



# 2023 Annual General Meeting Package

**June 8, 2023, 3-5 pm**

Sheraton Wall Centre

Vancouver, BC

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## Our Vision

A world where everybody belongs.

## 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.

## Statement of Values and Principles

### We believe:

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

## Rules and Procedures

Chairpersons of business sessions and the delegates must use the following General Meeting Rules and Procedures:

- 1) Full member associations get two votes. Inclusion BC Board members get one vote. The minimum number of voting delegates required for quorum is twenty percent (20%) of the Voting Members in good standing.
- 2) The session will begin and end promptly. However, delegates should be prepared to extend the business session for 1/2 hour, if required.
- 3) A quorum of twenty percent (20%) of Voting Delegates must be maintained at all times when motions and resolutions are being discussed and voted upon.
- 4) Only voting delegates can move and second motions. A seconder of a motion does not have to agree with the motion. Anyone present is welcome to speak to the motions.
- 5) A delegate wanting to introduce a motion, or speak to a motion, should stand up and address the Chairperson. Once the Chairperson recognizes the delegate, he or she will say their own name and the name of the association they represent.
- 6) Delegates must use the floor microphones when speaking.
- 7) Anyone introducing a motion may speak for three minutes. In all other cases, there is a two-minute time limit.
- 8) No delegate may speak more than once on any one question unless all other delegates wanting to speak have been heard. The mover of a motion has the opportunity to speak first and last.
- 9) Voting on resolutions will be done by a show of voting cards. The Chairperson's decision as to whether a motion is won or lost is final.
- 10) In all cases where the votes of the delegates, including the vote of the Chairperson, are equal for and against a question, the question will be declared defeated.
- 11) Special Resolutions must receive not less than 75% of votes cast by voting delegates in respect of the Special Resolution to be approved. Ordinary Resolutions require a simple majority of votes cast by voting delegates in respect of the Ordinary Resolution to be approved.
- 12) Only voting delegates can vote on nominations.
- 13) When a matter is not covered in these rules of procedure, Roberts Rules of Order shall apply.

# 2023 Annual General Meeting Agenda

3:00 pm – 3:05 pm

## Welcome and Call to Order

*(Hilary Thomson)*

- Land Acknowledgment
- Adoption of Rules and Procedures (motion to adopt)
- Appointment of Parliamentarian (motion to appoint)
- Adoption of Agenda (motion to adopt)
- Adoption of Minutes of 2022 Annual General Meeting (motion to adopt)

3:05 pm – 3:15 pm

## Leadership Team Report

*(Hilary Thomson, Kate Gibbs, Karla Verschoor)*

3:15 pm – 3:25 pm

## Treasurer's Report

*(Brent Tolmie)*

- Audited Financial Statements (overview & motion to adopt)
- Appointment of Auditors for 2022-2023 (motion to appoint)
- Budget for 2022-2023 (overview)

3:25 pm – 3:35 pm

## Board Nominations and Elections

*(Bendina Miller)*

3:35 pm – 3:45 pm

## Resolutions Report and 2022 Resolutions

*(Michael McLellan)*

3:45 pm – 3:55 pm

## Committee Reports

- Self Advocacy Advisory Committee
- Family Advisory Committee

*(Kya Bezanson)*

*(Cyndi Gerlach)*

3:55 pm – 4:00 pm **Closing**

4:00 pm **Reception**

## 2022 Annual General Meeting Minutes

May 27, 2022 – 1:00 pm

Sheraton Vancouver Guildford Hotel, Surrey BC

### Welcome and Call to Order

Fiona Whittington-Walsh, Inclusion BC President, called the meeting to order and welcomed everyone to Inclusion BC's 67th Annual General Meeting.

She acknowledged the traditional lands and people of the Semiahmoo, Katzie, Kwikwetlem, Kwantlen, Qayqayt, and Tsawwassen First Nations.

Fiona advised that there were 35 voting members registered, therefore constituting quorum. There were 60 people registered for the meeting with representation from member agencies, affiliate members as well as a number of individual and family members.

Fiona reviewed the introductory business, informing delegates about procedure and the rules of the AGM. She reviewed the agenda and encouraged participation in the discussions.

#### **Motion #1:**

Moved by Michael McLellan that the Standing Rules of Order and Procedures as outlined in the AGM Background Book be adopted.

**Passed/Carried**

#### **Motion #2:**

Moved by Brent Tolmie to appoint Tony Shaw as Parliamentarian for the AGM.

**Passed/Carried**

#### **Motion #3:**

Moved by Michael McLellan that the Agenda for the 2022 AGM be adopted as presented.

