



CENTRE FOR INDEPENDENT  
LIVING IN TORONTO

# ANNUAL REPORT

2015-16



**It has been our privilege  
to serve our membership  
over the last year.**

# President's Report

Meghan Hines, President and Chair

**ONCE AGAIN**, I am honoured to work with board members and staff who have a keen commitment to our issues and programs. They have diligently applied, to the best of their abilities, Independent Living (IL) principles to all decisions and program operations. Collaboratively, the board and staff work together to ensure we continue to grow, mature and respond to the ever-changing economic and political climate.

**We are quite gratified that people are now supporting models of services and support that IL movements have been pushing for more than 30 years, but of course it means a great deal more work!**

Therefore, we are especially pleased to introduce you to Ing Wong-Ward as Associate Director, a new position created last year to provide greater support to Executive Director Sandra Carpenter. Among her many talents and skills, she also brings 22 years' experience working with the CBC.

We continue to be invited by news media, government, other partners, and in fact people from other countries, to speak about disability issues and educate about our unique IL perspectives and successes. Ing has been a great help to us in this work.

We strive to continue to create new and meaningful alliances with others to avoid both duplicating services and to build capacity

among like-minded groups to work on common areas of concern.

To celebrate the late Helen Henderson's legacy and great work over the years, we would like to take this opportunity to announce the winning submission of our inaugural Helen Henderson Literary Award. Nancy Xia, a CILT member, wins the Award for her piece in *Outspoken!* magazine entitled, "A lioness in lamb's clothing" (<http://bit.ly/2d2iPyb>, page 167). We felt it fit the bill for producing an outstanding piece of writing related to raising public awareness of a disability issue or barrier.

I'd also like to announce Fran Odette as recipient of this Year's Founder's Award. Her biography can be found later in this report.

The list of our Board members currently includes me as Chair, Ayesha Zubair as Vice Chair, Cathy Samuelson as Treasurer, Warner Clark as Secretary, Don Barrie, as Member-at-Large, Victor Gascon, Ayshia Musleh, Rod loi, Fady Shanouda, Candice Botha, Meenu Sikand and Maayan Ziv. Please join us in thanking everyone for their time and expertise.

This year we say goodbye to two board members: Meenu Sikand, who has completed all three of her two-year terms – and for the second time, I might add – and Candice Botha, who has moved on to other pursuits. We thank both women for their dedication and commitment to us.

This is also our opportunity to formally acknowledge and thank all our hard working staff and volunteers for all their contributions

over the last year. We won't list our staff here – their profiles and pictures are included in this report. Our amazing office volunteers have included Taryn Allen, Miriam Chong, Susan DeLaurier, Mary Henderson, Luigi Lisciandro, Alnoor Nanji, Tara Nolan and Suzette Yearwood. We couldn't do what we do without them. Please join me in thanking them for all their hard work over the past year or in some cases, years!

We also want to thank our funders, without whose generous support we would not be able to address any community and member needs. Our primary funders are Independent Living Canada, the City of Toronto, the United

Way of Greater Toronto and York Region, and the Ministry of Health and Long-Term Care.

It goes without saying that we continued our review and approval of all necessary reports, applications and proposals required by our various funders and, as you can see from the Treasurer's report, we were able to continue our work and come out with a balanced budget.

CILT is a member organization. We offer services and support to anyone with a disability in the Toronto area; in Ontario, for Direct Funding. It is you, the voting members of CILT, who make this all possible and inform the work we do. Thanks once again, to all!



# Report from Executive Director

Sandra Carpenter

**30 YEARS.** On one hand, that is a very long time. On the other, it has gone by so fast.

When I was born in Ottawa, in the 1950s, children with disabilities were either kept at home with their parents, or sent to live in a state or charitably-run “home”. Although I was born with my disability, I wasn’t actually diagnosed until I was 3 years old and subjected to a gamut of medical tests at a charitable hospital in Montreal. In the ’50s Medicare did not exist, so at a charitable hospital, I was able to receive diagnostic testing that my family could not otherwise afford.

When my sister was born, four years after me, she was eventually diagnosed with the same disability as me: Spinal Muscular Atrophy which is a type of Muscular Dystrophy.

By the ’60s our parents had broken up but we continued to live at home with Mom.

I remember going to a “regular” school, a right for which my Mom had to fight with the local board of education. Then, because of ongoing difficulties with me getting the support I needed to be really integrated in regular school (for example, with accessible transportation or washroom assistance), I was sent to the “Crippled Children’s School”. At first, I was taxied to this school, but after a couple of years of going there, I was deemed ineligible for this “special program” because my disability “didn’t improve with therapy”.

So, there I was. The regular school wouldn’t let me in, and neither would the “segregated” school. The only recourse was home teaching, which was paid for by the board of education.



**Choice, Control  
Empowerment,  
Pride!**

Mom was starting to panic about what was becoming an increasingly isolated and under-stimulated life. She regarded us both (me and my sister) as “smart” and “needing to use our brains”. She worried about a future where neither of us would have the education to get into high school or university which would lead to a job.

## **A visiting nurse from Easter Seals advised my mother to send us to a residential school for disabled kids.**

It seemed like the best option for us and that was what Mom told me: “It was a ‘boarding school’. Kids went away to ‘boarding school’ all the time.” And so, by 1965, just shy of my 11<sup>th</sup> birthday, I went to live at Bloorview, billed at the time as “Bloorview Hospital Home and School” in Toronto.

(Ironically, I can look out my office window on Bloor Street East and see, 500 metres away, a condo that sits on the old Bloorview site.)

My father lived in Toronto then (my home was in Ottawa) and so he came to pick me up and drive me to the ‘big city’. I still remember Mom waving goodbye to me at the window with her hand over her mouth so I would not see her cry; the four-hour ride there, (usually more than five hours, but Dad drove fast!); Dad was trying to get me to talk, but with such a huge lump in my throat, I could not.

When we got there, Dad carried me into the lobby of the old Victorian home and sat me down in a big green faux leather upholstered chair. I looked up. Opposite me was a plaque that read “Home for Incurable Children”. I could not resolve the message on that plaque with the place where I thought I was going, which was to a boarding school. Some terrible mistake had been made. I felt like *Oliver Twist*!

Over the next few weeks as I absorbed, or in their words “adjusted” to, my new reality I realized that where I had come to live

was not a “boarding school” at all. I did not automatically return home between terms, most notably for summer holidays. I was not allowed more than three weeks’ home in the summer. One week at Christmas and one week at Easter. No boarding school had rules like that.

Only about four hours a day were actually spent in school. The rest was spent in therapy, organized recreation or communal dining. My parents weren’t even supposed to come and see me for the first few months in case they undermined my “adjustment” but I remember my Dad coming every week anyway. Nobody argued with my father! And as soon as he could, he took me out on weekends.

Eight months later my younger sister followed. The fact that she was there forced me to keep up appearances, and make things at Bloorview better for her. At some point I realized that the only way to make things better for her, was to make things better for all the kids there. I credit this awareness for my lifelong, if at times somewhat disheartened, dedication to disability activism.

