



Annual Report 2020 - 2021

# Annual Report

2020 - 2021

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# Who We Are

Inclusion Canada 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.

## **We believe in a Canada where everyone belongs.**

Everyone should have the same access to opportunities to lead a regular, fulfilled life: grow up at home with your family; be included in school with friends and peers; immerse in a hobby or sport; have a career; travel; make friends; find a soulmate; have a home of your own; and contribute to your community. These are the common building blocks of life for most people in Canada, and the dreams and aspirations of people with an intellectual disability are no different.

Inclusion only happens when the lives of children and adults with an intellectual disability unfold no differently – immersed together with their peers without a disability in the same pathways and experience of life common to us all.

We know a serious challenge people with an intellectual disability often face are the stereotypes and negative perceptions by others in response to unique and different ways of learning and communicating.

We are changing this mindset.

We are at the forefront of a national movement of people who believe in an inclusive Canada, one in which people with an intellectual disability and their families are equally valued and fully included in every aspect of community life. We are a grassroots family-based association with representation from across Canada, working in collaboration with our federation members and other national partners and disability organizations who share our vision of a Canada where everyone belongs.

We are strengthening families by helping them create a vision for an inclusive life for their family member with an intellectual disability and then supporting them to make that dream a reality. We are transforming communities by inspiring and motivating community leadership and encouraging them to adopt inclusive practices. We are defending rights by promoting public policies and legislation that further advances inclusion.

We invite you to join us.

By enabling inclusive lives for people with an intellectual disability we are building a Canada where everyone has the opportunity to thrive and prosper.

This benefits us all.

**We invite you to join us.**





# Message from the President & Executive Vice-President

If adversity is the test of resiliency, Inclusion Canada, its members and the tens of thousands of Canadians with intellectual disabilities and their families it represents, has shown its metal and grit this past year. Despite the many challenges we have faced, not the least of which being the ongoing pandemic, our passion for and relentless pursuit of good, inclusive lives for people with intellectual disabilities and their families has not waned or wavered.

The hope for and belief that better is possible has fueled our association since its inception. We have grown immensely over the previous six decades. Yet, we remain sidelined, not fully seen or acknowledged by the mainstream except in moments of intense advocacy or crisis as we witnessed during the fight against Bill C-7 or the struggle for pandemic income support. You will see in the pages that follow, the breadth and depth of work we do. It is impressive. All this work benefits everyone. When we make classrooms more inclusive all kids benefit. When we make workplaces more inclusive all workers benefit. When we improve access to healthcare and justice for people with intellectual disabilities access improves for all.

As we move forward, we will need the help of everyone to advance our agenda. Our vision is compelling and inspiring, but we need people both inside our organizations and outside our organizations to take up its pursuit. We will need more than just our own organizations and associations. We will need the hearts and minds of individuals with intellectual disabilities, their families, their friends and their allies. We need a movement of Canadians who believe in a more inclusive future for us all. We are investing in the leadership we will require to lead a movement. We know this work can't happen in isolation. We're committed to strengthening our relationships with other social justice movements and mutually learning from each other.

Although we recognize that our goals are ambitious, we are hopeful we can ignite many in their pursuit. There is an ancient quote from Augustine of Hippo that says "Hope has two beautiful daughters; their names are Anger and Courage. Anger at the way things are and Courage to see that they do not remain as they are." We feel the frustration of individuals and families every day. That frustration fuels our drive to make our communities and our country a place where everyone belongs.



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**Robin Acton**  
President



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**Krista Carr**  
Executive Vice-President



# What Inclusion Means to Us

Think about the lives of most people who live in Canada. Life starts with family, growing up at home, being loved and wanted, going to playschool, childcare and/or kindergarten and school, having and making friends throughout the journey, having friends and family who support you and your dreams, developing a career identity, participating in community activities, being a teenager, developing a positive sense of self over time, having dreams, playing sports, possibly involved in music/dance/art, going to college/university, traveling, falling in love, getting a job, pursuing a career, perhaps owning a business, finding a soulmate, a home of your own, having friends over for dinner, looking after your parents, growing older and continuing to contribute at every step of the way. It is assumed and expected that you will grow, relate, adapt, contribute and be included in the fullness of community life amidst your family, friends, and colleagues.

Inclusion happens when the lives of children and adults with an intellectual disability unfold no differently; immersed together with their peers without a disability in the same pathways and experience of life common to us all.

