



Impact Report

2022
2023





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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.

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.

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

"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."

– Augustine of Hippo

As people with intellectual disabilities and their families emerged from the desolate experience of the pandemic, we awoke with a sharpened focus on what really needed to change in this country. Our focus was honed by the anger at the disproportionate harm felt by people with intellectual disabilities and their families in this country and the courage we knew we possessed to try and change that reality.

As you read through the pages of this Annual Report, you will see the progress we are making on creating a Canada where everyone belongs and the efforts being made to ensure the rights of people with intellectual disabilities are being honoured and upheld. None of this has happened without a persistent effort of an entire Federation. Together with our Provincial and Territorial members and their Local Associations we can make change happen. It took us all, alongside our colleagues in other national disability organizations, to ensure Bill C-22, the *Canada Disability Benefit Act*, received Royal Assent on June 22, 2023.



Although the details are now to be worked out, the Act signifies a recognition of and a desire to address the poverty people with disabilities experience in Canada. Inclusion Canada played a lead role in ensuring Bill C-22 was passed and will continue to work hard to ensure the Act delivers the promised relief from poverty.

The Canada Disability Benefit Act is but one example of what can be achieved when people with intellectual disabilities and their families organize to bring change. Inclusion Canada is committed to supporting and leading a movement for inclusion.

We believe that it is more than just our Federation of individuals and families that strive for communities where all people are, not only welcomed, but are invited, and where all have the opportunity to create a home, find work, make friends and contribute to the community. We are learning and making intentional efforts to invite others to join us in our quest. And, as a Federation, we are re-engaging with family leadership development at the grassroots level to ensure we have the strength in the future to keep pursuing our vision of a Canada where everyone belongs.



A handwritten signature in black ink that reads "Krista Carr".

Krista Carr
Executive
Vice-President



A stylized handwritten signature in black ink.

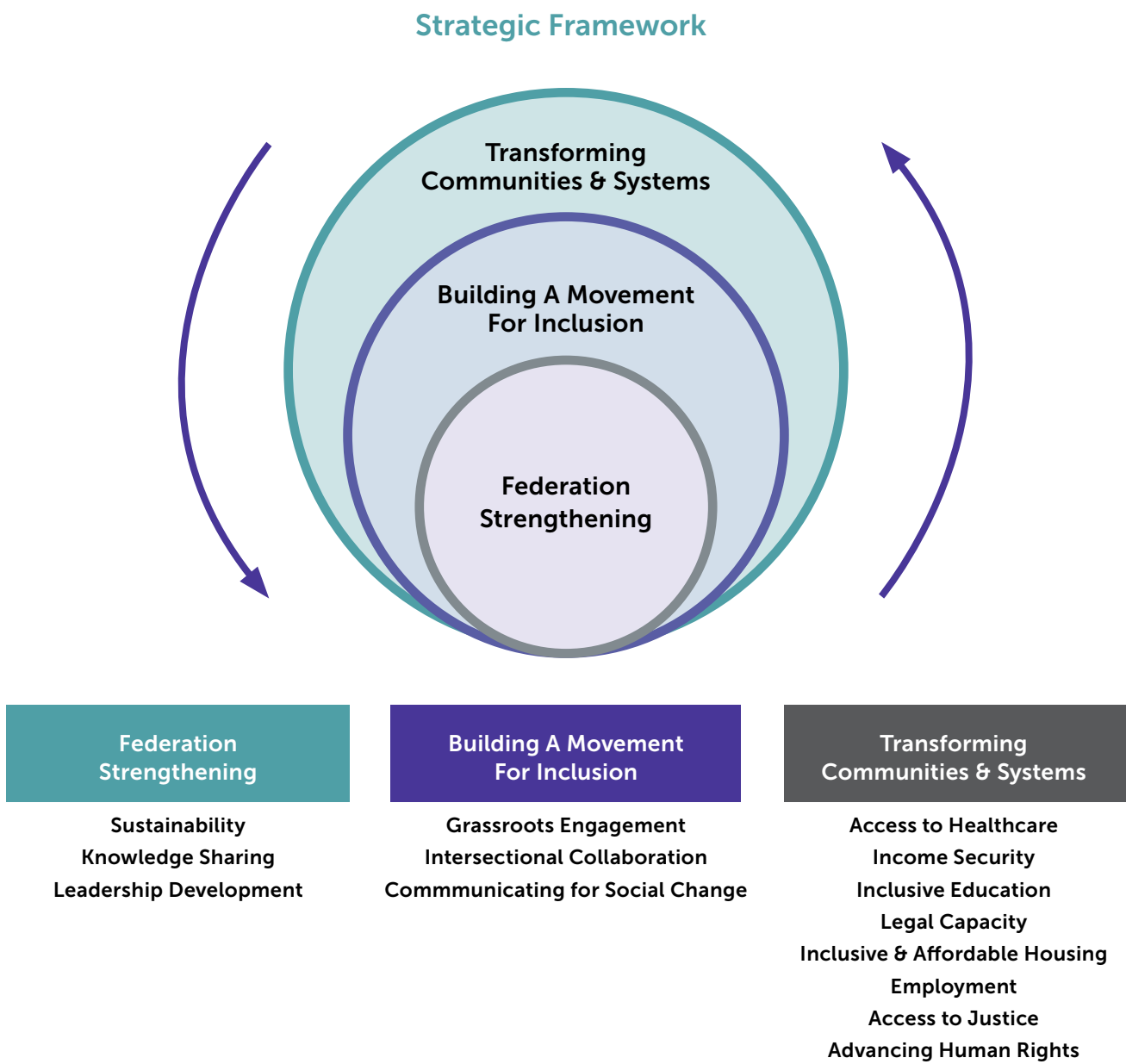
Robin Acton
President

How We Work

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.