The schooling at the institution was sub-standard (meaning I’d never qualify for university admission) and I saw other kids from Bloorview got to go out to school. But although they had disabilities, they were the more ‘able disabled’, and could do everything for themselves. Although I couldn’t do that task without the help of someone, I pushed and finally they allowed me to go out to regular high school on a trial basis. When the anticipated problems didn’t emerge, the arrangement continued.

This made it easier for other kids who were not totally independent to go out to high school in the future. For example, it wasn’t half as hard for my sister because I had already set the precedent.

I remember a day when I was about 17, a group of us went to a sheltered workshop.

“This is where you will work one day,” some proud custodian said. I actually couldn’t believe that this was all they expected me to achieve. I resolved then that no matter what, I wouldn’t end up in a sheltered workshop (sheltered from what, I wondered?) sorting nuts and bolts for a couple of dollars a month.

In those days all I figured for my future was that I would go to school, university and then get a job where I could afford to pay a helper myself.

## **I was inspired by older kids with disabilities both going on to university and then acquiring jobs.**

The fact that these kids were not like me, in that they did not need any help with ordinary activities of daily living, was irrelevant to me. After all, I reasoned, one didn’t need a nursing degree to put on someone’s socks. I saw that kind of help as an extension of the kind of help that any parent gave to infants and small children until they learned how to do up their own buttons, zippers and laces; definitely not medical.

A new model had to be developed for those who needed that kind of help, didn’t have the money to pay for it, and so by 1974 the first Toronto pilot began, largely driven by parents, people with disabilities and their allies.

The key concept that guided these non-institutional alternatives was that of normalization, coupled with pragmatic logic showing that community-based alternatives were cheaper than institutional options.

And yet as I watched development of these early projects, staff and administrators seemed to be unable to escape the idea that the residents of these projects were somehow in their charge, their responsibility. Simply put, I wanted to get out of an institution, and live a normal life in the community. Be in charge of myself.

However, a new problem emerged: isolation and lack of information. Yes, we had had some success in achieving integration, but it became more like a file-and-forget type of integration. Still not quite hitting the vision that we had for our future.

Fast forward ten years to the ’80s. Slowly but surely Independent Living Centres were emerging across Canada largely in response to this emerging need. This was largely in response to the fact that despite the millions of dollars that government was pouring into supports and services for us, we – people with disabilities – derived very little benefit. Yep. In the early years Independent Living Centres were also committed to employing the very people they were set up to serve were – in today’s parlance – **social enterprise**.

Enter Al Simpson and Henry Enns into my life.

One day, 30-odd years ago, a guy named Al Simpson phoned me up several times until finally I agreed to attend a meeting in Ottawa. By then, I was working as the Executive Director of the Centre for Independent Living in Toronto.

Al was the kind of guy who didn’t like to take no for an answer. He talked to me about this “independent living” movement that was growing in the United States and now Canada: a philosophy that people with disabilities have the same rights, options and choices as anyone else. But mostly he expressed a concern that if we – the current Centres – didn’t get out ahead of what seemed to be a growing wave of emerging Centres anyone could hang out a shingle and say they were an Independent Living Centre. That sold me.

Al, along with Henry Enns, had gathered all the IL-like organizations across Canada to meet. In those days it was relatively easy. There were probably only 6 of us. This is where we first began to hammer out the principles of an umbrella organization to standardize the development of ILCs in Canada.

We were pretty much able to reach consensus on governance, principles and a strategy to develop more IL Centres across Canada.

We agreed that the philosophy would be founded on five principles:

- **Consumer<sup>1</sup> control**; in recognition that self-governance was a key concept for IL. Nothing about us, without us!
- **Cross-disability**; i.e. multi-disability rather than being divided by a medical diagnosis;
- **Full participation and integration** of all people with disabilities, rather than having rationed services or priorities set by others;
- **Community based**, implying that different solutions may be indicated for different communities (in other words, language, culture, geographic location and that people with disabilities were the experts on how to address their own needs);
- **Not-for-profit**; to avoid any conflict that may emerge between a profit motive and service quality.

By 1986, the first governing body for the Canadian Association of Independent Living Centres was made up of current or recent past executive directors of ILCs. This approach was based on the IL principle of consumer control; however, in this case the ‘consumers’ were the Centres. We truly saw ourselves as an **association** of Independent Living Centres.

We also agreed that, as a minimum, to actually be an Independent Living Centre,

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1 Inspired by the Ralph Nader consumer movement in the United States, in our case people with disabilities were reconceptualized as ‘purchasers’ of disability services and supports denoting more power over the quality of outcomes of those services and supports.

the programs had to be consistent with the principles. We settled on:

- **Information and referral**; now containing the concepts of networking, navigation and community engagement. This evolved from the simple concept that having knowledge is in itself power; I&R works with individuals to reduce their isolation from the community and potentially broaden both opportunities and horizons in the self-chosen area.
- **Peer support or self-help**; people with disabilities are often more helpful to each other than traditional professionals who can have diminished expectations of what people with disabilities can achieve and who can create artificial dependencies. Peer support encourages people with disabilities to speak with others and share thoughts, concerns, successes and hopes with each other;
- **Individual advocacy**; as opposed to systemic advocacy. The individual advocacy goals are to support individuals in learning to manage, coordinate and negotiate a wide range of community resources; assist consumers to exercise their rights and to provide support to people in pursuit of their individual advocacy goals; enhance their problem solving skills; encourage pro-active, solutions based approaches to conflict and problem solving and to provide tools, support and resources to create lasting positive change.
- **Demonstration capacity**; or service development capacity. Giving Centres the ability to develop IL-consistent projects, programs or initiatives but to not necessarily keep them.

The flagship example of a successful ‘Demonstration Capacity’ is the Self-Managed Attendant Services – Direct Funding Program (DF).

Through this program we fund most Ontario Centres, to the tune of more than \$1 million. Toronto is the only Centre to do so. But to make this happen it took 10 years of hard negotiating with Government, but it was worth it. Now the program is 22 years old.<sup>2</sup>

The final area I want to talk about are the key differences between the IL and medical models. In order to do that, I'd like to go back to my original story – being at Bloorview vs where I am now, on Direct Funding.

Although there are growing examples of how the medical model is changing, one of the most challenging assumptions within institutions and society is the pervasive belief that the disability is a pathology to be wiped out. Examples of this are numerous – genetic counselling, immigration policy, and most recently, medical assistance in dying.

People with disabilities aren't sick, deficient, dependent, or an incredible burden to their loved ones or society. Such assumptions continue to present a problem and an unnecessary expense: 'care' by health professionals who tend to work within authority-driven, risk-averse systems. And when we are sick, we do need medical model services like anyone else but *viewed through a disability-positive lens!*

Through fierce determination, Allan Simpson, Henry Enns and the thousands of others involved in the IL movement, have changed the course of history and changed the world in which we all live. IL has taught us to be proud

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2 DFP provides funding to CILT, through the Ontario Ministry of Health and Long-term Care, to act as banker for the program participants who negotiate an agreed upon budget so that they can hire, schedule or terminate their own attendants. Currently this model is under consideration for other populations as well. DFP allows for great service efficiency and is administratively light.

of who we are and not to be ashamed of our disability.