**Passed/Carried**

#### **Motion #4:**

Moved by Bendina Miller to adopt the Minutes of the 2021 Annual General Meeting as presented.

**Passed/Carried**

## President's and Executive Director's Report

Fiona Whittington-Walsh and Karla Verschoor presented the report.

### **Fiona:**

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.

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.

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.

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.

### **Karla:**

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
- Recognized Community Inclusion Month in the Legislature
- 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 Hate during the Pandemic
- Supported the *#I Am Voting: 2021 Canadian Election* campaign

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. 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.

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

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.

- 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 new teachers through the Teacher Advocacy hosted by Faculty of Education at Simon Fraser University
- Published the Report on the Review of the Adoption of Policies and the Use of Physical Restraints and Seclusion in B.C. Schools
- Requested the province incorporated the learning modules Truth of Institutionalization Past and Present in the BC Curriculum



- Published the 6th edition of the Handbook on Inclusive Education as part of Inclusive Education Month in February

Inclusion BC co-chaired the Inclusive Housing working group as part of the Reimagining Community Inclusion. 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.

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

- Provide supplements to access the rental market
- Include people with disabilities in housing developments
- 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.

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.

Since the launch of this program, over 470 plus job seekers with intellectual disabilities and autism spectrum have found work through Ready, Willing & Able. RWA had a particular focus on gender and employment this past year.

We are in the process of developing open learning modules with the Canadian Institute for Inclusion and Citizenship to support ongoing learning around gender and related issues. The modules will be released next year, but the feature video was launched in this morning's session Gender Matters!

MentorAbility is a national supported employment initiative lead by the Canadian Association for Supported Employment that provided an opportunity for education and awareness to be shared between employers and people with intellectual and developmental disabilities.

- This year, MentorAbility experienced an increase in employer engagement, leading to 46 mentorship matches.
- A short film was produced this year highlighting one of the many successes.
- Protégé (Zack) "It opened the door for some interesting opportunities" "I actually ended up getting a job at a salon as a groomer technician" "I don't think I would have had the opportunity I did if I hadn't come across MentorAbility"

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

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 service in an emerging advocacy concern for families of children with complex health needs and we are monitoring closely and advocating at a systems level.

- Access to K-12 Education 41%
- Access to Post-Secondary Education 1%
- Transition & Access to Adult Services 14%
- Legal Referral 3%
- Access to Community Inclusion Supports 4%
- Barriers to access Persons with Disabilities Benefits 8%
- Access to Health Services 4%
- Housing Instability 4%
- Access to Employment 2%
- Access to Mental Health Supports 2%
- Access to Early Childhood Services and Supports 2%
- Access to services from Ministry of Children and Family Development 7%

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

Inclusion BC's Family Support Worker's 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.

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

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 at UBC Okanagan.

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. Inclusion BC and the Centre for Inclusion and Citizenship provide backbone support to the group.

In the fall of 2021, we co-hosted with 11 local organizations the Family Leadership Series "Connecting the Fraser Valley".

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.

On International Day of Persons with Disabilities, December 3<sup>rd</sup>, 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.

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

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.

Through presentations and interactive break-out sessions, 275 plus members come out to explore how to build awareness, inspire action, and advance rights as a federation at a 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

A Special Thank you to the Community Integration Society, Inclusion Langley, Lifetime Networks, and Self Advocates of Semiahmoo for participating in the planning.

Inclusion BC is BC's only provincial federation dedicated to advancing the rights of people with intellectual and developmental disabilities. Today we represent 63 member organizations and three affiliate members from across the province.

New members this year are the Self Advocate Leadership Network Society and the BC Complex Kids Society. With this infusion of self-advocate and family leadership, we continue to grow our reach and influence.

Fiona then introduced Brent Tolmie, Inclusion BC Board Treasurer to present the Treasurers Report.

## Treasurer's Report

Brent reviewed the [Audited Financial Statements for the year ended March 31, 2022](#). He noted that Rolfe Benson Chartered Accountants have been our Auditor and that they had prepared these statements. The Inclusion BC Board of Directors approved the statements on May 24, 2022. It was our auditor's opinion that it was a clean audit again this year with a healthy cash flow with good checks and balances.

### **Motion #5:**

Moved by Doug Tennant that the Audited Financial Statements for the year ended March 31, 2022 be adopted as presented.

**Passed/Carried**

### **Motion #6**

Moved by Angela Clancy that Rolfe Benson LLP, Chartered Accountants, be appointed Auditors of the

Association, and that remuneration for the 2022/23 fiscal year be set by the Inclusion BC Board of Directors.

