

CENTRE FOR INDEPENDENT LIVING IN TORONTO (CILT)

ANNUAL REPORT 2012 - 2013



President's Report for Year Ending March 31, 2013 By Meenu Sikand

Once again, it has been an honour to work with my fellow Board Members over the last year. In my second year as president of CILT, I continue to become more at ease with this role and to lead the wonderful team comprised of both board and staff.

CILT continues to grow and mature as an organization, not only in recognizing and responding to the needs of people in our community, but also by responding to an ever-changing economic and political climate. I am proud that we look at new trends and challenges as opportunities, and feel quite optimistic for the future. We continue to be invited by news media, government, and other partners to speak about disability issues and educate about our unique Independent Living (IL) perspectives on issues which impact people with disabilities.

This year as president of CILT, I was invited by the House of Commons Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities (HUMA) as an expert witness for the federal study, "Exploring Employment Opportunities for Persons with Disabilities". On behalf of CILT, I was pleased to present a position paper created in collaboration with our in-house IL expert and CILT's Executive Director, Sandra Carpenter, Board members and Elena Petrescu. Our position paper received much attention from all three parties, and I hope that CILT will continue to provide policy direction to all levels of government on behalf of our community.

CILT programs and exceptional services delivered using an IL lens or filter, continues to generate interest at both the national and international level. Success of our programs such as the Parenting with a Disability Network, Peer Support and Direct Funding are generating buzz in many communities who are interested in replicating these models within their communities. In August, the Director of Queen's University International Centre for the Advancement of the Community Based Rehabilitation Centre (ICACBR) was exploring various models for their new project in Bangladesh to train Bangladeshis with disabilities as peer support coordinators. I am so honoured to be an ambassador of this exceptional, grass roots organization.

As mentioned by our insightful Executive Director and shared strongly by the Board, we should continue to create new alliances to reach out to new immigrants settling in the Greater Toronto Area; and to reach out to a private sector who now has obligations under the Accessibility for Ontarians with Disabilities Act, but very little understanding or experience employing disability perspectives using an IL lens that promotes choice, control and empowerment.

We see a stronger role for CILT working within available resources to reach out to the community at large, fill the knowledge gap and continue to provide new perspectives on disability to various sectors that we haven't served before.

Before I go any further with my remarks though, I would like to acknowledge the loss of several great leaders this year. First I would like to acknowledge Ray Cohen, best known for his work as the Editor of Abilities Magazine, but he was much more than that. Ray had a vision of a media arm for disability – offering profile and visibility that no one small group could afford to resource on its own. He left us in March of 2013 and truly is irreplaceable.

We also lost John Southern in April of this year. John had a very cool British accent, reminiscent of the Beatles, and Sandra tells me that in part, because of this, he was one of the first hosts back when CILT was doing its first radio show at CIUT Radio – University of Toronto's student radio station. The studio was inaccessible to wheelchair and scooter users, but not to John who was blind, and so we were able to stay true to the principle of having a host with lived experience of disability! In later years, his wife Susan Forster, worked at CILT, but then they moved to Ottawa. Susan has always kept in touch with us, however, and told us about losing John. We were all quite saddened.

The third key player we lost this year was Maria Barilia. Maria worked primarily on disabled women's issues with DAWN Canada and was working out of Montreal. These people have all left a significant legacy to us.

Now to change gears:

The list of our Board includes myself as Chair, Heather Willis, Vice Chair and Accessibility Advisor at Ryerson; Ken Conners, who is a most able treasurer; Cathy Samuelson, secretary and Executive Director of North Yorkers for Disabled Persons; Chris Lytle, Member at Large and a recent new Dad! We hope to recruit his son to be our youngest CILT member! Harvinder Bajwa, who also heads up Canadian South Asians Supporting Independent Living; Helen Henderson, now a freelance journalist; Christine Stapleford, now with the Toronto Rehab Institute; Stacey Lintern with Muscular Dystrophy Canada; Charles Silverman, also from Ryerson, and Inclusive Media; Victor Gascon, Disability Consultant; and Tim Rose, founder of the Rose Centre. Please join me in thanking everyone.

