



CANADIAN CENTRE ON DISABILITY STUDIES 2014-15 ANNUAL REPORT



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About CCDS

The Canadian Centre on Disability Studies (CCDS) is a not-for-profit, consumer-directed and university-affiliated national organization dedicated to research, education and knowledge mobilization on issues facing people with disabilities. Through our activities, we promote full and equal participation of people with disabilities in all aspects of society – locally, provincially/territorially, nationally and internationally. CCDS is guided by the philosophies of independent living and community living, emphasizing human rights, self-determination, interdependence, equality, and full and meaningful participation of all citizens. With its cross-disability focus inclusive of mental health, CCDS seeks partnerships with the disability community, corporate sector, academe and government with a vision of enhancing the lived experience of persons living with disabilities, and their partners and families, in communities throughout Canada and abroad.

2014-15 Board of Directors

Executive:

President:

Darcy MacPherson
Winnipeg, MB

1st Vice President:

Sandi Bell
Hamilton, ON

Secretary:

Katrina Trask
St. John's, NL

Treasurer:

Ernie Kowalec
Calgary, AB

Member at Large:

Maria Arentsen
Winnipeg, MB

Member at Large:

**John
VanWalleghem**
Winnipeg, MB

Board:

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Christine Kelly
Ottawa, ON

Alexis Davis
Vancouver, BC

Heidi Janz
Edmonton, AB

Majid Turmusani
Ottawa, ON

Sally Lindsay
Toronto, ON

Sylvie Lirette
Ottawa, ON

2014-15 Staff

Susan Hardie

Executive Director

Allen Mankewich

Communications
Coordinator

Youn-Young Park

Senior Researcher

Yi Wang

Bookkeeper

Evan Wicklund

Special Projects
Coordinator

Eleanor

Chornoboy

International Liaison

Iryna Khomenko

International
Projects Coordinator

Eleni Wener

Special Projects
Officer (until
February 2015)

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Letter from the CCDS President

As I write this President's report, CCDS keeps evolving. Our Executive Director, Susan L. Hardie, has been working hard with the staff to keep us on solid footing. The VisitAbility Project, Funded by the Government of Canada's Social Development Partnerships Program - Disability Component, with Susan and Youn-Young Park at the helm, remains on a positive path, working with the groups at each of our project sites. CCDS is increasingly inclusive of mental health under the auspices of cross-disability research with Susan bringing her work on lived experience research and leadership and system change, and CCDS having just secured an evaluation contract for the Peer Zone Ontario, a Canadian site for Peer Zone Global.

CCDS has become a member of the International Initiative on Mental Health Leadership (IIMHL) and the International Initiative on Disability Leadership (IIDL), and will be co-hosting a IIMHL/IIDL pre-conference on social impact evaluation with the Manitoba Disabilities Issues Office. Susan has also been invited to attend, as a participant from Canada, an international pre-conference dialogue on self-directed care and recovery at Boston College. Following both of these pre-conference activities, all staff and long-term volunteer, Eleanor Chornoboy, will fly to Vancouver to attend the IIMHL/IIDL conference. This will be an incredible networking opportunity with others working in the cross-disability field inclusive of mental health in Canada and internationally. On the final day, CCDS will be presenting on the VisitAble Housing Project at the IIDL "Brag and Steal".

As always, our organization is incredibly reliant on its people. Susan, Youn-Young, Allen Mankewich, Yi Wang, and Evan Wicklund have worked tirelessly over the past year as our employees, running the organization, working with groups as part of their work, doing research and writing proposals. But there are volunteers as well. Iryna Khomenko and Eleanor Chornoboy come directly to mind, helping with international work in the Ukraine, and Teresa Chernecki working on organizing our historical documents.

For me, I want to thank our Board for the past year. A number have concluded their terms, and have decided to pursue other ventures. As an organization and myself personally, we thank them for their efforts. One of our departing Board members also made a significant contribution above and beyond the usual duties of a board member when John VanWalleghem stepped up to help out in a major way when the prior Executive Director left us on short notice. John also stepped in to assume the Treasurer's role. At the same time, while John was stepping away, he agreed to volunteer and help facilitate our strategic planning process.

In the end, the organization has done a lot of work in research, knowledge mobilization and capacity building in the last year, and we are committed to continuing this work going into 2015-2016. We appreciate the support from all of our members, Executive, Board, and Committees, volunteers, family and supporters.

Darcy MacPherson
CCDS Chairperson

Letter from the CCDS Executive Director

Over the past year, CCDS has been challenged to explore how to better respond to the ever changing and diverse needs of the cross-disability community inclusive of mental health. This involves positioning CCDS as a learning organization striving to realize organizational processes congruent with its values of integrity, creativity, respect, inclusion and excellence. Currently CCDS is in the midst of a strategic planning process committed to re-envisioning community through collaborative research, knowledge mobilization and development.