**Passed/Carried**

Brent then reviewed the [budget for 2022/23](#)

Fiona thanked Brent and invited Cyndi Gerlach, Inclusion BC Board member and co-chair of the Nominations Committee to present the Nominations Committee Report. Hilary Thomson, co-chair of the Nominations Committee excused herself from the nominations process since she is up for election this year.

## **Nominations Committee Report**

Cyndi referred everyone to the Nominations Committee Report in the AGM Background Book.

The Board positions open for election this year are, 1 two-year term for President and 2 three-year terms for Director positions.

Following the AGM, the Board will appoint Directors as follows:

- Inclusion BC Board Director – two-year appointment by Executive Directors’ Network, currently held by Julie Unger (One year remaining)
- Inclusion BC Board Director – two-year appointment by Inclusion BC Board, Indigenous representative, currently held by Courtney Fraser (One year remaining)
- Inclusion BC Board Director – two-year appointment by Inclusion BC Board, currently held by Kate Gibbs

Directors who have remaining terms on the board are:

- Fiona Whittington-Walsh - serving until 2023 as past president
- Brent Tolmie - serving until 2023
- Cyndi Gerlach - serving until 2023
- Bendina Miller - serving until 2023
- Annette Delaplace - serving until 2024
- Heather Garfield - serving until 2024

The Inclusion BC Board of Directors has considered and discussed where there are areas of expertise we need and put forward the following nominations for consideration;

- President - two-year term: Hilary Thomson
- Directors - three-year terms (two positions): Michael McLellan and Kya Bezanson

Cyndi declared Hilary Thomson elected by acclamation to the Board of Directors as President for a two-year term.

Cyndi declared Michael McLellan and Kya Bezanson elected by acclamation to the Board of Directors for three-year terms.

Katie Gibbs was appointed as an Inclusion BC Board Director for a two-year appointment.

Fiona thanked Cyndi and Invited Hilary Thomson, Inclusion BC Board member and Chair of the Resolutions Committee to present the Resolutions Committee Report.

## **Resolutions Committee Report**

Hilary referred everyone to the Report of the Resolutions Committee in the AGM Background Book.

This year there were two resolutions that were brought forward to be considered at this AGM.

### **RESOLUTION 1 - Emergency Response Support for People with Disabilities**

*(Presented by Inclusion BC Board of Directors)*

#### **Background:**

On Friday November 5, 2021, the UN held a side panel at COP 26 Climate Change, discussing disability and the climate crisis: Disability-Inclusive Climate Action: Challenges, Opportunities & Pathways.

One of the sections focused on the recent heat dome in BC which saw 595 heat-related deaths between June 18 – August 12, 2021. Two BC disability advocates presented via video at the side panel, [Paul Caune](#) and [Gabrielle Peters](#). Their stories were brought forth by Human Rights Watch. It is a compelling testimony and serves as a reminder that people with disabilities are greatly affected by the climate crisis and yet do not factor into emergency response planning.

The International Disability Alliance Document, [Disability Inclusive Climate Action COP26 Advocacy Paper](#), concluded:

“Due to inaccessible disaster preparedness plans, systemic discrimination, and widespread poverty, people with disabilities are left behind in relief and response efforts”.

#### **Specific Recommendations for Organisations of Persons with Disabilities (OPDs):**

1. Prioritise engaging in relevant initiatives and amplify climate action messages in coordination and collaboration with other stakeholders.
2. Consider designing and implementing programs to enhance the awareness and capacity of members in order to play a more efficient role in the climate movement and enhance disability inclusion and participation.
3. Establish connections with climate actors and advocates for inclusivity and accessibility of climate action at different levels.

## UN Convention of the Rights of Persons with Disabilities:

### *Article 11 – Situations of risk and humanitarian emergencies*

States Parties shall take, in accordance with their obligations under international law, including international humanitarian law and international human rights law, all necessary measures to ensure the protection and safety of persons with disabilities in situations of risk, including situations of armed conflict, humanitarian emergencies, and the occurrence of natural disasters.

## Federal Response

The Federal Government published [Emergency Preparedness Guide for People with Disabilities](#) and recommends people look to the provincial emergency management branches for more details.

## Provincial Response

Emergency Management in BC also has a series of [resources](#) with little to no reference to supporting people with disabilities during emergencies.

Disability Alliance of BC has published 14 [Frameworks](#) to support Emergency Preparedness.

Many community organizations have developed plans and guides to support their emergency response for the people they serve, and work collaboratively with emergency response teams during times of crisis.

