

inclusion BC

Annual Report 2024-2025

BUILDING AWARENESS
ADVANCING RIGHTS
PROMOTING ABILITIES



1955 - 2025



1955 - 2025

What's in this Annual Report?

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



Our Mission

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

Our Vision

A world where everybody belongs.



Land Acknowledgement

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



Our Team

Thank you to our Board of Directors who guide the work of Inclusion BC. Our Mission, Vision, position statements, goals, and objectives are all developed under the leadership of this dedicated group of volunteers.

MEET OUR BOARD OF DIRECTORS

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

MEET OUR STAFF TEAM

Message from Inclusion BC's Leadership Team

As we reflect on the past year, we are proud to share the impact of Inclusion BC's work in advancing disability rights, fostering inclusion, and strengthening communities. This year marks our 70th Anniversary, a milestone reaffirming our unwavering commitment to a world where everyone belongs.

At the heart of our work are our Position Statements, which guide our advocacy and ensure alignment with our core values of equity, dignity, and self-determination. Whether championing inclusive education, housing, employment, or accessibility, we remain steadfast in pushing for systemic change that upholds the rights of people with intellectual and developmental disabilities.

Our members and supporters—families, self-advocates, organizations, and allies—are the foundation of our movement. Your voices, dedication, and resilience continue to shape a more inclusive society. Through your efforts, we have strengthened our collective impact, driving legislative and social progress and ensuring real choice, meaningful inclusion, and full citizenship for all.

As we celebrate seven decades of advocacy and action, we are reminded that inclusion is not just a goal but a commitment we must renew every day. Thank you for standing with us, amplifying our mission, and being part of a legacy that continues to grow. Together, we look ahead with determination, knowing that our shared vision of an inclusive future is within reach.

inclusion BC

Community Inclusion Advocacy Program

The Advocacy Team supported over 1,397 situations this year, a 12% increase from last year. In October, November, and December 2024, we received 85% more calls than at the same time last year. The volume of calls has also increased 21% over the last five years.

The top three issues represented in our calls were:

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

The complexity of the situations that people and their families faced was also significantly higher, and they often needed our support for longer.

