



CANADIAN ASSOCIATION  
FOR COMMUNITY LIVING

ASSOCIATION CANADIENNE POUR  
L'INTÉGRATION COMMUNAUTAIRE

Diversity includes. On se ressemble.



# ANNUAL REPORT 2017-2018



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# MESSAGE FROM THE EXECUTIVE VICE-PRESIDENT AND PRESIDENT

Another busy and exciting year with CACL. As always, the year has brought its share of challenge but there is movement forward. Much has been accomplished over the last year in each of CACL's strategic priority areas, far too much to capture in a single report. This annual report will attempt to share some of the highlights.

CACL is very excited to be embarking on a revitalization initiative to look at strengthening our grassroots inclusion movement across the country. There are families who through lack of information accept options for their family member because they believe this is the only way forward. We recognize that we likely need to rethink how we ensure that true inclusion for individuals with a developmental disability becomes a reality. A task force has been established and a plan for moving forward will be brought to the CACL Board of Directors for consideration by December 2019.

We have completed phase one of the Ready, Willing and Able national employment initiative that is a partnership with the Canadian Autism Spectrum Disorders Alliance. Over 2,100 individuals with an intellectual disability or autism spectrum disorder have secured employment through this initiative and efforts are currently underway to secure financial support for a second phase.

Work continued on ensuring that people with intellectual disabilities have an equal 'right to decide'. A research team was engaged to examine laws in Canada that deprive people of their legal capacity based on disability, and an agenda for federal and provincial/territorial law reform has now been outlined.

Extensive work was done to respond to the draft regulations on medical assistance in dying (MAiD) where we were promoting robust safeguards within the regulations. Work has begun on developing a Life Worth Living Campaign and web platform meant to educate and engage the Canadian public about the vulnerability of persons with disabilities in the MAiD system and that the lives of persons with disabilities are worth living.

The Human Flourishing project has progressed, including art exhibitions with Tangled Arts + Disability in Toronto, the writing of working papers, and selecting people for a documentary film. The project seeks to demonstrate, through various mediums, that persons with significant disabilities can flourish and

live good lives even in the face of what some might describe as suffering.

Significant work has been done on the My Home My Community initiative, with six pilot sites across Canada looking at innovative approaches to inclusive affordable housing.

Inclusive Education Canada has proceeded in expanding its network of associates across Canada, conducting training in the area of inclusive education in many provinces, supporting projects, promoting assistive technologies and providing policy support to Provincial/Territorial governments.

This year CACL had its first successful Inspiring Inclusion fundraising breakfast in Toronto. This method of “raising friends” as well as “raising dollars” will continue to play a strong role as we move to the next steps in our evolution as a movement.

These are only a few of the many initiatives CACL has been engaged in over the past year. We are blessed with a small but growing team of staff and volunteers who go above and beyond every day to move forward the mission of full inclusion and participation of persons with an intellectual disability and their families in Canadian society.



Krista Carr,  
Executive  
Vice- President



Joy Bacon,  
President

# MISSION, VISION, VALUES

CACL leads the way in helping Canadians build an inclusive Canada by strengthening families, defending rights, and transforming communities into places where everyone can belong.

Founded in 1958, the Canadian Association for Community Living (CACL) is a national federation of over 40,000 individual members, 400 local associations, and 13 Provincial/Territorial Associations for Community Living. The CACL National organization is family-based, governed by a Board of Directors with representation from across Canada, activated through a national network of volunteers, and supported through a national staff team.

## MISSION



CACL is a family-based association assisting people with an intellectual disability and their families to lead the way in advancing inclusion in their own lives and in their communities. We are dedicated to attaining full participation in community life, ending exclusion and discrimination on the basis of intellectual disability, promoting respect for diversity and advancing human rights to ensure equality for all Canadians.

## VISION



An inclusive Canada in which people with an intellectual disability and their families are valued equally and able to participate fully in all aspects of society.

## VALUES



CACL is guided in all of its actions by principles that are consistent with its values and beliefs. Every action, statement, policy, or publication will honour and promote the principles of:

- Respect
- Dignity
- Diversity
- Justice
- Inclusion
- Equality
- Human Rights
- Moral Courage
- Self-determination
- Mutual Responsibility

# 2016 - 2020 STRATEGIC PLAN

As the national movement supporting the voice of people with an intellectual disability and their families for inclusion, CACL leads the way in helping Canadians build an inclusive Canada. CACL works to achieve this by strengthening families, defending rights, and transforming communities into places where everyone can belong.