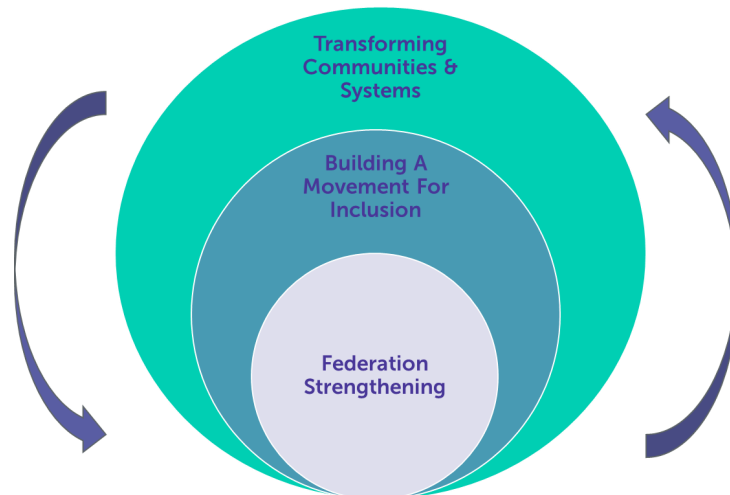


# Federation Strengthening, Building a Movement for Inclusion, Transforming Communities & Systems

Social change requires a movement.

In strengthening our federation, building a movement for inclusion, and transforming communities and systems, our strategic approach works to build a more inclusive Canada – one in which people with an intellectual disability and their families are equally valued and fully included in every aspect of community life. Through collaborative leadership and shared efforts, Inclusion Canada’s national federation has local-to-global impact in advancing our vision for inclusion.

## 2021-2024 Strategic Framework



### Federation Strengthening

- Sustainability
- Knowledge Sharing
- Leadership Development

### Building A Movement For Inclusion

- Grassroots Engagement
- Intersectional Collaboration
- Communicating for Social Change

### Transforming Communities & Systems

- Access to Health
- Income Security
- Inclusive Education
- Legal Capacity
- Inclusive & Affordable Housing
- Employment
- Access to Justice
- Advancing Human Rights

Read our Inclusion Canada [2021-2024 Strategic Plan](#) online

Having the right to make decisions about your own life is something most of us take for granted. In Canada, many people with an intellectual disability are still having this right denied. We want to see a Canada where people with an intellectual disability are legally recognized as full and equal citizens. This includes making decisions about their own lives and having those decisions recognized and respected.

To help address these barriers during the past year we:

- Completed a 'Solutions Lab' project in Manitoba, Ontario and Newfoundland & Labrador. These local initiatives focused on supported decision making.
- Published three guides, in collaboration with the Institute for Research and Development on Inclusion and Society (IRIS). These guides assist community groups put supported decision making into practice for people in their communities.
- Created a [web page](#) with new resources, including a plain language guide for individuals and families. This Conversation Guide helps to build a shared understanding of legal capacity and the right to make decisions, hear lived experiences, and learn how to support decisions and the decision-making process.
- Started designing an online platform for families and local organizations to work together to advance supported decision making in their own communities.
- Secured funding from the Canadian Bar Association to work with human rights commissions. We'll be developing guidelines

for a 'duty to accommodate' people with disabilities in exercising their right to decide.



**15 community organizations in Manitoba, Ontario and Newfoundland & Labrador provided input into the development of guides for community-based initiatives to support decision making.**



"The right to decide is a basic human right, denied to a growing group of people who live with intellectual, cognitive or communication disabilities, or mental health issues. Changes are needed at many levels to recognize, promote and protect the right to decide"

- Community-led Initiatives for Supporting the Right to Decide



# Inclusive Education

An inclusive school experience is often the foundation to a life of being valued and fully included. In Canada, many families still face barriers to accessing inclusive education for their loved one with an intellectual disability.

[Inclusive Education Canada](#) and its network of associates provides education, training and resources to equip families, educators and government departments with the information and skills they need to make inclusive education a reality.

This year we:

- Completed the first stage of a project to develop inclusion strategies for Montessori education programs. To do this we partnered with Brock University, The Canadian College of Montessori Administrators, The Montessori school of Sudbury, and Community Living Ontario.
- Developed the structure for a Canada-wide initiative to support training for inclusive education in Montessori schools.
- Held 4 webinars on:
  - ◆ Inclusion in the COVID-19 era.
  - ◆ Challenges experienced by parents to keep their children included and learning.
  - ◆ The future of inclusivity in schools.
  - ◆ Community perspectives on inclusion.
- Hosted 30 sessions as part of our “Let’s Chat about Inclusive Education” video series. In this series, national experts shared their experience and knowledge with parents and educators.
- Welcomed new members to Inclusive Education Canada’s growing network associates. Our associates work collaboratively to promote and support inclusive education projects in Canada.



