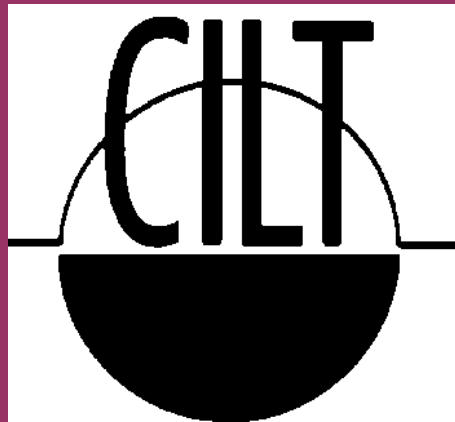


**CENTRE FOR INDEPENDENT LIVING IN TORONTO**

# **ANNUAL REPORT 2010-2011**



**People with Disabilities  
Helping People with Disabilities  
Since 1984**

**INSIDE THIS REPORT:**

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## BACKGROUND OVERVIEW

**The Centre for Independent Living in Toronto** officially opened its doors in October 1984 and began by conducting a consumer needs survey. This needs survey confirmed that what was needed was a resource centre based on the independent living philosophy. In 1985, CILT was registered as a non-profit corporation, and it became a registered charitable organization in 1986. CILT is a member of Independent Living Canada (ILC). In 2009, we celebrated our 25th Anniversary.

CILT is operated by a community board of volunteers whose membership must, based on the by-laws, be comprised of a majority of persons with disabilities. The Executive as well as all key staff positions must be comprised of a majority of persons with disabilities. We are one of 27 other Independent Living Centres across Canada, with 12 Centres in Ontario and one national office in Ottawa.

The Independent Living philosophy states that people with disabilities have the right to run their own lives, make their own decisions and be active participants in their communities. This philosophy is carried out through all of our core programs: Information and Referral, Peer Support, Independent Living Skills Training and Service Development (i.e. Direct Funding Program, the Project Information Centre (PIC) and the Parenting With a Disability Network (PDN).

Through organizations such as CILT, consumers have a say in the services they depend on, and improved access to the jobs and the respect that every Canadian is entitled to. By empowering consumers, and by teaching people how to advocate for themselves, CILT has built a solid reputation as a responsive, innovative organization in Toronto.

CILT serves consumers in the Greater Toronto Area and region, and in all of Ontario for the delivery of the Direct Funding Program and the Student Attendant Service Fund. The primary disability addressed is physical including both visible and invisible disabilities, mobility, sensory and communication barriers. To an extent we also address mental health issues, addictions and intellectual disabilities because often these disabilities may co-exist with other primary disabilities and because the issues, barriers and discrimination faced are similar.

We serve consumers of all ages but primarily working age adults, although this is changing as the population ages. Our consumers are comprised of all ethno-racial backgrounds, income levels, genders, sexual orientations, social (including housing, health, employment, family, education) and immigration status. We also provide service to those who work or associate with people with disabilities.

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1 The term 'consumer' was coined in the early 80's to capture the notion that rather passive recipients of service, people with disabilities

Although we currently are located at 365 Bloor Street East some program activities, for example the Diners Club, occur in all parts of Toronto. The Peer Support Program, for instance, has recently started running programs for people with disabilities living in the Region of Peel, including the Diner's Club Peel and peer support workshops.

Our primary sources of core funding come from The City of Toronto, the Ontario Ministry of Health and Long Term Care, the Federal Office for Disability Issues via Independent Living Canada, and the United Way of Greater Toronto. We receive project funding from the City of Toronto and Toronto Community Housing Corporation and received one time Capital Grant Funding for the Ontario Trillium Foundation. From time to time we also receive very small grants for specific initiatives.



## **PRESIDENT'S REPORT FOR YEAR ENDING MARCH 31, 2011** BY: BEVERLEY ELLIOTT, PRESIDENT AND CHAIR

It has been my privilege to work with my fellow Board Members. The list of our Board includes Mary-Louise Dickson, Vice Chair, who was honoured in January 2009 with the Order of Ontario medal; Ken Conners, who is a most able treasurer; Shannon Hill, our steady, effective and efficient secretary; Nancy Christie, Chair of the Human Resources committee; Harvinder Bajwa, who also heads up Canadian South Asians in Support of Independent Living; Heather Willis, Accessibility Advisor at Ryerson; David Wallace with Adaptable Designs; David Meyers, also a Member of the Ethno Racial People with Disabilities Coalition of Ontario; Christine Stapleford from Holland Bloorview Kids Rehab; and Charles Silverman also from Ryerson and Inclusive Media. Please join me in thanking everyone.

This year we say goodbye to both Shannon and David. They have completed the third of a two year term and so, according to the By-laws of CILT, they must leave for at least one year. I certainly want to thank them for all their hard work, and specifically acknowledge Shannon's extreme competency as our secretary.