The CACL 2016-2020 Strategic Framework is designed to put our commitment into action. Implemented across our five national organizations, this plan will mobilize an unparalleled effort to advance inclusion in the areas of legal capacity, inclusive education, income security, employment, support to families, safeguards in medical assistance in dying, and safe and inclusive communities. This plan also works to strengthen our national organizations' core operations and partnerships.



A copy of our 2016-2020 Strategic Plan is available online at [www.cacl.ca](http://www.cacl.ca).

# STRATEGIC PRIORITIES

Our strategic framework confronts persistent barriers to inclusion across the lifespan of people with an intellectual disability and their families.



LEGAL  
CAPACITY



INCLUSIVE  
EDUCATION



INCOME  
SECURITY



EMPLOYMENT



SUPPORT TO  
FAMILIES



SAFEGUARDS  
IN MEDICAL  
ASSISTANCE IN  
DYING (MAID)



SAFE &  
INCLUSIVE  
COMMUNITIES



CACL &  
FEDERATION  
STRENGTHENING



# | LEGAL CAPACITY



CACL convened a team representing People First of Canada, the Canadian Mental Health Association and the Ontario Dementia Advisory Group, along with a legal research team led by the Institutes for Research and Development on Inclusion in Society (IRIS), which is sponsored by CACL to carry out policy research and social development for inclusion. The team also included Pooran Law, Lana Kerzner and ARCH Disability Law to develop a set of directions for policy and law reform. These recommendations address Canada's continued reservation on Article 12 of the UNCRPD, the Right to Legal Capacity, in response to the UN Concluding Observations Report on Canada. The comprehensive report and recommendations for reform were presented to the Government of Canada.

CACL held discussions with the Federal Government regarding next steps on

moving this issue forward. A commitment has been received to convene a table of federal government staff from relevant departments for CACL to present the findings of the report and discuss options for moving forward, as well as explore the option of CACL meeting with the Federal-Provincial-Territorial Continuing Committee on Human Rights.

CACL also applied for intervenor status in a case at the Ontario Court of Appeal dealing with legal capacity, specifically the capacity to reconcile and the presumption of competence.

In addition to the projects described above, IRIS is now working in Ontario and Newfoundland and Labrador to support the provincial associations in developing pilot projects (Ontario) and law and policy reform options (Newfoundland and Labrador) related to supported decision making. At the international level, IRIS has just received funding from Open Society Foundations to guide development of regional networks and a global collaborative to advance campaigns for the right to decide. As well, IRIS is collaborating with Surrey Place Centre in Toronto, and the Ontario Developmental Disabilities Primary Health Care Program to develop a practice guide for supported decision making in health care, to be published and distributed by the Canadian College of Family Physicians.


# | INCLUSIVE EDUCATION



Inclusive Education Canada (IEC), an initiative of CACL, supports teachers, communities and schools to become more inclusive so that all children have the opportunity to be fully included in their neighbourhood schools with their peers. It also provides parents with information, tool and resources to support them. IEC has focused on sharing information, news, opinions and insights on inclusive education and accommodation of diversity in schools. It promotes a knowledge-based approach to the process of making schools inclusive.

Some significant milestones of the last year include:


- Published 26 commentaries during National Inclusive Education Month. They present views from parents, teachers, school administrators, university instructors and researchers. The commentaries cover a full range of topics from classroom



practices, to policy issues, leadership for inclusion and advocacy. While most of the commentaries are from Canadians, several present perspectives from other countries.

- For the second year, IEC partnered with Microsoft in Education Canada to provide free professional development workshops and resources for educators to help drive the most effective learning for students.
- Participated in the project that produced the *"If Inclusion Means Everyone, Why Not Me?"* report on the state of inclusive education in Ontario, released in May 2018.
- Participated in the development of a set of training and information modules on the right to access inclusive education. The project was completed in early 2018. *Education Advocacy for Students with a Disability* provides training modules and a series of short videos for parents and students that outline the steps and supports needed to access inclusive education. The website was produced by ARCH Disability Law Centre, in partnership with Community Living Ontario, Inclusive Education Canada, Partners for Planning, Brockville and District Association for Community Involvement, Brampton Caledon Community Living.
- Supported the *Catalyst for Inclusive Education* project of Inclusion International. The Catalyst website provides resources on inclusive education. Director Gordon Porter provided major support in the writing of two documents used by the Catalyst: *Essential Elements to Promote Inclusive Education: Fighting for the right of children with intellectual disabilities* and *Inclusion: Myths and Misconceptions*. These were released in Birmingham at the Inclusion International World Congress, where several IEC Associates made presentations.
- Published the French Language version of the pamphlet *PROMOUVOIR L'INCLUSION SCOLAIRE: Les clés du changement transformationnel dans les systèmes publics d'éducation* (Advancing Inclusive Education: Keys to transformational change in public education systems)