One means to shift CCDS' approach to disability issues, inclusive of disability studies, was the infusion of intersectional thought informing all of its work. "Intersectionality is an emerging research and policy paradigm which seeks to reveal the complex interactions among multiple social categories (e.g., gender, race, class, culture, age, ability, sexuality) and the systems and processes of domination and oppression (e.g., sexism, racism, classism, colonialism, ageism, ableism, homophobia) that simultaneously produce experiences of discrimination and privilege" (Hankivsky & Cormier, 2009). In plain language, intersectionality provides a means of undertaking research, policy and practice that fosters opportunities to further develop a deeper appreciation of the complex interactions and diversity of the population of people with disabilities, and their families, partners, friends and communities.

Embracing intersectionality has meant that the oftentimes salient dialogues within the cross-disability field have a space to have voice, and with this time and resources to develop innovative collaborative research, knowledge mobilization and development. For me, intersectionality invites everyone to a collective action to further reveal what I call the rich tapestry of the lives of people with disabilities, inclusive of mental health, that collectively formulate a quilt of experiences of individuals, families, friends, partners and communities. I sense to date that we have teased out the threads and associated themes of some aspects of the lived experience of people with disabilities, yet there are still significant gaps related to the diverse needs of the community of people with disabilities to be revealed and woven into this rich tapestry.

For example, a goal at the CCDS Board level has been to enhance its diversity, inclusive but not limited to geography. This goal has led to some very difficult discussions about "participation" vs "representation" and how to learn from what historically has been a "tick-box" exercise relative to diversity. CCDS continues to grapple with "How as an organization do we support diverse participation at the board level, and associated organizational processes, so that the richness of these diverse sectors are engaged on an ongoing basis in this ever-evolving technological age?" Does CCDS have the answer, absolutely "no", but as an organization CCDS is dedicated as a learning organization to seek out "ways of knowing and doing" that will move us further towards realizing diverse participation and associated community engagement processes with all stakeholders in the field of disability issues.

CCDS will continue to engage in organizational change processes to better meet the needs of all people living with disabilities in our communities in Canada, and abroad, through collaborative research, knowledge mobilization and develop emanating from a

vision of inclusion, equity and participation. As CCDS enters into a new year, you will increasingly see indicators of this change through our revised website, increased social media presence, breadth of research and emerging partners in change. I look forward to a challenging yet rewarding upcoming year. I hope that you will join CCDS as a partner in change.

Susan Hardie
CCDS Executive Director

CCDS Nominations Committee Report

The Nominations Committee met in 2014 to discuss the twelve applications that were submitted for consideration for the six positions that were unfilled on our Board. The overall quality of the applications was very high. The slate that was put forward to the members for voting in 2014 and subsequently approved was:

- Darcy McPherson
- Alexis Davis
- John VanWalleghem
- Ernie Kowalec
- Maria Arentsen
- Sandi Bell

Submitted by: Darcy MacPherson
Nominations Committee Chairperson

By-laws, Policies and Procedures Committee Report

During the 2014-15 fiscal year, By-laws, Policies and Procedures Committee members included Sandi Bell, Katrina Trask and John VanWalleghem with CCDS staff participation and support from Susan Hardie and Evan Wicklund.

The Committee received its mandate from the Board in February and met for the first time in late March. While that was all the work that occurred during the fiscal year, it is worth noting that the Committee's mandate included revising the By-law that governs CCDS and that work was completed between March and July of 2015. The Committee moved a revision to the By-law as By-law number 2 that was approved by the Board. It is on the agenda for the CCDS AGM with a motion that By-law number 1 be repealed and replaced by By-law number 2.

Other accomplishments included suggesting a "terms of reference" template for all board committees and drafting a sample oath of office and confidentiality agreement for Board members that will be dealt with by the incoming Board.

That amounted to a significant achievement within a short period of time and I wish to thank the committee members and staff for their work.

Submitted by: John VanWalleghem, Chairperson

2014-15 CCDS Project Highlights - VisitAbility Project

The VisitAbility Project is a three-year national initiative (April 2013 – March 2016) that is intended to promote VisitAble housing. This project is funded by the Government of Canada's Social Development Partnerships Program – Disability Component.