Our Year in Numbers

90% of people with an intellectual disability and their families connected to Inclusion Canada are **satisfied** with our national work.

75% of Inclusion Canada constituents say our bringing the **voices and issues** of people with an intellectual disability to federal conversations on policy and legislation is the **most valued piece of work** we do.



125 **information resources** (including webinars, fact sheets, infographics, and reports) were produced by Inclusion Canada this year to share knowledge about inclusive policies and practice.

100% of Inclusion Canada's 13 provincial-territorial **members are satisfied** with our national work and the support we provide to the federation.



2,757,835 people were reached by Inclusion Canada's public awareness and communications work this year.

Our **Canada Disability Benefit** resources were accessed **500,000** times on social media.

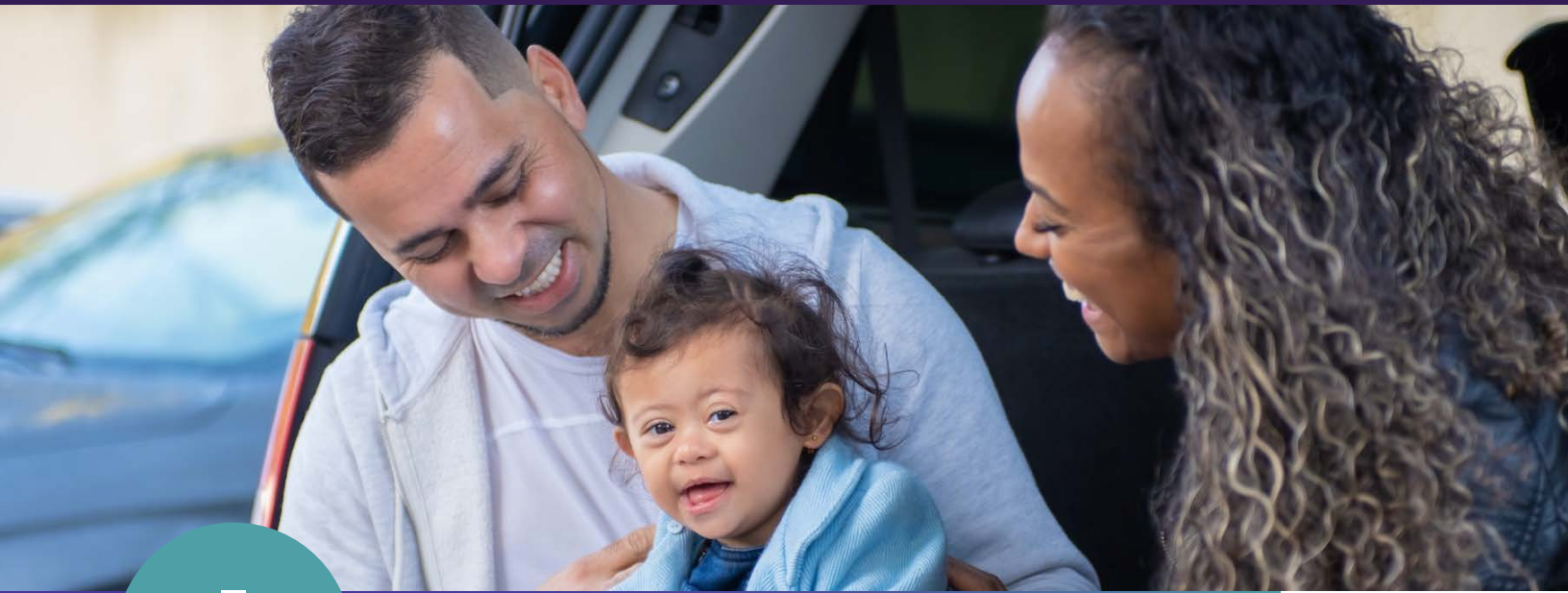


\$220,045 was raised in **one hour** at our annual **Inspiring Inclusion Luncheon** to support our work building an inclusive Canada.

Inclusion Canada **partnered** with **147** local, regional, and national organizations this year to advance inclusion for people with an intellectual disability and their families.

11 **national projects** are underway to transform communities and systems for over **755,000 people** with an intellectual disability in Canada.

Transforming Communities & Systems



Access to Healthcare

People with an intellectual disability had worse outcomes from COVID-19 than the general population and were more than twice as likely to be hospitalized from COVID-19 and to die from it. Meanwhile, it is legal for people with disabilities who are not terminally ill to be euthanized in Canada because of Bill C-7, a federal law passed in 2021. 40% of people with an intellectual disability also have a co-occurring mental health condition. The physical and mental health of people with an intellectual disability are impacted by other risk factors - like their likelihood of living in poverty, in congregate settings, and having inadequate access to support in the community.