- 
- IEC is working to support the Ministry of Education in Nova Scotia as they develop a new provincial policy on Inclusive Education.
  - Delivered a full day workshop for more than 100 provincial and district-based administrators, supervisors and consultants with the Student Services Administrators Association of Manitoba. Conducted a workshop organized by Barrier Free Manitoba, a group exploring an education standard that would span pre-k to post-secondary.
  - IEC has added several new associates this Fall: Lesley Eblie Trudel, Bruce Uditsky, Kathryn Underwood, John Van Wallegghem.



# | INCOME SECURITY

Seventy percent of adults with an intellectual disability in Canada live in poverty, often without the most basic needs being met, lack of access to transportation or affordable housing. This has a devastating effect on their ability to be included in their communities and being able to fully exercise citizenship. CACL works on this issue in a variety of ways including in this past year:

Being actively involved in the consultations around Canada's poverty reduction strategy and submitting a comprehensive brief outlining the issues facing persons with an intellectual disability and their families and offered suggestions to address those issues.

Preparing and delivering a presentation to Standing Senate Committee on Social Affairs, Science and Technology as part of their consultations about the Registered Disability Savings Plan and the Disability Tax Credit. These consultations informed the *Breaking Down Barriers* Report that was published in June 2018. Following the release of the report, CACL submitted feedback to the Committee about some of the recommendations contained in the report.

CACL had intervenor status in a Supreme Court of Canada case of *SA v Metro Vancouver Housing Corporation* to assert the position that absolute discretionary trusts should not be considered assets for the purposes of identifying eligibility for social benefits such as subsidized housing.

# | EMPLOYMENT



Canadians with an intellectual disability have a 75-80% unemployment or underemployment rate even though very capable of working with proper support where and when required.

CACL in partnership with the Canadian Autism Spectrum Disorders Alliance (CASDA), began implementation of the Ready Willing and Able (RWA) project in September 2014. This national project, funded by the Federal Government of Canada through Employment and Skills Development Canada, is designed to increase labour force participation by building on and increasing employer capacity and demand to hire people with an intellectual disability or Autism Spectrum Disorder (ASD).

During Phase 1 of RWA, the project was active in all provinces and territories across the country, with a primary focus in 20 communities.

## Outcomes Achieved to September 2018

Employer Engagement	8,720
Employer Follow Up	3,207
Total Employment Outcomes	<b>2,153</b>
Hires/self-employment	2,015
Post-secondary placements	138
National Employer Partnerships	7

The outcomes noted above met or exceeded all project targets set for Phase 1.



Other highlights include:

- All jobs filled were part of the typical staff complements of the business – no employer created additional or special jobs for job seekers with an intellectual disability or ASD, nor did RWA use wage subsidies.
- Partnerships were established with approximately 250+ local employment agencies across the country.
- While focused in 20 primary communities, RWA was active in more than 225 locations.
- 94% of businesses rated employees hired via RWA as on par with or better than the average employee in terms of employee loyalty, attitude and contribution (*RWA employer survey, Centre for Inclusion and Citizenship, University of British Columbia*).




- National employer partnerships were established, expanded and sustained with Costco, Sodexo, Home Depot, Value Village, Holloway Properties, Purolator, and Circle K.
- RWA participants earned about \$9.6 million from employment derived from fulltime, part-time, permanent or seasonal positions.
- Approximately \$4.7M was saved in provincial / territorial social assistance payments.
- Development and launch of *RWA Works* an online Employer Training course (series of 5 modules).