I would also like to recognize Sandra Carpenter our Executive Director, and all of the CILT staff. I am very impressed that we continue to be such a strong information provider in our community which is shown by the bar chart that is also contained in this report.

Some highlights over the last year include the accreditation of an additional three years by Independent Living Canada, revised job descriptions for all Board members, the addition of two staff positions of the Strategic Planning committee to better connect the staff and Board visions for CILT, the United Way visit in January with their approval for funding for a further three years, and the development of a violence in the workplace policy to comply with Bill 168 (Amendment to Workplace Safety Act).

The biggest and most significant thing for us has been the discussion of the funding administrative transfer from the Ministry of Health and Long-Term Care to the Toronto Central Local Health Integration Network. As soon as we were aware that the Ministry was moving in this direction we began to form various committees aimed at developing strategies for communication, media and contract negotiations. Although this is still an ongoing process the aim is to protect the integrity of the Direct Funding Program, long considered to be the best example of true independent living principles put into action.

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.

I am now entering my last year of service on the CILT Board. One of the first tasks of the new Board will be to select from amongst its membership a new President and Chair of the CILT Board. It is a challenging position, holding a lot of responsibility, but I will still be here to offer both guidance and mentorship until the next AGM when my term will be done.

In closing I would like to thank all the CILT members as we enter our 28<sup>th</sup> Year!



## **EXECUTIVE DIRECTOR'S ANNUAL REPORT FOR THE YEAR ENDING MARCH 31, 2011**

### ***"Nothing About Us, Without Us"***

BY: SANDRA CARPENTER, EXECUTIVE DIRECTOR

The audited year ended nearly six months ago, but when it comes to the issues that affect people with disabilities and their allies in their daily lives, there is no neat and tidy line between March 31<sup>st</sup> and April 1<sup>st</sup>. My report this year will focus on a few items that we should be vigilant about in order to keep the independent living philosophy alive.

It is no secret that our society is aging. Several things are going on right now in the community that can be characterized by one thing. Funding for programs and daily supports have not kept pace with the changing demographic. The demand is outstripping supply. Funding envelopes for programs are not set in realistic parameters.

Efficiency "gurus" are addressing this issue by trying to get more service from the same service dollar. Application processes are being streamlined. Common assessment instruments (forms) are being developed. Web-based statistical and reporting systems have been implemented. Quality of service issues are being addressed though discussion of the development of a mandatory registry of Personal Support Workers.



In each case, people with disabilities were not consulted regarding changes to programs which stand to have great affect on our daily lives. The reason? Because society has ignored what we have been warning them about for years. As a result, they now have a crisis on their hands and the thinking is that 'they' can or have to resolve this crisis quickly. However, the demand for daily supports to keep people safely in their own homes has not kept pace with the supply of services provided. As long as we have governments running on platforms that do not include revenue increases, we, as a society, cannot meet this demand.

This movement is rooted in many things, but for many of us, it started quite simply. Children with disabilities who were getting older were demanding inclusion in case conferences or meetings at hospitals, institutions or schools where decisions were made about us without our even being there. Then later it expanded into other programs and supports like housing or transportation, because at the same time, people with disabilities aspired to a life in the community.

At its centre, this idea could be conceptualized as the phrase "nothing about us, without us".

Most recent attempts to improve service to people with disabilities have not occurred in discussion with us, asking basic questions such as: Will this improve service to you/us or not? Has choice, dignity and control – key concepts in a human rights approach to addressing disability in society – been sacrificed to the creation of efficiency? How is 'effective' defined, and who exactly, is defining it?

It becomes everyone's task to ask these questions every time you hear ideas floating around like 'common assessment process' or 'personal support worker registries' or a change in community roles. Make sure that we – service users – remain key. 'Nothing about us, without us!'

The year 2010/2011 was very busy. Highlights included the re-negotiation of administrative funding of the Direct Funding Program from the Ministry of Health and Long-Term Care to the Toronto Central Local Health Integration Network which is still underway, the creation of the round table on parenting with a disability called the Strength Based Parenting Initiative (SPIN), the creation of the round table on Aging with a Disability, continued work on strategic planning for CILT, and the launch in July of the final report of the Safe Engaged Environments Disability project.

This is my opportunity to formally acknowledge and thank all our hard working staff and volunteers for all their contributions over the last year: Ian Parker and the Direct Funding team – Leisa Debono, Leanne Larmondin, Susan DeLaurier, and welcomed newcomers Mel Dell and Katherine Janicki; and the Core Program team, Nancy Barry, Carling Barry, Chris Lytle, Melanie Moore, John Mossa and Andrea Rae; the PIC team – Rolita Siu and Zdravka Gueorguieva; Jamie Wong and the Administration Team of Katrin Birkenhake, Judy Lu and Vaughn Rowan, receptionist and the true voice of CILT. Without their dedication we certainly would not be here

Last year we made over 500,000 contacts but by far website hits are in the vast majority of these sitting at 474,000 of our contacts. Use of the telephone inquiry continues to decline as the bar chart shows on the next page. We received over 16,000 calls. This probably indicates an increased comfort level with electronic media as a source of information as well as links on external websites driving more traffic to ours, and increased community and online activities. For example, there is now a Peer Support Group on Facebook coordinated by Nancy Barry.

