



CANADIAN ASSOCIATION
FOR COMMUNITY LIVING

ASSOCIATION CANADIENNE POUR
L'INTÉGRATION COMMUNAUTAIRE

Diversity includes. On se ressemble.



2018 - 2019

Annual Report



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Who We Are



CACL leads the way in building an inclusive Canada for people with an intellectual disability and their families by strengthening families, defending rights, and transforming communities into places where everyone belongs.

The Canadian Association for Community Living (CACL)

is a national federation of 13 provincial -territorial associations and over 300 local associations working to advance the full inclusion and human rights of people with an intellectual disability and their families.

CACL is 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. CACL works in collaboration and shared leadership with our federation members and with other national partners and disability organizations to advance our shared vision for a fully inclusive and accessible Canada. CACL is the only national organization that works solely on behalf of people with an intellectual disability and their families.

Our 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.

Our 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.

We Work to Achieve This By:

Strengthening Families – CACL works to strengthen families by helping families get access to the best possible options and choices available to their child or family member with an intellectual disability. Through our national network of families and caregivers, we work to strengthen families by helping them dream, by connecting families to other families who understand and have expertise, and by supporting families to navigate complicated service systems.

Defending Rights – As a national organization, we defend rights through policy work and public education. Sometimes we also intervene in legal cases, where the rights of individuals with an intellectual disability and their families are at stake.

Transforming Communities – We transform communities by motivating community leadership and encouraging key sectors to adopt inclusive practices. We work with educators, healthcare workers, cities, and more – providing the tools and information they need to become more inclusive so that everyone can participate and belong.

Message from the President & Executive Vice-President



Joy Bacon
President
CACL



Krista Carr
Executive Vice-President
CACL

As always, this past year has brought its share of challenges but there has also been much movement forward. This year can best be described as a year focused on “strengthening” CACL and our movement across the country.

We have focused on strengthening the governance of our organization through the work of the Governance Committee on Board orientation and development.

Work on national initiatives like Ready, Willing and Able (RWA) and My Home, My Community (MHMC), along with a focus on enhanced communication and collaboration, has continued to strengthen relationships within our federation.

Collaborations on critically important processes like the List of Issues Prior to Reporting (LOIPR) on the United Nations Convention on the Rights of Persons with Disabilities (CRPD) and the shaping of the Accessible Canada Act have strengthened our working relationships within the national disability community.

Our ability to mobilize our voice across the country through our provincial, territorial and local associations has been strengthened immensely. We see it in successes like the federal election strategy, where collective efforts up to and throughout the election resulted in some of our key election priorities being included in party platforms. This includes a commitment by the newly elected government to implement a disability lens on all federal government policies, a policy marker we have been advocating for decades.

We have made huge strides on the design and development of a revitalization initiative focused on strengthening our connections to individuals and families who are at the core of the movement for inclusion.

We have worked to strengthen our internal staff team by re-designing staff onboarding and have begun to identify and implement the internal processes and technology tools that will support us as a high performing virtual team. A high performing team has a strong culture that not only enables it to deliver on its mission but also makes it a great place to work. Work has begun on our internal “culture code” as well as on results-based management through the development of a balanced scorecard for the organization.

There have been disappointments on files like medical assistance in dying (MAiD) - but there have also been many successes in areas like employment (RWA), safe and inclusive communities (MHMC), legal capacity, and immigration.

Our work is far from done. Still, we are a strong and consistent voice for inclusion and the achievement of “good lives” in inclusive communities for the individuals and families we support across this country. This coming year we will embark on a process that will get us to a new bold, visionary, strategic plan for CACL. We invite you to join us on this journey as we build a Canada where each person belongs, is valued equally, and enabled to share the unique gifts and contributions they bring.



Strengthening Families, Defending Rights, and Transforming Communities

CACL leads the way in building an inclusive Canada for people with an intellectual disability and their families by strengthening families, defending rights, and transforming communities into places where everyone belongs.

The CACL 2016-2020 Strategic Plan confronts persistent barriers to inclusion across the lifespan of people with an intellectual disability and their families. Under the direction of this plan we have worked tirelessly 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. We have also worked to strengthen our federation, core operations, and national partnerships.

 Income Security	 Safeguards In Medical Assistance In Dying (MAID)	 Employment	 Legal Capacity
 Supports To Families	 Safe & Inclusive Communities	 Inclusive Education	 CACL & Federation Strengthening

Read or download our **2016-2020 Strategic Plan** online at: www.cacl.ca/what-we-do

Legal Capacity



IRIS partners in Peru and Colombia celebrated a monumental success when collaborative efforts resulted in these two countries being the first in the world to adopt legal systems ending guardianship and legally recognizing supports for decision making.