We want people with an intellectual disability to have equal access to quality healthcare. This includes mental health services. These are some ways we worked toward this goal in 2022-2023.

- We promoted our federation's values, vision, and goals with groups working to improve access to maternal healthcare, sexual and reproductive healthcare, and mental healthcare. We also supported initiatives aimed at addressing barriers to healthcare for seniors, and for Black, Indigenous, and racialized people by participating in cross-disability health-related committees and events.

- We developed and promoted a set of public health best practices so that future public health information will be easier to understand and so that families will be better supported to assist their family members in making medical decisions.
- We advocated for the rights of people with intellectual and other disabilities related to Medical Assistance in Dying (MAiD). People with disabilities who aren't terminally ill are the only group who are legally assisted to die under current MAiD laws. Our main goal is to make sure that people with disabilities are equally valued, and that their lives are equally protected in Canadian healthcare systems and in Canadian law.
 - We submitted briefs and made a presentation to the government committee that reviewed Canada's MAiD law. We explained why the current law is discriminatory, and why it shouldn't be expanded.
 - We joined two coalitions - one domestic and one international - that are exploring ways to challenge Canada's MAiD law.
 - We provided feedback on changes to Canada's MAiD monitoring system.
 - We monitored legal cases that could be a concern.

People with an intellectual disability in Canada are **half as likely** as people without an intellectual disability to receive regular pap tests and other routine cancer screenings. Statistics like these motivate our federation to reduce barriers to healthcare for people with an intellectual disability.

"My brother is an independent adult making his own informed medical decisions. During the pandemic, we were really invested in making sure that he was making decisions based on good information, not misinformation."

— *Family Focus Group Participant*



Inclusive Education

Students with an intellectual disability are commonly excluded from regular schools and classrooms at primary, secondary and post-secondary levels. Currently, no jurisdiction in Canada prohibits the use of seclusion and restraints despite ongoing advocacy to end this abusive practice. Segregation, special classrooms, seclusion rooms, limited access to educational and support teams, inaccessible built environments, and lowered expectations

are just some of the ways children with an intellectual disability are excluded and discriminated against in Canadian schools.

We want to see children and youth with an intellectual disability fully included with their peers in regular education. This means having appropriate supports from early childhood through to post-secondary education and adult learning. Here are some of the ways we are making this happen.

- We strengthened our shared understanding of Canada's current education landscape by hosting a series of roundtables with our provincial/territorial member organizations. By collaborating and sharing strategies, we are better able to address the obstacles to inclusion in the education system across the country.
- We supported schools to create inclusive environments that foster growth and learning. We did this by delivering training to the Canadian Association of Montessori Administrators. We empowered school leadership, fostered successful partnerships with parents, and reinforced the profound impact of quality inclusive early childhood education for all students.
- We created tools to influence legislation development across the country and to empower school leaders to pave the way for inclusion. With our partners, we developed two critical documents:
 - *A Policy Framework for Inclusive Education: Twelve Critical Elements for compliance with Article 24 of the Convention on the Rights of Persons with Disabilities*
 - *School Principals Leading the Way to Inclusive Schools*
- We highlighted the urgent need for accountability in recognizing inclusive education in Canada as a fundamental right, in line with the *UN Convention on the Rights of Persons with Disabilities (CRPD)*. We did this by submitting a detailed report to the United Nations Special Rapporteur on the right to education.
- We advocated for changes to Bill C-35, the legislation to establish affordable childcare in Canada. Our [brief to the Parliamentary Standing Committee](#) recommends adopting a clear definition of inclusive education and allocating appropriate resources to deliver supports so that early learning and childcare systems across the country will be inclusive. This will ensure that children with an intellectual disability are educated with their peers and parents can enter and remain in the workforce.

Our training workshops were delivered to **over 50 Montessori school administrators** - all eager to learn and embrace the knowledge needed to foster an inclusive educational environment.



"As families, we should not have to figure out all these pieces on our own, nor should we have to feel alone in navigating this challenging road. We need a system that does a much better job of including [all] students in its mandate and services, by better supporting our children and our families through this monumental transition stage."

– Stephanie Carver, Parent & Educator

“I am amazed and grateful for the work being done nationally and cannot encourage Inclusion Canada enough, knowing the chaotic and challenging context within which they work.”

– *Parent feedback, 2023 Inclusion Canada Constituent Survey*

Inclusive Education Canada (IEC) is a national initiative of Inclusion Canada working to achieve full inclusion of children and adults with an intellectual disability in education settings, from early childhood learning through to post-secondary education.

IEC brings together a network of professional associates who share a commitment to quality education and inclusion. The network shares its expertise with families, parent groups, teachers, school districts, and ministries of education.



Legal Capacity

Legal systems in Canada create many barriers for people with an intellectual disability.

Many people with an intellectual disability in Canada cannot open a bank account, sign a lease, have a cell phone contract, or own a home because they are not deemed to have 'legal capacity'.