I also want to make special mention of the people who work in the office daily as support attendants. Margaret Gituku, Melissa Haigler, Archie Cromwell, and Louis George.

Over the past year, our office volunteers have included: Darcy Attas, Denzil Barker, Crystal Bicknell, Orathai Bowers, Miriam Chong, Farah Fatima, Mary Henderson, Claire Hurst, Cathy Line, Gomti Modi, Alnoor Nanji, Elisa Palma, Melissa Simas, Suzette Yearwood and Jon Yu. Last but not least, we have Bobbi Moore who is the volunteer receptionist in the morning. 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!

I also want to thank the CILT Board for all its support to me over this last year. Specifically I want to thank Bev Elliot, our Board President, for always being available to me on the other end of the phone. Although she will remain on the Board, she will pass over the reigns as president this year.

I 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 the City of Toronto, the United Way of Greater Toronto, and the Ministry of Health and Long Term Care. Thank you all.

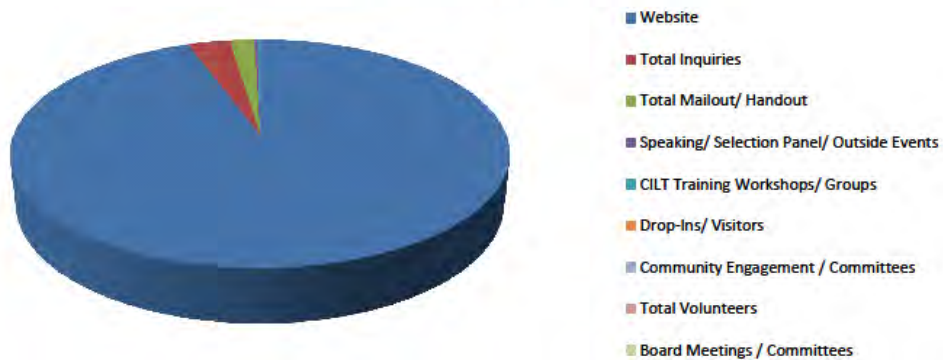
CILT is a member organization and yet we offer services and support to anyone with a disability in the Toronto area. It is you, the voting members of CILT, which make this possible and inform the work that we do. Thanks once again, to all!





## CILT Statistics April 1, 2010 - March 31, 2011

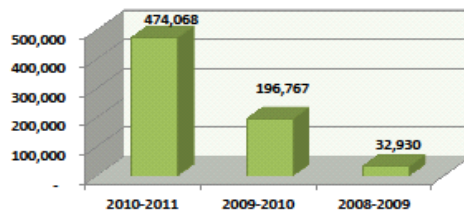
Individual Contacts by Category 2010-2011



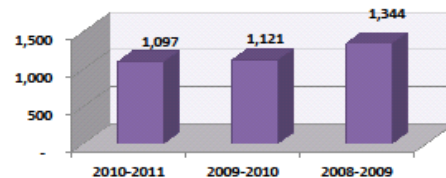
CATEGORY	Individual Contacts	%	Units of Service	%
Website	474,068	94.50%	749,294	93.54%
Total Inquiries	16,105	3.21%	25,530	3.19%
Total Mailout/ Handout	9,293	1.85%	20,836	2.60%
Speaking/ Selection Panel/ Outside Events	1,097	0.22%	1,607	0.20%
CILT Training Workshops/ Groups	736	0.15%	2,520	0.31%
Drop-Ins/ Visitors	133	0.03%	271	0.03%
Community Engagement / Committees	108	0.02%	398	0.05%
Total Volunteers	89	0.02%	484	0.06%
Board Meetings / Committees	44	0.01%	131	0.02%
<b>Total</b>	<b>501,673</b>	<b>100.00%</b>	<b>801,071</b>	<b>100.00%</b>

## CILT Statistics April 1, 2010 - March 31, 2011

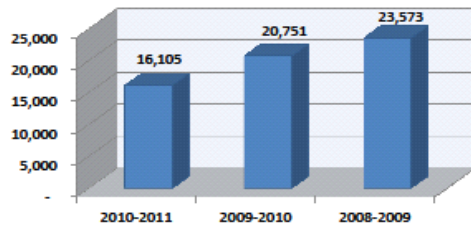
**Website (# of home page contacts)**



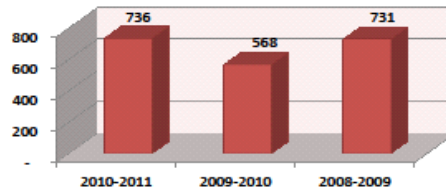
**Speaking/ Selection Panel/ Outside Events (# of persons served)**