# | SUPPORT TO FAMILIES



There is a commonly held understanding that the community living movement was founded by families. It has continued to exist because of the efforts of families. And, its future is certain only to the degree to which it can continue to attract and engage families and support them to support their son or daughter to achieve the vision of a good life in community. We need to focus on engaging those who believe in the values of inclusion and start building a movement of people dedicated to inclusion. We need to focus our efforts upon movement generation, engagement and revitalization. Hence, the Board established the Revitalization Task Force. The mandate of the Revitalization Task Force is simple. By December 2019, the Task Force is to recommend to the CACL Board of Directors a series of strategies to reengage our constituency, those dedicated to our values and vision of inclusion for Canadians with developmental disabilities. At the time of submission of this report, the work of the Task Force had just begun. There was an initial day long consultation



undertaken with the Presidents and Executive Directors at their meeting in Kelowna in May 2018. The Presidents and Executive Directors provided their ideas as to what strategies could be undertaken to assist the Task Force with its work. In November 2018 the Task Force held a two-day retreat to continue its work.

CACL also continues to deliver its Values, Vision and Action retreats in provinces across Canada. A total of ten workshops were held this year which brought families together to connect, refresh and develop plans to support their son or daughter to achieve a good life in community. Families learned new information and new skills to help them lead the way in creating inclusive futures for their family member with an intellectual disability.

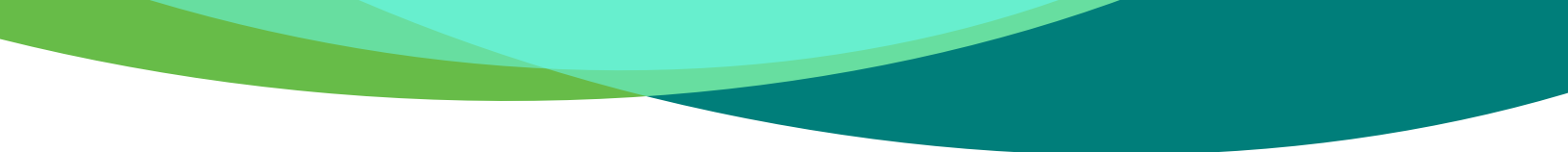
# SAFEGUARDS IN MEDICAL ASSISTANCE IN DYING (MAiD)



Bill C-14 brought about the legalization of Medical Assistance in Dying (MAiD) in Canada. It is critical that a system of robust safeguards be in place to ensure that people with an intellectual or other types of disability are not induced to choose MAiD because of poverty, lack of disability supports or because their lives are not seen by others to be worth living or saving.

This past year, CACL developed and made a submission to the federal government on the draft regulations for MAiD. The submission highlighted critical omissions from the government's proposal and failures to comply with the Vulnerable Persons Standard (VPS). Meetings were held with a variety of federal government representatives about the MAiD regulations and the submission to the consultation process. IRIS prepared a literature review on risks of expanding MAiD based on mental illness as a sole criterion, advance






directives, and access by mature minors, which CACL drew upon in developing its submissions.

CACL re-engaged the VPS community on a campaign for robust safeguards which was entitled Monitoring Matters. This campaign involved asking supporting organizations to write letters to the Minister of Health and copied to the Minister of Justice and Prime Minister Trudeau, to advocate for a system of robust safeguards to protect people made vulnerable by their circumstances.

In addition, we have created a number of education and awareness tools including a backgrounder and a VPS blog. A newsletter on the VPS Monitoring Matters campaign was sent to MPs and Senators to urge them to adopt robust safeguards through the MAiD regulations. A series of blogs have been written (and translated) by various VPS Advisors and posted to the website and social media. Regular e-blasts have been sent to our VPS network (in French and English), and our social media campaign has been getting good traction. A video has been created explaining the Monitoring Matters campaign that will be posted to the VPS website and social media.

The Board approved a new public awareness and engagement campaign entitled *Life Worth Living* which will be launched shortly, after discussion with PTACLs.

Work continues on the Human Flourishing project. Tangled Arts have selected 7 artists with a disability representing each geographic region of the country to



participate in the artistic portion of the project. They have been commissioned to create different forms of art that demonstrate the ethic of human flourishing. The first two exhibits have taken place at Tangled Arts + Disability in Toronto. UBC has completed its second working paper on the ethic of flourishing. Adjacent Possibilities has selected people for the documentary film, and the documentary process is ongoing. A brand and web platform for this project is also being created along with a strategy on how to integrate this with the Life Worth Living campaign and strategy.

IRIS is currently working with Surrey Place and the Ontario Developmental Disability Primary Health Care Program to develop a tool for vulnerability assessment in MAiD.