We want all people with an intellectual disability to have their rights legally recognized and respected. This includes the right to be treated as equal citizens and to make decisions about their own lives. These are some ways we worked toward this goal.

- We developed a strategy to advance legal capacity in Canada so that people with an intellectual disability will have more power and control over their own lives. The strategy focuses on several elements, including implementing the calls to action in our *Position Statement on Legal Capacity* and partnering with provincial and territorial governments to reform guardianship laws.
- We documented stories of people striving to have their decisions recognized. These stories help identify challenges people face when it comes to legal capacity and breakthroughs in honouring legal capacity. The *Activating Supports for Decision-Making* project is a partnership with Community Living Ontario.
- We encouraged the Law Commission of Canada to study making changes to laws in Canada that would respect the rights of people with disabilities to make decisions for themselves, or with the support they need. We hope this will lead to opportunities to work together on this in the future.

Each Canadian province and territory is responsible for its own laws relating to legal capacity, decision-making, and mental health. **There is no one uniform law across Canada.**

"I think the government should let us make our own decisions, because I think they are taking away our dignity and pride. I don't think the government should have a say on what we can do or not. I appreciate the work that Inclusion Canada is doing about this issue."

– Roy Skoreyko, Inclusion Canada Board member



Access to Justice

People with an intellectual disability experience sexual assault, abuse, and coercion at much higher rates than people without disabilities. Sadly, many of these stories are never heard because of Canada's unresponsive, unaccommodating, discriminatory, and exclusionary justice system. This system includes police, courts, and corrections. These complex systems prevent people from reporting crimes, being

fairly treated, and having their stories heard and believed.

We want people with an intellectual disability to be safe from violence, abuse, and coercion. We also want the criminal justice system to respond appropriately and treat people with an intellectual disability equally and fairly. These are some examples of how we worked toward making this a reality.

- We developed a *Position Statement on Access to Justice* explaining the rights and challenges faced by people with an intellectual disability. The position statement is important for many reasons:
 - It highlights systemic ableism, which has resulted in people with an intellectual disability being marginalized and victimized, especially in the justice system.
 - It emphasizes the need to view disability as a call for inclusion and equal rights.
 - It advocates for a more holistic understanding of the justice system, including police, courts, correctional services, and others. It draws attention to the way adults with an intellectual disability are misidentified by courts, leading to misinformed decisions.
 - It calls for comprehensive training for professionals, including police, lawyers, and judges, so they understand the gaps and biases in the justice system and are informed about the rights and needs of people with an intellectual disability.
- We began developing educational resources related to rights in the justice system to help spread awareness about the rights of people with an intellectual disability.
- We launched a call for support for our Legal Action Fund. Financing this initiative will help us ensure justice for people with an intellectual disability and their families by providing legal assistance, advocacy, and support to claim their rights and advocate for inclusive legislation.

"The justice system must evolve to provide tailored and accessible legal information, representation, and support services to people with intellectual disabilities, regardless of their means of communication or the severity of their disability."

– *Member of Inclusion Canada's Access to Justice Committee*



Inclusive & Affordable Housing

At least 24,000 people with an intellectual disability in Canada are in need of safe, affordable and inclusive housing. Almost 30,000 adults with an intellectual disability live in congregate residential facilities and group homes. A further 10,000 adults with an intellectual disability under the age of 65 are living in nursing homes because they cannot access supports and inclusive housing. Over 40,000 people with disabilities are on

waitlists due to the lack of available home and community-based support.

We want people with an intellectual disability to have the supports they need to live in typical homes in the community. This includes making their own choices about where and with whom they live and having control over their own lives. Here are some ways we are making this happen.

- We advocated for the federal government to stop investing in congregate or segregated housing options for people with disabilities. We are pushing to have this money used for inclusive community options instead.
- We participated in L'Arche Canada's *Inclusive Housing Solutions Lab* to change the conversation on housing choice for people with an intellectual disability. We presented on our [national inclusive housing work](#) to professionals and families from across the country.
- We played a crucial advocacy role, as part of a coalition, in influencing a landmark decision. On June 28, 2023, the Nova Scotia Human Rights Commission Board of Inquiry approved an Interim Consent Order, setting a 5-year plan to end systemic discrimination against people with disabilities in accessing social assistance and community living supports. This order mandates the closure of all institutions, the end of waitlists for social assistance, and ensures social assistance as a rightful entitlement.
- We highlighted the continued, unacceptable confinement of people with an intellectual disability in institutions across Canada. Through the [National Joint Task Force on Deinstitutionalization](#), we raised awareness that institutionalization

is a denial of people's right to participation in community, and a major barrier to full inclusion. We did this by:

- publishing [5 plain language policy briefs](#) with real-life situations and practical recommendations to improve the lives of people who are institutionalized.
- distributing 10 editions of [Institution Watch](#), a newsletter dedicated to monitoring progress toward community living of all people with an intellectual disability.
- celebrating Task Force member David Weremy's successful class action lawsuit against the Government of Manitoba. Many residents on the Manitoba Development Centre (MDC) were forcibly confined and experienced abuse and neglect during the decades that the centre operated. The lawsuit settlement provides financial compensation to the victims of abuse and neglect and includes a public apology by the Government of Manitoba to survivors of MDC.
- monitoring the scheduled closure of the Manitoba Development Centre (MDC). The province of Manitoba committed to transitioning all residents to supported living arrangements in the community by March 31, 2024.