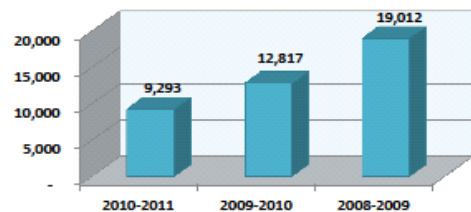
**Total Inquiries (# of calls)**



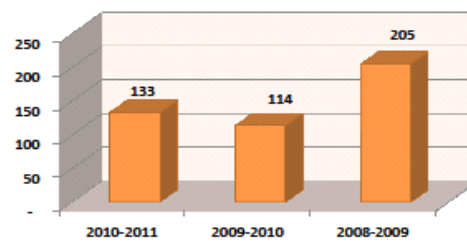
**CILT Training Workshops/ Groups (# of persons attending)**



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



**Drop-Ins/ Visitors (# of drop-ins)**



## TREASURER'S REPORT 2011

BY: KEN CONNORS

A condensed version of CILT's financial statements for the year ending March 31, 2011 is included in this annual report. A complete version is available upon 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 31<sup>st</sup>. This statement has been re-organized this year 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 first two programs 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 \$480,916 are unchanged since the end of the previous year.

The statements 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 PSW Training project was operated with a grant from the Ministry of Health and Long Term Care of \$1,885,372. Under the agreement with the Ministry, the \$45,000 administrative expense of this program was retained by CILT and became a revenue for our core operations.

Similarly, the CCIM project was operated with a grant of \$19,791,506 of which \$193,288 was retained by CILT to the benefit of our core operations.

The next column shows the results of the Direct Funding program. Program revenues and expenses this year were over \$24 million, and CILT's core operations benefited by an administrative expense recovery of \$152,386.

The final column shows the results of CILT's core operations - networking, peer support, skills training, and other service programs. Revenues for these core activities came from the Toronto LHIN, the United Way of Greater Toronto, Independent Living Canada, the City of

and the Direct Funding program. Revenues and expenses totaled just under \$1 million last year. Most of the expenses (88%) went to personnel, purchased services, and building occupancy.

In the column on the right hand side, you can see that CILT ended the previous year (2009-2010) with a surplus of \$15,257 which was added to CILT's net reserves. In 2010-2011, however, total revenues equalled total expenses exactly. This is because CILT's core program funding now comes from the Toronto LHIN, 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 last year by deferring to this year some of our administrative fees from the CCIM project and some donation revenue. This balanced budget requirement may effectively limit CILT's ability to increase its net assets and reserves in future years beyond the \$480,916 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 Jamie Wong, Manager, Administration and Systems in their management of CILT's financial resources.





## CENTRE FOR INDEPENDENT LIVING IN ONTARIO (CILT) INC.

Condensed Version of Audited Financial report - Mar 31, 2011

## Statement of Financial Position

	PSW Funds	CCIM Funds	Core & Direct F.	Total 2011	Total 2010
<b>ASSETS:</b>					
Current Assets	105,719	5,059,588	2,570,821	7,735,928	7,595,827
Capital Assets	-	-	27,222	27,222	24,115
<b>Total Assets</b>	<b>105,719</b>	<b>5,059,588</b>	<b>2,597,743</b>	<b>7,863,150</b>	<b>7,719,942</b>
<b>LIABILITIES/NET ASSETS:</b>					
Current Liabilities	105,719	5,059,588	2,216,827	7,382,224	7,209,025
Net Assets/Reserves	-	-	480,916	480,916	480,916
<b>Total Liabilities/Reserves</b>	<b>105,719</b>	<b>5,059,588</b>	<b>2,697,743</b>	<b>7,863,150</b>	<b>7,719,942</b>

## Statement of Operations (Consolidated)

	PSW	CCIM	Direct Fundg.	Core	Total 2010-2011	Total 2009-2010
<b>Revenues:</b>						
Min. of Health Grants	1,565,372	19,791,506	24,117,602	298,384	46,092,864	37,030,797
United Way - Membership Alloc.	-	-	-	181,330	181,330	181,330
City of Toronto Grants	-	-	-	95,012	95,012	95,420
Self-Generated Income/Other	-	-	19,534	424,834	444,368	511,380
<b>Total Revenues:</b>	<b>1,565,372</b>	<b>19,791,506</b>	<b>24,137,636</b>	<b>999,360</b>	<b>46,813,874</b>	<b>38,087,327</b>
<b>Expenses:</b>						
Personnel	-	-	367,001	738,862	1,095,763	973,851
Purchased Services	-	-	35,101	81,188	113,299	143,356
Building Occupancy	-	-	62,449	68,518	129,967	123,106
Administrative Expenses	40,000	193,298	152,538	44,803	435,277	386,019
Program Expenses	-	19,598,218	14,435	44,544	19,697,247	110,552
Staff/Board Expenses	-	-	799	16,380	13,778	26,166
Subsidies to Participants	1,840,272	-	23,542,325	-	25,382,607	20,309,100
Amortization-Furniture/Equipmt.	-	-	-	10,825	10,825	6,334
<b>Total Expenses:</b>	<b>1,885,372</b>	<b>19,791,506</b>	<b>24,137,636</b>	<b>999,360</b>	<b>46,813,874</b>	<b>38,072,070</b>
<b>Excess of Revenue over Expenses</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>15,257</b>

