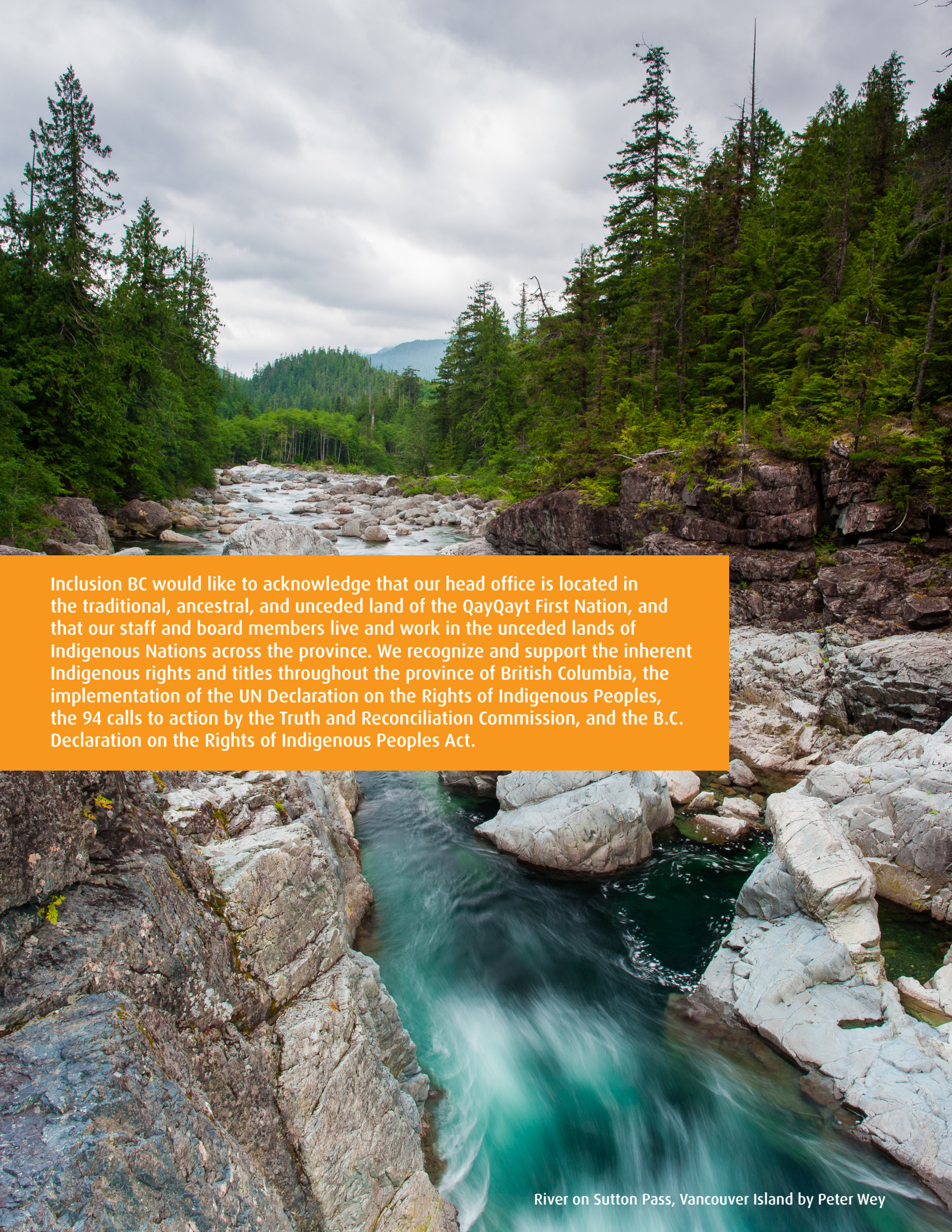


A close-up photograph of a woman with dark hair, wearing a dark blue shirt, smiling warmly at two young children. The children, a girl and a boy, are laughing heartily. The girl is wearing a blue and white striped shirt, and the boy is wearing a blue button-down shirt. They are outdoors, with green grass and foliage visible in the background.

## Annual Report 2021-2022





Inclusion BC would like to acknowledge that our head office is located in the traditional, ancestral, and unceded land of the QayQayt First Nation, and that our staff and board members live and work in the unceded lands of Indigenous Nations across the province. We recognize and support the inherent Indigenous rights and titles throughout the province of British Columbia, the implementation of the UN Declaration on the Rights of Indigenous Peoples, the 94 calls to action by the Truth and Reconciliation Commission, and the B.C. Declaration on the Rights of Indigenous Peoples Act.