Income Security

More than 40% of people who live in poverty in Canada have a disability. Eating more than one meal a day shouldn't be a luxury. Sadly, this is true for many people with an intellectual disability who live in poverty. We know that many people with an intellectual disability have to make hard choices between their basic needs - they must choose between buying food and paying rent. Having a disability comes with added expenses,

forcing people to choose between things like prescription medication, and disability supports.

We want people with an intellectual disability and their families to have the income they need for a good quality of life. This includes having resources to participate fully in all aspects of their community. These are some examples of the exciting progress we made this year.

- We worked with our federation to influence laws and policies so that people with disabilities won't have to keep living in poverty. The Government of Canada promised to create a Canada Disability Benefit. This would mean adults with a disability in Canada would get money from the federal government each month to help them pay for their daily living costs. We talked to local senators and political leaders across Canada to make sure they

understood the importance of passing the *Canada Disability Benefit Act*. We also [submitted a brief](#) and appeared as witnesses to the parliamentary committees who were studying Bill C-22. In a historic moment on June 20, 2023, parliament passed the bill. This new benefit will enable people with disabilities to have more money and struggle less to meet basic needs for food, housing, medication, and more.



- We worked with the government, disability organizations, and the disability community to make income support programs better for people with disabilities. Through our work on the financial pillar of the federal government's Disability Inclusion Action Plan (DIAP), we did a cross country consultation on the Canada Disability Benefit. We prepared a *What We Heard* report, shared it with the government and made it available to the public. Now, when the government is making the rules for the new Canada Disability Benefit, it can consider the advice of the disability community to design how the benefit will work.
- We made our resources on the Canada Disability Benefit more accessible to our community. We created a plain language blog post and 3 plain language infographics on what we heard from the Canada Disability Benefit consultations. We want to communicate clearly so that people with an intellectual disability can find, understand, and use the resources.
- We made important information on financial benefits easier to understand. We wrote plain language blog posts about two important income security topics: the Disability Tax Credit (DTC), and the Registered Disability Savings Plan (RDSP). We also promoted helpful resources and support for tax season. Although these programs need improvements, they can help many people with a disability and their families get more financial support. We want to make sure our community knows about these programs and how to access them. So far more than 1,400 people have used our resources.

After being unanimously passed in the House of Commons, on June 22, 2023, **Bill C-22, The Canada Disability Benefit, received royal assent and officially became law.**



"It's sad that in Canada you can die with 'dignity' but cannot live with dignity."
– Participant, Canada Disability Benefit focus group



Employment

75% of people with an intellectual disability or autism are unemployed or underemployed. Among all people with disabilities, people with an intellectual disability experience the highest rate of unemployment and continue to be the least likely to be employed.

We want people with an intellectual disability to be employed at the same rate as the rest of the population. This includes working in typical workplaces, being paid an equal wage, and being supported and included at work. These are some examples of the progress we've made this year.

- We helped increase the number of people with an intellectual disability or autism who are successfully included and retained in the competitive labour market through our national Ready, Willing & Able (RWA) initiative. This includes 533 employment outcomes (new hires, self-employment, and post-secondary participation) between July 2022-June 2023.
- We expanded RWA's presence from 20 to 30 primary communities across Canada, making support for inclusive employment accessible to even more employers and employees.

- We built knowledge and understanding of effective labour market policies and best practices by delivering four employer forums to over 400 employers from coast to coast to coast. Our resource materials have reached over 6,000 RWA employers, delivery partners, agencies, and community contacts.
- We reached out to 2,338 employers to talk about the value of hiring people with an intellectual disability.
- We helped employers, government departments, community employment agencies and the public understand the essential elements for creating positive labour market conditions for people with disabilities. We did this by hosting a 3-part Inclusion at Work webinar series offered in four regions across the country. 540 employers participated in these webinars.

This year, **The Inclusive Workplace** had in excess of **6,500 visitors**.

Between July 2022 and June 2023 **Ready, Willing & Able** achieved **533 employment outcomes** for people with an intellectual disability or autism.



The average retention rate after 6 months is **13% higher among RWA participants** than it is among employees without disabilities.



Advancing Human Rights

The United Nations [Convention on the Rights of Persons with Disabilities](#) (CRPD) is an international treaty protecting and promoting the rights of people with disabilities. Canada ratified the Convention in 2010, making it legally binding. In 2019 the *Accessible Canada Act* (ACA) came into effect with the goal of creating a barrier-free Canada. It aims to proactively identify, remove, and prevent barriers to accessibility in federally regulated priority areas. Despite these national and international laws, people with an intellectual disability in Canada are still not having their human rights recognized and respected.

We want people with an intellectual disability to fully enjoy the rights they are entitled

under the CRPD. To make this happen, Canadian laws must reflect those rights. These are some of the ways that Inclusion Canada amplified the voices and experiences of people with an intellectual disability and their families in the development of national and international legislation to advance human rights.