**Cornelia Schneider**

Associate Professor and Director of Teacher Education at Mount Saint Vincent University, Halifax, NS



**Steve Sider**

Associate Professor, Wilfrid Laurier University and Director, Centre for Leading Research in Education Waterloo, Ontario



**Marie-Élaine Desmarais**

Associate Professor, Faculty of Education, Université de Saint-Boniface, Winnipeg, Manitoba

“People don’t want ‘special’. They want regular and ordinary. We can support people to have regular and ordinary-ups, downs, failures, and successes”

- **Kimberley Gavan**, Executive Director, Brockville and District Association for Community Involvement



**This year more than 200 people participated in webinars hosted by Inclusive Education Canada.**



**73% of working age adults with an intellectual disability who live on their own are living in poverty, compared to 23% of those in the same age group among the general population.**

**- Canadian Association for Community Living. (2009).  
*National Report Card on Inclusion of Canadians with an intellectual disability* Toronto: Canadian Association for Community Living, 2009**

For many people with an intellectual disability and their families, high rates of poverty and financial insecurity have always been a reality. The COVID-19 pandemic has intensified this reality and made more people aware of the need to address it.

In September 2020, the Federal government announced its plan to introduce a Disability Inclusion Action Plan, which will include a new Canada Disability Benefit. Since then, we've been busy designing what we think this benefit should look like and sharing these recommendations with the federal government. We've also been updating our position statements on income security.

Some highlights from this year include:

- We published a [1-page information sheet](#) about the Canada Disability Benefit. This resource is a great tool for self-advocates, their families, and allies to learn about the benefit and promote it to elected officials.
- We drafted a [policy paper](#) explaining our vision for the Canada Disability Benefit. It provides lots of details about how we think the benefit should be designed. We submitted this paper to the federal government and we're asking them to adopt these recommendations.
- We updated our [position statement on financial security and income support](#). This document talks about the financial situation of people with an intellectual disability in Canada. It recommends actions that the federal government should take to improve the financial security of people with an intellectual disability. We also released a [plain language version](#) of this document.
- We began updating our position statement on income security for families. We hope to share this document with you in the next few months.

**"Inclusion Canada's priority is to ensure that individuals with disabilities have sufficient income to achieve a good quality of life. We believe this means bringing all people with disabilities up to a minimum income of \$2,200 per month."**

**- Inclusion Canada, [Canada Disability Benefit: A Vision and Design Outline](#)**



# Employment



As of June 1, 2021, RWA has reached out to more than 13,000 employers, engaged approximately 6,200 employers, and generated 2,950 positive employment outcomes.

[Ready Willing and Able](#) (RWA) is an initiative of Inclusion Canada, the Canadian Autism Spectrum Disorders Alliance and their member organizations. Funded by the Government of Canada, RWA strives to increase the labour force participation of people with an intellectual disability or Autism Spectrum Disorder (ASD) to a rate reflective of the general population. RWA focuses on the employer - informing them that people with an intellectual disability or ASD make excellent employees and can fill regularly occurring vacancies. RWA raises awareness and knowledge about the business benefits of inclusive hiring.

This year we:

- Successfully delivered RWA Phase 2. We added four new National Employer Partners: BMO, The Brick, IBM, and auticon Canada – bringing the total national partnerships to twelve. These partnerships mean RWA has a presence and impact in more than 150 communities across Canada.
- Delivered the [Employment Recovery Project](#) (ERP). The project's four innovative elements aimed to improve workplace inclusion and accessibility and increase access to jobs for people with an intellectual disability or Autism Spectrum Disorder (ASD) in the face of COVID-19.
- Secured additional funding to continue a scaled back version of Employment Recovery Project activities into the 2021-2022 year.
- Launched [The Inclusive Workplace](#) - an online resource and training hub that provides solution-focused, innovative and practical strategies for creating inclusive workplaces.

"Inclusive hiring has positive consequences for employees who are already in place. We have had a wave of internal positivism about these hires. The impact one can have on the people hired can also be immense and in itself is worth getting into. If we take the trouble to put certain things in place, and take the time to put a structure in place, once the process is launched, things roll! These employees bring great stability to the company. It is 300% return on investment!"

- Sébastien Malo, Talent Acquisition Coordinator, PepsiCo Canada

## Support to Families

For the past few years Inclusion Canada has been focused on revitalization – a commitment to reconnect to our roots, engage families, and support the development of leadership capacity to strengthen our national movement for inclusion. This year our work has focused on the creation of a leadership development initiative.

