusive Education



Erika Cedillo
Advocate



Audrey Deutschmann
Advocate | Victoria



Dawn Steele
Communication Specialist



Lowena Ko
Office Assistant



Semanthi Wanni
Engagement Coordinator



Janice Bai
Accounts Manager



Tina Dam
Advocate



Symbia Barnaby
Advocate | Prince Rupert



Danielle Kelliher
Director of Communications



Kwaku Yeboah
Co-Director of Employment
Initiatives



Jillian Bradley
Co-Director of Employment
Initiatives

Empowerment Through Advocacy

632 people
helped through our
advocacy program.

Inclusion BC's advocacy program provides direct one-to-one advocacy support for families and individuals. This is a free service for people living in communities across the province.

The information that advocates learn from families and through research strengthens Inclusion BC's capacity to highlight barriers and make them known at regional and provincial levels.

This first-hand information is critical as we meet and consult with regional and provincial groups across the province, making a difference not only in the lives of individuals, but at a systemic, organizational level.

Inclusion BC participated in the Reimagining Community Inclusion consultations by bringing forth the messages heard from families through our advocacy program. In addition, regular communication occurs between Inclusion BC and various ministries where again, the issues that families are experiencing are brought forth.

"The strength of community living is enhanced when we all work together.
Thank you Inclusion BC for providing provincial leadership and advocacy."

– Wendy-Sue Andrew, Lifetime Networks Victoria



Karla Vershoor speaking at the AGM of Inclusion BC member Lifetime Networks.

"Our family structure went through a drastic change last summer when our younger daughter got married and moved out of town. Our eldest who has Down syndrome was not able to handle this change and was an emotional wreck. What exasperated the situation was that she had lost her employment prior to the summer and was feeling a lack of self-worth too. Being in her late twenties we were finding it hard to find services and support to help Siddiq manage these changes.

"We reached out to Inclusion BC and were immediately connected with Erika Cedillo who set the wheels in motion to model and brainstorm possible solutions to help alleviate the crisis we were facing. With her help, we were able to re-engage with Community Living BC to request additional support and resources. Erika provided us with guidance and advocated on Siddiq's behalf to create a support structure to help us help Siddiq.

"Thank you, Erika and Inclusion BC, for the advocacy to navigate the bureaucracy in finding the services and developing a support structure for our daughter."



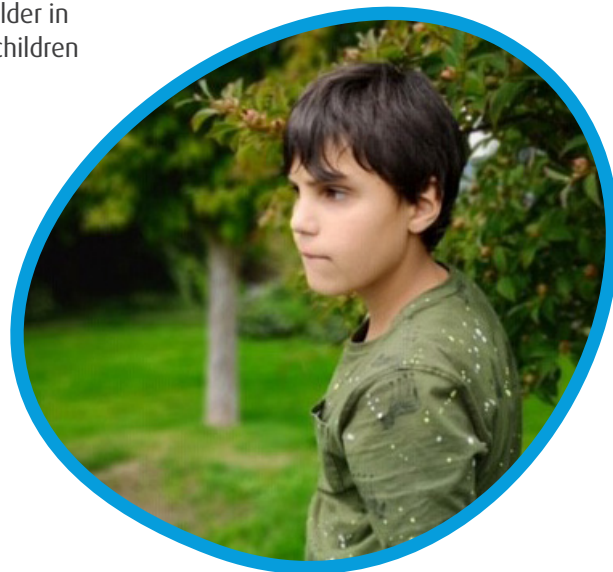
Daughter Siddiq with her parents Tahera and Mahmood.

Supporting Children & Families

Over this past year, Inclusion BC has realigned our advocacy efforts to better support children and families and the 30+ Inclusion BC member organizations that provide vital services and supports throughout the province. The **Kids Can't Wait** campaign will wrap up in November 2019 with a provincial sector forum showcasing the transformational efforts of community and government alike in the province. Inclusion BC continues to gather data and track trends through consultation with our member organizations, community partners and direct advocacy support of families. As we continue to build and nurture our relationships with the Ministry of Children and Family Development, Inclusion BC is increasingly being viewed as an essential stakeholder in efforts to transform our service delivery system to better meet the needs of children and their families in B.C.

"Inclusion BC saved our family. I was at the point of giving up when Inclusion BC gave me hope to advocate again. You taught me to follow the right channels. I did not feel so alone at meetings and I got my confidence back."