**We don't need fixing and we don't need managing. We just need the right information, support and services that are flexible enough to accommodate the range of activities we aspire to do.**

I/we want to be in control of my services and my destiny. I/we want services that are effective and enabling so I can work or play or meet a host of other social roles in a variety of places of my choice. If I get all these things, it means I get to live a full independent productive life.

It cannot be said enough that IL philosophy is of utmost importance to people living with disabilities and that IL Centres are and must be the delivery agents of this philosophy.

I'm reminded of the story of the man on Direct Funding, diagnosed with ALS. Because his boys were so young and he didn't want to leave his kids as orphans, he resolved to do everything necessary to live as long as possible with his ALS. Recently, we received a great photo of him all dressed up at his son's wedding, trach and all. Looking every part the proud father. My guess is that his next inspiration will be to live long enough to be a proud grandfather.

I was recently sent an article by a friend. He said that he 'particularly loved the concept of "gaining blindness" rather than "losing sight". That is what we do: we support decisions that celebrate our disabilities and what we gain from them, rather than ignore or hide them. We focus on the art of the possible, not the impossible.

If there was a disability services and supports Olympics we'd get the gold medal every time.

## Associate Director's Report

Ing Wong-Ward



**GROWING UP**, I didn't see many people who used wheelchairs on television – unless the Muscular Dystrophy Association or Easter Seals Telethon was on. So imagine my surprise when I saw a man using a wheelchair in a feature interview on “60 Minutes”.

I watched as the cameras followed him to work, spending time with his son and riding public transit in California's Bay Area. I was amazed with the ease in which he navigated the subway. At that time, Toronto's own transit system was completely inaccessible.

That man was Ed Roberts, now described as the father of the Independent Living Movement.

At the time, I did not know just how important his efforts and that of so many advocates would be to me.

I first learned of the Centre for Independent Living in Toronto (CILT) back in the early '90s. Back then, I was a newly-hired trainee for “The Disability Network”. D-Net, as it came to be known, was the brainchild of CILT leadership, including our current Executive Director, Sandra Carpenter.

Through my work at D-Net, I interviewed the leaders in Canada's national IL movement. From them, I learned about IL and what a radical departure it was from the medical model.

Their perspectives helped inform my coverage of disability issues when I eventually became a broadcaster in CBC News. I spent 22 fulfilling years at CBC. But after a lifetime in

journalism, I felt it was time to move on. The big question was, to what? So imagine how excited I was when I learned there was an opening at CILT for an Associate Director.

I've been here since early January and I am so thrilled to be a part of such a smart, hard-working and dedicated team of people. And I have "leapt" into this new role with all four wheels!

When I first started, I was asked to become the Ontario representative for the Independent Living Canada Board of Directors. Our province has the largest number of IL Centres in the country and I'm proud to share what we are all doing with our national colleagues.

Recently, the new federal government increased funding, after years of cuts, to disability rights organizations. This injection of funding has enabled IL Canada to hire a new National Director, Denis Boileau. Denis comes to us from the health services sector, where he was a senior manager and fundraiser for a number of non-profit entities.

Our Project Information Centre has undergone its own changes. As of March 2015, it is accepting applications from people living in York Region. Its staff also moved to a new office on the 10 floor. It also has a new name – the Attendant Services Application Centre (ASAC) – to more accurately reflect its role as a central point to individuals applying to outreach attendant services or housing with attendant supports.

There are some changes with our staff who provide Information and Referral, Peer Support and Independent Living Skills.

Many of you know Melanie Marsden (Moore). Earlier this year, Melanie accepted a managerial role at Springtide Resources. She is there three days a week, but remains a part of the CILT family as our Community Engagement Specialist for the other two days. In the past year, she co-facilitated more

than 25 reproductive rights interviews in partnership with Springtide Resources. She also facilitated several workshops, including a midwifery program at Ryerson University.

Melanie worked with our Independent Living Skills Trainer John Mossa on the Federal Election Forum on Accessibility and Disability. John ran a number of workshops and projects, including the Civic Literacy - Disability Project and Aging with a Disability Focus Group Report.

Andrea Rae continues to provide Information and Referral as well as managing the volunteers as our Service Navigation Co-ordinator. We also welcomed Denise Emile as our new Peer Support Co-ordinator. Some of you have already met Denise at Diner's Club events.

Change seems to have been a theme of this past year.

Our website is being revamped and in time, we hope to have a stronger presence on social media platforms such as Twitter and Facebook.

As I reflect on all that we have achieved in the past year, I am proud that we continue in the tradition of the movement Ed Roberts and disabled people founded more than 50 years ago.

Independent Living is as relevant now as it was then, in making sure ALL people with disabilities are included in our society.

We at CILT will continue building on our efforts, through connecting with media, other community agencies, civic leaders and most importantly, people with disabilities.

**History has shown us of the great things we achieve together. It is a strong foundation on which to build our future.**

## Treasurer's Report

Cathy Samuelson



**A CONDENSED** version CILT's financial statements for the year ended March 31, 2016, is included in this annual report. A complete version is available on request. The statements were audited by Berman, Lofchick & Lum, LLP Chartered Accountants.

### **As usual, CILT received a “clean” report from its auditors.**

The Statement of Financial Position (the top part of the condensed statement) shows CILT's assets and liabilities as of March 31st, 2016. This statement is organized to report the funds belonging to the Personal Support Workers (PSW) Training project and the Community Care Information Management (CCIM) project separately from CILT's core operations and our Direct Funding program. The two projects are “flow-through” or “paymaster” programs which CILT operates (for an administrative fee) on behalf of the Ministry of Health and Long-Term Care. CILT's net assets and reserves relate to our core operations and Direct Funding program only; the PSW and CCIM projects do not generate any net assets or reserves for CILT. The total net assets and reserves of \$438,514 are unchanged since the end of March 2014.

The statement of operations (the lower part of the statement) also reports the PSW and CCIM projects in separate columns and goes one step further and reports the Direct Funding program separately from our core operations.

The first column shows the results of CILT's core operations – information and referral, networking, peer support, independent living skills training, and other service programs. Revenues for these core activities came from the Toronto Central Local Health Integration Network (TCLHIN), the United Way of Greater Toronto and York Region, Independent Living Canada, the City of Toronto, and the administrative fees from CILT's management of the PSW and CCIM projects and the Direct Funding program. Revenues and expenses totaled almost \$1.4 million this year. Most of the expenses (83%) went to personnel, purchased services, and building occupancy.

The second column shows the results of the Direct Funding program. Program revenues and expenses this year were \$42.9 million and \$41.7 million respectively. Revenue increased by \$9,240,600 or 27% from last year. This includes part-year base funding for the latest \$5,000,000 expansion of this program and PSW wage enhancement of \$6,587,193. These funds are made up of a one-time retroactive amount of \$2,299,646 for 2014-15 and ongoing annual funds of \$4,287,547 which allowed the Direct Funding program to increase the hourly maximum wage rate for self-managers' staff to \$ 19.00 per hour. More than 96% of these program funds were distributed to program participants and other Independent Living Centres. CILT's core operations benefited by an administrative expense recovery of \$243,723. The balance of the funds was used to cover program salaries and operational costs. Unspent funds of \$1,234,357 which include unspent retroactive PSW enhancement funds were being returned to the Ministry.