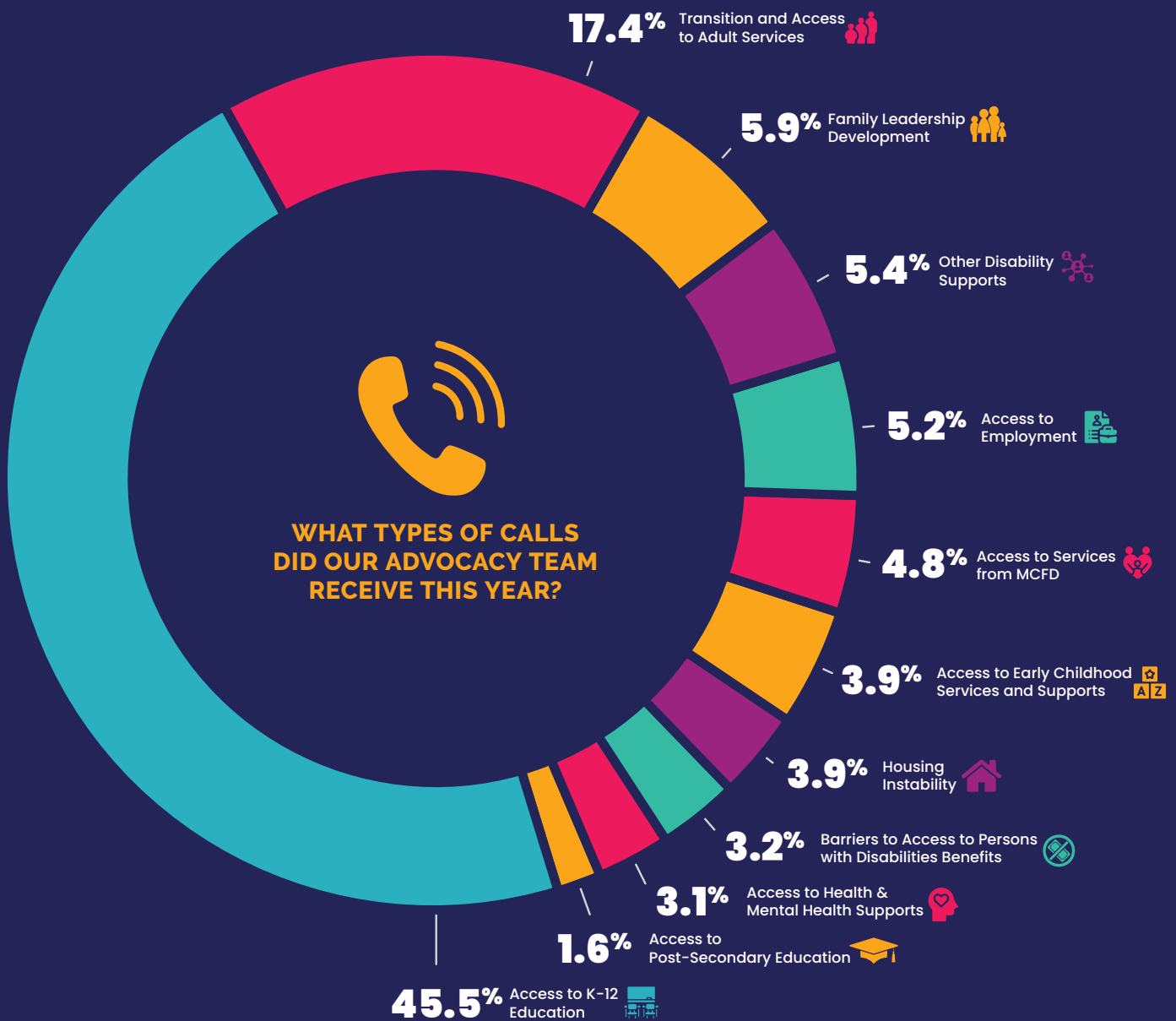


Reaching out to Inclusion BC was one of the best things I could have done for myself and for my child. They provided me with the validation, support, and encouragement towards getting my child the support she deserves and needs to succeed. ... it has put us on a completely different trajectory."

—SELEYNA, PARENT



HOW IS COMMUNITY INCLUSION AND ADVOCACY GOING?





Family Support Workers Network

This past year, more members from the North and Kootenay regions joined the network. Meetings included valuable learning and networking opportunities. Almost 90 per cent of participants said they learned something new through group discussions and presentations.

What participants appreciate or enjoy the most about the network:

- **Learning about resources**
- **Connecting with other organizations**
- **The welcoming atmosphere**
- **The facilitators and presenters**

“What a great way to connect people throughout the province. Even the ones in smaller remote communities.”

– PARTICIPANT

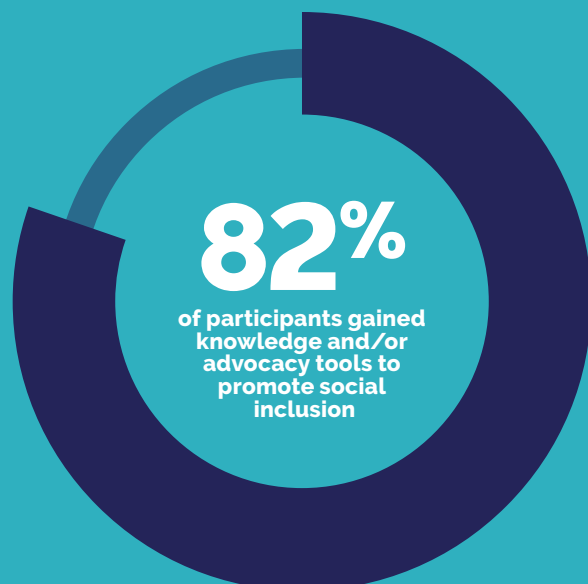
Family Leadership Series

“Where rivers meet, families connect” was our Family Leadership Series event last year. We co-hosted this October event with seven dedicated partners in Prince George, B.C. It included in-person and virtual options for 56 participating families.

“Listening to the amazing panelists on the first day and how well they have been able to advocate for themselves reminded me that as a parent, I one day want my children to be able to advocate for themselves as well as each one of the panelists did.”

–PARENT

HOW IS THE FAMILY LEADERSHIP SERIES GOING?