– Nellie, mother of Neville, featured in photo.





Inclusion BC's Annual Learning Event

Inclusion BC hosted its 42nd annual learning event in Kelowna, B.C. from May 22-24, 2018. The event, themed Rise Up!, was co-hosted by Pathways Abilities Society and welcomed 454 delegates to the Delta Grand Okanagan Hotel in Kelowna.

Workshops addressed the barriers faced by individuals and families across the province and presented solutions, ideas and strategies to help us all make our communities, schools, workplaces and public spaces inclusive and welcoming.

"I think I really needed to come to the conference and to regroup and gain strength to go forward. Life is not always easy and sometimes you don't even see that you have been giving up on issues. Rise Up was a call to say - keep going/ you can do this." - Kelly

"The keynote speeches were outstanding. [The conference] embraced everyone and the diversity of advocacy. Not only did you just provide workshops, but you also provided a reminder of how reality/life can be for each person. I liked listening to stories and hearing the situations that everyone is going through, which are quite similar to mine as well." - Jay

HIGHLIGHTS

- ▶ 30+ volunteers
- ▶ 80+ presenters
- ▶ 48 workshops
- ▶ 152 self advocates
- ▶ 179 professionals
- ▶ 37 scholarships



Sponsors

Thanks to the generosity of our sponsors, Inclusion BC is able to keep the cost of registration low, year after year. In fact, our registration rates have stayed the same for over seven years and have only increased by \$50 in the last ten years.

- ▶ AiMHi (Prince George Association for Community Living)
- ▶ BC CEO Network
- ▶ BC Government and Service Employees' Union
- ▶ BC Housing
- ▶ Burnaby Association for Community Inclusion
- ▶ Canada Mortgage and Housing Corporation
- ▶ Community Living Society
- ▶ Community Living Victoria
- ▶ Community Services Benefits Trust
- ▶ Delta Community Living Society
- ▶ Inclusion Powell River
- ▶ Kettner Creative
- ▶ Kootenay Society for Community Living
- ▶ Kwantlen Polytechnic University
- ▶ Langley Association for Community Living / Inclusion Langley
- ▶ Lifetime Networks Victoria
- ▶ Mission Association for Community Living
- ▶ Nanaimo Association for Community Living
- ▶ North Shore Disabilities Resource Centre
- ▶ Pathways Abilities Society
- ▶ Port Alberni Association for Community Living
- ▶ Province of BC
- ▶ Public Guardian and Trustee of BC
- ▶ Representative for Children and Youth
- ▶ Sea to Sky Community Services
- ▶ Spectrum Society for Community Living
- ▶ The HOME Society
- ▶ Thompson Community Services
- ▶ UNITI
- ▶ Vancity
- ▶ Westland Insurance
- ▶ WorkSafeBC

All Students Belong



Stop Hurting Kids 2

After finding out that only 20 of the 60 B.C. school districts had adopted policies on restraint and seclusion, Inclusion BC launched its second survey in 5 years. The results were difficult to read once again. Inclusion BC took the report directly to B.C.'s Minister of Education, Hon. Rob Fleming. The response from the Minister and his staff indicated a positive shift in BC. The Minister required all districts have policies in place by the end of June, 2019 that were based upon the 2015 Provincial Guidelines and must include an internal reporting mechanism. A Ministerial Order, coupled with additional resources to provide solutions and training for educators, will continue to be our goal towards the elimination of these practices.

Sharing practical tools

In September, 2018, Inclusion BC hosted an inclusive education summit with 20 of our community partners. The summit led to the development of a community action plan to address the challenges faced by students with diverse learning needs in B.C.

Once again the majority of calls received through our advocacy program were from families struggling to have their child's needs met in the classroom.

Despite the many challenges faced by our education system, B.C. continues to be internationally respected for its inclusive values and principles. Inclusion BC hosted a delegation from Holland who were visiting this province to learn more about how to include students of all abilities in the education system.

Inclusion BC sponsored and promoted two events hosted by our community partners: "Creating the Future, Partnerships for Inclusive Learning," hosted by the Family Support Institute of BC and "AdvoCon 2019 - Struck by Inclusion", hosted by BCEdAccess. The events brought together 415 educators and families from across the province to learn more about inclusive education.