# Table of Contents

## Values & Principles | 4

## Message from the President & Executive Director | 5

## Building Awareness & Advancing Rights | 6

Diversity Includes	7
Kids Can't Wait	8
All Students Belong	9
Inclusive Housing	10
Ready, Willing & Able	11
MentorAbility	12
Supported Employment Recovery	12

## Growing Capacity & Inspiring Action | 12

Community Inclusion Advocacy Program	13
Family Support Workers' Network	14
Self-Advocate Leadership Institute	15
Family Leadership Series	15

## Inclusion BC & Federation Strengthening | 16

Inclusion the Journey to Community	17
Community Inclusion Month	18
Growing our Federation	19

## Financial Summary | 22

## Our Provincial Team | 25

## Join the Movement for Inclusion | 26

# Statement of Values & Principles

## We Believe:

- in the assurance of life, dignity and respect for all;
- that children are best nurtured by a family that knows, loves and honours them for who they are;
- that all children have the right to be educated in regular classrooms with appropriate levels of support;
- that adults have a right to choose where and with whom they will make a home;
- that relationships and friendships are essential to enrich our lives;
- that all people have the dignity of taking risks;
- that all people are entitled to enough money to have a reasonable quality of life;
- that all people are entitled to the services and supports required to ensure their full participation in our society;
- that real work means real pay;
- that each person can determine their own needs and make their own decisions, and when necessary, must receive the support to do so;
- that the involvement of families and support networks contributes to everyone's safety and well-being;
- that services and supports must be delivered in a way that respects a person's diverse history, culture, background, religion and sexual orientation;
- that remembering and sharing our history will help guide and build our vision for the future; and
- that inclusive communities enrich the lives of all citizens.

## An Interactive Annual Report

### Accessibility notes for readers

For those using text to speech devices and screen readers the 2021–2022 Inclusion BC annual report has been designed with alt text available on all images and graphic icons. This report also contains a variety of links to websites and videos. All links have the text set in a bold font weight and are highlighted with an underline that looks like [\*\*this\*\*](#). To open links, hover the mouse over the link and click to open in a new webpage.





**Karla Verschoor**  
Executive Director

## Letter from the Executive Director

For Inclusion BC, 2021/22 has been a year of learnings, reflections, and adjustment to ensure we are moving inclusion in the right direction. Despite the many challenges we have encountered, not the least of which being the ongoing pandemic, our commitment to inclusive lives for people with intellectual and developmental disabilities and their families has not wavered.

You will see in the pages that follow, the breadth of work we do to keep people connected to their community and to each other. A highlight being the Virtual Learning Series that reached 3,042 people this past year, including the 282 youth who attended the Youth Employment Summit and 275 members who attended the Inclusion Summit in celebration of Community Inclusion Month.

I consider myself fortunate to be part of a robust organization that is built on a solid foundation, supported by dedicated staff and volunteers. We know this work can't happen in isolation. We're committed to strengthening our relationships with our members, community, and government partners. We recognize that our goals are ambitious and remain hopeful we can inspire the hearts and minds of people around the province to take an active role in advancing inclusion for all people.



**Dr. Fiona Wittington-Walsh**  
President | Inclusion BC

## Letter from the President

For the past four years, it has been an absolute pleasure and an honour to serve my community, lead the organization, connect with stakeholders, and believe in the change made by Inclusion BC. Step by step, together we have achieved a lot. But it's a long and continuous effort to inclusion.

As I reflect back on my tenure as President of the Board of Directors, I feel enormous pride for all the work we have done as a federation and as a community. One of the first, and possibly most important tasks I had to do in my first few months as President was to search for and hire a new Executive Director. I am sure everyone, from individuals, families, member organizations, provincial and federal organizations and government officials, will all agree, choosing Karla Verschoor as the new Executive Director for Inclusion BC was the best possible decision any Board of Governors could have made.