Diversity Includes

This past year, we sharpened our focus on developing **clear and actionable position statements** to guide our advocacy work. These statements help make sure political decision-makers prioritize the needs and rights of people with disabilities and their families.

[READ OUR POSITION STATEMENTS HERE](#)

Ahead of the **October 2024 B.C. election**, we created a **plain language Provincial Election Guide** to help make the democratic process more accessible. This resource empowered voters with disabilities by explaining how elections work, where to find information on candidates, and how to cast their votes confidently. Accessible elections are critical to a truly inclusive democracy, and we continue to push for improvements in this area.

[READ THE PLAIN LANGUAGE PROVINCIAL ELECTION GUIDE ON B.C. ELECTIONS](#)

In November 2024, Inclusion BC traveled to Ottawa to meet with Members of Parliament, continuing our advocacy for a Canada where all people with intellectual and developmental disabilities are fully included. These meetings highlighted the need for stronger federal leadership in advancing disability rights and removing systemic barriers.

We are deeply grateful to the **Office of the British Columbia Ombudsperson** for starting an investigation into the exclusion of students with disabilities. Their work will shine a light on the barriers students continue to face. It will also reinforce the urgent need for systemic change in B.C.'s education system. Together, we are building a future where every student is valued, supported, and given the opportunity to thrive.



Annual Conference

We were excited to host our **45th Everybody Belongs conference** in Nanaimo with our partners, the Nanaimo Association for Community Living, Clay Tree Society and the BC Self Advocacy Leadership Network. We welcomed over **500 people** from across B.C., including **43 scholarship recipients, 140 speakers, 20 exhibitors,** and **15 volunteers.**

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

- **Community Living BC**
- **Government of British Columbia**
- **Greenshield Pharmacy**
- **The Representative for Children and Youth**



The impact of this experience is beyond words. I feel empowered and deeply moved by the stories shared. It's like finding my life's purpose, and I can't wait to see where it leads. Thank you!"

—CONFERENCE ATTENDEE

Community-Led Collaboration Project

Inclusion BC and our provincial partners were thrilled to complete the two phases of the Community-Led Collaboration Project last year. More than 130 community organizations from 22 B.C. communities engaged over 2,010 families, caregivers, service providers and community members. They shared their experiences and ideas about support and services for children and youth with disabilities and support needs.

Phase 1

The Provincial Working Group and partners hosted community conversations in six initial communities

Phase 2

16 communities received Community Engagement Grants to host their engagements and share findings with their communities

[READ ALL 22 COMMUNITY REPORTS HERE](#)

The community conversations helped us create a vision for all children and youth to achieve their fullest potential and thrive in their community. There were also 11 calls to action with specific recommendations to make this vision a reality.



Our vision for children and youth with disabilities and support needs is:

All children and youth have access to the supports and services needed to achieve their fullest potential and thrive in their community. They, along with their families, are treated with dignity and respect. Supports and services are timely, equitable, accessible, and culturally safe while fostering relationships that nurture a sense of belonging.

Our calls to action were guided by the UN Convention on the Rights of the Child, the UN Convention on the Rights of Persons with Disabilities, the UN Declaration on the Rights of Indigenous Peoples, the 94 Calls to Action by the Truth and Reconciliation Commission, the B.C. Declaration on the Rights of Indigenous Peoples Act, and the Canadian Charter of Rights and Freedoms.

The Provincial Working Group and its community partners call on the B.C. government to implement all 11 calls to action to ensure that children and youth achieve their fullest potential and thrive in their communities.

[READ THE FULL REPORT WITH OUR CALLS TO ACTION HERE](#)

22

**B.C.
Communities**

130

**Organizations
Across B.C.**

2,010

Families

Challenging Misconceptions

Last year's Challenging Misconceptions project was called Freedom To. We told powerful stories about Freedom to Learn, Freedom to Work, and Freedom to Love. Inclusion BC won the 2023 British Columbia Association of Broadcasters' Humanitarian Award, which helped us reach more people with these important messages.

Freedom To ends in 2025, but its impact will continue driving social change.




Video:
Freedom to Learn:
"I'm Taya, and I like proving people wrong."