Education Funding Model Review

Inclusion BC has been involved in consultations with community stakeholders and the Ministry of Education as it explores a new funding and service model for inclusive education in B.C. Our top priority is creating better education outcomes for students with diverse learning needs.

Our advocates continue to hear from parents whose children are being denied an education. Many are told their child can't attend school full time or at all because the support doesn't exist. These issues must be addressed in a meaningful and sustainable way.

We appreciate the opportunity to provide system-altering input at a time of rising expectations from families and society for inclusion and academic outcomes for students with diverse learning needs. We expect all students to be prepared to actively participate in all aspects of life, including working and living with some degree of independence, when they leave school.

The funding model working group will be providing further recommendations to the Minister in the summer of 2019.



Recognizing Excellence

Inclusive Education Awards

12 educators in six different communities were honoured with 2018 National Inclusive Education Awards recognizing their exemplary contributions to providing inclusive learning opportunities for students with special needs. 2018 winners came from Prince Rupert, Saanich, Nanaimo, West Vancouver, Coquitlam and Vancouver. The national awards are hosted by Inclusion BC, the Family Support Institute of BC and the Canadian Association for Community Living.



Angela Pardek (left) was one of two winners in the Education Leadership category. Angela is a supervisor at the Hastings Community Preschool and was recognized for building and nurturing an inclusive program at the East Vancouver preschool.





The Community Living Society (CLS) – an Inclusion BC Member – in partnership with the City of New Westminster and BC Housing, recently welcomed residents to their new inclusive housing project. This project provides three individuals with fully accessible and affordable one bedroom apartments. Each home has been designed and outfitted with technology that offers them control over their living spaces with communication devices so they can stay connected to family, friends, and paid supports. This project also provides affordable housing for three moderate income families. This project meets two CLS strategic objectives in supporting individuals to live as full citizens and building communities that include everyone.

Inclusive Housing for All

2018 marked an important year for inclusive housing in B.C. Inclusion BC publicly launched its 3-year housing strategy at the Housing Central conference, where we joined Community Living BC to host a workshop on inclusive housing. We continued to promote inclusive housing at a municipal level in our municipal election guide and through our communication channels. We prioritized housing in our presentations to the Select Standing Committee on Finance, recommending additional resources to fund rental supplements to help adults with intellectual disabilities access inclusive housing. We also stressed the need for additional funding for Community Living BC to support adults and transitioning youth to live independently.

We have entered into partnership with the BC Non Profit Housing Association and Community Living BC to collect data on where people are living and where they want to call home. Accurate data is key to ensuring that new housing initiatives are meeting the diverse needs of people living in communities across the province.

READY WILLING & ABLE

318 British Columbians with intellectual disabilities and Autism Spectrum Disorder have found work through 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 delivers the service in communities across B.C. RWA uses proven methods that are being used successfully in communities throughout the country and are demonstrating a positive impact.

Employers are given knowledge, resources and tools through targeted public awareness, peer-to-peer workshops, mentoring, HR strategies, guides on workplace accommodations, and other tools.

These methods have increased employers' capacity to find, hire, support and maintain employees with disabilities.

"PepsiCo Foods is very excited about our partnership with Ready, Willing & Able in B.C. We look forward to having our 1st wave of new candidates enter the market in the upcoming weeks. In total we interviewed over 25 candidates. We are happy to say that of those, we will be on-boarding 15 new hires during the next several weeks and months." – Monica, PepsiCo



Inclusion BC & friends were proud to join Minister Carla Qualtrough (centre) in Ottawa to celebrate Canada's formal adoption of the "Optional Protocol of the UN Convention on the Rights of Persons with Disabilities." This change will help to enforce and protect the rights of Canadians with disabilities.

Building a Movement, from Grassroots to Global

Inclusion BC is a proud member of the Canadian Association for Community Living. We look to our national association for leadership on national issues such as safeguards in medically assisted dying (MAiD), employment (through the national Ready, Willing & Able program), the impact of Federal budgets and more. Across the country, our national federation of provincial counterparts are making a real difference in the lives of people with intellectual disabilities and their families.

When called upon by our national federation, Inclusion BC meets and writes to MPs across the province to advocate for inclusion and human rights of people with intellectual disabilities and their families.