Karla has brought such an amazing energy, expertise, compassion, and humility to the Executive Directors position. Under her leadership we have welcomed many new members, become part of new collaborations, and strengthened existing ones. The entire Inclusion BC team is dedicated to bringing a new level of expertise to our role as provincial advocates for full inclusion. Testament to the Team's amazing abilities and tireless work ethic is how during the past two years of the pandemic, we have been able to shift to online advocacy, learning events, annual general meetings, and conferences. I want to thank Karla and the Inclusion BC team for being those tireless runners who have been supporting and working with individuals and families in fighting for full inclusion and citizenship.

I would also like to acknowledge the hard work of our members, generous support of our donors, the commitment from our board members, and community partners across BC. Thank you for believing in Inclusion BC and helping us inspire a world where everyone belongs.

Even though my term as President is over, I will continue to support Inclusion BC and will always value the important role we play in advancing inclusion.



# Building Awareness & Advancing Rights





# Diversity Includes



February 2022 Inclusion BC Meeting with Minister of Employment, Workforce Development, and Disability Inclusion

Inclusion BC continues to build momentum through the civic engagement campaign #DiversityIncludes. This campaign is designed to connect our members and volunteer leadership with Members of the Legislative Assembly (MLAs) and Members of Parliament (MPs) in British Columbia. To strengthen relationships and share our vision of inclusive communities, the campaign's goal is to meet with every provincially and federally elected official in the province before the next election cycles.

**Hosted 20 meeting with elected officials through Diversity Includes**

**Community Inclusion Month was recognized in the Legislative Assembly**

**Presented to the Select Standing Committee on Finance and Government Services**

**Presented to Special Committee on Reforming the Police Act**

**Collaborated with the BC Human Rights Commission on the Inquiry into Hate in the Pandemic**

**Supported the #I Am Voting: 2021 Canadian Election campaign**





## Kids Can't Wait

The Kids Can't Wait partnership works to ensure B.C. children with disabilities and their families have timely, fair, and universal access to early childhood intervention, services, and supports.

This year the Kids Can't Wait Working Group highlighted the challenges families with young children have faced during this complex time, and to further advanced a vision for successful early years supports. As we move into the final year of this campaign, we launched a follow up access survey for Aboriginal Supported Child Development and Supported Child Development Programs. The preliminary results show that from the centers surveyed, there is an average of 68 children per program waiting for additional staff to be able to attend child care. In large urban centres, there can be over 300 children waiting for an extra staff. Furthermore, even when funds are available, there is a delay in accessing child care due to the lack of qualified staff. There will be more details on what we learned from the survey in our report coming out in June 2022.

With the launch of the new Service Framework for Children and Youth with Support Needs and the Implementation of Family Connections Centres, the advocacy pillars developed through this campaign will continue to guide our work.

**Supported community research project Community Voices on 'Tapping into Tech'**

**Participated at Roundtable Beyond Neglect convened by the Child Welfare League of Canada**

**Participated in Complex Children of BC Stakeholder Advisory**

**Co-Hosted Working Women on Access to Childcare for Children with Disabilities with Minister Carla Qualtrough**

**Delivered keynote to over 250 early childhood educators at the launch event: Foundations of Inclusive Child Care hosted by CanAssist:**  
<https://youtu.be/RQC85T1x4oY>



# All Students Belong

Education continues to be the main topic that families contact our Advocacy Line for support. This includes access to education and navigating the school system to ensure their children have the supports they need. While our knowledgeable advocates work alongside students, families and caregivers, we continue our capacity building and systemic work on inclusive education.

During this past year, we had continuous communication and engagement with the Inclusive Education Branch of the Ministry of Education. Our collaborations also extend with other community partners as we participate in the Inclusive Education Partners Group, the EA Standards of Practice Working Group, and Inclusive Education Canada.



[Presented at Day of Action against Restraint and Seclusion in Schools hosted by BCEdAccess](#)

[Collaborated on the Back-to-School Guidelines for the 2021-2022 school year](#)

[Presented to 350 student teachers at Simon Fraser University's Faculty of Education Advocacy and Activism Speaker Series.](#)

[Published the Report on the Review of the Adoption of Policies on the Use of Physical Restraint and Seclusion in B.C. School Districts](#)

[Requested the provincial government to incorporate the learning modules of "Truth of Institutionalization: Past and Present" in the BC Education Curriculum](#)

[Published 6th edition of the Handbook on Inclusive Education as part of Inclusive Education Month in February](#)

EVERYONE BELONGS IN OUR SCHOOLS.