Video:
Freedom to Love:
Brent and Fiona's love story ignited discussions on autonomy, support, and breaking down barriers to love, marriage, and family life for people with intellectual disabilities.





“Being a part of something bigger changed the way I feel about myself completely. It makes me feel like I belong, like I’m part of something.”

**–AMBER, CHICKEN TENDER
AT PERSEPHONE BEER FARM
AT THE PERSEPHONE
BREWING COMPANY**



Video:

Freedom to Work:

Watch Amber and the Persephone Brewing Company’s story here

WATCH VIDEO

Inclusive Housing

Everyone deserves a place to call home. The Inclusive Housing Snapshots is a resource that highlights the current state of inclusive housing in B.C.

Inclusive Housing Snapshots:

- **Identifies gaps, challenges and opportunities**
- **Helps policymakers, service providers, and communities take meaningful action toward more inclusive housing solutions**

Beyond research, we held public presentations, forums, and advocacy meetings to raise awareness about the importance of inclusive housing. We shared stories, highlighted best practices and pushed for policies prioritizing housing options where people with disabilities can live with choice, autonomy, and the support they need.

As housing challenges continue to grow across the province, Inclusion BC remains committed to advocating for real solutions. Inclusive communities start with inclusive housing, and by working together, we can create a future where everyone has a place to belong.





Inclusive Employment

In the past year, Inclusion BC has intensified its commitment to fostering inclusive employment opportunities for people with intellectual and developmental disabilities. We have connected job seekers with employers through various initiatives, provided resources, and advocated for systemic change.

Employer Outreach Project: Bridging the gap between employers and potential employees

We worked with local businesses to show the mutual benefits of inclusive employment. Businesses in Richmond, Victoria, Duncan and Surrey have thrived by embracing inclusive hiring practices, leading to higher job satisfaction and employee loyalty.

MentorAbility Program: Connecting professionals with people seeking employment

This initiative offers mentorship and guidance, empowering job seekers to explore various career paths, improve employability and boost confidence.

Supported Employment Recovery Fund

146 grants gave financial assistance to service providers to offer personalized guidance to job seekers, provide training opportunities and expand their employment services.

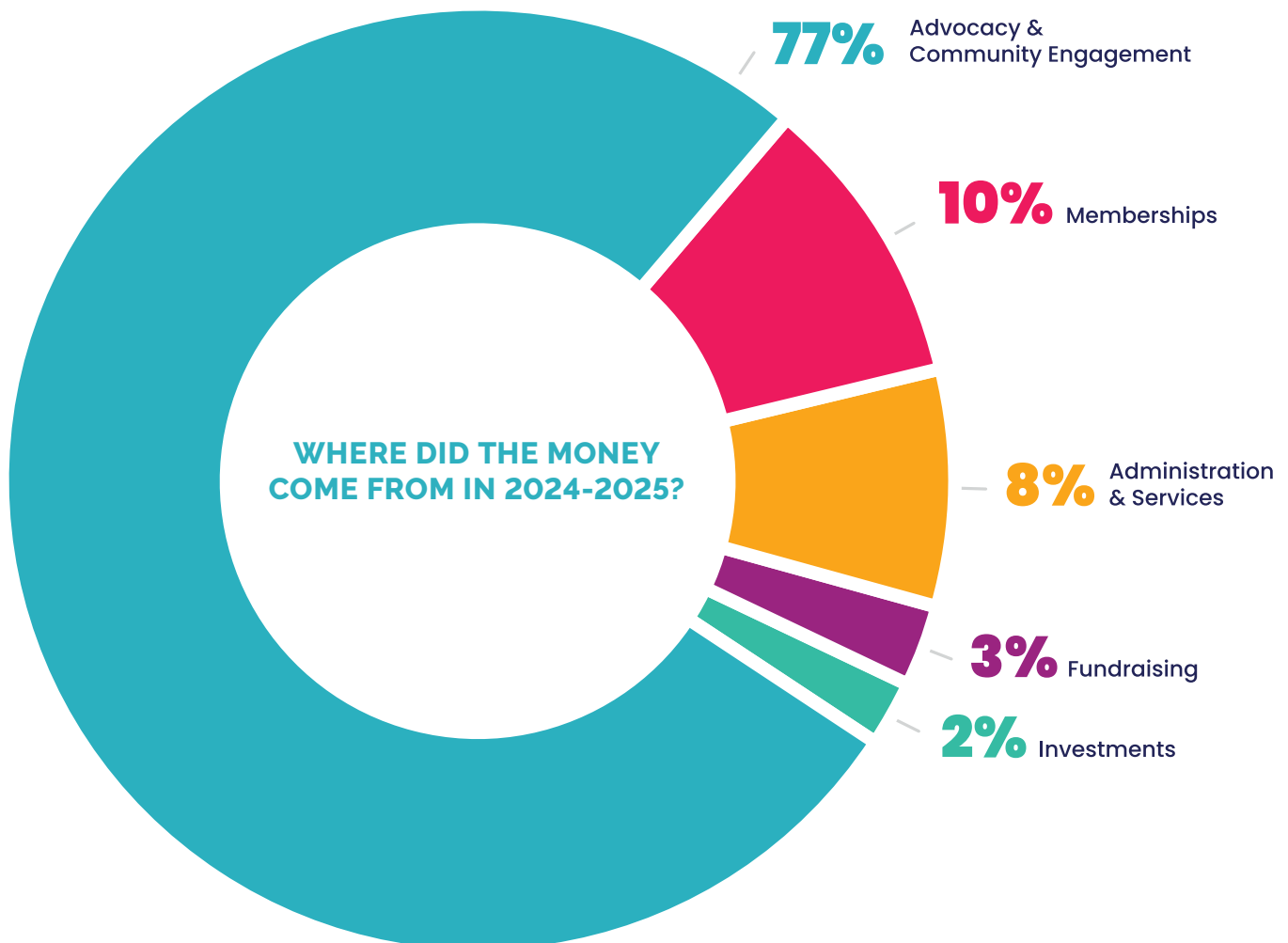
Inclusive Employment Events: Bringing together business professionals and community organizations to discuss and promote inclusive hiring practices