This year we say goodbye to Heather Willis who has completed the third of a two year term and, so, according to the By-laws of CILT, must leave for at least one year. We also are saying goodbye to Tim Rose and Charles Silverman, both of whom resigned for personal reasons. We are all just too busy. I certainly want to thank them for all their hard work, and dedication to our cause.

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.

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.

It has been my privilege to serve as your President over the last year. One of the first tasks of the new Board will be to select from amongst its membership, the President and Chair for the coming year. It is a challenging position, holding a lot of responsibility, but has had meaningful rewards as well.

In closing, I would like to thank all CILT members for making all of our work possible as we enter our 30th Year!



Photo of participants at a CILT Conference



Ian Parker, alongside Self Managers

Executive Director's Report for Year Ending March 31, 2013 By Sandra Carpenter

“Be the change you want to see in the world.” – Mahatma Ghandi

As we all sit here, shaking in our proverbial or virtual boots, a huge collective sigh of relief can be heard. We have staved off World War III! A solution or compromise was proposed by that most unlikely of sources, USSR President, Vladimir Putin.

Something significant has changed in the International arena of diplomacy. Last year I talked about the phenomena of the global Occupy Movement and the speed in which social media made social change possible. That change, now, the sudden and irrevocable mobilization of people who did not wish to see the world teeter on the brink of another war. At the very least, Putin seems to have better advisors - on the international front anyway!

Even Stephen Harper surprised me when he sent, or at least pledged, millions of dollars in aid directly to the Syrian refugees.

Last year I asked, what does this mean for the future of ‘Independent Living’? I proposed that the solution may be viewing our core values differently. Choice, control and empowerment, originally viewed through a lens of ‘individualism’, are shifting to viewing those values through the lens of ‘collective responsibility’ and ‘rights’.

We can see the big example on the international scene, but to bring it closer to home, policy makers are asking this question – will this make lives better for the consumer (client) or not? If not, the initiative does not move forward.

If the year 2012/2013 were to be characterized, CILT seems to have ventured into a new sense of pride and value of our work in the community. This year saw the conclusion of STAND (Safe Toronto Action Now), will see the conclusion of the ‘Disability Rights for Citizens Project’ and will embark on both Civic Literacy Workshops and “Safe Inclusive Toronto Streets”, all of which are spin-offs from the STAND project. There are so many other activities, so please read the various program reports provided here.

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, Abdulla Duranai, Katherine Janicki, Melissa Graham, Marisa Falzone-Bell, Samantha Abel and welcomed newcomer, John Tam.

The Core Program team: Samantha Abel, Nancy Barry, Carling Barry, Melanie Moore, John Mossa and Andrea Rae.

The PIC team: Rolita Siu and Zdravka Gueorguieva.

The Administration team: Jamie Wong and Judy Lu. Katrin Birkenhake has moved on to other pursuits.

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, without whom, many of us could not do our work.

Over the past year, our office volunteers have included: Denzil Barker, Crystal Bicknell, Miriam Chong, Haris Farid, Mary Henderson, Pablo Hernandez, Claire Hurst, Cathy Line, Luigi Lisciandro, Rovelene Medina, Alnoor Nanji, Suzette Yearwood and David Yoshida. Last but not least, we have Bobbi Moore who is the volunteer receptionist. 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!

Because of these people, last year we made just under 170,000 contacts. Use of the telephone inquiry is pretty much the same as last year, but the website as a source of information remains high at almost 141,000.

I also want to thank the CILT Board for all its support to me over this last year. Specifically, I want to thank Meenu Sikand, our Board President, for taking me right outside my 'comfort zone'! What I mean by that is that she will often call me with some idea of what she wants to do and at first it does seem like an impossible task. So I, like Scotty from Star Trek will say 'I can'a do it Captain!' (he has a thick Scottish brogue). But of course, we do pull it off!

Special mention should also be made of the Board Members who will be leaving us: Heather Willis, Charles Silverman and Tim Rose. Their contributions to both the organization and their support to me have been highly appreciated and will certainly be missed.

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, the Ministry of Health and Long Term Care and the Trillium Foundation.