The CCIM (3rd column) project was operated with a grant of \$137,000 of which \$28,100,

according to the agreement, was retained by CILT to the benefit of our core operations. Unspent funds of \$5,732 were being returned to the Ministry. It should be noted that this program is winding down and by the 2017 Annual Report, is expected to be off our books entirely.

Similarly, the PSW (4th column) Training Project was operated with a grant from the Ministry of Health and Long-Term Care of \$1,625,828. Under the agreement with the Ministry, the \$58,000 administrative expense of this program was retained by CILT and became a revenue for our core operations. Unspent funds of \$662,431 were being returned to the Ministry.

The total revenues for the core operations equaled total expenses exactly. This is because CILT's core program funding now comes from the TCLHIN, and our funding agreement with them requires that CILT have an annual balanced budget in each fiscal year and does not permit CILT to run a surplus. This "net zero" result was achieved by deferring to the following year some self-generated revenue. This balanced budget requirement may effectively limit CILT's ability to increase its net assets and reserves in future years beyond the \$438,514 reported above.

I would like to acknowledge the excellent work done by Sylvia Draper-Fernandez of Progressive Accounting Services in the day-to-day accounting and the preparation of CILT's financial statements and by Executive Director Sandra Carpenter and Operations Manager Jamie Wong, in their management of CILT's financial resources.

# CILT Condensed Financial Statements

CENTRE FOR INDEPENDENT LIVING IN TORONTO (C.I.L.T.) INC.

Condensed Version of Audited Financial Report – March 31, 2016

## Statement of Financial Position

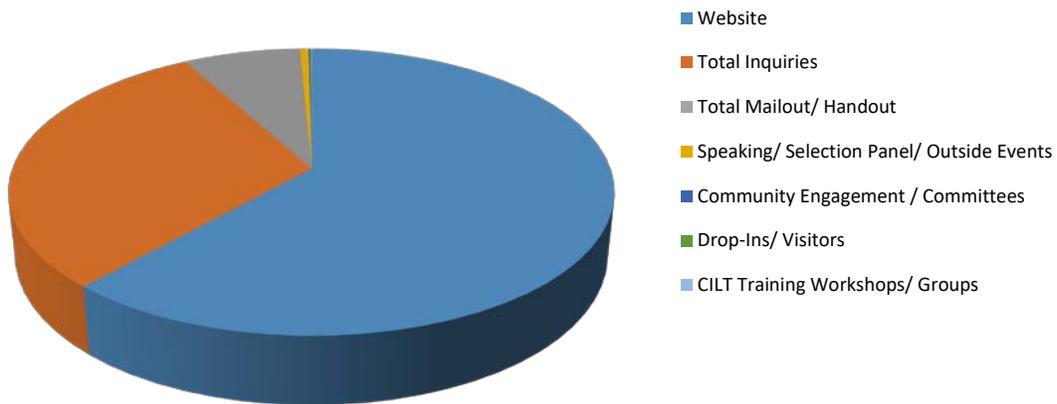
	Core & Direct Funding	CCIM Funds	PSW Funds	Total 2015-16	Total 2014-15
<b>ASSETS:</b>					
Current Assets	8,740,459	5,732	662,431	9,408,622	6,997,642
Capital assets	157,817	-	-	157,817	41,971
<b>Total Assets</b>	<b>8,898,276</b>	<b>5,732</b>	<b>662,431</b>	<b>9,566,439</b>	<b>7,039,613</b>
<b>LIABILITIES \ NET ASSETS:</b>					
Current Liabilities	8,459,762	5,732	662,431	9,127,925	6,601,099
Net Assets \Reserves	438,514	-	-	438,514	438,514
<b>Total Liabilities \Reserves</b>	<b>8,898,276</b>	<b>5,732</b>	<b>662,431</b>	<b>9,566,439</b>	<b>7,039,613</b>

## Statement of Operations (Consolidated)

	Core	Direct Funding	CCIM Funds	PSW Funds	Total 2015-16	Total 2014-15
<b>REVENUES:</b>						
Min. Of Health Grants	752,860	42,766,661	137,000	1,625,828	45,282,349	37,953,328
Self-Generated Income \ Other	425,519	74,824	-	-	500,343	505,798
United Way - Membership Alloc	189,957	-	-	-	189,957	184,957
City of Toronto Grants	30,815	-	-	-	30,815	70,055
Community Care Access Centre	-	134,379	-	-	134,379	11,966
<b>Total Revenues</b>	<b>1,399,151</b>	<b>42,975,864</b>	<b>137,000</b>	<b>1,625,828</b>	<b>46,137,843</b>	<b>38,726,104</b>
<b>EXPENSES</b>						
Subsidies to Participants	-	40,257,967	-	905,397	41,163,364	33,402,311
Personnel	783,420	763,062	-	-	1,546,482	1,397,292
Program Expenses	163,175	295,238	103,168	-	561,581	1,524,278
Administrative Expenses	56,960	243,723	28,100	58,000	386,783	356,043
Purchased Services	224,232	87,847	-	-	312,079	184,153
Building Occupancy	153,564	81,806	-	-	235,370	157,127
Staff\ Board Expenses	13,166	11,864	-	-	25,030	40,959
Amortization- Furniture\Equipment	4,634	-	-	-	4,634	6,357
<b>Total Expenses</b>	<b>1,399,151</b>	<b>41,741,507</b>	<b>131,268</b>	<b>963,397</b>	<b>44,235,323</b>	<b>37,068,520</b>
<b>Unspent Fund Returned to Ministry</b>	<b>-</b>	<b>(1,234,357)</b>	<b>(5,732)</b>	<b>(662,431)</b>	<b>(1,902,520)</b>	<b>(1,657,584)</b>
<b>Excess of Revenue over Expenses</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

## CILT Statistics April 1, 2015 - March 31, 2016

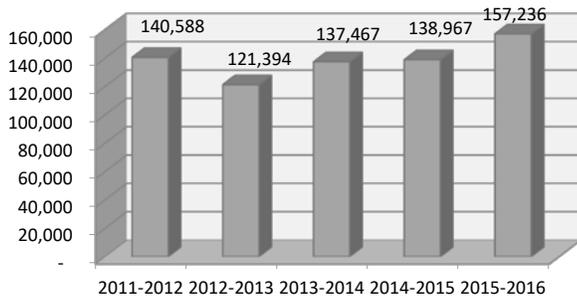
Individual Contacts by Category 2015-2016