In Canada, people with an intellectual disability are still denied the right to make their own decisions. Guardianship and substitute decision-making laws and systems deprive people of legal capacity and prevent them from participating as full citizens. In everyday life this means not having equal access to the justice system, being unable to take part in elections, being prevented from signing a contract or opening a bank account and being denied the right to make health-related or reproductive decisions.

Over the past year CACL and IRIS have worked together to ensure the rights of people with an intellectual disability are legally recognized by:

- Working with our provincial associations in Ontario, Newfoundland & Labrador and Manitoba to develop pilot initiatives for supports for decision making and the equal right to legal capacity in those provinces. A total of 13 local sites are planned.
- Completing an extensive review of the legal regime for legal capacity in Newfoundland & Labrador, including original legal and policy research, and recommending options for reform.
- Collaborating with Surrey Place Centre 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.

At the international level, IRIS continued its global collaborative work to advance campaigns for the rights to decide. This includes:

- Completing a pilot global study to assess legal capacity regimes in thirteen countries around the world. The 'Legal Capacity Inclusion Lens' developed from the study will form the basis for a broader global study.
- Technical support for local-to-national scale reforms of legal capacity regimes to partners in Zambia, Bulgaria, Colombia, and Peru.
- Research on philosophical foundations for supported decision making and an inclusive approach to legal capacity, as a collaborator in the 'Mental Health and Justice' initiative, funded by the UK Wellcome Trust.

"Through collaboration and consultation with individuals and their supports, our community will empower and recognize the inherent right to be treated with equality, dignity and respect in making supported decisions about one's own life."

- Draft 'Vision Statement,' developed by community members designing pilot initiative for supports for decision making in Brockville, ON.

Inclusive Education

Research in Canada and around the world shows us that all students learn better in inclusive classrooms in their neighbourhood schools. That's why we're working towards a future where all students with an intellectual disability are fully included with their peers in regular education, with appropriate supports. From early childhood through to post-secondary and adult life-long learning, everyone benefits from and has the right to an inclusive education.

CACL created Inclusive Education Canada (IEC) to support teachers and parents in ensuring quality education for all students in inclusive schools and classrooms. We do this by advocating for effective policy and investment in supports for teachers and students, as well as building capacity in our schools and classrooms to make inclusive education both a successful and practical reality. We provide leadership and technical support to family networks, our provincial-territorial and local members, and stakeholders in the education system working to implement inclusive policies and practices in schools across Canada.

Highlights from our work in inclusive education this year include :

- Coordinating a project focused on enhancing the instructional practices of Montessori schools to include students with an intellectual disability. With financial support from Community Living Ontario, a research and training team from Brock University is engaged with the Montessori School in Sudbury, Ontario.
- Partnering with ARCH Disability Law Centre in the development of training and information modules on the right to access inclusive education. The series is featured on the IEC website: www.inclusiveeducation.ca.
- Providing technical expertise and consultation to the Nova Scotia Ministry of Education and Early Childhood Development to create a new provincial policy on Inclusive Education, released in September 2019.
- Providing technical expertise to the Auditor General of Canada on an audit focused on special education and inclusive education programs in the Yukon Territory.
- Partnering in the Beginning Teachers Study, a project of the Canadian Research Centre on Inclusive Education, in collaboration with more than 20 academics and researchers in Canada.



"We have a new inclusive education policy in Nova Scotia. We wouldn't have it without the collaboration and input from Inclusive Education Canada."

– Cathy Montreuil, Deputy Minister of Education and Early Childhood Development, Nova Scotia.

"IEC has provided our school with really valuable support that has strengthened inclusion as a value - we welcome and support all children to learn, contribute and participate in all aspects of school life. In addition to direct training, they have found resources to link us to research and training we would not have accessed on our own. CACL's support for inclusion is making a difference in our community."

– Laura Flavo, Director, Montessori School of Sudbury, ON.



Income Security



For people with an intellectual disability, rates of poverty are three times that of people without a disability, with these rates highest among people with an intellectual disability not living with family (75%).

Creating a good life is hard to do when living in poverty. Maintaining a job, participating in community, and creating meaningful relationships is difficult to focus on when worried about how to pay rent, buy groceries or medication, or pay for bus fare.