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, who make this possible and inform the work that we do. Thanks, once again, to all!

Treasurer's Report for 2013 for Year Ending March 31, 2013 By Ken Connors

CILT's financial statements for the year ending March 31, 2013 were audited by Berman, Lofchick & Lum, LLP Chartered Accountants. As usual, CILT received a "clean" report from its auditors. A condensed version of the statements is included in this report.

The Statement of Financial Position (the top part of the condensed statement) shows CILT's assets and liabilities as of March 31st. This statement is organized into columns to report the funds belonging to:

- the Personal Support Workers (PSW) Training project,
- the Community Care Information Management (CCIM) project, and
- CILT's Core Operations and our Direct Funding program.

The first two programs are "flow-through" or "paymaster" programs which CILT operates on behalf of the Ministry of Health and Long Term Care (MOH<C). These projects benefit CILT through administrative fees paid to our Core Operations, but they do not generate any net assets or reserves of their own.

CILT's net assets and reserves related to our Core Operations and Direct Funding program were \$444,491 at year end. This is \$36,425 less than the balance at the end of the previous year. This decline resulted from a deficit in CILT's Core Operations of \$14,775 and an adjustment of \$21,650 to the prior year's amortization.

The Statement of Operations (the lower part of the statement) has columns for each of CILT's major programs and projects:

- The PSW Training project was operated with a grant from the Ministry of Health and Long Term Care of \$2 million. Under the agreement with the Ministry, an administrative fee of \$58,000 was retained by CILT as revenue for our Core Operations.
- The CCIM project was operated with a grant from Ministry of Health and Long Term Care of \$5.5 million - down significantly from the \$16 million received in the prior year. Expenses included an administrative fee of \$90,524 to the benefit of CILT's Core Operations. This project will probably wind down in the current year and will represent a significant loss of future income for CILT.
- CILT's Direct Funding program shows funding from the Toronto Central LHIN of \$26 million plus some interest income. The expenses for this program included

an administrative fee of \$132,286 retained by CILT to the benefit of our Core Operations.

- The column for CILT's Core Operations - networking, peer support, skills training, and other service programs - shows the \$14,775 deficit. Revenues for these core activities came from the Toronto Central LHIN, the United Way of Greater Toronto, Independent Living Canada, the City of Toronto, and the administrative fees from CILT's management of the other programs. Revenues and expenses totaled just over \$1 million last year. Most of the expenses (87%) went to personnel, purchased services, and building occupancy.

Once again this year, 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.



Consumer Rick, with Attendant Archie

CENTRE FOR INDEPENDENT LIVING IN TORONTO (CILT) INC.

Condensed Version of Audited Financial report - Mar. 31, 2013

Statement of Financial Position

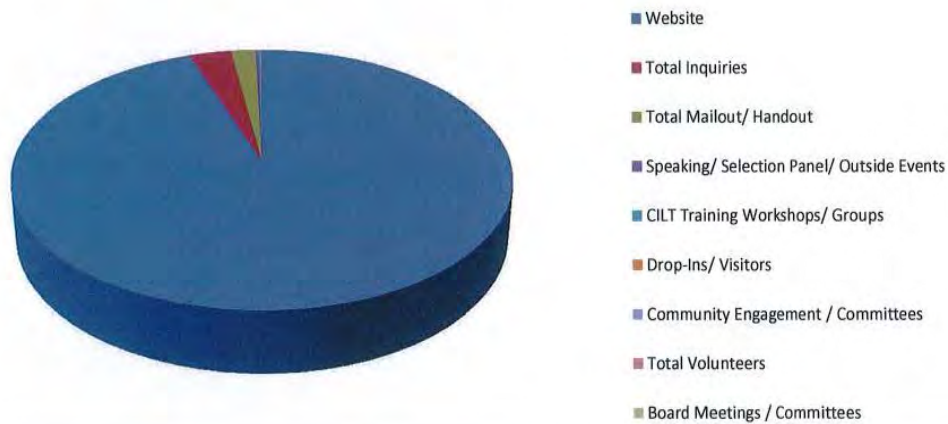
	PSW Funds	CCIM Funds	Core & Direct F.	Total 2013	Total 2012
ASSETS:					
Current Assets	23,607	2,196,066	3,082,746	5,302,419	6,214,628
Capital Assets	-	-	27,986	27,986	16,397
Total Assets	23,607	2,196,066	3,110,732	5,330,405	6,231,025
LIABILITIES\NET ASSETS:					
Current Liabilities	23,607	2,196,066	2,666,241	4,885,914	5,750,109
Net Assets\Reserves	-	-	444,491	444,491	480,916
Total Liabilities\Reserves	23,607	2,196,066	3,110,732	5,330,405	6,231,025