- We supported federally regulated organizations to develop their Accessibility Plans under the *Accessible Canada Act*. This year we worked with Porter Airlines, VIA Rail, the Canadian Human Rights Commission, the Social Security Tribunal of Canada, GardaWorld, Ottawa International Airport Authority, and the Parole Board of Canada.

- We participated on the Accessible Standards Canada *Technical Committee on Employment* and the *Technical Committee on Plain Language*. Through these roles we're influencing the *Accessible Canada Act* to be more inclusive of people with an intellectual disability.
- We helped improve access to information by bringing forward the experiences of people with an intellectual disability and the barriers they face at federal consultations about the *Accessible Canada Act*, so that existing barriers can be removed and future barriers can be prevented.
- We led and/or participated in 11 cross-disability Article Drafting Groups as part of Canada's 2nd Parallel Report to the United Nations on the CRPD. The Parallel Report allows the disability community to tell the United Nations (UN) how Canada is doing at meeting its responsibilities under the CRPD. The UN will then issue a report about areas where Canada must improve. Our leadership in this work will ensure the report includes strong recommendations that advance the rights of people with an intellectual disability and their families.
- We participated in the 16th session of the *Conference of States Parties to the Convention on the Rights of Persons with Disabilities*. This is an annual gathering of countries and civil society delegations to review and discuss the implementation of the CRPD. We presented Inclusion

Canada's work on easy-to-understand communications and called international attention to Canada's expansion of Medical Assistance in Dying on the basis of disability.

"Thank you for valuing our right to live and work. Thank you for your strong voice and care for the vulnerable, giving place and voice in a society that rejects people based on bias."

– Parent feedback, 2023 Inclusion Canada Constituent Survey

This year **Inclusion Canada was granted special consultative status with the United Nations Economic and Social Council (ECOSOC)**. This allows us to bring more international attention to how the rights of people with an intellectual disability are realized in Canada.

Inspiring Family Leadership: The Green's Story



Our names are Christie and Jason Green. We have three kids. Olivia, our oldest, is 11. She's an amazing big sister. Then our twins, Max and Katie. Max likes to take things apart. He memorizes Robert Munsch books and recently he's picked up dance. Katie loves colors and spinning, and she really likes to play. They both go to a preschool now and they're making friends. It's really neat to see that dynamic with the other kids.

They were preemies, as twins often are. After they were born, we didn't know about the diagnosis that was to come. Some individuals have more disabilities than others, and with our twins, Katie has more challenges than Max does.

We had hopes that there would be great things for our children, but when we really thought about it, we thought it was going to be too hard. We knew we were up against a lot of odds, and we were going to be needing to advocate for our children all the time. We really thought we were in it alone. We were really concerned that we were going to fall off a cliff when they hit 18 and if we didn't get started now, and have a plan, we would just fall into that government takeover. Our biggest fear was that they would end up in an institution.

First, we were trying to do things on our own. I was looking for different types of organizations and I was introduced to

Inclusion New Brunswick, who was holding a workshop with Inclusion Canada. When we were applying, they asked why we'd want to go. We said, well actually it's a weekend away... that's not an opportunity for us.

The Family Leadership series was five weekends spread out over the course of a year.

We went from not knowing anything about what the inclusion movement meant, or what the term inclusion really meant, to being introduced to it. We had to take time to introduce our child to another participant without using labels, without telling them that they had a disability. Initially, it was difficult because you talk about the challenges of your child. Then at the end, it was much easier just to talk about how fantastic your child was. It gave us confidence to be able to describe our children, without disabilities, to know that they can just participate in things that everybody else can.

The other part of the series is we had to create a vision for our child - in school and after school jobs, university. That really helped give us a focus and change how we're going to go through life. It concluded with learning how to advocate both within the political arena as well as within our own communities and build up those skills so that we can be the inclusion movement as opposed to just being a passive participant.

We looked at each other and said, "This is what we've been looking for. These are the people we've been trying to find." That first night we went back to the hotel room, and we were like "Wow, we're really not alone anymore".

I think the importance of this series being across the country is the perspective shift in communities across the country. To move from thinking of the disability first, to realizing how much hope and potential is really there in all of our kids, and later to be adults.

We're very hopeful that this movement can take off with these leadership series at the ground level in each province. It can only strengthen the inclusion movement. Inclusion Canada in our eyes is really our first line of defense for protecting our kids and building the society that we want for our children. With that in mind, we would just say thank you and keep doing the work you're doing.

Federation Strengthening & Building A Movement for Inclusion

As a national federation of 13 provincial/territorial member organizations and over 300 local associations, we're advancing inclusion and human rights in every corner of the country. We have the greatest impact when our federation is strong and sustainable. We're also working to foster and attract new leaders and allies, connect people with lived experience from across Canada to the movement, and increase public awareness of the work of Inclusion Canada and the value of inclusion for all.