CACL envisions a Canada where people with an intellectual disability have the income and resources they need for a good quality of life that allows full participation in all aspects of community. This year we worked toward that goal by looking at Guaranteed Minimum Income. We completed a literature review and prepared a paper exploring the possible benefits and limitations of introducing a guaranteed minimum income in Canada and the impact it could have on the financial security of people with a disability.

We've also been following the work of the Basic Income Canada Network (BICN) and looking for opportunities for partnerships and collaboration.

“Guaranteed Minimum Income has the potential to significantly improve the financial security, health and social inclusion of people with disabilities, provided that it is structured in a way that is accessible, inclusive and responsive to the needs of the disability community.”

- Internal brief: [Guaranteed Minimum Income in Canada: Valuing the contributions of all.](#)

READY
WILLING
& ABLE



As of June 2019, RWA has resulted in 2,405 employment outcomes for people with an intellectual disability or Autism spectrum disorder through inclusive hiring and self-employment.

Employment

There are approximately 500,000 working age adults with an intellectual disability in Canada, but only 1 in 4 are employed in the regular workforce. CACL's goal is to see working-age adults with an intellectual disability employed at the same rate as the general population. Our national Ready, Willing and Able (RWA) program is one of the ways we're working to make this goal a reality, by engaging employers and raising awareness about the value of hiring people with disabilities. Together we are working to build a more inclusive workforce across the country.

RWA is a partnership of CACL and the Canadian Autism Spectrum Disorders Alliance (CASDA), and our provincial-territorial member organizations. Active in every province and territory in 20 lead communities while also engaging national employers, RWA reinforces the business case of inclusive hiring, generating increased employer demand to hire job seekers with an intellectual disability or Autism spectrum disorder.

In 2018, the original three year, \$15M Phase 1 period of RWA came to an end. Demonstrating outstanding first phase results in both employer engagement and employment outcomes for people with an intellectual disability or Autism spectrum disorder, CACL and our federation mobilized substantial support for continuation of the program. The 2019 Federal budget approved \$12M dollars in new funding for Phase 2 of the RWA project, beginning September 2019 and running until March 2022.

"I want to thank you for connecting us to RWA, what a great organization. After our first meeting I understood your passion for what you do, and it became infectious."

- Employer.



About 755,000 Canadians have an intellectual disability, and millions more are family members, friends and allies. CACL understands family to consist of two or more people, living together or apart, related by blood, marriage, adoption or a commitment to support one another.



Support to Families

Families are the heart of the national organization and our movement for inclusion. Families are the cornerstone to inclusive community life and inclusive communities, providing the greatest degree of continuity in the lives of children and adults with an intellectual disability. People with an intellectual disability thrive when their families have lifelong access to the supports and opportunities they need to build an inclusive life.

In 2018, our Board of Directors struck the Revitalization Task Force, a group of volunteers made up of parents, allies, and professionals. This group was tasked with exploring ways to engage new families who share our values and vision of an inclusive life for people with an intellectual disability.

Over the past year this group has met to discuss:

- Barriers to effectively engaging with new families;
- Ways our Federation currently interacts with families;
- Family engagement and movement building goals;
- How to communicate who we are clearly and in ways that are meaningful to families; and,
- What we can do to support our provincial and territorial federation to nurture and support family leadership.

Informed by these meetings and discussions with provincial and territorial Presidents and Executive Directors, the Task Force is now compiling a set of recommendations for CACL's Board of Directors to help shape the way we support and engage with families in the years to come.

"All along the way we had assistance that without that, we wouldn't make it. Other families that had similar challenges and opportunities come together and you share stories, and you learn from each other, and you cry together, you laugh together. For the disability movement, I think that's fundamental to what makes us what we are as a movement. It is just such a powerful thing – I wouldn't make it on my own and nobody would. And that's why community living is such a key phrase for what it's all about. Community living is for everyone." -Parent.

Safeguards in Medical Assistance in Dying

Medical assistance in dying (MAiD) became legally available in Canada in 2016. CACL believes medical assistance in dying in Canada must adequately balance protecting choice and autonomy while safeguarding abuse. This new reality has meant that our Federation has taken on a critical role in ensuring that adequate safeguards exist for people who may be vulnerable. Until the lives of people with an intellectual disability are viewed as equally valuable, and supports to live full lives are readily accessible, people with disabilities will continue to be at risk.