Statement of Operations (Consolidated)

	PSW	CCIM	Direct Fundg.	Core	Total 2012-13	Total 2011-12
Revenues:						
Min. of Health Grants	1,967,393	5,451,920	26,179,468	302,860	33,901,641	42,323,236
United Way - Membership Alloc	-	-	-	184,957	184,957	185,030
City of Toronto Grants	-	-	-	63,938	63,938	54,048
Self-Generated Income\Other	-	-	41,572	457,775	499,347	554,133
Total Revenues:	1,967,393	5,451,920	26,221,040	1,009,530	34,649,883	43,116,447
Expenses:						
Personnel	-	-	525,254	703,041	1,228,295	1,131,698
Purchased Services	-	-	52,980	113,417	166,397	148,641
Building Occupancy	-	-	63,790	77,276	141,066	134,940
Administrative Expenses	58,000	90,524	168,415	43,213	360,152	410,876
Program Expenses	-	5,361,396	65,587	48,227	5,475,210	14,776,652
Staff\Board Expenses	-	-	12,431	24,356	36,787	29,761
Subsidies to Participants	1,909,393	-	25,332,583	-	27,241,976	26,473,054
Amortization-Furniture\Equipmt.	-	-	-	14,775	14,775	10,825
Total Expenses:	1,967,393	5,451,920	26,221,040	1,024,305	34,664,658	43,116,447
Excess of Revenue over Expenses:	-	-	-	(14,775)	(14,775)	-

CILT Statistics April 1, 2012 - March 31, 2013

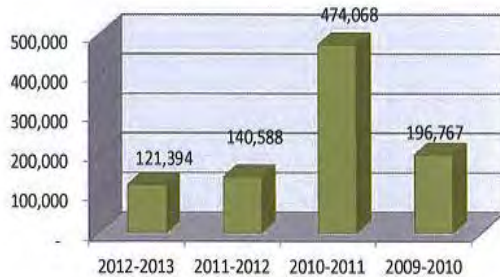
Individual Contacts by Category 2012-2013



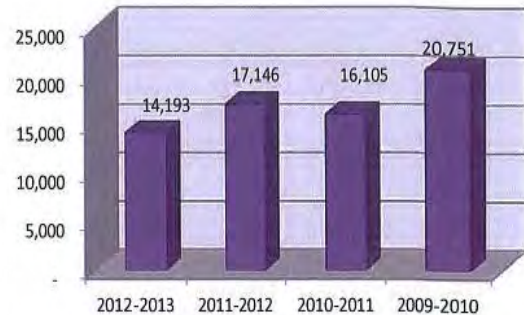
CATEGORY	Individual Contacts	%	Units of Service	%
Website	121,394	84.64%	364,742	86.41%
Total Inquiries	14,193	9.90%	25,487	6.04%
Total Mailout/ Handout	6,315	4.40%	27,639	6.55%
Speaking/ Selection Panel/ Outside Events	873	0.61%	1,694	0.40%
CILT Training Workshops/ Groups	381	0.27%	1,740	0.41%
Drop-Ins/ Visitors	121	0.08%	190	0.05%
Community Engagement / Committees	57	0.04%	159	0.04%
Total Volunteers	50	0.03%	371	0.09%
Board Meetings / Committees	38	0.03%	94	0.02%
Total	143,422	100.00%	422,116	100.00%