# | SAFE & INCLUSIVE COMMUNITIES



There are approximately 100,000 Canadians with an intellectual/developmental disability that are in need of inclusive, affordable housing currently living at home with aging parents, forced to live in congregate settings or institutionalized in nursing homes and other residential facilities. To begin to address these issues, CACL created the My Home My Community initiative.

This initiative is looking at innovative approaches to inclusive affordable housing, specifically:

- Developing indicators of inclusive housing for persons with a developmental disability (based on a conceptual framework and literature review prepared by IRIS);
- Completing an environmental scan of Stats Canada surveys to establish coverage of housing issues facing people with a disability;

- Proposing policy options for the development of a Canadian Housing Benefit - Disability Component;
- Developing design principles for inclusive housing;
- Completing case studies for best and promising practices in inclusive housing development for persons with a developmental disability; and
- Conducting an asset inventory across six pilot sites to determine what assets exist that could be used for the purpose of inclusive affordable housing.

At the policy level, the National Housing Strategy was released this year and CACL was successful at getting a target of 2,400 new units for persons with a developmental disability identified in the strategy.

IRIS continues to grow its partners in the housing and access to justice sectors – with growing local and provincial networks in these sectors in Vancouver, Regina, Toronto, Montreal, Saint John, and Charlottetown. Partners in these networks include diverse organizations representing people with intellectual disabilities, mental health groups, First Nations and Indigenous organizations, immigrant and refugee groups, and organizations representing women fleeing domestic violence and people who are racialized. In addition, IRIS' related initiatives in these sectors are engaging police, judges, health care providers and community services – to develop practical solutions at the local community level for violence prevention and response, and safe, accessible, inclusive and affordable housing.



# CACL & FEDERATION STRENGTHENING



## Strengthening Connections with PTACLs

CACL has worked hard over the past year to strengthen connections with Provincial/ Territorial ACLs (PTACLs). Regular communication has taken place between CACL's Executive Vice-President and the Executive Directors/CEOs of PTACLs to request feedback on the work and initiatives of CACL, as well as to offer support for local initiatives. Below are a few highlights of the ways CACL and PTACLs have collaborated over the past year:

- Consulted with PTACLs about the content of a presentation being made to a Senate committee studying the Registered Disability Savings Plan and the Disability Tax Credit.

- Partnered with NSACL on a variety of Inclusive Education related issues (changes to the Nova Scotia Education Act, response to the Inclusive Education report, and participation in the Excellence in Education initiative).
- Met with the Presidents and Executive Directors/CEOs of PTACLs to discuss the role of the Institutes for Research and Development on Inclusion and Society (IRIS) within the federation as well as the new revitalization initiative.
- CACL's Executive Vice-President participated in annual meetings and conferences of various PTACLs.
- Held monthly calls between communications staff at CACL and PTACLs.
- Partnered with PTACLs in organizing meetings with Members of Parliament to discuss the Ready, Willing and Able employment initiative Phase 2.
- CACL's Executive Vice-President is participating as a member of the expert panel conducting a review of all developmental services for adults in Alberta.
- Supporting individual PTACLs in the process to change their name in their respective provinces.