Some highlights include:

- We secured funding to resource our revitalization activities and begin the delivery of a national family leadership series.
- We established a National Training Team. The team has been meeting monthly to develop Inclusion Canada's family leadership series. The series will be delivered in partnership with our provincial and territorial member organizations.
- New Brunswick was selected as the first pilot site for the family leadership series. The series is being adapted to reflect the realities of families in New Brunswick and will be delivered in French and English.
- We scheduled the New Brunswick pilot series. The series consists of 5 weekends between November 2021- May 2022. Feedback we gather from this pilot will help us adjust the series before delivering it across Canada in the coming years.



**50 family members have been invited to participate in the pilot of Inclusion Canada's national family leadership series.**

## Support to Families: COVID-19 Response

As the COVID-19 pandemic stretched into its second year, daily life for many people with an intellectual disability and their families continues to be a struggle. There have been barriers to accessing COVID testing and vaccinations. Government was slow to recognize our community's increased risk or recognize them as a priority group. People have lost their jobs or been forced to leave employment to care for a loved one. Extended social isolation has taken a toll on mental health.

In response to these ongoing issues we:

- Advocated for people with an intellectual disability to be a priority group in receiving vaccines as well as their families and support providers.
- Continuously updated our [resource page](#) and social media to reflect the quickly changing COVID-19 landscape making reliable and easy to read information available.
- Responded to requests for information from families and self-advocates.
- Contributed to the development of government COVID-19 policy in collaboration with other disability groups. Krista Carr was named as chairperson of the permanent Ministerial Disability Advisory Group (MDAG) advising federal Minister Qualtrough, Minister of Employment, Workforce Development and Disability Inclusion.
- Engaged in research about:
  - ◆ Access to vaccinations.
  - ◆ The impact of employment disruptions due to COVID-19.





“Families will learn how to sustain hope in the midst of when things aren’t going well.”

- Bruce Uditsky, National Training Team member





# Safeguards in Medical Assistance in Dying

This year was full of setbacks related to Medical Assistance in Dying (MAiD). Our goal of upholding and expanding safeguards in the assisted dying legislation was all but crushed by the passage of Bill C-7. And yet, this year we also saw a remarkable coming-together of the disability rights community and a notable shift in the public uptake of our collective concerns.

Bill C-7 was first tabled in February of 2020 and received royal assent in March of 2021. It chipped away at existing safeguards and made it so that disability status can now be the deciding factor in whether or not a person is given help to live or help to die.

We resisted Bill C-7 every step of the way:

- We supported people with an intellectual disability and their families across Canada to raise concerns with their Members of Parliament, through our Grassroots Advocacy Committee.
- Krista Carr, Executive Vice-President of Inclusion Canada, spoke at House Committee and Senate Committee hearings.
- We organized and hosted a Senate Forum, bringing interested Senators and their staff up to speed on the issue.
- We met with individual Members of Parliament and Senators.
- We held a press conference, giving people with disabilities a platform to speak out.
- We circulated an open letter through the [Vulnerable Persons Standard](#) networks capturing widespread community resistance to the loss of safeguards.

“Disabled Canadians have not found separate housing in institutions to be a benefit. They have not found separate entries through back doors or freight elevators to public buildings to be dignified. They have not found separate employment in unpaid sheltered workshops, or separate education in segregated schools, or separate transportation to be adequate, where inclusion and equality are goals. What could possibly be the rationale for a separate right to assisted death exclusively for people with a disabling condition? Ableism, maybe? It is no small thing, no mere formality to reframe death as a benefit for the living rather than a harm, but only for some, not for all who might desire it.”

- Senator Marilou McPhedran



People with an intellectual disability have the right to live in typical housing in community, where they can exercise choice and control over their life. Yet they are routinely placed in segregate and congregate housing, including large institutions, nursing and seniors' homes, special care and personal care homes, rehabilitation centers, and other institutional environments. Even in situations where affordable and accessible housing is available, high rates of poverty and lack of supports make a home in community unobtainable for many people with an intellectual disability.

[My Home My Community](#) (MHMC) is a national partnership initiative of Inclusion Canada, People First of Canada and our member organizations. In response to federal commitments made within the National Housing Strategy, we have been working to ensure people with an intellectual or developmental disability have the same housing choices, safety, and stability as everybody else.

This year we:

- Received funding from the Canada Mortgage and Housing Corporation (CMHC) for the Pathways to Homeownership project. This project showcases inclusive models of homeownership and offers solutions to problems that people with an intellectual disability face when trying to buy their own home.
- Created [new resources](#) including:
  - ◆ Case studies and profiles of people who have bought their own home.
  - ◆ Plain language homeownership resources, like a guide to mortgages.
  - ◆ Tools for professionals like lawyers, accountants, and bankers, about the different types of homeownership available for people with an intellectual disability.
  - ◆ Videos showing the homeownership journeys of people from across Canada.
- Published a [1-page information sheet](#) explaining Inclusive Housing - what it is and why it matters.
- Created a handbook with guidance for housing developers and funders about specific actions that can be taken to build more inclusive housing.
- Launched the [Truths of Institutionalization – Past and Present](#) digital curriculum for youth, in collaboration with Community Living Ontario and People First of Canada.