CILT Statistics April 1, 2012 - March 31, 2013

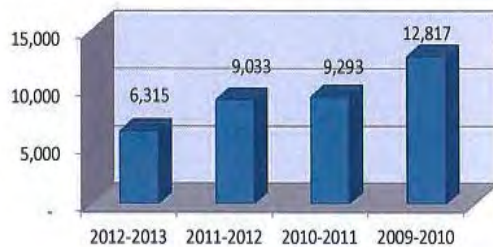
Website (# of homepage contacts)



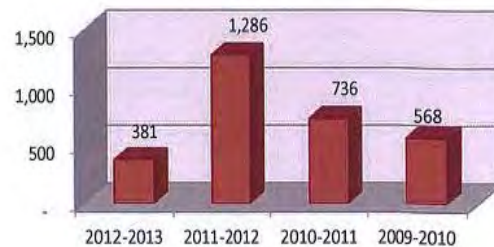
Total Inquiries (# of calls)



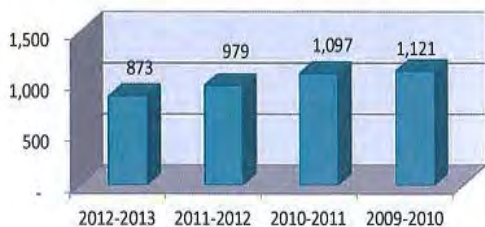
Total Mailout/ Handout (# of packages or mailings)



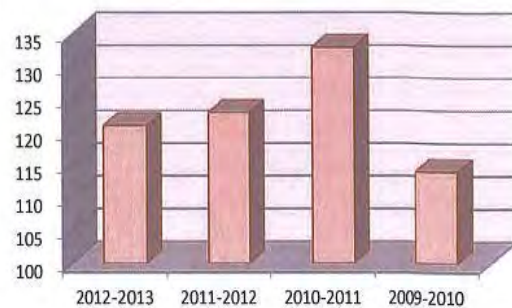
CILT Training Workshops/ Groups (# of persons attending)



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



Drop-Ins/ Visitors



DIRECTORS' BIOS

Meenu Sikand, President

With a graduate degree in Critical Disability Studies from York University, Meenu Sikand, Region of Peel Accessibility Planning Specialist and instructor at Queen's University's ICACBR Program has worked in various management positions in both corporate and government sectors for the past twenty-five years.



Meenu with two colleagues

Since 1990, Meenu has been involved in the Canadian IL movement in various leadership capacities. She served as President of the Centre for Independent Living in Toronto, as well as served in various executive positions on the national board of Independent Living Canada (ILC) and chair of its International Committee. Meenu took part in the UN Conference on Women in Beijing and '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.

To address the unmet service needs of South-Asians with disabilities in Canada, in 1995, she founded the Canadian South-Asians Supporting Independent Living. Meenu is an internationally sought Disability Rights advocate who is promoting strategies to strengthen Human Rights of persons with disabilities in Canada and around the world. Her passion is to create accessible, inclusive and welcoming communities that embrace everyone.

In April 2013, Meenu was invited by the **House of Commons Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities (HUMA)** as an expert witness for the federal study "**Exploring Employment Opportunities for Persons with Disabilities**". She presented on behalf of CILT.

Her most recent International Development work is taking place in Bangladesh for a project **Access to Health and Education for All Children and Youth with Disabilities (AHEAD)**. As an instructor for Queen's University, Meenu will be developing and delivering a five day peer support training program for men and women with disabilities, "Peer Support Essentials"; including accessibility audits to facilitate the establishment of support groups for children and youth with disabilities in Bangladesh. She will participate in stakeholder consultations regarding the development of a girls' leadership training program and accessibility to ensure all programs are developed and delivered using IL principles.

Her volunteerism and humanitarian work has been recognized by government, community organizations and the private sector at national and international levels. As recipient of the Queen's Diamond Jubilee medal, the Indo-Canada Chambers of Commerce 2011 "Humanitarian" award, the "New Pioneers Award" from the Skills for Change, Region of Peel, and the "Together We Are Better Award" for creating and delivering Accessible Customer Service training for public and private sector, she continues to devote her time to making Canada a better place for everyone. As a motivational speaker, Meenu is an active member of the Dominion Institute Speaker's group and Vaughan Libraries Human Book projects.