Despite the work that has been completed to keep people safe and supported during emergencies, we continue to receive reports of children with disabilities being left inside their schools during fire drills and people trapped in their apartments during heat domes without access to support.

## RESOLUTION

**BECAUSE** including people with disabilities in planning and preparedness, can significantly reduce their vulnerability and increase the effectiveness of government response and recovery efforts;  
and

**BECAUSE** many resources are available and not widely known; and

**BECAUSE** climate change will continue to impact our weather systems; and

**BECAUSE** all levels of governments are updating their emergency plans in response to climate change;

**BE IT DECIDED** *that Inclusion BC work together with our members, community partners and Emergency Management in BC to ensure people with disabilities are included in emergency response planning.*

**Motion #7:**

Moved by Katie Gibbs to accept *Resolution #1* – Emergency Response Support for People with Disabilities.

**Passed/Carried**

**RESOLUTION 2 - Social Policy Framework**

*(Presented by Inclusion BC Board of Directors)*

*In plain language. Please see the definitions section at the end for additional context.*

**Background:**

Much of the work in BC to advance a Social Policy Framework has been led by [Board Voice](#).

**Definition:** Social Policy Framework is a set of beliefs and steps that will guide the government on how to best meet people's needs in the social services sector.

**Definition:** A sector is an area of work with a focus on a certain kind of support or outcome. For example, supports for community living are part of the social services sector.

Inclusion BC is a new member of Board Voice and invited them to present at the February 2022 Executive Network Meeting on their work. The indented content below is a summary of the presentation.

Sectors such as health, education, and advancing reconciliation all have guiding frameworks, most of them based on an act that recognizes the framework in law.

The **Canada Health Act**, for example, sets out the main objective (goals) of Canadian health care policy. It establishes criteria and conditions about insured health services and extended health care services that the provinces and territories must meet to get the full Canada Health Transfer (the money the Government of Canada gives the Government of BC) payments from the Federal Government.

The **BC School Act** is a provincial law governing primary and secondary education in BC, and outlines important roles, rights, and responsibilities for parents, students, and the education system. The purpose of the education system is to enable all learners to develop their individual potential, and to acquire the knowledge, skills, and attitudes needed to contribute to a healthy, democratic, and sustainable (lasting) economy.

**BC's Declaration on the Rights of Indigenous Peoples Act** is a framework for advancing reconciliation (making things right). The legislation (laws) sets out a process to align B.C.'s laws with the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and requires developing an action plan to achieve this alignment over time. The Act allows for flexibility for the province to make agreements with various Indigenous governments, and a framework for

decision-making between Indigenous governments and the province on issues that impact Indigenous citizens.

Social services are distinct, they do not have an overarching structure – not just in BC, but anywhere in Canada. The wide range of services under the social-services label are essential programs and supports that many people will need for their entire lives. However, there is no coordinated system, no guiding principles, no planning process, no unified approach to compensation, recruitment and retention, and no dedicated legislation for this complex set of thousands of services serving tens of thousands of British Columbians. Definition: An ACT is a set of rules created by the federal Parliament or provincial Legislative Assembly that everyone must follow.

In 2019, the Ministry of Social Development and Poverty Reduction reintroduced the [Social Service Roundtable](#). It was developed to improve communication and collaboration to achieve employment equity (fair rules) within the social service sector.

Although this approach does have merit (good points), it does not have the stability of a dedicated structure that stays from one government to another (it is not making change happen quickly). Neither it has an accountability framework like the health or education sectors (there are few rules people must follow). A social policy framework would provide a nonpartisan (all political parties must follow) structure to provide stability and continuity to a very diverse sector of essential services and supports.

## RESOLUTION

**BECAUSE** people with disabilities rely on social services to access community and live full lives in the community;

**BECAUSE** human rights frameworks alone have not ensured access to essential services and supports for people with disabilities;

**BECAUSE** the social service sector remains one of the only sectors in our province that is not guided by a policy framework;

**BECAUSE** the social service sector is one of the only sectors in our province that does not have a comprehensive compensation plan; and

**BECAUSE** the Social Service Roundtable has yet to deliver any timely solutions in the absence of a social policy framework.

**BE IT DECIDED** *that Inclusion BC continue to work with community partners, such as Board Voice, to advance a social policy framework for the province of BC.*



### Other Definitions:

- **Compensation plan** – it is a strategy to make sure that people who work in a sector, like social services, receive good salaries, benefits, and incentives to stay in their work.
- **Framework** – a group of ideas and processes that organize a system and give it structure. For example, the education framework explains how the education system should work in the province.
- **Guiding principles** – the values or ideas of an organization or system that set a standard for behaviour, attitudes, service quality within the organization or system. These standards are used to make decisions about how the services should be provided.
- **Social policy** – is the group of principles and policies that guide the government and its agencies to meet the basic needs of people like security, education, work, health, and wellbeing.