In conjunction with our annual learning event in Kelowna, Inclusion BC supported the Canadian Association for Community Living to host our provincial and territorial partners for a dialogue on how to build our movement. The goals of the day included:

- ▶ Understanding the challenges and opportunities of growing our movement at a grassroots, provincial and national level
- ▶ Exploring ways of drawing people into our movement
- ▶ Receiving advice and recommendations on how to harness the next generation of leadership within our movement

This is one of an ongoing series of conversations on revitalizing a strong inclusion movement across the country.



Building Awareness, Staying Connected

 **3000+**
Twitter
followers

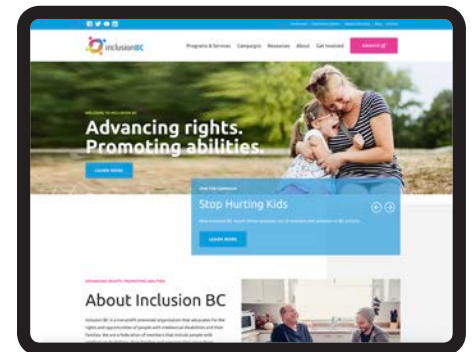
 **42,603+**
visits to our
new website

 **4,885+**
Facebook
followers

This past year Inclusion BC made a concerted effort to reach out to more families, individuals and community partners online. Our efforts paid off as we saw our reach grow by over 30%. This allows us to build awareness around inclusion and respond to people from across the province promptly and effectively.

Inclusion BC revamped our website this past year, simplifying the navigation process, cleaning up the content and making things easier for the user. Features of the new site include:

- ▶ Streamlined content, organized into five sections: Blog, resources, campaigns, programs and services and ways to get involved
- ▶ New and improved membership directory with dropdown profiles, a map and improved search function



Film Festival Celebrates the UN International Day of Persons with Disabilities

Inclusion BC once again celebrated the UN International Day of Persons with Disabilities on December 3rd by hosting a film festival that was screened in five cities across B.C.: Campbell River, Dawson Creek, Kelowna, New Westminster and Victoria. Over 300 attendees and 14 community partners helped make this year's celebration a success.

Inclusion BC partnered with Sproutflix, a unique non-profit organization that distributes films made by and/or starring people with intellectual disabilities. The festival was sponsored by Creative BC.

FILM FESTIVAL HOSTS

- ▶ Campbell River and District Society for Community Living
- ▶ Centre for Inclusion and Citizenship
- ▶ Dawson Creek Society for Community Living
- ▶ Inclusion BC with the BC Self Advocacy Foundation
- ▶ Community Living Victoria

Feature Member Report

From the Quesnel Community Living Association

This past year Inclusion BC was thrilled to welcome the Quesnel Community Living Association as a new member to our federation.

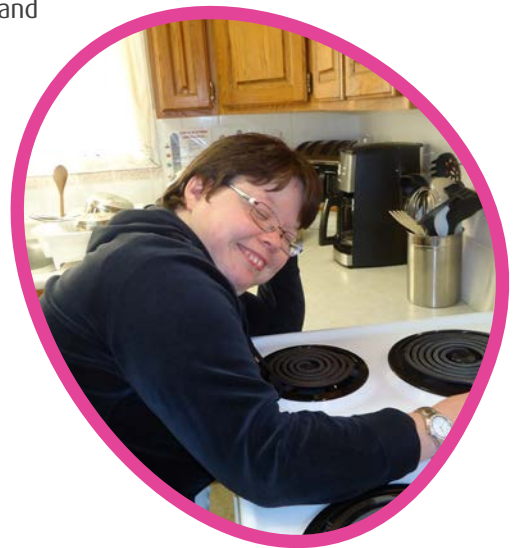
Quesnel Community Living Association is excited to be celebrating 60 years of service to the people of our community. We are a not-for-profit organization comprised of people with diverse abilities, advocates, families and care-givers. We provide service to adults that require support in a variety of settings.

Services range from a few hours of assistance in banking or shopping, to low barrier housing for those living with mental illness and/or addictions, to independent and supported apartment living to a residential setting with 24-hour care. The people we serve are often the most vulnerable members of our society and with our support they can achieve the independence they wish in

their daily lives. The Association's success is measured by the happiness and success of the people we serve.

QCLA's new Harm Reduction Low Barrier Supported living home is an outreach program with tenant and staff collaborating to meet people where they are at. Our goal is to be non-intrusive and to ensure that the residents always feel welcome and know they have a safe place to go.