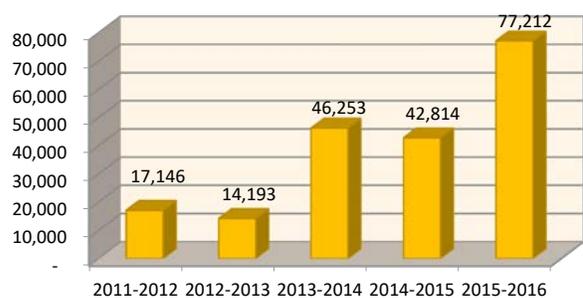
CATEGORY	Individual Contacts	%	Units of Service	%
Website	157,236	61.65%	414,800	76.06%
Total Inquiries	77,212	30.27%	93,096	17.07%
Total Mailout/ Handout	18,572	7.28%	29,998	5.50%
Speaking/ Selection Panel/ Outside Events	1,370	0.54%	5,033	0.92%
Community Engagement / Committees	282	0.11%	891	0.16%
Drop-Ins/ Visitors	161	0.06%	222	0.04%
CILT Training Workshops/ Groups	112	0.04%	429	0.08%
Total Volunteers	104	0.04%	864	0.16%
Board Meetings / Committees	15	0.01%	41	0.01%
<b>Total</b>	<b>255,049</b>	<b>100.00%</b>	<b>545,374</b>	<b>100.00%</b>

# CILT Statistics April 1, 2015 - March 31, 2016

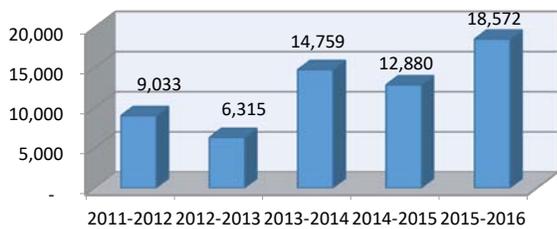
**Website (# of homepage contacts)**



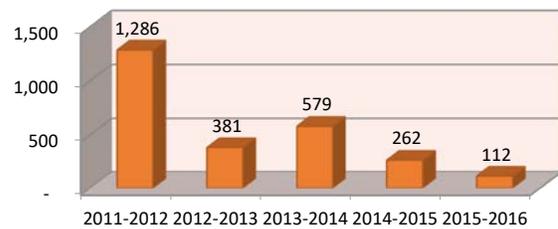
**Total Inquiries (# of calls)**



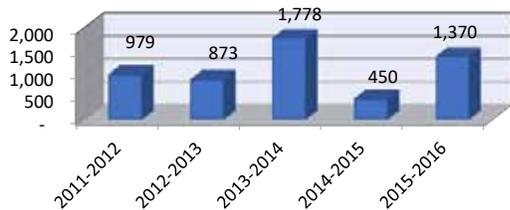
**Total Mailout/ Handout (# of packages or mailings)**



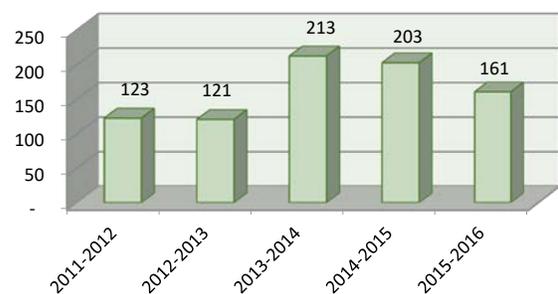
**CILT Training Workshops/ Groups (# of persons attending)**



**Speaking/ Selection Panel/ Outside Events (# of persons served)**



**Drop-Ins/Visitors**



# 2016 Founders' Award Recipient

Fran Odette

5

**FOR MORE** than 20 years, Fran Odette has worked in the area of disability, activism and education; her work has had a particular focus on violence against women, especially issues affecting women with disabilities and deaf women. From 2004 to 2012, she was the program manager at Springtide Resources Inc., where, in consultation with community members, she developed a number of initiatives related to addressing violence against women with disabilities. Fran was a member of the advisory committee of the Gateways to Cancer Screening Project, for which she facilitated focus groups with women with disabilities across the Greater Toronto Area.

Fran has authored and co-authored a number of articles on women's health and disability, as well as the inclusion of disabled women within violence prevention programs/service; she co-authored a book with Cory Silverberg and Miriam Kaufman entitled *The Ultimate Guide to Sex and Disability* (Cleis Press, 2003). Fran was also the Senior Research Consultant at IRIS (Institute for Research and development on Inclusion and Society).

She works closely with service providers who serve people with disabilities to ensure that programs reflect a human rights perspective and that they come from a place of respect and dignity. She is on the board of directors of Tangled Arts and Disability, and more recently is a board member of a newly formed non-



Fran Odette

profit called AccessTO, which works to bring people with disabilities and service providers together to address access and inclusion within the restaurant and entertainment industry.

Currently she is part-time faculty at George Brown College, in the Assaulted Women and Children's Counselor Advocate Program and also co-developed and teaches an introductory critical disability issues course entitled Disability Discourse: The Experienced Life. Fran is also president of the Canadian Disability Studies Association for 2016-2017.

## 2015–16 Board Members



**Ayesha Zubair**  
Director

**Ayesha Zubair** is an engaged professional who is passionate about the advancement of disability rights and well versed in non-profit organizational and operational governance. Ayesha, a graduate of York University's bachelor of human resource management program, has consistently demonstrated a commitment to the advancement of disability rights through community involvement activities such as mentoring youth with disabilities, contributing to Metrolinx Accessibility Advisory Committee and the Resource & Logistics Co-ordinator for RBC REACH Employee Resource Group.



**Ayshia Musleh**  
Director

**Ayshia Musleh** currently works as an accessibility specialist in Human Rights and Equity Services at McMaster University. Previously, she was project co-ordinator at the Ethno-Racial people with Disabilities Coalition of Ontario (ERDCO). Ayshia is a disability rights advocate with a strong history of advocacy work at a number of community-based agencies in Toronto. She has worked both on the frontlines of the mental health service sector and at the policy levels, advocating for access and inclusion for all. She obtained her Masters of Arts in Critical Disability Studies from York University in 2006.



**Candice Botha**  
Director

**Candice Botha** (Director) served as the project co-ordinator for ERDCO. She studied political science and human rights at Carleton University in Ottawa and worked with the Ottawa Independent Living Resource Centre for five years as a peer support co-ordinator and later as a program manager.

Having a mother with a disability, Candice has been exposed to the Independent Living (IL) movement since childhood. She has attended many national annual general meetings of Independent Living Canada and Disabled People's International World Assemblies in Korea and Japan.

In recent years, Candice spent three years working in southern Africa as a program officer with the International Campaign to Ban Landmines and VSO International, an independent international development organization.

Candice is passionate about people and enjoys studying language and culture, and being a part of the IL family.

**Cathy Samuelson** has worked in the community of supporting persons with physical disabilities for the past 26 years. She is currently the executive director

of North Yorkers for Disabled Persons, which provides supportive housing, attendant services and augmentative communication facilitation.

**Donald Barrie** has completed his first term as a CILT board member, and is standing for re-election. He has a background in journalism, web design and social media. He is a graduate of Carleton University and Ryerson University's journalism school. Donald received his web design certification from Selkirk College.

Donald is a former resource co-ordinator at CILT who is an active member of the disability community. He is currently the website administrator for Lights, Camera, Access! (LCA!), a support network to advance opportunities for people with disabilities in the entertainment and media industries. In 2013, Donald received a Queen Elizabeth II Diamond Jubilee Medal, in recognition of his contributions to LCA.