## A Parent's Handbook on Inclusive Education



The handbook has been downloaded over 30,000 times

# Inclusive Housing

In collaboration with [Community Living Victoria](#), [Delta Housing Be Mine Society](#), [Inclusion Langley](#), [Nanaimo Association for Community Living](#), [Pathways Abilities Society](#), and [Uniti](#), Inclusion BC produced a short film featuring the voices of 12 people that have a lot to say about inclusive housing.



**Inclusive Housing:**  
**The changes that will change lives**

**Inclusion BC and our members make three recommendations that can be implemented immediately to strengthen our communities and support inclusive housing options for all:**

- 1. Provide individual supplements to access the rental market**
- 2. Include people with disabilities in housing developments**
- 3. Include people with disabilities in community housing plans**

This past year, these recommendations have guided our advocacy and public awareness efforts with Ministers, Municipalities, and BC Housing.

Inclusion BC also co-chaired the Inclusive Housing working group as part of the [Reimagining Community Inclusion](#) initiative that co-created a three-year work plan to advance inclusive housing options.

**More than 5,000 people with intellectual and developmental disabilities are looking for homes in British Columbia.**



**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 expanded the program to the Victoria area this past year with the support of [Community Living Victoria](#).

Employers are given knowledge, resources, and tools through targeted public awareness, peer-to-peer workshops, mentoring, Human Resource strategies, guides on workplace accommodations, and other tools. These methods have increased employers' capacity to find, hire, support, and retain employees with disabilities.



**Kate Gibbs**  
INVERMERE

you know, women aren't as appreciated

RWA had a particular focus on gender and employment this past year. The employment barriers faced by women with intellectual disabilities are significant and complex and can include factors like age, culture, family and employer expectations, economic and current employment status. We are in the process of developing open learning modules co-hosted by the [Canadian Institute for Inclusion and Citizenship](#) and Inclusion BC to support ongoing learning around gender and related issues. The modules will be released next year, but the feature [video](#) is ready to share with you in this report.

**Since the launch of this program, over 470 plus job seekers with intellectual disabilities and autism spectrum have found work through Ready, Willing & Able.**



A Mentoring Initiative to Promote Employment of People with Disabilities

**MentorAbility** is a national supported employment initiative lead by the [Canadian Association for Supported Employment](#) that provides opportunities for education and awareness to be shared between employers and people with intellectual and developmental disabilities.



*"It opened the door for some interesting opportunities"*

*"I actually ended up getting a job at a peysalon as a groomer technician"*

*"I don't think I would have had the opportunity I did if I hadn't come across MentorAbility."*

*- Zack (Protégé)*

This year, MentorAbility experienced an increase in employer engagement, leading to 46 mentorship matches and employment outcomes for protégés, and boosted the success of the project. A short film was produced this year highlighting one of the many successes. It is still in post-production, but here is a sample.

## Supported Employment Recovery

Inclusion BC was selected by the Government of B.C. to distribute \$9.5 million in grants to employment support services over the next two years. The funding will assist about 1,100 people with disabilities who lost their jobs during the COVID-19 pandemic. Approximately 100 agencies that deliver specialized employment services to the people Community Living BC serves are eligible to apply for funding. Phase two of the funding cycle launched in March 2022.

**248** people have returned to work through phase one of the funding

### Clements Centre Society

*"The fundings obtained by CCS from Inclusion BC helped supply extra staff and training to build and strengthen our team to support and connect our job seekers with long-term meaningful employment."*

### North Shore Connexions Society

*"The additional resources supported the ConneXions Employment team to concentrate on building strong rapport with local employers ensuring that people could return to work safely and remain valued members of the team."*



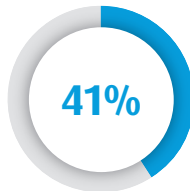


# **Growing Capacity & Inspiring Actions**

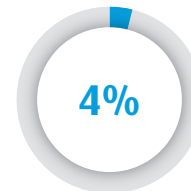
# Community Inclusion Advocacy Program

Advocacy support is a valuable resource providing the building blocks necessary to increase a person's or family's capacity to overcome barriers to inclusion faced when accessing needed services and supports. Demand for direct advocacy support increased by 18% this past year. Advocacy within the education sector continues to dominate the call volume, followed by requests to navigate adult support systems. Access to nursing support services is an emerging advocacy concern for families of children with complex health needs and we are monitoring closely and advocating at a systems level.