Over 100,000 people with developmental disabilities cannot access affordable housing that provides the support they need, while also enabling choice, freedom, and inclusion in community. Many live in poverty and cannot afford housing that meets their basic needs.

“While housing varies across the world, the meaning of home is constant. It’s the place where we experience love as a child, grow and go out into the world. Eventually we create a home of our own that reflects who we are as unique people. Inclusive housing is about where we live, and in what kind of housing, and how this contributes to a home - which can only be built from the heart”

- Inclusion Canada, [What Is Housing Inclusivity](#)



# Inclusion Canada & Federation Strengthening

It has been a busy year focused on building the strength and capacity of Inclusion Canada and the way we work together as a federation. We know this work is crucial to achieve our vision and support the movement for inclusion.

This year we:

- Launched our [2021-2024 Strategic Plan](#) which was the culmination of a year's worth of extensive consultation across the federation at many levels.
- Developed an Implementation Plan that identifies our current strengths, opportunities, challenges, and the resources required to deliver fully on the Strategic Plan.
- Continued our partnership with LIFT Philanthropy Partners. Together we developed a three-year Communications Strategy and a Revenue Diversification Strategy to support our Strategic Plan.
- Began a process to examine our governance and organizational structure with a focus on enabling a movement for inclusion.
- Built up internal processes to measure our organizational effectiveness. We completed the first year of using our new Balanced Scorecard. We undertook an evaluation of the progress made on the previous (2016-2020) Strategic Plan.
- Brought our national federation together virtually to address issues like:
  - ◆ Vaccine rollout.
  - ◆ COVID policies.
  - ◆ Bill C-7: An Act to amend the Criminal Code (medical assistance in dying).
  - ◆ Our federal pre-election strategy - educating candidates from all parties on the issues and priorities of people with an intellectual or developmental disability and their families.



More than 340 people registered for the 2020 Annual Policy Forum on Inclusion. This was the first time Inclusion Canada and People First of Canada hosted this forum virtually, reaching audiences across the country.

"Much has been accomplished and much more work awaits as we continue to build and strengthen our capacity as a federation and strive to meet our team vision of being "a highly effective virtual organization committed to the mission of Inclusion Canada and to each other."

- Krista Carr, Executive Vice-President, Inclusion Canada



Inclusion Canada 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 Persons with Disabilities (CRPD). The CRPD is a legally binding international treaty protecting and promoting the rights of people with disabilities. Canada signed the CRPD in 2007 and ratified the Convention in 2010.

We work with other disability organizations and the federal government to make the CRPD a reality in Canada.

To reach that goal, this year we:

- Delivered 2 presentations as part of ARCH Disability Law Centre's Optional Protocol Lab for Community Champions:
  - ◆ *How have United Nations disability rights tools advanced disability rights in Canada?: Legal capacity research and advocacy.*
  - ◆ *Using the CRPD Optional Protocol for Individual Complaints: CRPD Optional Protocol Communications and Case Examples.*
- Virtually attended the 13th Conference of States Parties (COSP) to the UNCRPD. COSP is a gathering of all the countries who have signed and agreed to follow the CRPD. Krista Carr gave introductory remarks at the virtual *Disability & Business: Initiatives in Inclusive Corporate Leadership* side session.
- Joined Inclusion International and People First of Canada in co-hosting a COSP side event, [\*Deinstitutionalization: Canada's Experiences & Lessons Learned\*](#) at the UN's 14th Conference of State Parties. The event featured lived experience perspectives from members of the Joint Task Force on Deinstitutionalization followed by a question & answer period.
- Submitted a joint brief with People First of Canada, and UBC's Canadian Institute for Inclusion and Citizenship, in response to draft General Comment no. 8 on the Convention on the Rights of Persons with Disabilities Article 27 (Work and Employment).
- Participated in the Committee on the Rights of Persons with Disabilities online regional consultation for the Caribbean and North America. The consultation was called *"From isolation, invisibility and segregation into inclusion of people with disabilities in the community. Identifying and overcoming barriers to the successful process of deinstitutionalization"*.