To address this important work over the past year we:

- Created a new staff position focused on advancing our work on safeguards in MAiD. The position was filled in October 2018.
- Acted as co-intervenors with the Council of Canadians with Disabilities in two court cases (Truchon & Gladu, Quebec; Lamb, British Columbia). These cases challenged the constitutionality of the end-of-life criterion in Canada's MAiD legislation.
- Through the Human Flourishing Project, produced two documentaries, three art exhibits, three academic papers, and a capacity assessment/facilitation tool for doctors. These resources can be found at www.humanflourishing.ca
- Informed the Government of Canada's decision to collect more in-depth data on medical assistance in dying and those who are seeking to die. Together with allies of the Vulnerable Persons Standard, we promoted the inclusion of key questions, including whether people have had access to disability supports.
- Co-submitted, with People First of Canada, evidence to a Senate Study on forced and coerced sterilization, highlighting that people with disabilities can be vulnerable in the medical system in many different ways.
- Coordinated a webinar with the Council of Canadian Academies (CCA) and community members in response to concerning reports released by the CCA about expanding access to medical assistance in dying.
- Reviewed and revised CACL's formal position statement on medical assistance in dying in the new legal context.
- Designed the Life Worth Living campaign, which is currently collecting stories that challenge the stereotype that life with a disability is a compromised life.

"For me, flourishing is complex and means allowing people to celebrate their embodied experience in a way that lets them navigate the world as they are." — Sean Lee.



Canada's medical assistance in dying law outlines that there must be a full legislative review of the law beginning in June of 2020.

Safe & Inclusive Communities

People with an intellectual disability have the equal right to live in typical houses in community, where they can exercise choice and control over their life. Safe and inclusive communities include people with a disability having access to a range of community supports and services, including assistance necessary to prevent isolation or segregation from the community.

CACL's national My Home My Community initiative is driving innovation in housing development and community supports, to ensure adults with an intellectual disability have a home that gives them choice, freedom, safety, and inclusion in their community. In partnership with People First of Canada and our member organizations, we're creating new linkages between residential and community support agencies, adults with intellectual disabilities, families, financial institutions, housing developers, community networks designing safer and more inclusive communities, and government partners. The majority of this work is currently funded through the Canadian Mortgage and Housing Corporation (CMHC) and can be viewed on our website at: www.myhomemycommunity.ca. We're working in three key areas to build safe and inclusive communities:

Research & Policy: We are building the evidence base of what it takes to develop inclusive affordable housing that meets the needs of people with an intellectual disability. Work this year included research on how to make a Canada Housing Benefit work for people with disabilities, a literature review on conceptualizing housing inclusivity, a field study on finding pathways to leverage the Registered Disability Savings Plan for homeownership, and the phase one development of Housing Inclusivity Indicators to be used by funders, developers, and building owners.

Communications & Education: Through our Demonstration Initiatives, we are raising awareness on what inclusive housing looks like in real terms, to help families and self-advocates expect inclusive options and to help housing developers create them. This year we profiled examples of innovative approaches to inclusive affordable housing in Toronto, South Surrey, and Brockville, complete with case studies, toolkits, and videography.

Housing Development: We are working to provoke the creation of more inclusive housing models, by creating a framework to leverage untapped assets and resources in communities across Canada. Our first steps in this work included a market review for inclusive housing, and an Asset Inventory to understand the development potential for housing solutions for individuals with an intellectual disability.



Over 400,000 adults with more significant disabilities are in "core housing need" – the standard Canadian federal definition of deficient housing affordability, quality, and/or adequacy. This group could well be larger because current national surveys are not capturing people with less significant needs.

CACL & Federation Strengthening

CACL believes that to achieve our vision and support the movement for inclusion, we need both a strong federation and national organization. Through partnerships on initiatives in the areas of employment, safe and inclusive communities, legal capacity, and inclusive education, we have strengthened our collaborative work with our provincial-territorial members. The magnitude of our collective efforts can also be seen in the success of our mobilization on issues like medical assistance in dying, employment, and the 2019 federal election.

Operationally, the CACL national staff continues to build on our internal goal to be values-driven, data-informed, and results-focused. We have begun to identify and implement the internal processes and technology tools that will support us as a high performing virtual team and allow us to maximize our learning and adaptability. We have also placed an emphasis on results-based management through the development of a balanced scorecard for the organization, which will help us meaningfully measure what matters over the coming year.



Inspiring Inclusion

Did you know?

CACL regularly welcomes those living in the greater Toronto area and interested in learning more about the organization to free, one-hour information sessions. Open to everyone, our Inspiring Inclusion sessions detail how the organization was created and our current work across the country, and introduce attendees to some of the inspiring people who have looked to CACL during our 60+ years of existence.