- We co-hosted the 13th Annual Federal Policy Forum for Inclusion *Demanding Better: How the Disability Inclusion Action Plan could change the lives of people with an intellectual disability* in collaboration with People First of Canada and the Office for Disability Issues. During the in-person forum, we discussed the Plan through the lens of people with an intellectual disability. Our goal was to have their voices heard and ensure any action the government takes will make their lives better.
- We completed our first [Family Leadership Development Series](#) in collaboration with Inclusion New Brunswick. This five-part series supported 25 families to create a vision for a fully inclusive life for their

family member and make that vision a reality. The series is an interactive process that includes presentations, reading materials, videos, exercises, and small and large group discussions. The series helps families understand they are part of a larger movement, develop their knowledge and leadership skills, and speak up for positive changes in their communities.

More than **171 policy makers**, government officials, people with lived experience, and allies attended the 2022 Policy Forum in Ottawa, ON.

"It certainly changed my thinking about my capacity to act. I learned I have a voice and I can positively affect, even in a small way, other perceptions of what the meaning of inclusion is."

– NB Participant, Family Leadership Development Series



"I have now attended several policy forums. You consistently model inclusion in how you structure these events. The voice of persons with lived experience and families is strong throughout."

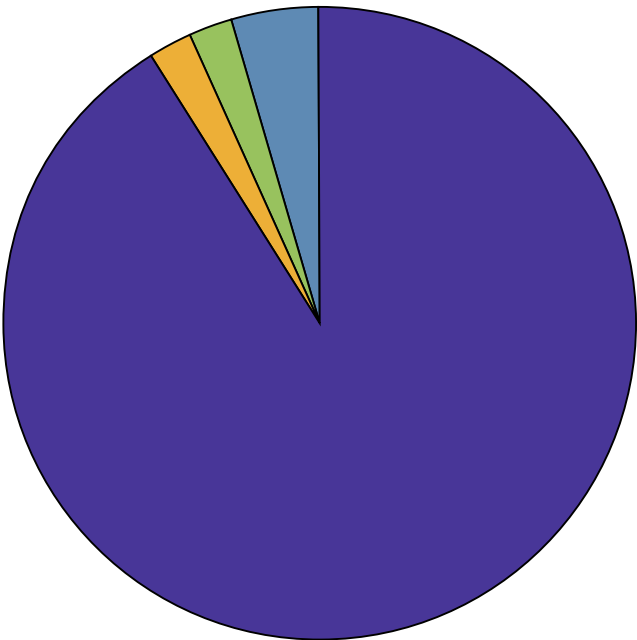
– Participant, 2022 Policy Forum on Inclusion

Financial Summary

Where the Money Came From

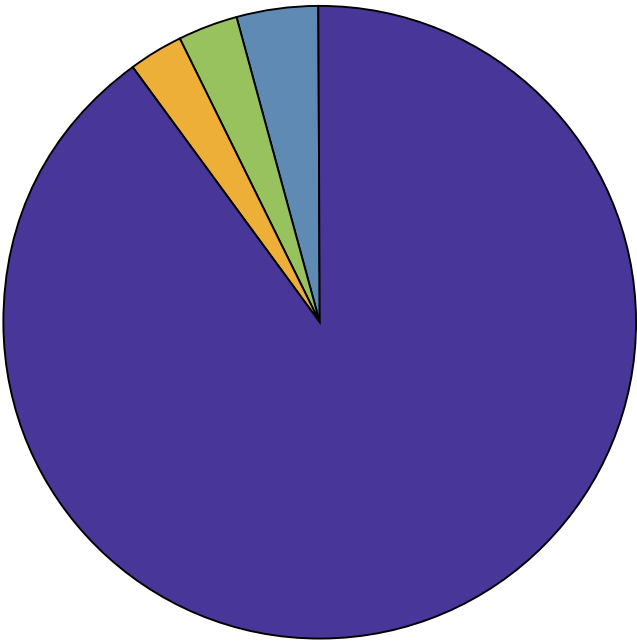
- Federal Grants: \$8,985,286
- Non-Federal Grants: \$209,988
- Membership Dues: \$230,000
- Donations: \$423,262

Total: \$9,848,536



How We Put the Money to Work

- Transforming Communities & Systems: 90%
- Building a Movement for Inclusion: 3%
- Federation Strengthening: 3%
- Administration: 4%



Thank You

A special thank you to our incredible donors and our 36 Inclusion Champions who are committed to helping us build a fully inclusive Canada for all.