An active volunteer; Donald maintains a large network of contacts in the community. He also has memberships with CILT and the United States-based Osteogenesis Imperfecta Foundation.

His current projects include serving as a contributor and writing consultant for Enables Me ([www.enables.me](http://www.enables.me)), a blog site on disability news, information and advocacy.

Donald Barrie's personal blog is at [unbreakabledb.blogspot.ca](http://unbreakabledb.blogspot.ca).

**Fady Shanouda** is a PhD student at the University of Toronto's Dalla Lana School of Public Health, Social and Behavioural Sciences division. He earned a master's degree in critical disability studies from York University in 2011. Previously, Fady worked as a research assistant at the University of Toronto with Dr. Karen K. Yoshida on a project capturing the experiences and life narratives of Canadian polio survivors.

More recently, Fady was hired as project co-ordinator on an Ontario Trillium Foundation funded project at CILT, entitled, "Our Histories: Building leadership and engagement in the disability community: Lessons learnt from Toronto's disability leaders."

Fady is also chair of Students for Barrier-free Access at the University of Toronto: a group dedicated to advocating for the rights of disabled students at the university.

In February 2014, Fady was elected division IV (life sciences) student representative on the Graduate Education Council, in the School of Graduate Studies at the University of Toronto.

**Maayan Ziv** is an activist, photographer and entrepreneur. She is the founder of the app, Access Now, which is an interactive map that uses crowdsourcing to share accessibility information. Maayan is a graduate of the masters of digital media program at Ryerson University and her goal is to bring awareness to disability matters. Maayan's work has been recognized with the Queen Elizabeth II Diamond Jubilee Medal.



**Cathy Samuelson**  
Treasurer



**Donald Barrie**  
Director-at-Large



**Fady Shanouda**  
Director



**Maayan Ziv**  
Director



**Meenu Sikand**  
Director



**Meghan Hines**  
Director

**Meenu Sikand** has been engaged in the Independent Living (IL) movement since 1990. Currently she is spearheading the Region of Peel Accessibility Planning Program and working with Queen's University's International Centre for the Advancement of Community Based Rehabilitation (ICACBR) program as a part-time trainer. She also serves on the board of the Punjabi Community Health Services and as an ambassador of the Rick Hansen's Foundation.

Meenu strongly believes in creating a barrier-free Canada and she works collaboratively with multi-stakeholder groups and all levels of governments to influence public policies to ensure removal of systemic barriers that have an impact on many Canadians with disabilities. Her professional and personal focus is to ensure that issues affecting our diverse populations are highlighted and addressed by mainstream organizations. In 2015, Meenu once again travelled to Bangladesh to conduct workshops on accessibility planning for Bangladeshi professionals and to deliver peer support management training as Queen's ICACBR instructor. Meenu lives with her husband, mother and son in Woodbridge, Ont. Living with IL principles at the core of her being, she believes that if the IL movement wants to thrive in the future, it must embrace and pay close attention to its outreach efforts and leverage the diversity that exists within disability.

**Meghan Hines** is entering the first year of her second term as a CILT board member and second year as Chair. She is from Toronto and a

recent graduate from the Honours Bachelor of Commerce program at McMaster University. Meghan works with RBC as the Coordinator for its Thought Leadership Team in the Office of the CEO.

Meghan has been involved in the community from a very young age, beginning with the Lions Foundation of Canada Dog Guides, which has provided her with her two service dogs. She has also been active in her wheelchair hockey association and in Girl Guides of Canada, where she achieved the Canada Cord, the highest honour in Guiding. In 2012, Meghan's commitment to the community was recognized when she was awarded the Queen Elizabeth II Diamond Jubilee Medal.

While working with RBC, Meghan has been actively seeking ways to become involved in RBC's strategies for persons with disabilities, as well as other community initiatives. Meghan has been actively involved with various RBC Employee Resource Groups, including REACH which is aimed at supporting employees with disabilities and their allies. She has also had the opportunity to work with the Human Resources and Brand & Communications Diversity Leadership Council (DLC) as well as the National Office DLC, where she co-chairs the Persons with Disabilities work-stream.

Meghan has been a participant of the Direct Funding (DF) program since November 2011. DF has had such a significant positive impact on her independence and freedom that Meghan is eager to give back

to CILT in any way she can. Her key objective is to work with CILT to ensure DF and other programs and services offered can continue to improve the lives of other individuals with disabilities.

Since **Rod Ioi** retired seven years ago, most of his free time is centered around three activities: 1) visiting a friend who now lives in a long-term care facility; 2) spending time with “sponsees” who, like him, are members of the Fellowship of Alcoholics Anonymous; and, 3) practicing tai chi. He also spends time with his teenaged son Dexter, whom he home schools in two languages, Cantonese and Persian.

His latest (and longest) term of work was with the Ontario Human Rights Commission, where his most recent responsibilities involved mediating human rights complaints.

**Victor Gascon** is an experienced consultant on disability issues and has been an advocate for people with disabilities for more than 30 years. He is currently president of the board of directors for the Ontario Federation for Cerebral Palsy. Victor’s experience includes being a personal support worker, a literacy practitioner, executive director of a provincial native organization and teaching.

Thirty years ago, Victor and his partner adopted a young boy with cerebral palsy (CP) who was living in a group home for children with CP. His son has been the driving force in his quest to inspire front-line workers to do their best with the hope of better services for all.

**Warner Clarke**’s early work experience included serving as a Grade 2 teacher, working in a group home for youth and a singer/guitarist. He attended the University of Toronto, then worked in the field of children’s mental health as a residential counselor. In 1982, after completing a Master of Social Work degree, he accepted a three-month contract with the Ministry of Community and Social Services as a vocational rehabilitation counselor. This was his first encounter with working with people with disabilities. He later supervised some seniors’ programs in Toronto and eventually took on a portfolio focusing on services for adults with physical disabilities in 1987.

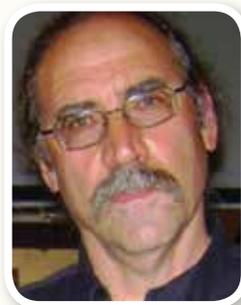
Warner was working for the provincial government when it embarked on a review of the attendant service system that resulted in a significant research paper; that document provided direction to organizations providing services to persons with physical disabilities, but also laid groundwork for the establishment of the Direct Funding pilot project. Warner was a member of the implementation team.

Later, after serving in the corporate policy branch of the Ministry of Health, Warner worked from 2007 until his retirement in 2010, managing a small portfolio of provincially funded services, including the Direct Funding program.

Lately, he has been spending much of his time working with his musical projects; The Deloraines, the Wild Walker Band, The Lost Boys, and most recently, Willin’ & Abel.



**Victor Gascon**  
Director-at-Large



**Warner Clarke**  
Secretary

## 2015–16 Staff



**Abdullah Duranai**  
Provincial Support  
Co-ordinator  
Direct Funding Program

**Abdullah Duranai** I started working with the Direct Funding program five years ago. I work with program participants, called Self-Managers, from all over Ontario on various matters. The best part of my job is starting new applicants on the DF program. I know I made a difference in someone's life when we have a new Self-Manager starting on the program.