We encourage anyone familiar with CACL to invite friends, family members and colleagues to attend. Attendees frequently comment on how they feel better informed about what's happening in their community after attending a session, and many are inspired to action!

Realizing the UN Convention on the Rights of Persons with Disabilities

CACL is committed to ensuring people with an intellectual disability realize the rights to which they are entitled under the United Nations Convention on the Rights of People with Disabilities. The UN Convention on the Rights of Persons with Disabilities (CRPD) is a legally binding international treaty protecting and promoting the rights of persons with disabilities. Adopted by the UN General Assembly in 2006, the CRPD clearly articulates what existing human rights mean within a disability context and establishes reporting and monitoring procedures for countries who have signed and/or ratified the Convention. Canada signed the CRPD in 2007 and ratified the Convention in 2010.

CACL continues to work with the disability movement and the federal government in making the CRPD a reality in Canada, including civil society monitoring and reporting to the UN on Canada's progress in implementing the Convention, as well as providing leadership in policy and practice.

Highlights from work on the CRPD this year include:

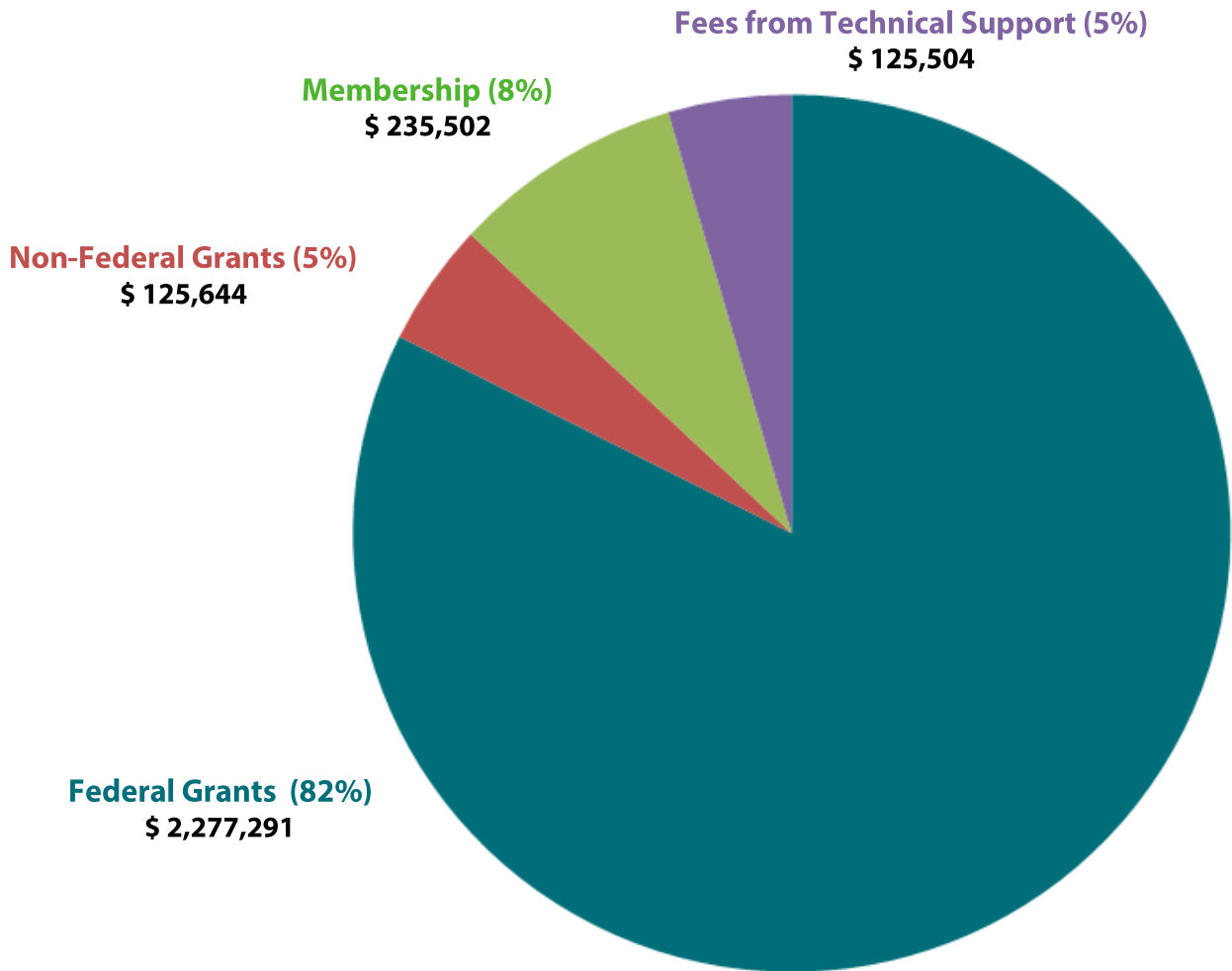
- Participating in civil society meetings with the UN Special Rapporteur on the Rights of Persons with Disabilities, Ms. Catalina Devandas Aguilar, during her 10-day visit to Canada as she explored Canada's work to fulfill its commitments under the CRPD.
- Participating in the Global Action on Disability (GLAD) Network meetings, focused on including individuals with a disability in international development and humanitarian action.
- Presenting at the 12th Conference of States Parties at the UN Headquarters in New York, which brought together more than 90 country delegations and 100 national and international civil society organizations to discuss best practices and share experiences in the global implementation of the CRPD.
- Collaborating with Canadian civil society to prepare a List of Issues for the UN Committee on the CRPD as part of Canada's review process. CACL led on numerous Articles within the civil society report and collaborated with People First of Canada to develop a plain English summary of the report.
- Presenting at the 22nd Session of the UN Committee on the Rights of Persons with Disabilities at the UN headquarters in Geneva, as the UN Committee prepared to adopt its List of Issues Prior to Reporting for Canada's second CRPD progress review.
- Participating in the re-launch of the Commonwealth Disabled People's Forum, where disability organizations from 27 Commonwealth countries met to establish priorities for collaborative work.