Currently, Meenu is living with her husband Jai, her mother Amrit and her son Manav in Woodbridge, Ontario. Living with independent living principles at the core of her being, Meenu believes that there is nothing she would change about her life if given the chance.

Heather Willis, Vice President

Heather Willis has been an advocate in the areas of accessibility and improving the lives of persons with disabilities since she was a teenager growing up in an institution for disabled children. She has been involved with CILT since the beginning and has served on the Board of Directors several times. Currently completing her 3rd two-year term, Heather will be taking a break from the board, but intends to remain involved in committee work at CILT.



Photo of Heather

Heather joined Ryerson University in 2010 as Ryerson's 'first ever' Accessibility Coordinator. She is chair of "ACCESS RYERSON", an initiative aimed at removing disability-related barriers to all members of the Ryerson community, and ensuring University compliance with the Accessibility for Ontarians with Disabilities Act. Heather has a B.A. in Disability Studies from Ryerson and a post-graduate diploma in Disability Studies from the University of Leeds.

Ken Connors, 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. He is currently the treasurer of the Condominium Board where he lives.



Photo of Ken

He also volunteers at Christopher House in the annual income tax preparation program for seniors and people with low incomes.

Now largely retired, 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.

Since October 1999, Ken has 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 background also includes work in the Northwest Territories for the Fort McPherson Incorporated Band Ltd. and for the Northwest Territories Housing Corporation.

His international work has taken him to South Africa and the Ukraine.

His education includes a Master of Public Administration, a Master of Arts (Russian Literature), and a Bachelor of Arts (Political Studies).

Cathy Samuelson, Secretary

Cathy Samuelson has worked in the community of supporting persons with physical disabilities for the past 23 years. She is currently the Executive Director of North Yorkers for Disabled Persons, which provides supportive housing, attendant services and augmentative communication facilitation.



Photo of Cathy

Christopher Lytle, Member at Large

Christopher Lytle holds a B.A in Social Anthropology and M.A in Critical Disability Studies. Christopher participated in consultations held by the Council of Canadians with Disabilities (CCD) during the drafting of the UN text of the Convention on the Rights of Persons with Disabilities and he was part of CCD International Human Rights Committee from 2004 to 2006. He held a seat on the Board of Directors for the Canadian Council of International Cooperation (CCIC) from 2007 to 2008 and he has worked extensively in the field of human rights promotion, building regional and local capacity for human rights monitoring of persons with disabilities in Asia, Africa and Europe. Christopher has worked within the Independent Living movement at the national and local level since 2007 in various roles including policy analysis, community development and researcher. Chris currently works as a consultant with AccessAbility Advantage.



Photo of Chris



Photo of four Peel consumers

Harvinder Bajwa, Director

Harvinder Bajwa is the 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 with persons with disabilities for the past 15 years.



Photo of Harvinder

She believes in the philosophy of independent living and loves to make a difference in the lives of persons with disabilities. 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, and a member of the Accessibility Advisory Committee for Region of Peel, Board member of ERDCO (Ethno-Racial People with Disabilities Coalition of Ontario), the 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 and Taxicab Advisory Committee for the City of Brampton. She is an active participant in society, helping numerous individuals with disabilities. Harvinder has tremendous experience and knowledge regarding work in the community, and is the recipient of many awards for her work in the disabled community.

Victor Gascon, Director

Victor is an experienced consultant on disability issues and has been an advocate for people with disabilities for well over 30 years. Victor is currently President of the Board of Directors for the Ontario Federation for Cerebral Palsy and past President of Blissymbolics Canada.

Victor's experience includes being a front line worker (PSW), a literacy practitioner, executive director of a provincial native organization and teaching.



Photo of Victor

Twenty four years ago Victor and his partner adopted a young boy with cerebral palsy who was living in a group home for children with cerebral palsy. 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.

Helen Henderson, Director

Helen Henderson is a freelance journalist and a student in Disability Studies at Ryerson University. Her column, Direct Access, appeared Saturdays in the Toronto Star for more than 20 years.