## Community Inclusion Advocacy Calls



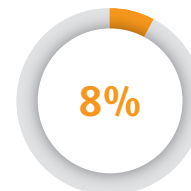
Access to K-12 Education



Access to Community Inclusion Supports



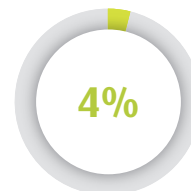
Access to Post-Secondary Education



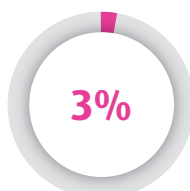
Barriers to access Persons with Disabilities Benefits



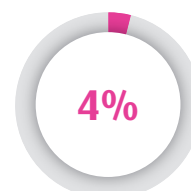
Transition & Access to Adult Services



Access to Health Services



Legal Referral



Housing Instability

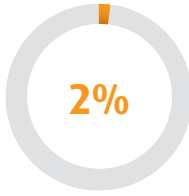




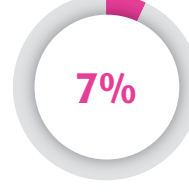
Access to  
Employment



Access to Early Childhood  
Services and Supports 2%



Access to Mental  
Health Supports



Access to services from  
Ministry of Children and  
Family Development

## Annual survey results:

**95%** of respondents had a better understanding of how to navigate the supports in their community after receiving support from our Advocacy team.

**95%** of respondents acquired more tools and skills to advocate on their own in the future.

"The Inclusion BC team is wonderful. They do amazing jobs advocating as well as listening. They are awesome team players, encouraging parents to use their voices as well as filling those spots when parents can't. I do not have enough words to express how encouraged I have felt with Inclusion BC. The wonderful lady working with us, Kerridan, has been a big help, she encourages me all the time. She also hears the thing I miss and see things I didn't see. I feel incredibly blessed to have such a wonderful organization working with me and my child. Thank you." **Jenn**

"This year has been very challenging for our son and our family. I learned about Inclusion BC through the BCEdAccess group. I received a quick response on the same day I called.

I had the pleasure of working with Tina Dam who did an amazing job in giving me advice on how to advocate for our son at school. She was also available for meetings.

Our home team is very grateful for the inputs from the team at Inclusion BC on modifying the behavioral contract for our son. They made sure it respected our son's abilities and limitations.

We hope that Inclusion BC will continue with their advocacy as the team is making an incredible difference in the lives of families and children who need a voice in the community and schools.

Thank you, Inclusion BC!" **Charmaine**

# Family Support Workers' Network

Inclusion BC's Family Support Workers' Network is made up of people from across BC that support families to navigate systems. These meetings give the group a chance to hear details about organizations they are not fully familiar with, and to ask questions of how these resources might be helpful for the families they are supporting.

All meetings have gone virtual, giving the opportunity for more people to attend and a larger pool of organizations to present. In the last year we have seen more of our members joining from areas outside the Lower Mainland and Fraser Valley. During each meeting participants share new programs from their own organizations or unique resources they have discovered. The intersectionality of the group creates prospects of connections to a wide scope of experience and perspectives.

## Annual survey results:

**87%** of respondents acquired new knowledge or developed new tools through their participation in the group discussions and presentations.

**“The network allows community connection, information sharing and the identification of trends in our communities.**

**Further, it offers space to dream and highlight solutions our clients want to see! ”**

**- Network Participant**



# Self-Advocate Leadership Conference

A planning committee of 20 self-advocate community leaders from around the province have been meeting each month to co-design the Self-Advocate Leadership Conference scheduled for Summer 2023 in Kelowna. The committee has come together to restore power to people with disabilities through a fully accessible learning event for people with disabilities by people with disabilities. Members of the Planning Committee plan to share their progress to-date and learn at the [Everyone Belongs](#) conference in May 2022. Inclusion BC and the Canadian Institute for Inclusion and Citizenship are providing support to the committee.

## Family Leadership Series

In the fall of 2021, we co-hosted with 11 local organizations the Family Leadership Series "Connecting the Fraser Valley." We had 67 participants from the region joining us for eight sessions delivered virtually. Family members learned about rights, self-determination, processes and advocacy, dreams and planning, financial planning, and about many wonderful resources available in the Fraser Valley. Elder Frank Charlie from Sto:lo Nation in his welcome message anchored the importance of family and community; of keeping families with families and making support available in the community. He reminded us that the journey of people is sometimes uncertain, and people need to have people to support each other. This is at the centre of the Family Leadership Series, the goal of creating new and strengthening existing connections to support one another.