In June 2018, Canada passed the Accessible Canada Act, new legislation aimed at helping to create a barrier-free Canada through the proactive identification, removal and prevention of barriers to accessibility in areas under federal jurisdiction, like banking, telecommunications, and transportation. CACL has been participating in the legislative review to help build strong and effective legislation that makes real progress in building an inclusive and accessible Canada.

Financial Summary

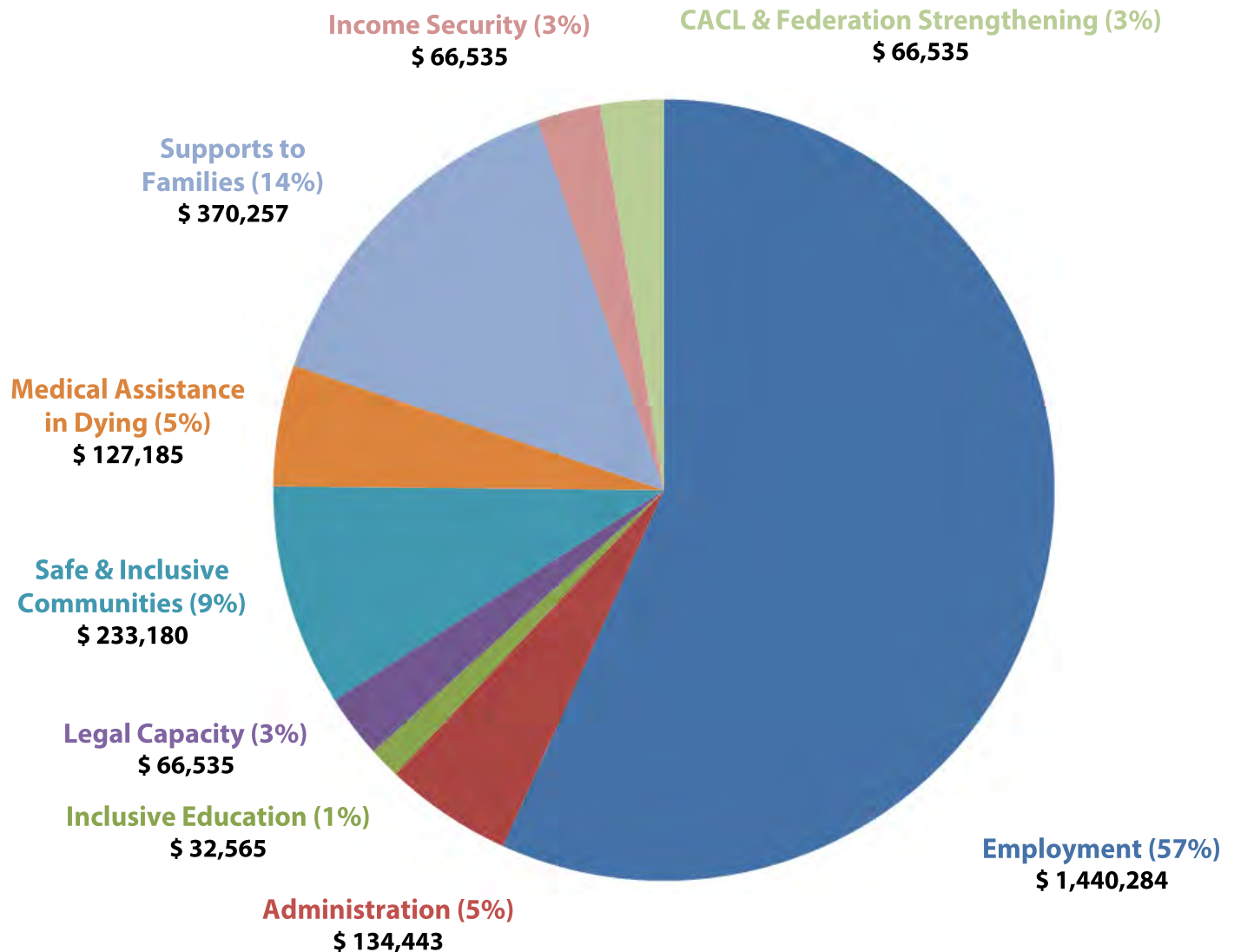
Where The Money Came From



All donations to CACL are received through the CACL Foundation and therefore do not appear in our financial statements. This year the CACL Foundation raised over \$52,500. A sincere thank you to our many generous and committed donors.