SEPHORA

Our Board of Directors

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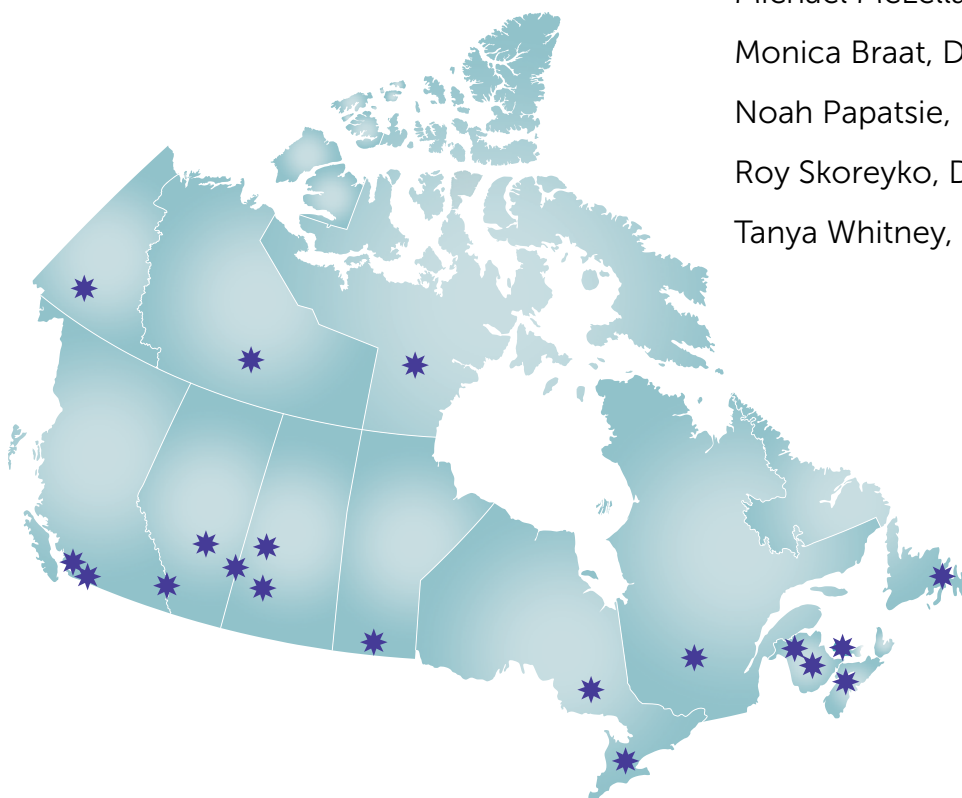
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Noah Papatsie, Director-Nunavut

Roy Skoreyko, Director-at-Large

Tanya Whitney, Director-New Brunswick



Our National Team



Krista Carr
Executive
Vice-President



Hassaan Khan
Digital Marketing
Officer



Natalia Hicks
Director,
Community Justice
& Health Equity



Bill McGregor
National Program
Manager,
Operations, Ready,
Willing & Able



Jason Carr
Executive Director,
Community
Engagement &
Development



Rachel Mills
Senior Policy
Analyst



Brian Foster
National Program
Manager, Policy
& Resource
Development,
Ready, Willing & Able



Jeff Ferguson
Executive Director,
Knowledge
Mobilization &
Transformation



Sinthea Chowdhury
National Project
Coordinator,
Ready, Willing & Able



Charlotte Pyke
Project Officer



Judith Butler
Senior Officer,
Board Relations &
Senior Management
Support



Sue Talmey
Director, Finance
and Administration



Don Gallant
National Director,
Ready, Willing &
Able



Karen Gilbert,
Executive Assistant



Tara Levandier
Executive Director,
Operations & Social
Impact



Frank Fagan
Assistant National
Director, Ready,
Willing & Able



Kurt Goddard
Executive Director,
Legal & Public Affairs



Teisha Ugwuegbula
Policy Analyst



Gordon Porter
Director, Inclusive
Education Canada



Marc Muschler
Senior
Communications
Officer



Trina Steed
National Program
Manager,
Operations, Ready,
Willing & Able

2023 Summer Interns



Aisha Recinto Arriola

Fund Development
Intern



Trinity Lee

Communications
Intern



James Grant

Policy Intern,
Disability Justice



Tina Koohestani

Policy Intern,
Legal Affairs



Sara Imran

Urban Alliance on Race Relations
Policy Fellow

"My internship at Inclusion Canada has provided me with the opportunity to learn and work alongside creative and knowledgeable individuals dedicated to creating real change within society. The most rewarding aspect of my internship has been the opportunity to provide my insights and make a direct contribution alongside my team towards creating a long lasting and positive impact on the disability community. Inclusion Canada is devoted to ensuring that their interns are equipped with all the resources and tools they need to continue to make a positive impact within the field of social justice. I am eager to carry and apply the knowledge I have acquired throughout the summer to foster an inclusive environment where all people are respected throughout both my personal life and professional career."

– Tina Koohestani, Policy Intern, Legal Affairs

Join the Movement for Inclusion

Inclusion Canada is the only national organization that works solely on behalf of people with an intellectual disability and their families. We help strengthen families, defend rights, and transform communities into places where everyone belongs. Join us and support the inclusion movement in Canada!



Become an ambassador

Inclusion Canada hosts free, 35-minute virtual Inspiring Inclusion presentations to raise awareness of how we work towards building an inclusive Canada. These presentations include powerful stories from people who have been supported through our organization. Attendees can join from the comfort of their home or office. Do you want to help us spread the word in your community? Become an ambassador and host a virtual presentation with 10 of your friends, family members, or colleagues.



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 an intellectual disability and families for generations to come.



Corporate partnership

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.

To discuss the impact you want to make in the movement for inclusion or a great idea you have, please connect with us at giving@inclusioncanada.ca



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.



"Inclusion Canada not only produces change at the national level, but gives people hope for their loved ones to have an inclusive and good life."

– Parent feedback, 2023 Inclusion Canada Constituent Survey



Inclusion Canada

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