Photo of Helen

Born in Scotland, Henderson came to Canada at age 9 and grew up in Montreal. She began her newspaper career as a business reporter, covering oil and gas for the Toronto Star. She later switched to the paper's Living section, contributing features in addition to her column on disability issues.

Stacey Lintern, Director

Stacey Lintern is currently the Executive Director for the Ontario/Nunavut chapter of Muscular Dystrophy Canada. She has also been the Senior Manager of Attendant Services for the Canadian Paraplegic Association Ontario and past Operations Regional Independent Living Manager for the Ontario March of Dimes.



Photo of Stacey

Stacey is a highly skilled and experienced not-for-profit senior manager, with strong leadership and managerial skills, highly developed analytical and interpersonal skills and a demonstrated ability to work well independently and within a team. She also has considerable experience in strategic leadership, organizational development, stakeholder relations, partnership development and service delivery. Stacey is committed to visionary leadership and has a profound understanding of Independent Living and its philosophy of consumer control. She volunteers for the Accessibility Advisory Committee of the Whitby Accessibility Centre.

Christine Stapleford, Director

Christine has worked for 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 young adults living with disabilities and their families.



Photo of Christine

Christine's 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 to be 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, Christine is the Professional Leader for Social Work at Toronto Rehabilitation Institute, UHN. She also works there as a social worker for the LIFEspan Programme, a service aimed at bridging the gap between the pediatric and adult healthcare system for young adults living with cerebral palsy or acquired brain injury.



Photo of Carling Barry presenting certificate to Dr. Berbrayer

THIS YEAR'S FOUNDERS AWARD

Each year CILT presents its Founders Award to an individual who has made an outstanding contribution to Independent Living in Toronto, either directly through their work with us, or by having a profound influence on our work. This year, CILT is very pleased to present its inaugural joint Founders Award to Mr. Bill McQueen and to Mr. Don Peuramaki, in recognition of the outstanding work they have done with media to promote accessibility, inclusion and barrier-free policies. This year's Founders Award is being presented by The Honourable David Onley:

The Honourable David Onley's Video Speech – Transcript

Good evening, I can't be there with you this evening, so I bring you this video greeting to honour the 2013 recipients of the Founders Award for their commitment to the promotion of accessibility, inclusion and barrier-free policies. This year, CILT has selected Bill McQueen and Don Peuramaki to receive the first ever joint Founders Award for influence on disability rights.

As the first Lt. Governor of Ontario with a physical disability, I have adopted accessibility as the overarching theme of my term in office.

(Speaks in French)

I have defined accessibility as that which enables people to achieve their full potential. I've chosen this definition because accessibility is much more than the physical accommodations represented by the ever present white wheelchair on the blue sign.

Tonight's award honourees understand this. They know that in a truly accessible society, people with disabilities would be regarded as equal participants in their communities. For example, they would be welcomed in their workplace because of what they could do, rather than be excluded because of what others think they could not do.

And while we are making considerable progress toward such a society, we are not there yet. People with disabilities still face considerable barriers into the workplace. This is also true of Canadian media. But, rather than wait for change to come about, Bill and Don created Fireweed Media, the first TV production company in Canada, owned and operated entirely by people with disabilities.

Both of these men have enjoyed productive and rewarding careers in media and could have continued there. But, instead through Fireweed, they are blazing a trail for others to follow, by offering people with disabilities the opportunity to realize their potential as change makers through and in the media.

I've enjoyed a long association with the Centre and sincerely admire their commitment to the rights of people with disabilities to have control of their own lives. I applaud their choice of recipients for this year's Founders Award and I offer my heartiest congratulations to Bill and Don.

As the representative of Her Majesty, the Queen, and on behalf of all Ontarians, I send congratulations and greetings. And I hope you enjoy this evening's events.

Bill McQueen

Bill is CFO and producer for Fireweed Media Productions Inc. He is an experienced broadcaster and has produced award-winning episodes for The Disability Network (DNET), a CBC Television series. Over the years, he has developed a community-based, current affairs model of storytelling in the first person and among other productions, has produced an intimate, nationally-aired documentary mini-series, "Passing on the Torch." This programme was about the first appearance of high calibre athletes with disabilities in the Canada Summer Games.