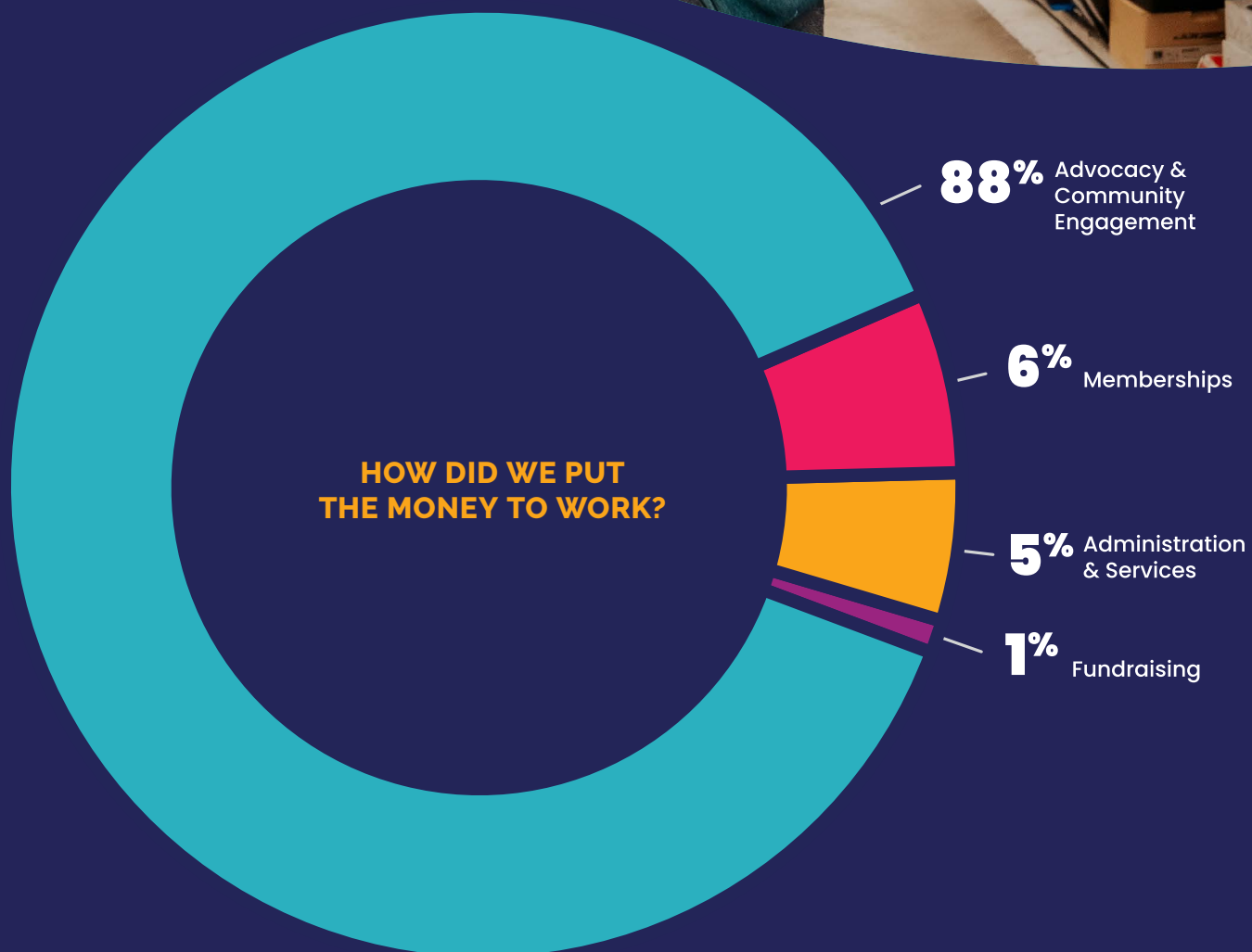
These events created dialogue and shared best practices, contributing to more inclusive workplaces.