Outside work, I volunteer with a not-for-profit organization assisting newcomers to Canada. I also enjoy long walks with my wife and two children.



**Adriana Gutierrez**  
Reception

**Adriana Gutierrez** This is my fourth month on board with the Centre for Independent Living in Toronto. I am the first point of contact between consumers and CILT; I enjoy connecting callers and guests with the organization and ultimately with the Independent Living movement. I also help the staff with daily office tasks. When I'm out of the office I love reading novels and political articles, running, watching soccer, dancing tango, and watching art films.



**Andrea Rae**  
Service Engagement  
Co-ordinator

**Andrea Rae** I've been working at CILT since 2005. I co-ordinate the volunteer program and I do Information and Referral. We currently have nine volunteers helping us out with a variety of

administrative tasks. I respond to inquiries from consumers, and provide information relating to Independent Living and disability services. I perform community outreach on a regular basis to ensure that CILT maintains a co-ordinating role related to disability-related services in the city. I've also been assisting with locating wheelchair-accessible housing, and helping CILT find out more about potential grants for which the organization can apply. I have a bachelor of music degree from Queen's University and a master of arts degree in Canadian Studies from Carleton University.

**Danielle Vinciguerra** I was CILT's receptionist for the past year before joining the Direct Funding team. Prior to CILT, and moving to Canada, I completed graduate school at the University of Pittsburgh focusing on Human Security and acted as a refugee resettlement employment case manager for three years. In my spare time I love to travel, try new restaurants, and am an extremely dedicated aunt.

**Denise Emile** Denise has worked in the social services field for more than a decade, after graduating from the Bachelor of Social Work program at Ryerson University. Her professional experience is diverse and includes several years as a

social worker at *Big Brothers and Big Sisters of Toronto*, a brief stint as a residential counsellor at the *National Ballet School* and as a self-employed job coach. Prior to attending university, Denise spent a year living abroad in London, England, where she was a nanny and housekeeper for a family with two school-aged children.

Denise is committed to forwarding the Independent Living movement and is thrilled to be a part of the CILT team. Denise looks forward to meeting and working with CILT members, its partners and the community.

**Ian Parker** I am a co-founder of the Direct Funding program and was the program's manager for many years. It's very rewarding to see Direct Funding enriching so many lives and enjoying broad respect. My own long experience of disability and using attendant services greatly informs much of my work.

In my personal life, I am married to a gifted writer and am the proud dad of a wonderful teenaged daughter, who loves music as much as I do.

**Ing Wong-Ward** joined CILT as the Associate Director in January, 2016. Working out of the Executive Director's office, she provides support to the overall management and strategic direction of the Centre.

Prior to joining CILT, Ing worked as a broadcaster at CBC for 22 years. She began her career shortly after graduating from Ryerson University's journalism program, as

a clerk in CBC Human Resources' staffing unit. She eventually did land a journalism job, as a producer-trainee with the program "The Disability Network". There, she learned to host, report and produce.

She then branched out to other CBC Television programs, first as a researcher and eventually, as a producer. She developed stories for "Midday", "The National" and a number of CBC News Network current affairs programs.

After a decade in television, she joined CBC Radio and spent the last half of her career as a story producer with "Metro Morning" and "Here and Now". She spent her days connecting to Torontonians with a variety of perspectives. She was also acting senior producer of both programs, along with the weekend morning show, "Fresh Air". Under her leadership, each show saw an increase in listeners; she was the first producer to land "Metro Morning" a number one spot, in Toronto's competitive morning market, a distinction it maintains to this day.

In addition to working as a journalist, Ing was active in her union, the Canadian Media Guild. She was former chair of the Human Rights Committee and was the inaugural member of Human Rights and Equity with the CWA/SCA Canada, the Media Guild's parent union.

She is a sought-after speaker and has addressed university students, bankers, lawyers and designers on issues related to disability and media. She is also the winner of the 2004 City of Toronto Human Rights



**Danielle Vinciguerra**  
Review and Audit  
Administrator



**Denise Emile**  
Peer Support Co-ordinator



**Ian Paker**  
Senior Advisor,  
Direct Funding Program



**Ing Wong-Ward**  
Associate Director



**Jamie Wong**  
Operations Manager

Access Award, and a recipient of a Gabriel Award.

Ing is thrilled to have joined CILT and to help build upon the organization's many achievements.

**Jamie Wong** I have been working at CILT since August 1994. In 20+ years, I've seen CILT go through many changes, ups and downs. I like my job because working for a charitable organization makes me feel good. As operations manager, I am involved in overseeing various operational functions including finance, human resources, payroll, office administration, and information technology. My role keeps me busy with different kinds of challenges at different times of the year.



**Jayne Jalonikou**  
Administrative Support  
Direct Funding Program

In addition, my work at CILT gives me the opportunity to explore, procure, and deploy new technology, which I find fascinating and exciting. I enjoy rolling out new and innovative tools and equipment that can help the staff work more efficiently and effectively, which in turn helps provide better services to the disability community.

In my spare time, I like housekeeping, watching television dramas and travelling. Oh yes, and I like small or miniature objects!

**Jayne Jalonikou** Jayne assists with various administrative tasks to support the Direct Funding program. Jayne also takes general inquiries regarding the program and assists with various administrative tasks and whatever projects need extra attention. Also known as Girl Friday.



**John Mossa**  
IL Skills Co-ordinator

**John Mossa** I have been working at CILT for the last 16 years. I work with consumers with disabilities on developing their skills to self-advocate for their rights and responsibilities on a wide range of issues, from attendant services to Wheel-Trans. Also, I provide short-term crisis peer support, facilitate skills development workshops and make CILT presentations to consumers and service providers.

I have led and/or supervised several participatory action research projects on disability and safety issues within Toronto: Safe Engaged Environments Disability (SEED), Safe Toronto Action Now Disability (STAND), Disability and Rights for Citizens (DRC) and Civic Literacy – Disability Project. I am a member of the Aging with Disability working group. I enjoy movies, music, sports (GO JAYS GO!), online games and love to read social justice articles and books.

**John Tam** I assist participants with the details of starting and exiting the Direct Funding program. I review participants quarterly reports and monthly payments, maintain our database and provide technical equipment assistance when required.

I enjoy that my work and volunteer goals of being able to enhance the lives of people with disabilities can both be met at CILT. I volunteer with Toronto Trailblazers Tandem Cycling Club (Blind Cycling) and Bike Sauce. Any further free time is spent enjoying summer outdoor street events in the city.



**John Tam**  
Audit and Information  
Co-ordinator,  
Direct Funding Program

**Judy Lu** I have been with CILT for 11 years. As Operations Assistant, I ensure everything runs smoothly with the company's operations.

I worked as a general accountant for MasterCard and Bank of China in Shanghai before moving to Toronto. I have an accounting degree and studied from 2006-2008 at Ryerson University for a degree in Information Technology Management.

I have two lovely kids, Connie and Ethan. In my spare time, I spend time reading and playing with my children – I am so proud to see their growth. I have a passion for dance and I am looking forward to dancing with my daughter in the near future.