A blue-tinted photograph of a man in profile, looking towards a professional video camera. The camera is mounted on a tripod and has a large light attached to it. In the background, there is a museum display featuring a mannequin in a flight suit and a flag. The scene is overlaid with a semi-transparent blue filter.

# Inclusion BC & Federation Strengthening



# Inclusion: The Journey to Community

On International Day of Persons with Disabilities, December 3rd, we had the honour of partnering with the [BC Self Advocacy Foundation](#), [Community Ventures Society](#), and the [Port Moody Heritage Society](#) to launch the interactive exhibition, Inclusion: The Journey to Community.

The exhibition features pieces of the history of people with intellectual and developmental disabilities and their long path from institutions to living in the community. It was designed to

support people to learn about history through a series of newspaper clippings, interactive elements, and borrowed pieces from the Exhibition, From the Inside/Out! .

We were glad the City of Port Moody, the local Member of Legislative Assembly (MLA), and the local Member of Parliament (MP) were part of the event. You can watch the event following the link below.

A virtual launch of the interactive exhibition

## INCLUSION THE JOURNEY TO COMMUNITY

On the International Day of Persons with Disabilities  
December 3rd, 2021 | 11am - 11:45am

Register at: [inclusionbc.org/museum-launch-2021](https://inclusionbc.org/museum-launch-2021)

Presented by



<https://inclusionbc.org/our-services/virtual-learning-series/#12>

Sharing our history is vital to ensure the wrongs of the past do not repeat. The exhibit caught the attention of the BC Heritage Society, and as a bonus, we hosted a webinar to launch this year's BC Heritage Week in February.

# Community Inclusion Month

October 2021 is

## Community Inclusion Month

**“Opening the Door to Inclusive Housing”**

The B.C. government proclaimed October 2021 as Community Inclusion Month. Throughout the month, communities across B.C. promoted inclusion, celebrated diversity, and brought awareness to the strengths and abilities of people with intellectual and developmental disabilities.

With the support of a member working group, this year Inclusion BC hosted a virtual summit in celebration of Community Inclusion Month. Through presentations and interactive break-out sessions, 275 plus members came out to explore how to build awareness, inspire action, and advance rights as a federation dedicated to the full inclusion of all people with intellectual and developmental disabilities in all aspects of life.

The half-day summit was centered around the four pillars of the Reimagining Community Inclusion initiative, which are:

- **Indigenous Strategies for Community Inclusion**
- **Health and Wellness**
- **Inclusive Housing**
- **Employment**

The summit featured keynote speaker Dr. Michael Prince, Chair of Community Living BC's Board of Directors.

**These are some of the aspects the participants enjoyed the most from this event:**

**“I enjoyed the breakout sessions and learning more about how I can help advocate for those I support. Understanding the different processes/systems/agencies that work together to bring inclusivity.”**

**“Very helpful practical information outlining action. Loved it!”**

**“The wealth of knowledge each speaker had and shared and the breakout rooms for more specific information.”**

Special thank you to the [Community Integration Society](#), [Inclusion Langley](#), [Lifetime Networks](#), and [Self-Advocates of Semiahmoo](#) for participating in the planning.



# Growing Our Federation

Inclusion BC is BC's only provincial federation dedicated to advancing the rights of people with intellectual and developmental disabilities.

Today we represent sixty-three member organizations and three affiliate members from across the province. New members this year are

- AiMHi
- Aspire Richmond
- BC Centre for Ability
- BC Complex Kids Society
- Bethesda
- Burnaby Association for Community Inclusion
- Campbell River and District Association for Community Living
- Canadian Deafblind Association - BC
- Chilliwack Society for Community Living
- Clay Tree Society
- Clements Centre Society
- Community Integration Services Society
- Community Living Society
- Community Ventures Society
- Dawson Creek Society for Community Living
- Delta Community Living Society
- Delta Housing Be Mine Society
- Eclipse Foundation for Individualized Supports
- Elk Valley Society for Community Living
- Family Support Institute of BC
- Fort St. John Association for Community Living
- H.O.M.E Society
- Hope Association for Community Living
- Inclusion Kamloops
- Inclusion Langley
- Inclusion Parksville Society
- Inclusion Powell River
- Kimberley Society for Community Living
- Kinsight
- Kootenay Society for Community Living
- L'Arche Greater Vancouver
- Lifetime Networks Victoria
- Milieu Family Services
- Mission Association for Community Living

the **Self-Advocate Leadership Network Society** and the **BC Complex Kids Society**. With this infusion of self-advocates and family leadership, we continue to grow our reach and influence. A big thank you to all our members for keeping people safe, supported, and included in the community this past year.