## CACL Governance

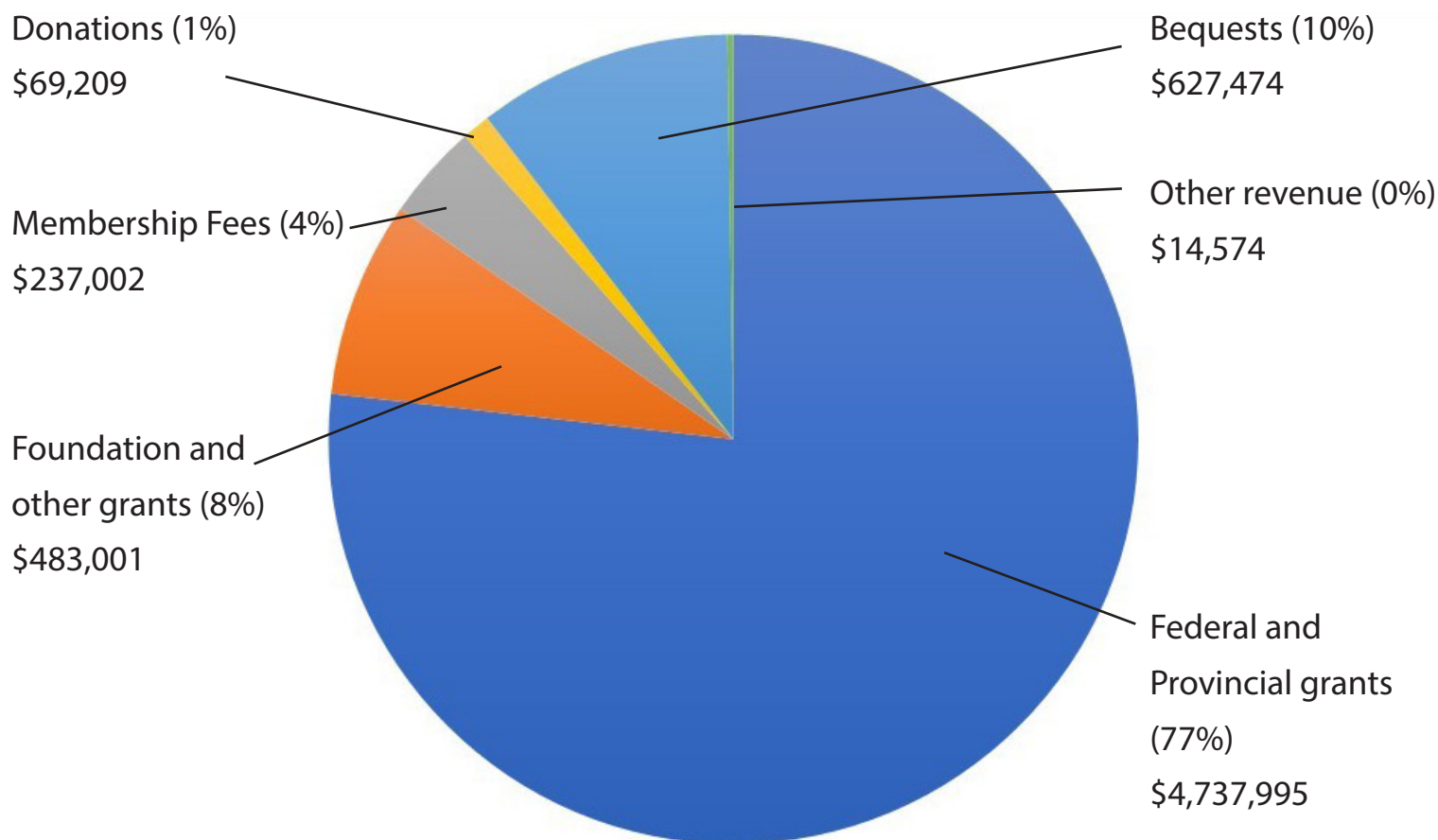
Recognizing that strong leadership is important to our movement, in March 2018, the CACL Board approved the Terms of Reference for the Governance Committee. This Committee has been working to assess Board member satisfaction with the orientation process and develop a Board Policy and Procedure Manual. Current work includes developing a Board member roles and responsibilities document to augment the current orientation package, as well as implementing a board buddy model to assist with onboarding of

new board members. The revised orientation was in December 2018.