**Katherine Janicki** has been with CILT since 2011. As DF intake co-ordinator, Katherine enjoys working with people who are preparing to become Self-Managers. Outside the office, Katherine works on electoral reform campaigns and makes kimchi, and will never stop re-enrolling in school.

**Leanne Larmondin** There are truly no two days alike when you're working for Direct Funding. On any given day, I interview program applicants anywhere in the province, help participants problem solve, liaise with program staff across the province, consult on legal issues, review payments to participants and co-ordinate and write promotional materials. When I'm not at work, I run, row, read and serve as chauffeur/mother to two teenagers.

**Leisa DeBono** I started working at CILT with the Direct Funding (DF) program in July 1994 and have been fortunate enough to stick around for the past 22 years. During my early years at CILT, I worked as the DF administrative co-ordinator until I was promoted to the DF Program Manager position in 2011. It has been very gratifying to watch the program grow from 75 participants in 1995 to more than 10 times that number currently. I never tire of hearing from people whose lives have changed in a good way because of Direct Funding.

**Louis George** I'm known as the resident joker – although I know I can be one joke over the line sometimes, most of the time people appreciate the humour. I like working at CILT because of the variety of the work; most workshops I've helped out at are also of personal interest to me. In my other life I do a lot of work with on poverty issues and working at CILT has provided several opportunities for mutual learning in that area, too. I like riding my bike, writing my family history, camping and getting into deep discussions on the Web.

**Margaret Githuku** I'm now in my eighth year working at CILT. In addition to the in-office work, I've been to more workshops and meetings than I can count. I love being part of the staff team at CILT and knowing how valued and essential my services are to many staff. I am also a member of the Health and Safety Committee.

I am regularly called upon to 'counsel' other staff, in fact I have



**Judy Lu**  
Operations Assistant



**Katherine Janicki**  
Intake Co-ordinator  
Direct Funding Program



**Leanne Larmondin**  
Provincial Program  
Co-ordinator  
Direct Funding Program



**Leisa DeBono**  
Manager  
Direct Funding Program



**Louis George**  
Attendant

been told I am the ‘resident mom’ of the office. In my spare time I love reading, going for long walks and helping others in my and the attendant community.

**Marisa Falzone** I review the quarterly reports from Direct Funding participants, who are called Self-Managers. I have the privilege of working with Self-Managers in assisting them with independent living and making the most of their funding. I have a passion for art and like to dabble into mixed media and watercolors. I also enjoy gardening, event planning and most of all, spending time with my family.



**Margaret Githuku**  
Attendant

**Melanie Marsden** Community engagement is just a fancy way of saying we want to involve as many people from as many areas in as many CILT activities as possible! At CILT, I enjoy networking with other organizations, as well as providing education and awareness to others through a cross-disability lens. I have a bachelor’s degree in Social Work and hope to complete my masters in Social Work, studying aboriginal elder teachings. In my spare time I enjoy spending time with family and friends, listening to music, playing the piano, singing, cycling and traveling.



**Marisa Falzone**  
Regional Report  
Co-ordinator  
Direct Funding Program

**Melissa Graham** I’ve been the Community Facilitator for the Direct Funding program at CILT for the last four years. It’s great to be able to support people with disabilities in Toronto, a community of which I’m also proud to belong. It’s also been a great pleasure to see people start on Direct Funding, or hear about it for the first time, and knowing



**Melanie Marsden**  
Community Engagement  
Specialist

what a huge difference it makes to people’s lives. Outside the office, I’m also the founder and co-organizer the annual Toronto Disability Pride March, which celebrated its sixth year on Sept. 24. I like travelling to interesting new places, reading a lot of books, and sharing stories about my adorable nephews.

**Melissa Haigler** I’ve been working at CILT for around eight years! This is only one of my jobs; another is at a dog groomer’s. I regularly groom Sandra Carpenter’s cat and have groomed other CILT staff pets, too. People find me pretty quiet in general but I do love to help in any way I can. I love to take road trips to see family in the United States and travel in general.

**Rolita Siu** I have been working at CILT for 12 years overseeing the overall operation of the Project Information Centre (PIC) – now known as the Attendant Services Application Centre (ASAC) – and its database system and co-ordinating the advisory group for attendant service providers in Toronto and York Region. I am particularly excited about the expansion of ASAC to include all attendant service providers in the York region and the addition of two new supportive housing sites in Toronto.

Being part of the work team at CILT, which promotes the independent living of persons with disabilities, I feel the work I do every day is meaningful. My position provides me the opportunity to utilize my educational background and work experience in psychology, social work, counseling, lecturing, computer programming, and web design.

I also like the professional attitude and the supportive work environment here.

I like travelling and photography and enjoy collecting teddy bears.

**Sandra Carpenter** In addition to being executive director at the Centre for Independent Living in Toronto (CILT), Sandra also serves on the board of the Ethno-racial Coalition of People with Disabilities in Ontario, on an advisory group to the Law Commission of Ontario's End of Life Project and is a collaborator on the #ProjectValue initiative. As a person with a physical disability from birth she knows first hand how community supports have grown in Ontario.

Sandra graduated from Ryerson in 1978 with a degree in Social Work and took several courses toward a masters of arts in the Critical Disability Studies Program at York University.

Her first job was with the Ministry of Community and Social Services as a family benefits worker. She is considered a founder of CILT and was its first Executive Director when CILT gained independence from the Community Occupational Therapy Association in 1986. By 1989, she decided to return to the Ontario Government, this time for the Ministry of Labour as the manager of the Centre for Disability and Work. After a brief leave of absence, during which she worked as the research director for the Canadian Association of Independent Living Centres in Ottawa, she returned to government as senior policy analyst, Disability Issues and eventually as the senior

manager, Disability Issues at the Ministry of Citizenship, Culture and Recreation.

She left the Ontario government in 1999, then worked for the Foundation on Independent Living, but returned to CILT in November 2000.

During this time her proudest achievement is the role she played in the phenomenal growth of CILT's Direct Funding program. She is also extremely proud of the role played in helping to establish CILT in the first place. Other achievements include the creation of the first ever radio and then television show that featured disability issues and stories. This television show evolved into a program called "Moving On", aired on both CBC television and TV Ontario. While in government she worked to create a centralized accommodation fund for employees with disabilities in Ontario government.

**Zdravka Gueorguieva** As Program Assistant since 2010, my role is to keep the ASAC database updated according to the applications and requests received. Responding to program inquiries, I support applicants getting ready for assessment to receive supportive housing, outreach and transitional program services.

In my spare time, I promote awareness of independent living ideas through-out friends in social networks, trying to change their views and responses to disability.



**Melissa Graham**  
Community Facilitator  
Direct Funding Program



**Melissa Haigler**  
Attendant



**Rolita Siu**  
Manager  
Attendant Services  
Application Centre



**Zdravka Gueorguieva**  
Program Assistant  
Attendant Services  
Application Centre



**Sandra Carpenter**  
Executive Director



**CILT**  
CENTRE FOR INDEPENDENT  
LIVING IN TORONTO

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