Financial Summary

Inclusion BC is strongly focused on our members, advocacy, community, and development. We manage our revenue responsibly to maximize the impact of our work and make a real difference in the lives of people, their families, and our organizational members. We are proud to share that 88% of all revenue goes directly to advocacy efforts, community engagement, and funding the important work and accomplishments featured in this report.





Top Donors of 2024/2025

None of our work would be possible without the generous support of our community of donors and Circle of Friends members. These dedicated people and organizations ensure that we can continue to advocate for the rights and opportunities of people with intellectual and developmental disabilities.

Marion Allan
William Ashwell
Wendy Baker
John Baxter
Emily Belsher
Seth Berkowitz
J Birdsall
Larry Butcher
Patrick Cameron
Suzanne Chubb
Daniel Collins
Richard Combe
James Dales
Daniel L McDonald McLegacy Fund
David and Lily Gunn Family Foundation
Linda Dempster
Tyson Devison
Beverly Elo Ziebart
Edwin Forbes
Maurice Freer
Sonia Galbraith
Laura Gerlinsky
Carol Givton
Alison Grant
Elizabeth Green
Charles & Ruth Hamilton
Shirley Hammond
Madeleine Harlamovs
William Hassard
Cheryl Heady
Bert Hendriksen
The Estate of Susan Hill
Clive Holloway
Theresa Howard
James Howie
John & Bonita Hunter

Susan Irwin
Catriona Johnson
Erika Jozsa
Susan Kelly
Benita Klovance
Midori Kozuki
Alan Lomax
Scott McBride
Gordon McNeil
Bendina Miller
Bruce & Tracy Miller
Sandrina Minelli
William Edmund Mugford
Luciana Newbert
Wendy Nie
Carol Nugent
Barbara Lee Page
Niamh Plaxton
Ian Rapps
The Estate of Phil Russell
Russell-Mosoff Family Fund
Ruth Rutledge
Marie Sabine
Lucy Shun
Sarah Skinner
Dawn Steele
Stanley & Alice Strilchuk
Ida Tait
Hilary Thomson
Debbie Tong
Karla Verschoor
Augusto Wu
Danny Yu

Our Funders

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

Our Federation

We are so grateful to our member organizations and community partners across the province who share our Vision of a world where everyone belongs. Their hard work and dedication drive our work.

[SEE OUR MEMBER DIRECTORY](#)



Join the Inclusion Movement

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

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

[DONATE TODAY](#)[VOLUNTEER](#)[BECOME A MEMBER](#)[SUBSCRIBE TO OUR E-NEWSLETTER](#)

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