**Over 170 participants from 16 countries attended the online event, *Deinstitutionalization: Canada's Experiences & Lessons Learned*. The Honourable Bob Rae, Ambassador and Permanent Representative-Designate of Canada to the United Nations in New York delivered opening remarks.**

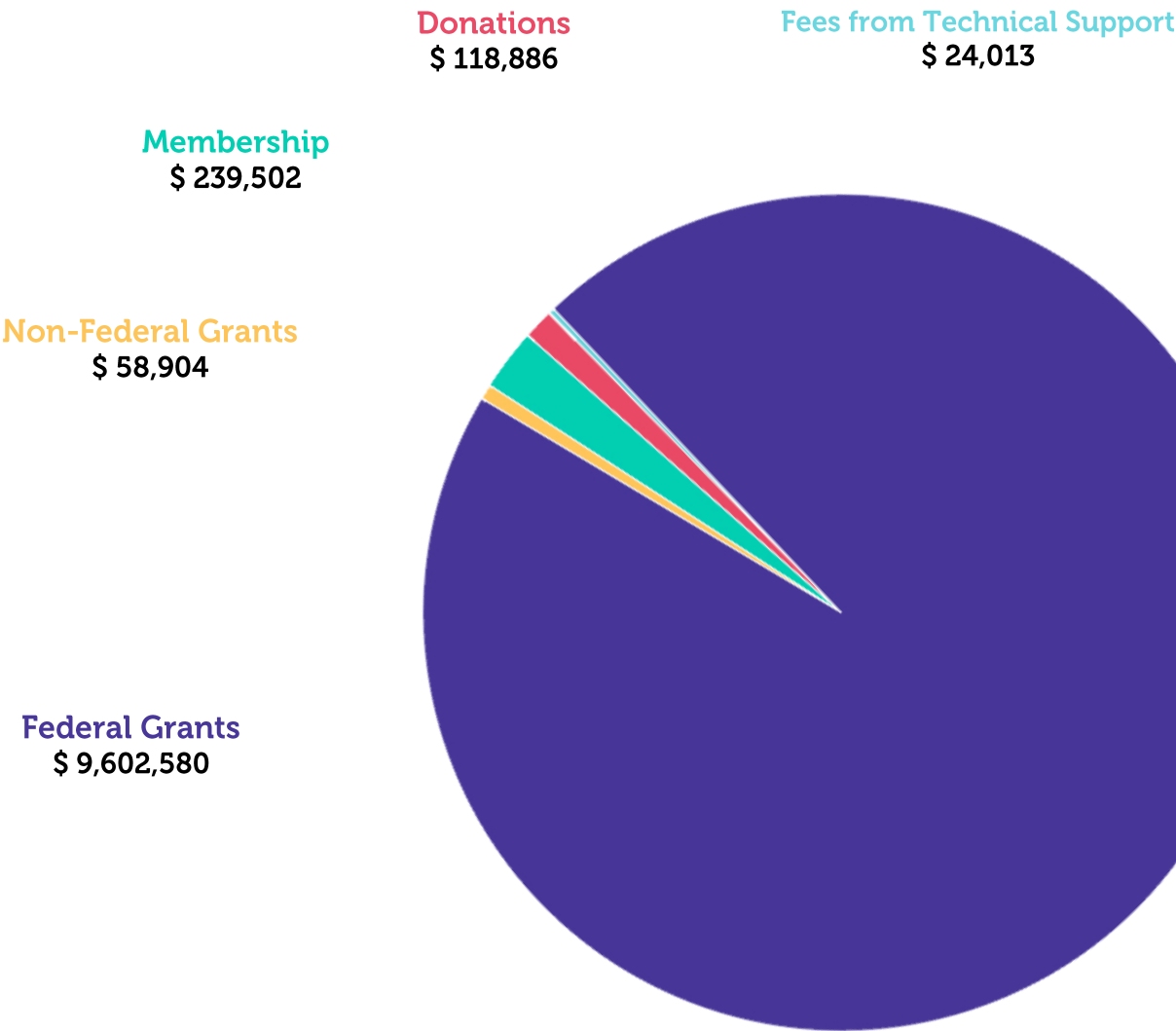
"The COVID-19 pandemic has clearly highlighted that despite our efforts to close institutions, we have in many instances merely chosen smaller institutions over large ones. And that despite living in smaller facilities, like group homes for example, people are no less vulnerable and no more connected to community life than when they were living in large institutions. We have not yet successfully enabled them to become truly part of community."