### Motion #8:

Moved by Courtney Farrow-Lawrence to accept *Resolution #2 – Social Policy Framework*.  
**Passed/Carried**

Fiona thanked Hilary and invited Kya Bezanson, Inclusion BC Board member and Co-Chair of the Self Advocacy Advisory Committee to present the report.

## Self-Advocacy Advisory Committee Report

Kya thanked the other committee members and co-chair Michael McLellan, for bringing their ideas and understandings about the issues they needed to talk about at each meeting.

She introduced the newest Committee member Chelsea Rinquinha. Chelsea runs a self-advocate group called Talk North West in Kitimat/Terrace and joined the committee last fall.

During the meetings this past year, they brainstormed ideas about important dates and programs for Inclusion BC; including the Virtual Learning Series, International Day of Persons with Disability, and the Self-advocate Leadership Conference.

The committee heard reports from the Self Advocate Leadership Network, had discussions, and gave feedback for the Reimagining Community Inclusion Summit.

They were made aware that the scholarship reports were not always submitted after the learning events, and they gave suggestions for different ways to report. These ideas are being tested for this conference.

They worked with Disability Alliance BC on plain language for the gender-based violence information resources. They liked it because they were able to work with Danielle who used to work at Inclusion BC, but it was a tough subject.

Currently, there is a vacancy in the Self Advocate Advisory Committee for the Interior/ Kootenays. If you know of someone interested, please give either Kya or Michael their details.

Fiona thanked Kya and invited Annette Delaplace, Inclusion BC Board member and Co-Chair of the Family Advisory Committee to present the report.

## Family Advisory Committee Report

Annette thanked co-chair Cyndi Gerlach and members of the Family Advisory Committee for joining together and discussing the important issues that involve families across BC.

The committee met virtually four times this year. The committee offers feedback, suggestions and advises Inclusion BC on topics that affect families in British Columbia. It was a priority of this committee to connect more with specific groups and support a variety of population groups. In their January meeting, they offered feedback on the Family Leadership Series curriculum which has had events in Victoria, the Okanagan, and the Fraser Valley. They suggested a curriculum to be added on gender identity, two spirited and vulnerable youth, and that Indigenous perspectives should be presented in their way, rather than the western way. It was also suggested ways to make the material more accessible to reach people who don't have the support of family or friends. At their March meeting they provided feedback to a resource that Inclusion BC is preparing on communication and advocacy. They were able to highlight areas of change to represent the voice of many families in BC informed by the diverse perspectives represented in the committee.

Over the past year, Covid has continued to present challenges for families and caregivers. We continue to see significant mental health challenges and employment challenges. It was important for this committee to ensure that more health and mental health professionals or topics were added to the "Everybody Belongs" Conference. They will continue to advise Inclusion BC on various topics they know are important to families across the province like the impact of Community Living BC (CLBC) wage discrepancy and the effects of the new Children and Youth with Support Needs (CYSN) framework on families. They will also continue paying attention and discuss other topics of great concern like medical assistance in dying and dignity surrounding end of life.

Fiona thanked Annette and gave a brief update about the next conference.

**The next Inclusion BC AGM & Conference** will be held in conjunction with the World Conference – Inclusion Works! in Vancouver at the Sheraton Vancouver Wall Centre, from **June 6-8, 2023**.

We are very excited to bring the Conference to Vancouver and anticipate amazing sessions and speakers!

We are looking forward to being together, learning together, and celebrate the amazing work we have collectively accomplished as a federation.

Fiona expressed her deep appreciation for all of your incredible work as community leaders and the work you have done to keep people safe, supported, and connected this past year.

## **Thank You Fiona!**

On behalf of the Inclusion BC Board and Staff, Karla thanked Fiona for her guidance, support, and leadership as she leaves the position of President of Inclusion BC's Board of Directors upon completion of her 2 two-year terms.

She graciously guided us through some very complex conversations which continuously expanded our thinking and enriched the governance of Inclusion BC. She will be holding the position of past-president for the year 2022-2023.

## **Wrap-up**

Fiona thanked everyone for their participation in the meeting. The Board is committed to working hard over the coming year and we need the support of the federation to be successful in its efforts.

She called upon Tony Shaw who officially installed the 2022-2023 Inclusion BC Board of Directors by taking the Board Oath.