## DIRECTORS' BIOS

### Beverley Elliott, President

Beverley Elliott, current Chair of CILT, is entering her final term as a Board member. Beverley is also on the Board of Directors of Independent Living Canada (ILC), and serves on their International Committee. Most recently, Beverley has been appointed to the Steering Committee of the Personal Support Network of Ontario.

Beverley's twenty-five year work experience was with the Toronto Transit Commission, as a manager in the Wheel-Trans Department, and as an Executive Director of a Supportive Housing Project. Recreational time is divided between Toronto and her home in the Haliburton Highlands. Beverley's primary interest continues to be the Independent Living Movement.



### Mary Louise Dickson, Q.C., Vice President

#### Current Appointments And Offices:

- Order of Ontario - admitted to membership 2008
- Queen's Counsel - appointed 1983
- Bencher, Law Society of Upper Canada - elected 2003 and 2007
- Received Award for Distinguished Service from the Canadian Bar Association in 1999
- Received Gold Key Award from Osgoode Hall Law School in 2007

Mary Louise Dickson, Q.C. is a partner of Dickson, MacGregor, Appell LLP practising in the areas of Will and Trust Planning, Powers of Attorney for Property and Personal Care, Mental Incompetency Applications, Estate Administration, Income Tax Planning and Charities.



She is a member and Bencher of the Law Society of Upper Canada and is serving on several committees including the Equity & Aboriginal Issues, Finance and Professional Development, Competence & Admissions, and the Ontario Courts Accessibility Advisory Committee. She is also a member of the Canadian Bar Association, Canadian Tax Foundation, Estate Planning



Council of Toronto, American College of Trust and Estate Counsel, and International Academy of Estate and Trust Law.

She is a former member of the Canadian Human Rights Commission and co-author of Ontario Estate Practice, and co-author of 'The Wills Book - Benefits, Wills, Trusts and Personal Decisions Involving People with Disabilities in Ontario', published by the Ontario Association for Community Living and 'Consider a Henson Trust', sponsored by Reena and The Law Foundation of Ontario.

## Ken Conners, Treasurer

Ken joined the CILT Board in January 2008 as an interim appointment to the Treasurer position which was vacated in December of 2007.

He has a wealth of experience with non-profit Boards and with filling treasurer responsibilities specifically for the Evangel Hall Mission and The Mariposa Folk Foundation. Evangel Hall provides a variety of services to homeless people in downtown Toronto. They have recently completed the construction of 84 units of rent-geared-to-income housing for the homeless and hard to house. He also volunteers at Christopher House in the annual income tax preparation program for seniors and people with low incomes.

His professional experience has included providing accounting, financial management and day-to-day bookkeeping services to a variety of not-for-profit organizations in Toronto. Now largely retired, he continues to provide services to St. Matthew's Bracondale House – a not-for-profit, rent-geared-to-income housing and support services for seniors.

Since October 1999, Ken has also been providing payroll and bookkeeping services to people with physical disabilities who hire their own attendant care staff under the Self-Managed Attendant Services (Direct Funding) Program operated by CILT.

In the past he served as the Executive Director of Three Trilliums Community Place, a non-profit organization providing attendant services to adults with physical disabilities who wish to live independently in the community and direct their own care.



His international work has taken him to South Africa, where as a consultant, he facilitated a process of community economic development resulting in both a small business development strategy and the establishment of a local business service centre in Mdantsane (one of South Africa's largest townships, now part of the City of East London).

Ken also was Cooperant with the City of L'viv in the Ukraine for Partners in Progress – a people-to-people assistance program sponsored by Foreign Affairs and International Trade Canada. The program matches Canadian cooperants with requests for professional advice and assistance from the nations of the former Soviet Union. As a cooperant, he presented a series of management seminars to senior managers at the City of L'viv; initiated and coordinated a project to translate written materials on Western management practices into the Ukrainian language, and assisted in the production of a "Profile of L'viv" and a new councilors' handbook.

His background also includes work in the Northwest Territories for the Fort McPherson Incorporated Band Ltd., owned by the Dene Band and for the Northwest Territories Housing Corporation.