“VisitAble Housing” or “VisitAbility” is the concept of designing and building homes with basic accessibility. VisitAble homes provide easy access on the main entrance level (in other words the ‘VisitAble floor’) and create a welcoming environment for all residents and visitors of all ages and mobility needs. VisitAble Homes have three essential accessibility features:

- 1) No-step entrance (at the front, back or side of the house)
- 2) Wider doorways and clear passage on the VisitAble floor
- 3) A washroom (or powder room) on the VisitAble floor that can be accessed by visitors who use mobility devices

Project Activities

In 2014-2015, we have focused on the development of information resources on VisitAble Housing and sharing information about VisitAbility with housing consumers, housing professionals, and policy makers across Canada. Key project activities undertaken in this period include:

- Developed and disseminated information and promotional resources about VisitAble Housing (e.g., a video, factsheets, brochure, display banner, research report)
- Completed a case study on the Bridgwater Project, a housing development project in Winnipeg which will include VisitAble homes for more than 50% of its single family homes to be built in the neighbourhood.
- Hosted two national webinars on VisitAbility: 1) Building VisitAble Homes on June 16th 2014 and 2) Policy Development for VisitAble Housing on October 21st, 2014
- Launched the Awards of Excellence in VisitAble Housing on November 6th, 2014. The awards is a one-time awards program to highlight and celebrate VisitAble homes in Canada. The deadlines for submissions was February 29th, 2015.
- Presented on VisitAble Housing and the VisitAbility Project at the International Summit on Accessibility on July 15th, 2014.
- Published magazine articles on VisitAbility (e.g., Abilities Magazine, Access by Design)
- Recruited Supporting Organizations who are committed to assisting in project information dissemination, networking, and other project activities.

In this project we have formed six task forces across Canada: BC First Nations, British Columbia; Richmond, British Columbia; Edmonton, Alberta; Winnipeg, Manitoba; Kitchener-Waterloo, Ontario; and Ottawa, Ontario. Each of the task forces have developed and are undertaking their own action plan to promote VisitAbility in their municipalities and communities. Information about task forces' current work and contact information is available at <http://visitablehousingcanada.com/visitability-project/task-forces>.

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Successes and Achievements - VisitAbility Project

In 2014-2015, the CCDS project team and the task forces together reached out to over 20,000 Canadians, including housing consumers, housing professionals, and policy makers. This was achieved through public events (e.g., forums, conferences, exhibits, workshops), online venues and social media (e.g., YouTube, Facebook), webinars, and publications (e.g., newsletters, magazine articles). If we consider those who have learned about VisitAbility through our media campaign (e.g. news release, articles published in local news outlets, TV interviews), the extent of the public outreach that the project has achieved is much greater. We have received very positive feedback on the information and resources that we have shared. With increased interest from stakeholders, we are expanding our partnerships to further our work in VisitAble Housing in Canada.

For more information about the project, please visit <http://VisitAbleHousingCanada.com>.

2014-15 CCDS Project Highlights Inclusive Senior Centres Project: Promoting Inclusion of Seniors with Intellectual Disabilities in Winnipeg Senior Centres (October 2012 – September 2014)

CCDS completed this research initiative in September 2014. We conducted the project in partnership with the Manitoba Association of Senior Centres and Winnserv Inc. It was sponsored by the Winnipeg Foundation.

The project was intended to enhance the social inclusion of older adults with intellectual disabilities by promoting their participation in community senior centre programs in Winnipeg. In the Project older adults with intellectual disabilities participated in senior centre programs of their choice. The Project Team examined perceptions and experiences of stakeholders who were involved in the process of the participation of the older adults in senior centres programs.

Key project activities were as follows:

- Conducting research (e.g., interviews, focus groups) to examine barriers and strategies in supporting older adults with intellectual disabilities to participate in senior centre programs for all stakeholders
- Developing user-friendly information resources (all available at <http://disability-studies.ca/senior-centres>):
 - o A brochure for senior centres about ways to make senior centres more inclusive for older adults with intellectual disabilities
 - o A brochure for disability support workers about ways to facilitate the social Inclusion of older adults with intellectual disabilities in senior Centres
 - o A plain language senior centre user guide for older adults with intellectual disabilities and their families
- Hosting a community forum, where the Project Team shared project findings and resources with 41 stakeholders and discussed on strategies to address barriers to social inclusion of older adults with disabilities.

Some of the key lessons that the CCDS Project Team learned from the Project are as follows:

- Living in the community does not automatically lead to social inclusion. Many older adults with intellectual disabilities are socially isolated. Although their leisure activities may take place in community environments, such as shopping malls and theatres, those activities often do not involve social interactions or building social relationships.
- Disability organizations often have limited resources to provide individualized support needed for some older adults to go to a senior centre. Also, many support workers are not trained to facilitate the social inclusion of their clients in diverse community opportunities.
- Many senior centres have limited resources, and their programs are run mainly by volunteers. Given lack of human resources at senior centres, we recommend that senior centre staff and support workers collaborate in supporting older adults with disabilities at senior centres, and clarify their roles and expectations.

For more information on the project, visit <http://disabilitystudies.ca/senior-centres/>.