### **Motion #9**

Moved by Michael McLellan to adjourn the 2022 AGM.

**Carried**

# Inclusion BC Board of Directors

## Committee List 2022-2023

### Self Advocacy Advisory Committee

- **Kya Bezanson** – Chair
- Sherwin Strong, Yuji Kujiwara, Katie Miller, Chelsea Ringuinha
- Staff support – Tina Dam

(One vacancy in the Interior)

### Nominations Committee

- **Bendina Miller** - Chair
- Hilary Thomson, Michael McLellan
- Staff Support – Karla Verschoor, Semanthi Wann

### Resolutions Committee

- **Michael McLellan** – Chair
- Hilary Thomson, Courtney Farrow-Lawrence
- Staff Support – Karla Verschoor, Semanthi Wann

### Executive & Finance Committee

- **Hilary Thomson** – Chair (Executive); **Brent Tolmie** – Chair (Finance)
- Michael McLellan, Katie Gibbs, Fiona Whittington-Walsh, Kya Bezanson
- Staff Support – Karla Verschoor, Semanthi Wann

### Membership and Governance Committee

- **Hilary Thomson** – Chair
- Cyndi Gerlach, Julie Unger, Katie Gibbs
- Staff Support – Karla Verschoor, Semanthi Wann

### Family Advisory Committee

- **Cyndi Gerlach** - Chair
- Linda Derkach, Kim Heddon, Courtney Farrow-Lawrence, Angela Bond, Kate Gibbs, Hilary Thomson, Susan Waldie, Heather Garfield
- Staff Support – Kerridan Dougan

### Legal Affairs and Human Rights Committee

- **Fiona Whittington-Walsh** – Chair
- Hilary Thomson, Cyndi Gerlach, Annette Delaplace, Bendina Miller, Courtney Farrow-Lawrence, Sherwin Strong, Kate Gibbs
- Staff Support – Erika Cedillo

### Resource Development Committee

- **Annette Delaplace** - Chair
- Bendina Miller, Hilary Thomson, Brent Tolmie
- Staff Support – Karla Verschoor, Renee MacDermid

Inclusion Canada Representative – Michael McLellan

Board Voice Representative – Annette Delaplace

Hilary Thomson and Karla Verschoor are *Ex Officio* members of all committees.

## 2023 Nominations Committee Report

There are three positions open for election this year. The following people have agreed to have their names put forward as nominees. Their profiles follow this report:

Directors - three-year terms:

- Tamara Kulusic (Region 1)
- Cyndi Gerlach (Region 2)
- Bob Kashyap (Region 2)

The Board is made up of the President, the Past President (one year only), and 11 Directors (eight who are elected by the membership and three who are appointed by the Board and the Executive Directors' Network). At least one Director must be from each of the four regions. At least two of the elected Directors must be self-advocates and two of the elected Directors must be family members of a person with an intellectual or developmental disability. The Board elects its Vice President and Treasurer.

Directors who have remaining terms on the Board are:

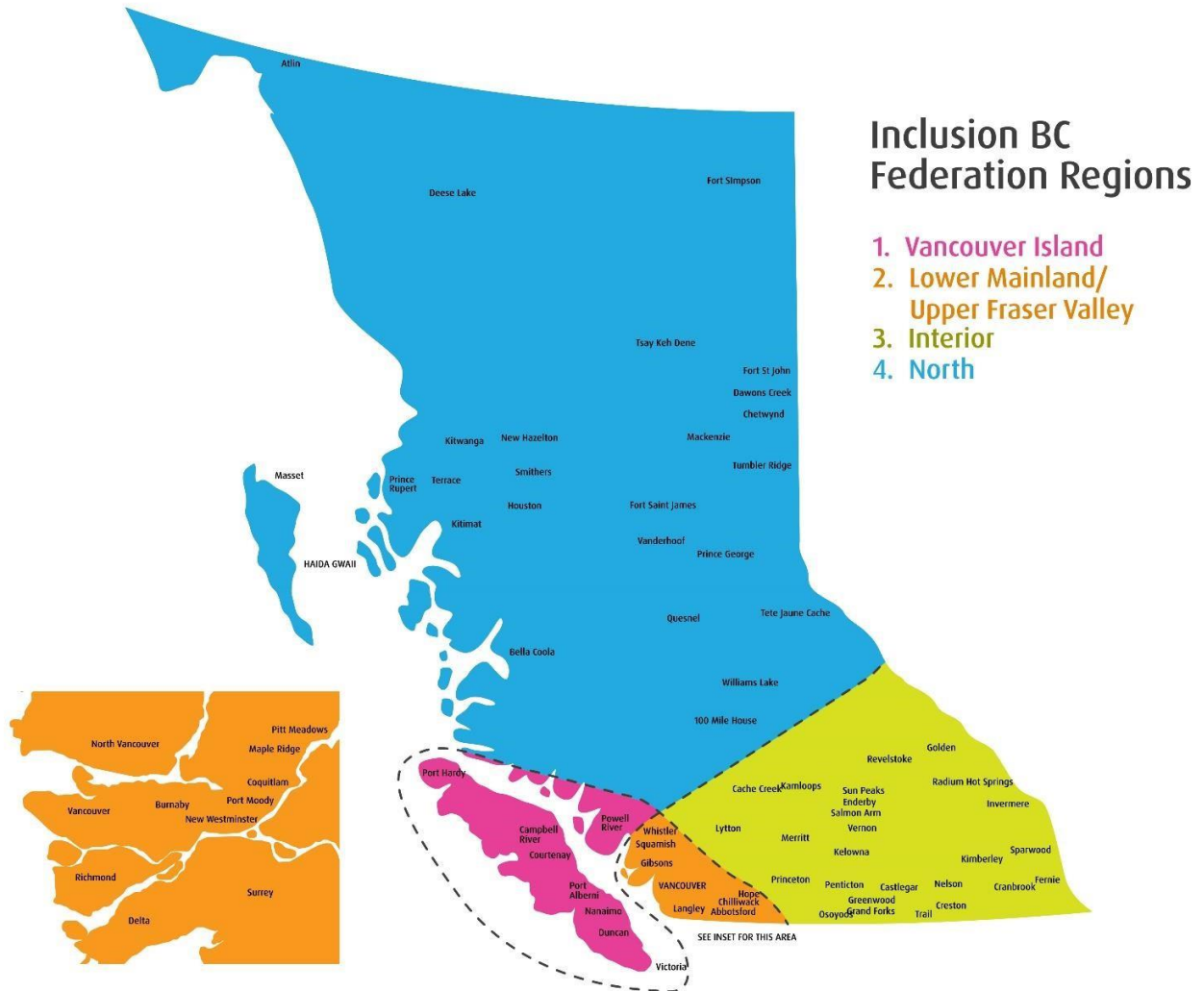
- Michael McLellan (Region 1) - Serving Until 2025
- Hilary Thomson (Region 2) - Serving Until 2024
- Kya Bezanson (Region 2) - Serving Until 2025
- Annette Delaplace (Region 2) - Serving Until 2024
- Katie Gibbs (Region 3) - Serving Until 2024
- Heather Garfield (Region 4) - Serving Until 2024

Please note that following the AGM, the Board will appoint Directors, as follows:

Inclusion BC Board Director – two-year appointment by Executive Directors' Network, currently held by Julie Unger and all other appointments will be made in September 2023.

**Regions:**

- Region 1 - Vancouver Island
- Region 2 - Lower Mainland / Upper Fraser Valley
- Region 3 - Interior
- Region 4 - North



## **Director at Large: Three-year term position**

### **Cyndi Gerlach – North Vancouver**

Cyndi Gerlach is a parent of three young men, two who have autism. Cyndi is currently a School Trustee in the North Vancouver School District in her fourth term. She started her advocacy journey in 2001 as part of a group of parents who started Moms on the Move, which she managed for 10 years with another parent.

She sat on the Board of Directors for North Shore Association for the Mentally Handicapped (now Intellectual Disability Association) for two terms with the goal to support changing the name of the organization; she didn't believe her children were mentally handicapped and didn't feel the name represented the direction of the organization. She has been a member of the North Shore Supported Child Development since 2003.

Cyndi believes each person needs to be respected for who they are and believes education is the way to support this; it is through public education that we move our society forward. Another passion for Cyndi is advocating for more mental health supports for people with intellectual and developmental disabilities and that there are professionals that can support children, youth, and adults in their own community.

## **Director at Large: Three-year term position**

### **Tamara Kulusic – Powell River**

Tamara is proud mother and grandmother. Tamara began her career over 34 years ago as a parent navigating autism and disability services and then worked to improve services and the way people experience accessing services. In the early 1990's Tamara became a family support coordinator and then formalized her education, enrolling in university when her youngest child entered school. Tamara's education in cultural anthropology included a focus on First Nations studies and disability studies. She worked for Inclusion BC and authored '[Everyone Belongs in our Schools: A Parent's Handbook on Inclusive Education](#)' before becoming a manager in the area of policy for Community Living BC in 2007 and then Ministry of Children and Family in 2018. Tamara has recently retired and moved to the qathet region on the upper Sunshine Coast.