His Education includes a Master of Public Administration, Master of Arts, Russian Literature, Bachelor of Arts (Honours), Political Studies, and The Society of Management Accountants of Ontario.

## **Shannon Hill, Secretary**

Shannon has focused her career in the area of disability including several years providing Adjustment to Vision Loss counseling for seniors, Program Development and Education with CNIB, and over the past 4 years, volunteer development to support programs at the Aphasia Institute. She is also the President of the Toronto Association of Volunteer Administrators.



## Harvinder Bajwa

Harvinder Bajwa is a President and Founder of the Canadian South Asians Supporting Independent Living (C-SASIL). She has a mobility disability but her courage never stopped her from moving forward. She has been working for persons with disabilities for the past 15 years.

She believes in the philosophy of independent living. She loves to make a difference in the lives of persons with disabilities and her dream is to see them live with dignity and participate independently in society.

Harvinder is a strong advocate of the disabled community and disability rights. She has a lot of professional experience as a leader, founder, president, and a board member of disability organizations.

She is the vice chair of the accessibility advisory committee -City of Brampton, a member of the accessibility advisory committee – Region of Peel, board member of ERDCO (Ethno-Racial People with Disabilities Coalition of Ontario), Centre for Independent Living in Toronto (CILT) and an organizer and event leader of the Brampton Rick Hansen Wheels In Motion event.

Harvinder is also active within various committees and subcommittees including the Brampton Transit & Taxicab Advisory Committee – city of Brampton.

She is an active participant in society, helping numerous individuals with disabilities. Evidently, Harvinder has tremendous experience and knowledge regarding work in the community. She is the recipient of many awards for her work in the disabled community.



## Nancy Christie

Nancy Christie has experience in disability and rehabilitation issues at national and international levels. With a background in political science as well as physical and occupational therapy, Nancy has worked both in Canada and in developing countries as a clinician, an educator, and an administrator. She has been on faculty at the University of Toronto and works with others in the disability studies program to foster positive attitudes in young rehabilitation professionals.



Her board experience is diverse, and includes involvement in organizations concerned with disability issues, environmental matters and community action. International work has taken her to India, Bangladesh, Indonesia, Thailand, Russia, Azerbaijan and Armenia. She continues to be involved with the International Centre for Disability and Rehabilitation at the University of Toronto. For the past 2 years, she has chaired the Human Resources Committee of CILT.

Her wider involvement includes chairing a fast growing environmental organization concerned with land protection in Georgian Bay, and recently, has been involved with education for seniors based at Glendon College, serving as President of that organization and is now helping to create a network of like organizations in Ontario. With continuing interest and involvement in advocacy around disability issues, she has lobbied governments at federal and provincial levels, and worked actively with Rehabilitation International, Disabled Persons International and the International Society for Augmentative and Alternative Communication to change the lives of persons with disabilities globally.

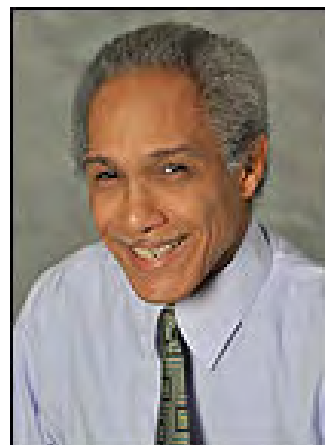
## David Meyers

David Meyers is a disability advocate who is committed to advancing the social inclusion, rights and equitable community participation of persons with disabilities.

Over the past 6 years, he has served as Manager of Active and Able Programs at Birchmount Bluffs Neighbourhood Centre, a program that provides for the disability sector, capacity building, wellness and peer support programs as well as information and referral and advocacy.

He has led the centre's development of inclusion and equity initiatives that expanded disability access for large, diverse numbers of persons with disabilities. Between 2007 and the fall of 2009, he promoted the voices of ethno-racial people with disabilities as Coordinator of Ethno-racial People with Disabilities (ERDCO).

David thrives on working collaboratively with stakeholders, and serves on multiple coalitions and committees in the non-profit, government and private sectors. These include: Safe Engaged Environments – Disability (SEED) and the Barrier-free Access to Swimming Project. He has been a long-time member and ally of CILT and has been involved in partnership projects with CILT over the years.



## Christine Stapleford

Christine has worked many years in the field of social services. A Social Worker by profession, she has a Bachelor of Science degree in Psychology and a Masters degree in Social Work.

Christine has experience working in the field of mental health and cognitive rehabilitation with adults, and has extensive experience working with children and youth living with disabilities and their families, particularly in the areas of spina bifida, hydrocephalus, and most recently, autism.

Her particular area of interest has centered on the multi-faceted aspects of living with a disability, including “invisible disabilities”, and issues across the lifespan (increased risk of abuse, sexuality issues, aging, secondary conditions, substance abuse, social isolation and depression). She has also co-authored research articles relating to disability issues, including the experiences of fathers, social support, and self-esteem. Christine has been asked as a guest speaker on a variety of topics relating to disabilities, including self-esteem issues, facilitating independence in youth with disabilities, sexuality, and ethics.