- Krista Carr, Executive-Vice President, Inclusion Canada

# Financial Summary



## Where the Money Came From



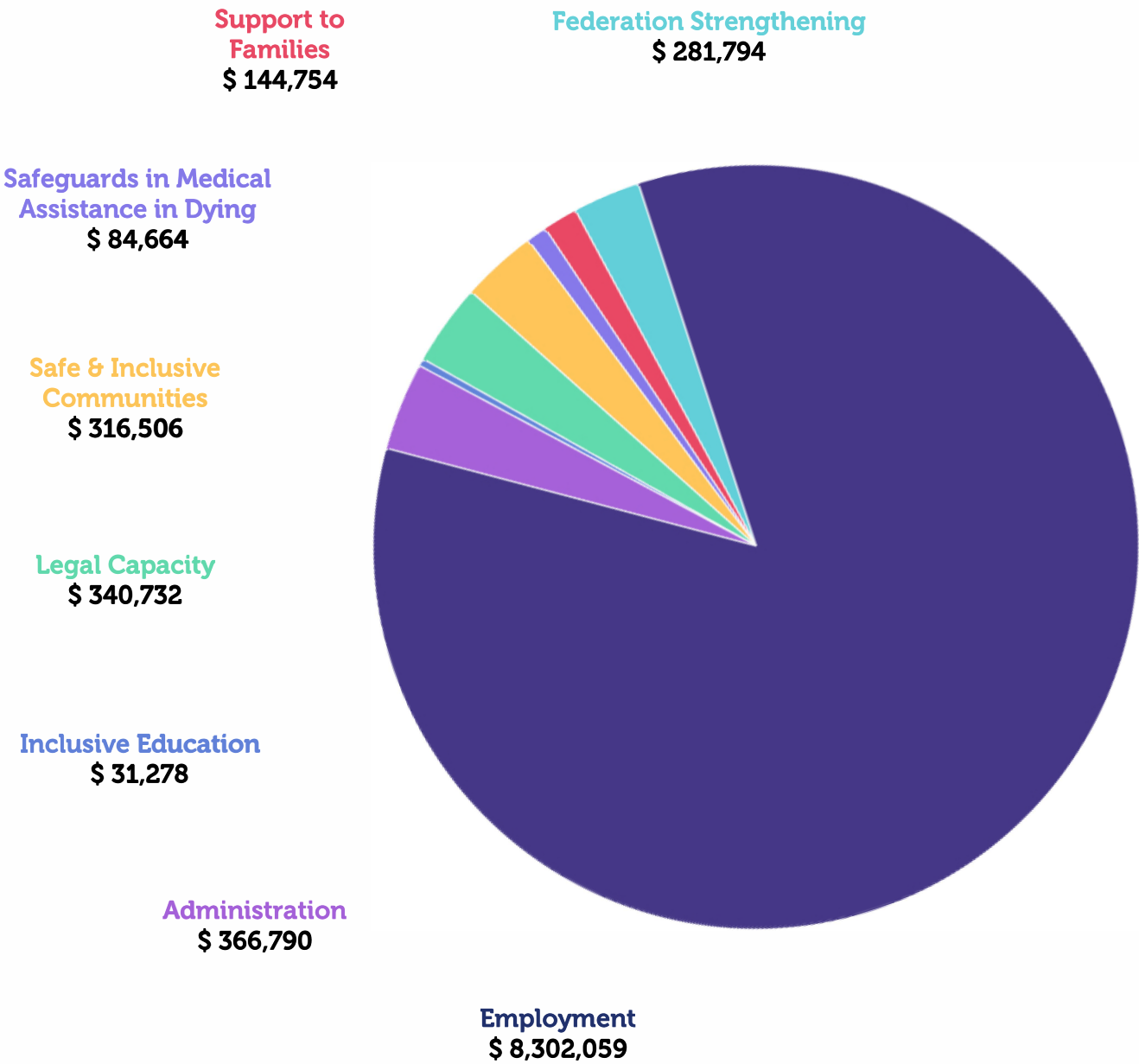
A special thank you to our incredible donors and Inclusion Champions who are committed to helping us create a fully inclusive Canada.

We would also like to thank our Corporate Sponsors for your generous contributions:





# How We Put The Money To Work



## PARTERSHIPS

Throughout 2020-2021 we continued to benefit from our partnership with [LIFT Philanthropy Partners](#) (LIFT). LIFT is a national non-profit organization that works to support social purpose organizations (SPOs) to build capacity, scale and increase their impact.

Through LIFT's Inclusion with Impact (IwI) initiative they have provided hands-on management support through their social impact team, technical expertise through a pro bono national network of partners, and strategic funding. This partnership has been made possible with funding from the federal department of Employment and Social Development Canada with the goal of helping disability organizations expand capacity, reach, and impact.