One thing she is proud of is an [article](#) she wrote in 2005 that explores the state of child welfare programs for Indigenous children and examines issues within the Canadian colonial context. Tamara is from the Snuneymuxw First Nation and this article shares her perspective as someone who was adopted during the 60's scoop.



## **Director at Large: Three-year term position**

### **Bob Kashyap – Powell River**

Many of you will know Bob through his role as Family Support Coordinator at the Family Support Institute where he journeyed alongside many, many families as they supported inclusive pathways for their family members.

Bob brings an extensive financial background to the Board and a strong history of supporting and advocating with and for people with disabilities and their families. He has served on the Board of [Kinsight](#) for many years and participated as an active member of his CLBC Community Council, demonstrating outstanding support and leadership in his community.

Bob's heart for the inclusion movement is centered around his love for his family and particularly his daughter with a disability whose determination and spirit of generosity has touched so many lives.

## **Special Thank You**

A very special thank you to those who are leaving the Board for their thoughtful and generous stewardship of Inclusion BC:

- Bendina Miller
- Brent Tolmie
- Fiona Whittington-Walsh
- Courtney Farrow-Lawrence

Your leadership will be missed.

## 2023 Resolutions Committee Report

Inclusion BC did not receive new resolutions this year. Below each of the 2022 Resolutions submitted by the Board of Directors; you will find a list of key activities taken during the last year.

### 2022 RESOLUTION - Emergency Response Support for People with Disabilities

*(Presented by Inclusion BC Board of Directors)*

**BECAUSE** including people with disabilities in planning and preparedness, can significantly reduce their vulnerability and increase the effectiveness of government response and recovery efforts; and

**BECAUSE** many resources are available and not widely known; and

**BECAUSE** climate change will continue to impact our weather systems; and

**BECAUSE** all levels of governments are updating their emergency plans in response to climate change;

**BE IT DECIDED** that Inclusion BC work together with our members, community partners and Emergency Management in BC to ensure people with disabilities are included in emergency response planning.

#### Key Activities:

Inclusion BC has been actively involved in the provincial conversation to ensure people with disabilities are included in developing strategies to keep people safe and supported during heat domes and other weather-related events. We have also used our communication channels to ensure local strategies are being shared with our members and community partners.

Participated in and promoted ShakeOut BC. A campaign designed to prepare people (and organizations) for earthquakes, tsunamis, emergency preparedness, and public safety.

Participated in the Climate Preparedness and Adaptation Strategy event hosted by the Assistant Deputy Minister Climate Action Secretariat, Ministry of Environment and Climate Change Strategy. It was clear at this event that people with intellectual and developmental disabilities had not been adequately considered in their consultations and assessments. Our participation there brought attention to the needs of people we support.

Shared the following video with our government and community partners to raise the profile of the issue: [Crippling Climate Adaptation: Disability Justice and Climate Change | DESCRIPTIVE AUDIO - YouTube](#)

## 2022 RESOLUTION - Social Policy Framework

*(Presented by Inclusion BC Board of Directors)*

**BECAUSE** people with disabilities rely on social services to access the community and live full lives in the community;

**BECAUSE** human rights frameworks alone have not ensured access to essential services and supports for people with disabilities;

**BECAUSE** the social service sector remains one of the only sectors in our province that is not guided by a policy framework;

**BECAUSE** the social service sector is one of the only sectors in our province that does not have a comprehensive compensation plan; and

**BECAUSE** the Social Service Roundtable has yet to deliver any timely solutions in the absence of a social policy framework.

**BE IT DECIDED** *that Inclusion BC continue to work with community partners, such as Board Voice, to advance a social policy framework for the province of BC.*

### Key Activities:

This past year, Inclusion BC has worked to develop a process to develop a series of position statements on important issues as foundational support to a social policy framework. We have worked with our Board of Directors and members to identify the issues that will be worked on and the sequence to do it. We are currently working on the position statement on Income Security. Unfortunately, it is not ready for presentation at this year's Annual General Meeting. We will have two position statements ready for presentation in 2024, Income Security and Access to Health.

## 2023 – 2024 Budget

The 2023-2024 budget will be sent out on May 19, following the May 18 Board of Directors meeting.

## 2022 – 2023 Audited Financial Statements

The 2022–2023 audited financial statements will be sent out on May 19, following the May 18 Board of Directors meeting.

## Inclusion BC Bylaws

[Please follow this link to view our bylaws.](#)



# inclusionBC

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