# FINANCIALS

Where the money came from

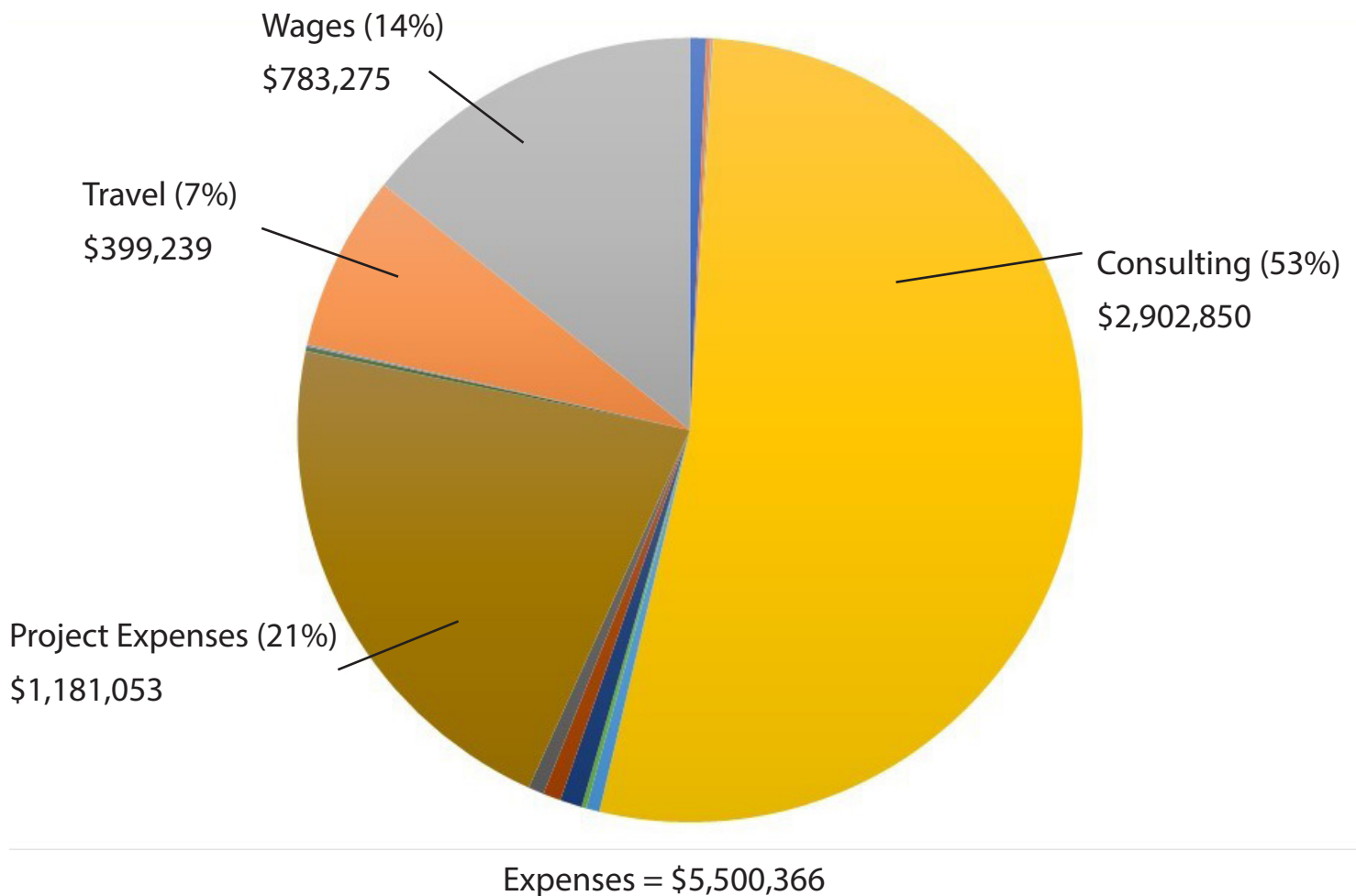


Total Revenue = \$6,169,255

In terms of finances, the year ending June 30, 2018 was successful. Thanks to the diligent work of many we finished the year in a surplus position and were able to finally retire a deficit of approximately \$155k that had been outstanding for some years on our books.



### How we put the money to work



BDO Canada LLP was hired to audit the financial statements of CACL. The result of the audit was an opinion that the financial statements present fairly the financial position of CACL as of June 30, 2018 in accordance with Canadian accounting standards for not-for-profit organizations.

# WE NEED YOUR HELP

This year marks CACL's 60th anniversary. We hope that we won't have to exist in 60 years from now in a world that is completely inclusive of people with an intellectual disability. But for now we still need your help. There are so many ways to take part CACL initiatives, and help people with an intellectual disability and their families. You can give a single gift, become a monthly donor, contribute to our legacy fund, host an event and much more.



## DONATE

There are many ways to help, including monthly, honorary, and celebratory donations.



## BECOME AN AMBASSADOR

A short term, high impact way to help. Introducing others to our work through an Inspiring Inclusion Session is a wonderful way to help those we support.



## LEAVE A LEGACY

When you contribute to our legacy fund or include us in your estate plan, you change the lives of people with an intellectual disability for generations to come.



## CORPORATE SPONSORSHIP

We welcome your organization's partnership. There are many ways you can join us to create immediate and lasting change.

# BOARD OF DIRECTORS

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Vice-President

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Treasurer

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## Distinguished Associates

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Lorraine Silliphant  
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CANADIAN ASSOCIATION  
FOR COMMUNITY LIVING

ASSOCIATION CANADIENNE POUR  
L'INTÉGRATION COMMUNAUTAIRE

**Diversity includes. On se ressemble.**

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