Manitoba League of Persons with Disabilities Oral History Project

In 2014-15, CCDS partnered with the Manitoba League of Persons with Disabilities (MLPD) on a project to record MLPD's history.

CCDS provided proposal-writing expertise to MLPD for the successful proposal to Manitoba Heritage, and CCDS Executive Director Susan Hardie served on the advisory and research committees for this project, with support from other CCDS staff.

A key component of the project was the work of a group of students from the University of Winnipeg's Disability Studies Program. These students completed seven edited interview transcriptions (including manuscripts, summaries and key words). Two students from the University of Manitoba's Social Work Program also assisted in this work. All students underwent transcription and coding training before working on the transcripts.

Student Placements

Fostering the next generation of disability researchers has always been important to CCDS. This past year was no exception. We were pleased to host the following practicum students from the University of Winnipeg Disability Studies Program: Evan Wicklund, Joana Ambira, Cassie Bodnar, Courtney Eagle, Alexandria Kazmerik.

We were also happy to host Quinton Sanderson and Kathy Cote from the University of Manitoba's Social Work Program, who did their practicums with us this year.

Alyssa Goodbrand, a student in the University of Winnipeg's Disability Studies Program spent the summer of 2014 with CCDS as a summer student.

We thank all of these students for their contributions to CCDS over the past year.

CCDS Francophone Strategy

In 2014, CCDS made a concerted effort to establish a Francophone strategy to enhance the organization's reach across Canada. One of the most significant developments this past year was on December the 3rd 2015, United Nations International Day of Persons with Disabilities when CCDS and l'Université de Saint-Boniface signed a collaboration agreement. The goal of this agreement is to promote cooperation between the two institutions. Through this agreement, CCDS and the university agree to encourage direct contact, collaboration and cooperation between their staff, faculty members, departments, and researchers. The general forms of collaboration are focused on the areas of education, scholarship, curriculum and translation.

Independent Auditors' Report

To the Members of Canadian Centre on Disability Studies Incorporated

We have audited the statement of financial position of Canadian Centre on Disability Studies Incorporated as at March 31, 2015 and the statements of operations, net assets and cash flows for the year then ended. These financial statements are the responsibility of the organization's management.

Management's responsibility for the financial statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence

about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, these financial statements present fairly, in all material respects, the financial position of the organization as at March 31, 2015 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Winnipeg, Manitoba
July 2, 2015

Talbot & Associates
Certified General Accountants

Statement of Financial Position - March 31, 2015

ASSETS	2015	2014
CURRENT		
Cash and short-term investments	\$ 140,147	\$ 171,460
Accounts receivable	38,480	11,622
Due from Endowment Fund (Note 6)	128,289	305,575
Due from Government Agencies	4,138	-
Prepaid expenses	17,131	14,115
	<u>\$ 328,185</u>	<u>\$ 502,772</u>
SCHOLARSHIP FUND - INVESTMENT	-	37,367
ENDOWMENT FUND INVESTMENTS (Note 5)	<u>1,585,902</u>	<u>1,585,902</u>
	<u>\$ 1,914,087</u>	<u>\$ 2,126,041</u>
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	\$ 34,559	\$ 36,856
Due to government agencies	-	20,783
	<u>34,559</u>	<u>57,639</u>
NET ASSETS	-	37,367
Scholarship Fund	1,585,902	1,585,902
Endowment fund (Note 5)	\$293,626	\$445,133
General Fund	<u>\$ 1,879,528</u>	<u>2,068,402</u>
	<u>\$ 1,914,087</u>	<u>\$ 2,126,041</u>

Statement of Operations - Year Ending March 31, 2015

	2015	2014
FUNDED PROJECT REVENUE	<u>\$ 263,091</u>	<u>\$ 472,646</u>
(Note 7)		
FUNDED PROJECT EXPENSES		
Direct expenses	284,551	408,993
Administrative expenses	(21,460)	63,653
	<u>263,091</u>	<u>472,646</u>
	-	-
OTHER REVENUES		
Donations and memberships	3,417	2,431
Interest income	2,372	4,908
Other	14,301	5,617
	<u>20,090</u>	<u>12,956</u>
EXPENSES		
Business taxes, licenses and Insurance	271	500
Interest and bank charges	3,440	1,433
Office	2,151	2,582
Professional fees	8,626	16,025
Rental	41,737	29,046
Sub-contracts	47,025	32,312
Telephone	12,234	37,978
Training	3,539	3,422
Travel	4,996	-
Wages and benefits	6,523	12,470
Website	116,102	62,631
Expenses allocated (to) / from funded projects	-	1,700
	<u>21,460</u>	<u>(63,653)</u>
	<u>268,104</u>	<u>136,446</u>
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	<u>\$ (248,014)</u>	<u>\$ (123,490)</u>