Financial Summary

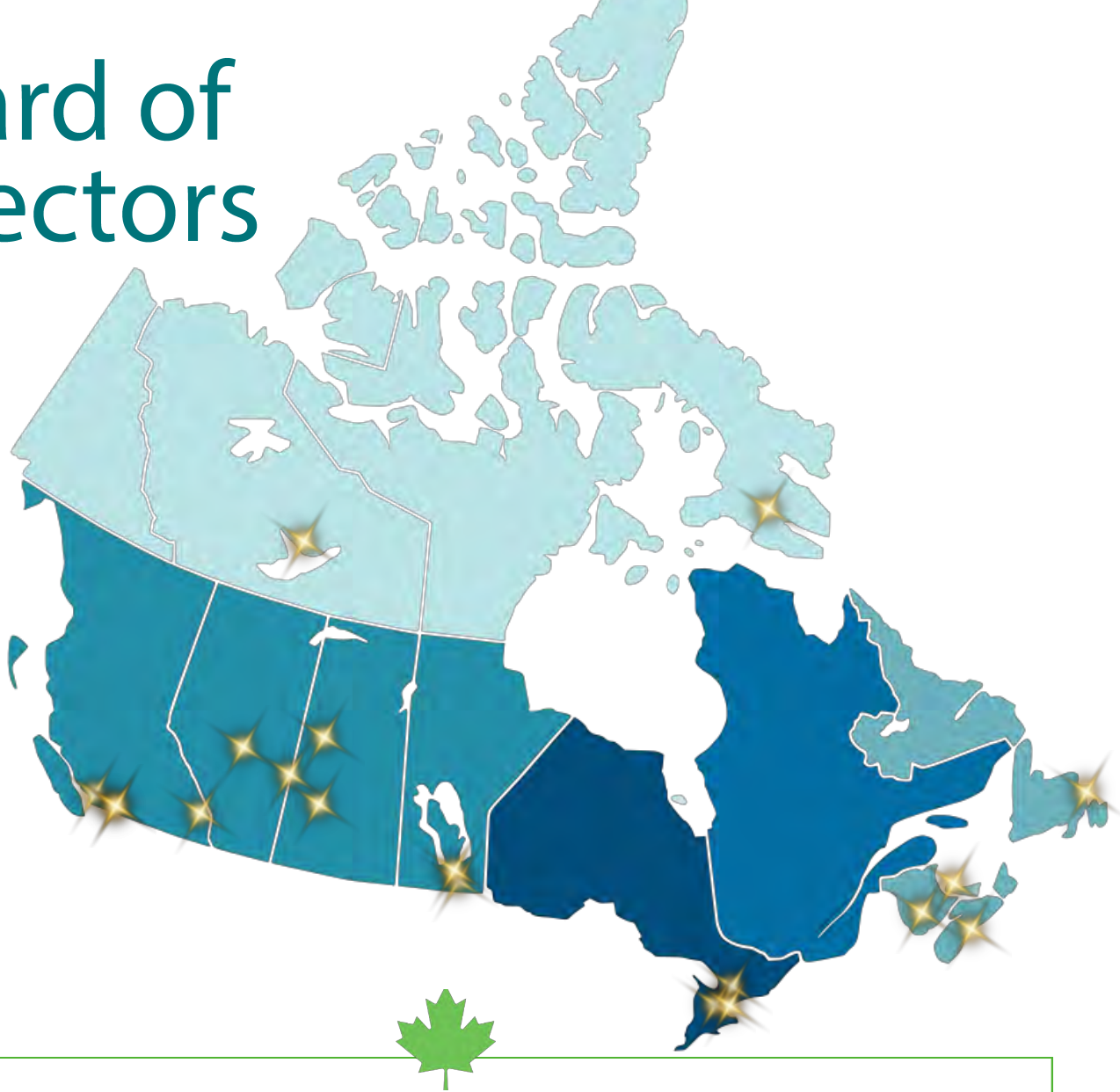
How We Put The Money To Work



In terms of finances, the year ending June 30, 2019 was successful.

Thanks to the diligent work of many we finished the year in a surplus position. 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, 2019 in accordance with Canadian accounting standards for not-for-profit organizations.

Board of Directors



Elected Officers

Joy Bacon, President, Fredericton, NB
Robin Acton, Vice-President, Lloydminster, AB
Raymond Castonguay, Treasurer, Toronto, ON
Laurie Larson, Past-President, Biggar, SK

Appointed Officer

Krista Carr, Executive Vice-President

Distinguished Associates

Audrey Cole, Smiths Falls, ON
Diane Richler, Toronto, ON
Lorraine Silliphant, Fredericton, NB

Directors

Barb MacIntyre, Alberta
Bluesette Campbell, Saskatchewan
Caihla Maccuish, Northwest Territories
Carmel French, Nova Scotia
Carole M. Chiasson, Prince Edward Island
Fiona Whittington-Walsh, British Columbia
Jackie Carpenter, Director-at-large
Jim McNamara, Ontario
Marcella Baldwin, Director-at-Large
Noah Papatsie, Nunavut
Roy Skoreyko, Director-at-Large
Sheryl Giesbrecht, Manitoba
Suzanne Desrosiers, New Brunswick
Tracy Holod, Director-at-Large
Una Tucker, Newfoundland & Labrador
Yvonne Spicer, Director-at-Large

National Team



Krista Carr
Executive Vice-President



Judith Butler
Senior Officer, Board
Relations & Senior
Management Support



Frank Fagan
National Operations
Manager, Ready,
Willing & Able



Don Gallant
National Director,
Ready, Willing & Able



Kurt Goddard
Director of Public Affairs



Natalia Hicks
National Coordinator,
Life Worth Living



Kim Howson
Director of Stakeholder
Engagement



Tara Levandier