Currently, she is working as the Social Worker for the LIFEspan programme, cross-appointed at Bloorview Kids Rehab and the Toronto Rehabilitation Institute, bridging the gap between the paediatric healthcare system and the adult system for young adults living with cerebral palsy or an acquired brain injury.



## David Wallace

David Wallace is the Vice President of the Adapt-Able Design Group, a company with over 20 year expertise determining what home modifications are necessary to maximize a person's functional abilities and safety in their home, completing architectural design services, quantifying the costs, and overseeing the construction/renovation. Equally important is that he is a family man with two children.

He is often retained as an expert to make recommendations for home modifications for clients with a mobility impairment, brain injury, vision loss, or with other impairments, and is an expert witness called for court and arbitration proceedings to convey his practical knowledge and expertise in the area of accommodating disability. He is invited to speak at professional conferences, law firms and insurance companies, and is a guest lecturer at the Faculty of Medicine, Department of Occupational Therapy at the University of Toronto.

In addition to the Adapt-Able Design Group, David has worked in both the public and private sectors including the Canadian Paraplegic Association, where he was the Regional Services Coordinator facilitating client discharge from rehabilitation centres back to the home communities in





northeastern Ontario, then helping them over extended periods of time to reintegrate to their home and community. Later, he initiated and provided case management and consulting services across the Province, based out of Lyndhurst Hospital in Toronto. In the private sector, David was a senior case manager specializing in case management for clients with catastrophic injuries. David is a good listener who strives to understand each person's unique abilities and limitations from their perspective and who truly enjoys his work.

## Heather Willis

Heather Willis is a long-time advocate in the disability rights community, participating on committees and in community organizations since she was a child growing up in an institution in Toronto.

She has a particular interest in the role of disability arts within the disability movement and its potential to effect social change. After graduating with honours from Ryerson's School of Disability Studies in 2005, she continued her studies at the University of Leeds in the UK for one year.

She is currently employed as Funding Officer at Sunnybrook Centre for Independent Living, but only for few more days – she is eagerly looking forward to her new position as Accessibility



## Meenu Sikand

Ever since she was small growing up in a small city in the north of India, Meenu has wanted to be independent. Her strong and wise Sikh mother insisted that she study to stretch her mind so Meenu studied physics, chemistry and mathematics.

Shortly after arriving in Canada she sustained a spinal injury that dramatically changed her life. This accident made Meenu fiercely determined not to be totally dependent on anyone else for the rest of her life. The meeting with CILT, the local Toronto Centre for Independent Living, was love at first sight: Meenu had found her new family. Meenu became a strong self-advocate, and she modified the IL model to fit her individual needs.

As a model, she has shown clothes for top fashion designers, appeared on the cover of magazines, and been profiled in articles showing her parenting skills or discussing post-partum depression. Meenu has been chairperson of CILT and she currently sits on three committees for Independent Living Canada, on the Governance and Marketing Committees and she is Co-Chair of the International Committee. She has participated in forums on Disability issues in





Russia, Beijing and the United States, each time raising the funds to go there.

Meenu took part in the 'Loud, Proud and Passionate', a Mobility International USA project which brought women with disabilities from around the world to the table to discuss issues of leadership.

Meenu was awarded a fellowship to participate in IDEAS 2000 which documented key issues and strategies for leadership training and micro-credit programs, such as entrepreneurship for women with disabilities. Today Meenu is a policy developer for a provincial organization.

She is a daughter, sister, a wife and mother of a son, Manav Kumar. Living with IL principles at the core of her being, Meenu believes that there is nothing she would change about her life if given the chance.

## Charles Silverman

Charles has been in the adaptive technology field for almost 30 years. His passion have been accessible media on the web, specifically captioning. He has collaborated with broadcasters, and educational publishers including Learning Television, Scholastic, and the National Center for Accessible Media. He has consulted with a number of organizations including the Accessibility Project. He is the developer of CapScribe, a popular (and free) captioning and transcription tool.

Charles is on the faculty of Ryerson University's School for Disability Studies, where he teaches accessibility and technology.

Charles is the owner of Media and Design Inc., a small company that specializes in the creation of accessible media for people with disabilities, and provides AODA consultation related to the Communication and Information Standard. Previously, Charles has worked at the Adaptive Technology Resource Centre at the University of Toronto and the Center for Applied Special Technology (CAST) in Boston.

Charles currently serves on the Media Access and Participation Initiative (MAP) and the Access 2 Entertainment advisory boards.



## MICHAEL MATHIESON: 2011 FOUNDER'S AWARD RECIPIENT

CILT is pleased to present the 2011 Founders Award this year to **Michael Mathieson**, Executive Director of Access Independent Living Services (Access ILS). Michael's personal commitment to consumer control is evident through his work, his leadership and his personal life.