- Nanaimo Association for Community Living
- New Perspectives on Community Living Society
- Nexus Community Support Society
- North Shore ConneXions Society
- North Shore Disability Resource Centre
- OneSky Community Resources Society
- Pathways Abilities Society
- Penticton and District Society for Community Living
- Pivot Point Family Growth Centre Inc.
- Planned Lifetime Advocacy Network
- Port Alberni Association for Community Living
- posAbilities
- Princeton & District Community Services Society
- Quesnel Community Living Association
- Realm
- Ridge Meadows Association for Community Living
- Sea to Sky Community Services Society
- Self Advocate Leadership Network
- Sources Community Resources Society
- Spectrum Society for Community Living
- Sunshine Coast Association for Community Living
- Terrace & District Community Services Society
- Thompson Community Services
- Uniti
- Vela Microboard Association of BC
- Victoria Association for Community Living
- Western Human Resource Corp
- Williams Lake Association for Community Living

## Affiliate Members

- Kwantlen Polytechnic University (KPU)
- BC Non-Profit Housing Association (BCNPHA)
- Vancouver Island University (VIU)



# Financial Summary



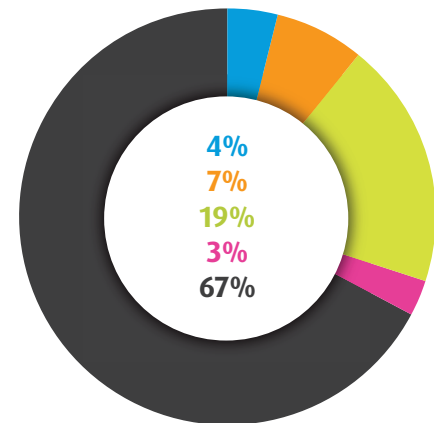
# Financial Summary

Inclusion BC is an efficient organization with a strong focus on our members, advocacy, 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 and developmental disabilities, their families, and our organizational members.

We are proud to share 77% of all revenue goes directly to advocacy and community engagement, funding the important work and accomplishments you have read about in this report.

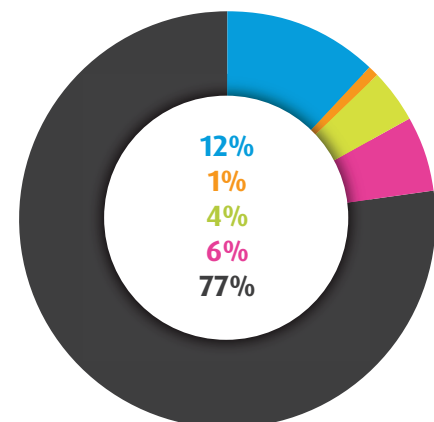
## Where the Money Comes From Revenue

<b>67%</b>	Foundation & Government Grants
<b>19%</b>	Membership
<b>7%</b>	Fees for Services
<b>3%</b>	Fundraising
<b>4%</b>	Investments



## How We Put the Money to Work Expenses

<b>77%</b>	Advocacy & Community Engagement
<b>12%</b>	Membership
<b>6%</b>	Fees for Services
<b>1%</b>	Fundraising
<b>4%</b>	Administration



Thank you to our funders and supporters who are helping us make a real difference in the lives of people with intellectual and developmental disabilities and their families across the province.