Director of Policy and
Program Operations



Radha MacCulloch
Policy and Resource
Development Manager
Ready, Willing & Able



Rachel Mills
Policy Analyst



Marc Muschler
Senior Communications
Officer



Gordon L. Porter
Director, Inclusive
Education Canada



Sue Talmey
Director, Finance

Be Part of the Movement for Inclusion

Help us amplify this work by getting involved. Join our Inclusion Champion Society, host a mission tour for your friends or colleagues, or help us inspire inclusion in your local community.



Become an Ambassador

Do you live in the Greater Toronto Area? A short-term, high impact way to help is by being a volunteer CACL Ambassador. Ambassadors introduce others to our mission and work by bringing together 10 people in their network for an inspiring hour of myth-busting and storytelling.



Donate

There are many ways to help, including monthly, honorary, and celebratory donations. Become a member of our Inclusion Champion Society by making a 5-year pledge to support our work.

READY
WILLING
& ABLE

Not in Toronto?

Learn more about our work transforming communities and help us make connections to local employers for our national employment initiative, Ready, Willing & Able.



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 Leadership

We welcome your organization's support - talk to us about hosting an office Lunch & Learn, sponsoring events, or getting involved in one of our projects working to strengthen families, defend rights and transforming communities into place where everyone belongs.



CANADIAN ASSOCIATION
FOR COMMUNITY LIVING

ASSOCIATION CANADIENNE POUR
L'INTÉGRATION COMMUNAUTAIRE

Diversity includes. On se ressemble.

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