We value the people we support and the choices they make in their daily lives while encouraging individuals to determine what they want and need to live a life that is full of family, friends and community involvement. Each person is unique, with the rights and freedoms to make decisions about the supports they receive and how those supports embrace their abilities, encompass diversity and promotes equality.

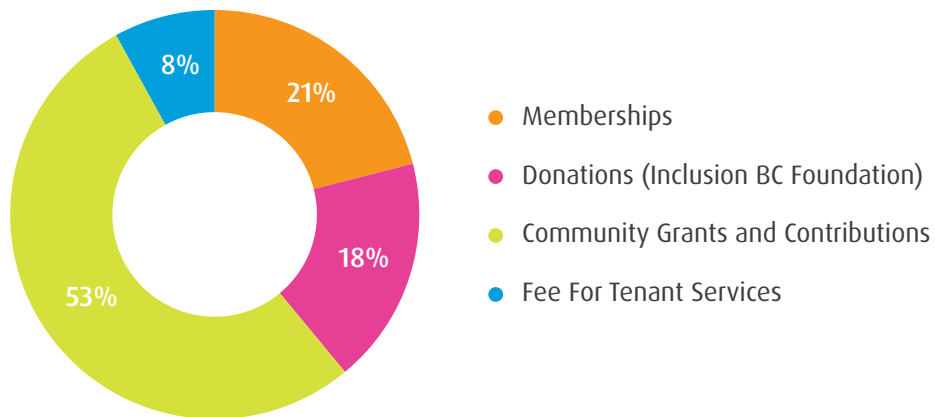


Inclusion BC Members

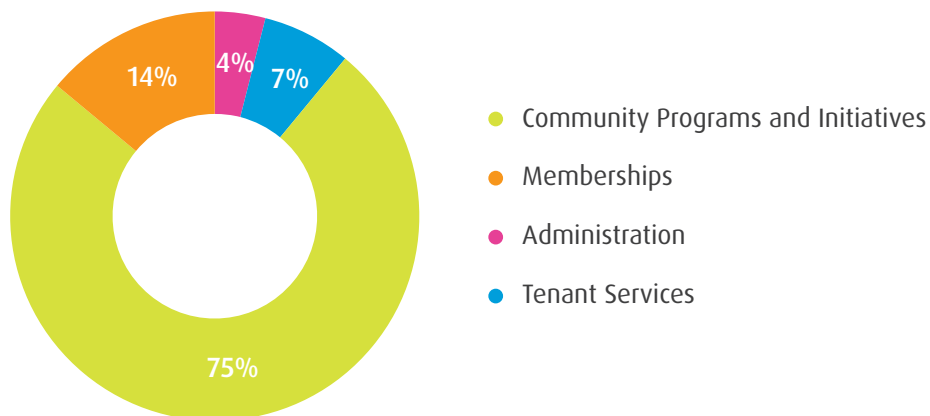
- ▶ AiMHi
- ▶ Axis Family Resources
- ▶ BC Centre for Ability
- ▶ Bethesda Christian Association
- ▶ Burnaby Association for Community Inclusion (BACI)
- ▶ Campbell River & District Association for Community Living
- ▶ Canadian Deafblind Association
- ▶ Chillwack Society for Community Living
- ▶ Clay Tree Society
- ▶ Clements Centre Society
- ▶ Community Integration Services Society
- ▶ Community Living Society
- ▶ Community Living Victoria
- ▶ Community Ventres Society
- ▶ Dawson Creek Society for Community Living
- ▶ Delta Community Living Society
- ▶ Elk Valley Society for Community Living
- ▶ Fort St. John Association for Community Living
- ▶ HOME Society
- ▶ Hope Association for Community Living
- ▶ Inclusion Kamloops
- ▶ Inclusion Powell River
- ▶ Kimberley Society for Community Living
- ▶ Kinsight
- ▶ Kootenay Society for Community Living
- ▶ L'Arche Greater Vancouver
- ▶ Inclusion Langley
- ▶ Lifetime Networks Victoria
- ▶ Milieu Family Services
- ▶ Mission Association 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
- ▶ 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
- ▶ Quesnel Community Living Association
- ▶ 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

Finances

Where The Money Came From



How We Put The Money To Work



Thank You

Inclusion BC Donors, 2018/2019

\$240 or more

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inclusionBC

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

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

inclusionbc.org

Cover Art by Tanya O'Quinn