## Inclusion BC Funders

vancouver  
foundation

  
MAY & STANLEY SMITH  
CHARITABLE TRUST

  
COMMUNITY LIVING  
BRITISH COLUMBIA

 **BRITISH  
COLUMBIA**  
Supported by the Province of British Columbia

**Canada** 

## Inclusion BC Donors who donated \$240 or more

Alan Lomax  
Alison Grant  
Anita Dadson  
Augusto Wu  
Barbara Lee Page  
Bendina Miller  
Benita Klovance  
Bernadette Vezina  
Bert Hendriksen  
Brian Rendell  
Carol Givton  
Charles & Ruth Hamilton  
Clive Holloway  
Colleen Trottier  
Danny Yu  
David Pacula  
David Kirkby  
David Ebert  
Debbie Tong  
Elizabeth Green  
Erika Jozsa

Gordon McNeil  
Gordon Burleson  
Harvey Mckinnon  
Heather MacNaughton  
Hilary Thomson  
J Birdsall  
J. Alain D. Lefebvre  
James Howie  
John Baxter  
John & Bonita Hunter  
Karen Sanderson  
Karla Verschoor  
Kathleen Vance  
Lan Thi Trinh  
Laura Gerlinsky  
Leanne Dospital  
Linda Derkach  
Lucy Shun  
Madeleine Harlamovs  
Malcolm & Leslie McIntosh  
Merv Ruhr

Michael Chan  
Nancy Tronsgard  
Naoko Soukup  
Phung Ho  
R & L Walder  
Rhonda Connell  
Richard Combe  
Ruth Rutledge  
Sandra Minelli  
Sarah Jarvis  
Seth Berkowitz  
Shirley Hammond  
Sonia Galbraith  
Susan Kelly  
Susan Irwin  
Suzanne Chubb  
Theresa Howard  
Truus Clark  
Wendy Baker





# Our Provincial Team

## Board of Directors

**Dr. Fiona Wittington-Walsh**  
President | Lower Mainland & Fraser Valley

**Hilary Thomson**  
Vice President | Lower Mainland & Fraser Valley

**Brent Tolmie**  
Treasurer | Lower Mainland & Fraser Valley

**Heather Garfield**  
Treasurer | North

**Kya Bezanson**  
Director | Lower Mainland & Fraser Valley

**Annette Delaplace**  
Director | Lower Mainland & Fraser Valley

**Courtney Fraser**  
Director | Lower Mainland & Fraser Valley

**Cyndi Gerlach**  
Director | Lower Mainland & Fraser Valley

**Michael McLellan**  
Director | Vancouver Island

**Bendina Miller**  
Director | Interior

**Kate Gibbs**  
Director | Interior

**Julie Unger**  
Director | ED Network Appointment

## Staff Team

**Karla Verschoor** | Executive Director

**Erika Cedillo** | Director of Public Policy and Programs

**Frank Peng** | Director of Finance and Administration

**Jillian Bradley** | Director of Employment Initiatives

**Kwaku Yeboah (on leave)** | Co-Director of Employment Initiative RWA

**Semanthi Wanni** | Senior Officer, Board Relations and Executive Support

**Janice Bai** | Accounts Manager

**Renee MacDermid (on leave)** | Development Officer

**Sebastian Peng** | Communications and Development Coordinator

**Tina Dam** | Community Inclusion Advocate

**Kerridan Dougan** | Community Inclusion Advocate

**Jal Pranjal** | RWA Labor Market Facilitator - Metro Vancouver

**Jatinder Sandhu** | Intake Coordinator Advocacy Helpline

**Lowena Ko** | Office Assistant

**Sheldon Kitzul** | RWA Employment Outreach Coordinator - Vancouver Island

**Mika Chibana (on leave)** | Office Assistant

# Join the Movement for Inclusion

Connect with us and get  
involved in our movement:

**Donate:**

[inclusionbc.org/donate](http://inclusionbc.org/donate)

**Become a Community Ambassador:**

email us at [info@inclusionbc.org](mailto:info@inclusionbc.org)

**Become a Member:**

[inclusionbc.org/membership/](http://inclusionbc.org/membership/)

**Sign up to receive email updates and alerts:**

[inclusionbc.org/join-newsletter/](http://inclusionbc.org/join-newsletter/)

**Follow us on Facebook or Twitter @InclusionBC**

# Building Awareness



## Inspiring Action

## Advancing Rights

[linkedin.com/company/inclusion-bc](https://www.linkedin.com/company/inclusion-bc)



[facebook.com/InclusionBC](https://www.facebook.com/InclusionBC)



[twitter.com/InclusionBC](https://twitter.com/InclusionBC)



227 6th Street New Westminster, BC V3L 3A5

Email: [info@inclusionbc.org](mailto:info@inclusionbc.org)

Website: [www.inclusionbc.org](http://www.inclusionbc.org)