Throughout the year we have worked strategically in five areas:

- 1) Performance Measurement
- 2) External Communications
- 3) Knowledge Management Process
- 4) Revenue Diversification, and
- 5) Board Governance



# Our Board of Directors



## Executive Officers

Robin Acton, President, Lloydminster, Alberta  
Moir Wilson, Vice-President, Saint John, New Brunswick  
Barb McIntyre, Treasurer, Edmonton, AB  
Joy Bacon, Past President, Fredericton, New Brunswick

## Appointed Officer

Krista Carr, Executive Vice-President

## Distinguished Associates

Audrey Cole, Smiths Falls, Ontario  
Diane Richler, Toronto, Ontario  
Lorraine Silliphant, Fredericton, New Brunswick

## Directors

Bluesette Campbell, Saskatchewan  
Carlos Sosa, Director-at-Large  
Carmel French, Nova Scotia  
Daniel Martens, Prince Edward Island  
Dennis Gill, Newfoundland and Labrador  
Dianne Cormier Northrup, Director-at-Large  
Fiona Whittington-Walsh, British Columbia  
Jackie Carpenter, Director-at-Large  
Janet Leslie, Director-at-Large  
Jill Teeple, Ontario  
John Wright, Northwest Territories  
Monica Braat, Alberta  
Noah Papatsie, Nunavut  
Roxane Tarjan, New Brunswick  
Sheryl Giesbrecht, Manitoba  
Yvonne Spicer, Director-at-Large



# Our National Team



**Krista Carr**



**Tammy Bell**  
Executive Assistant



**Judith Butler**  
Senior Officer, Board Relations & Senior Management Support



**Don Gallant**  
Director, Ready, Willing & Able



**Frank Fagan**  
National Program Manager, Operations, Ready Willing & Able



**Amélie Duranleau**  
National Program Manager, Operations, Ready Willing & Able



**Radha MacCulloch**  
National Program Manager, Employment Recovery Project



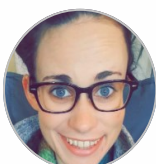
**Tara Levandier**  
Director of Policy & Program Operations (Maternity Leave)



**Jeff Ferguson**  
Director of Policy & Program Operations



**Kurt Goddard**  
Director of Legal & Public Affairs



**Natalia Hicks**  
National Coordinator, Life Worth Living



**Lisa Bitacola**  
Director of Community Engagement & Development



**Rachel Mills**  
Policy Analyst



**Charlotte Pyke**  
Policy Analyst



**Marc Muschler**  
Senior Communications Officer



**Gordon L. Porter**  
Director, Inclusive Education



**Sue Talmey**  
Director, Finance & Administration



**Harsimran Mangat**  
Fund Development Intern



**Sammantha Olson**  
Communications Intern (June-August 2021)

"During my internship with Inclusion Canada, I was reminded of the important role passionate individuals play within all social justice movements. By working with a team of extremely zealous individuals, my own passion for social justice was reignited and intensified. Inclusion Canada provided me with invaluable opportunities that allowed me to further develop my understanding of institutionalized discrimination and how it can be dismantled. Going forward, I plan to use my newfound knowledge of the disability movement and the concept of inclusion to continue to advocate for an inclusive Canada in both my personal and professional life."

"My internship with Inclusion Canada has been the best experience of my career. I had the opportunity to learn and grow as a communications professional, and as a member of society. Inclusion Canada's dedication to creating a truly inclusive Canada for everyone has expanded my understanding of the disability community and what inclusion really means. I am excited to use the knowledge I gained to help make my community inclusive for everyone."

# Join the Movement for Inclusion

People with an intellectual disability can and want to go to school with their neighbourhood friends, work real jobs for real pay, and make a life in their community – with the same freedoms, choices, and opportunities as others across the country.

**You can help make this vision a reality across Canada.**



## Become an Ambassador

Inclusion Canada hosts free, 45-minute Inspiring Inclusion Tours to raise awareness of how we work towards building an inclusive Canada. These tours include powerful stories from people who have been supported through our organization. Attendees often leave inspired to take action! Do you want to help us spread the word? Become an Ambassador and host a tour with 10 of your friends and family members.



## Donate Today

There are many ways to contribute through donating – whether it be a one-time or recurring donation, or a donation in honour or memory of someone.



## Become an Inclusion Champion

Are you looking to make a longer-term donation? Join our Inclusion Champion Society by making a 5-year pledge to support our work.



## Leave a Legacy

Including us in your estate planning can be a powerful way to leave a legacy and ensure that Inclusion Canada can continue to impact the lives of people with intellectual disabilities and families for generations to come.



## Corporate Leadership

We welcome your organization's support and have many opportunities to partner – reach out to discuss hosting an office Lunch and Learn, sponsoring an event or getting involved in one of our projects.



## Ready, Willing & Able

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



We are always looking to connect and explore new and innovative ways for people to join our movement. Have an idea? Connect with us at [giving@inclusioncanada.ca](mailto:giving@inclusioncanada.ca)



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