For the past 22 years, Michael has remained a committed advocate for people with disabilities. Under Michael's leadership, Access ILS provides innovative and community-based supportive housing, attendant outreach and Nurturing Assistance services. In fact, Access was the first to develop and deliver the Nurturing Assistance program at a time when other attendant service providers flatly refused. Michael believed in a person's right to nurture their own children, and so pushed an envelope which ultimately enabled parents with severe physical disabilities to live with their own children, care for them on their own terms and create lifelong bonds.



But Michael's commitment is deeper than this: He and his partner adopted a son who has severe physical and communication disabilities. This action averted the young child's institutionalization. Today, he is a 32 year old man, who leads a fulfilling life, living at home with his Dads.

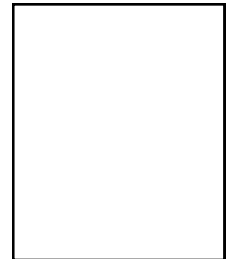
With consumer control as a core value, Michael chairs the Central Community Support Services Network and co-chairs the Abuse Prevention Working Group for services to persons with physical disabilities in the Toronto region.

In past years, Michael has served as Chairperson of the Ontario Association of Independent Living Service Providers and Chairperson of the Toronto Executive Directors Group. He has led the development of pandemic preparedness training, standardized PSW orientation training and innovative workplace anti-harassment and violence prevention training. Michael is a living example of leadership, originality and commitment to the principles of independent living and, as such, is highly influential in the sector.

Michael is too modest to fully realize all the things he has done and how much of a difference he has made in so many people's lives - both directly and indirectly. Because he lives the philosophy of independent living at work, at home, and through his many networks of friends and colleagues, Michael is the most deserving of this year's Founders Award.

# **The Safe Engaged Environments DISABILITY (SEED) PROJECT**

BY: JOHN MOSSA



The Centre for Independent Living in Toronto (CILT) and the City of Toronto recognized the need to increase the level of awareness of community safety for people with disabilities in the Toronto area.

The Safe Engaged Environments Disability (SEED) Project was a 3 year community based action research project which finished in July 2011. With CILT as the lead partner, the SEED Project was developed with partnerships with cross-disability community organizations, people with disabilities in the City of Toronto and/or tenants with disabilities in Toronto Community Housing Corporation (TCHC). The Project was developed and carried out by and for persons with disabilities. The SEED Project was funded by City of Toronto's Community Safety Investment Program and TCHC's Social Investment Fund.

The SEED Project produced a final report called "A Safer City For All", which summarizes the safety themes that emerged out of 33 SEED focus groups with 304 people with disabilities in the City of Toronto and/or tenants with disabilities in TCHC.

With the safety themes identified, the SEED Project created 14 skills development workshops on group advocacy and/or media skills for people with disabilities. Tools and resources were handed out at the workshops which were held at various City of Toronto locations as well as TCHC Buildings, with an overall total attendance of 352 people.

The SEED Final Report has 34 recommendations that address the gaps and/or concerns that were identified by people with disabilities living in Toronto and/or tenants with disabilities in TCHC.

For a copy of the SEED Report, "A Safer City For All", or for more information on the SEED Project, please contact John Mossa, Centre for Independent Living in Toronto (CILT) at (416) 599-2458 ext. 238, TTY: (416) 599-5077 or by email at [ilskills@cilt.ca](mailto:ilskills@cilt.ca).

## CILT'S STAFF TEAM

Carling Barry, Peer Support Program Assistant

Nancy Barry, Peer Program Lead (Peer Support/Volunteerism/PDN) and Newsletter Editor

Katrin Birkenhake, Finance and Administrative Assistant

Marilyn Butel, Office and Special Events Attendant (Part Time)

Sandra Carpenter, Executive Director

Archie Cromwell, Office and Special Events Attendant (Part Time)

Leisa DeBono, Acting Program Manager, Direct Funding Program

Susan DeLaurier, Accounting Clerk (Audit), Direct Funding Program

Mel Dell, DF Accountant, Direct Funding Program

Louis George, Office and Special Events Attendant (Part Time)

Margaret Githuku, Office and Special Events Attendant (Part Time)

Zdravka Gueorguieva, PIC Program Assistant (Temp)

Melissa Haigler, Office and Special Events Attendant (Part Time)

Katherine Janicki, Direct Funding Clerk, Direct Funding Program

Leanne Larmondin, Acting Administrative Coordinator, Direct Funding Program

Judy Lu, Administrative and PIC Assistant

Chris Lytle, Community Development Worker (Part Time)

Melanie Moore, Inquiries Generalist

John Mossa, Independent Living Skills Trainer

Ian Parker, Senior Advisor, Direct Funding Program

Andrea Rae, Inquiries Generalist

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