Photo of Bill

Many DNET shows were viewed by audiences of more than seven hundred thousand people. Fireweed was formed under the banner of "Making a Difference by Telling Stories that Entertain, Enlighten and Inform". Bill consults on all Fireweed productions in regard to multimedia and IT implications, and is a specialist in computing services, multimedia production and information research and retrieval.

For almost twenty years, Bill has been active in IT, community development, distance education and Internet communications, and has facilitated an Internet electronic discussion listserv of communities connecting persons in forty countries and which contributed to the growth of electronic access to persons with disabilities through the development of Project EASI (Equal Access to Software and Information). He is currently working on developing an inclusive approach to a future broadband streaming network which will include access to over 200 broadcast episodes of The Disability Network and in addition, undertake broadcast training of people with disabilities in production and streaming of current affairs stories of the real lives of people with disabilities.

Along with Fireweed's president, Don Peuramaki, Bill is currently developing a "media watch" community-based component which will help Fireweed clients better identify their needs in rapidly changing marketplaces, and which will identify and analyse the media to encourage, promote and reflect the full diversity of Canada.

Bill is a Masters graduate from the Ontario Institute for Studies in Education and in Adult Education; a past Co-President of Ethno Racial People with Disabilities Coalition of

Ontario; past member and chair of the Board of Counterpoint Community Orchestra; and continues as Managing Editor of *The Learning Edge*, a periodical of the Canadian Association for the Study of Adult Education. Bill is currently participating on the Steering Committee of the Innoversity Creative Summit.

Don Peuramaki

Don has had extensive experience in media: television, radio, video production, visual art and music. He was senior and executive producer for the award-winning weekly co-production, Disability Network (DNET) for eight seasons at CBC Television. The series incorporated both documentary and magazine formats. As well, he produced a two hour special for CBC Sports on the Atlanta Paralympic Games which drew an audience of over 1.5 million viewers.

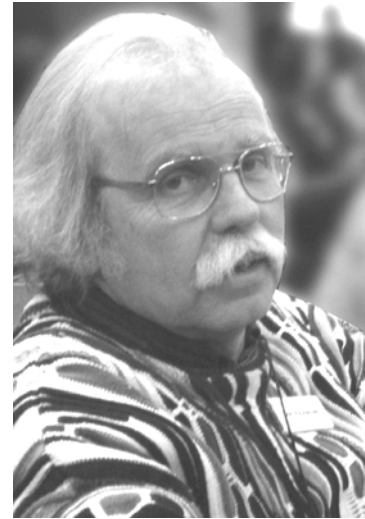


Photo of Don

Awards for DNET have included: ACTRA's "Into the Mainstream" Award, B'nai Brith's Media Human Rights Award, International Film and TV Festival of New York Awards, and Columbus International Film and Video Festival Awards.

Through DNET and other media initiatives he has provided training and work experience to over fifty people with disabilities, most of who continue to work in the industry.

DNET productions of over 200 broadcasts focused on many themes as they relate to people with disabilities, such as access, attitudes, barrier-free design, success stories, legislation, inclusion, sports, transportation, accommodation, media, housing and the arts (DNET broadcasted the signing of the Americans with Disabilities Act on the White House lawn). Similar themes were addressed during a weekly radio program, The Radio Connection, which Don produced during the eighties.

Don has served on the advisory board for the "Projections" International Film Festival which features films produced, written or directed by people with disabilities. He is the past Vice Chair of the Board of the "Abilities Arts Festival" which showcases the work of people with disabilities in the arts. Don has acted in an advisory, committee, research and production capacity for the Innoversity Creative Summit.

He has also made significant contributions to redesigning participation and portrayal of people with disabilities in the industry due to his involvement in the generation of the Canadian Association of Broadcasters (CAB) "Report on the Participation, Presence and Portrayal of People with Disabilities on Canadian Television," published in 2005.

In 1999, along with George Farrell and Bill McQueen, Don formed Fireweed Media Productions Inc. and is its current President and Executive Director. The partners of Fireweed Media Productions have always encouraged and “proactively” pursued “inclusion” and “diversity” through its own productions, as well as in other community-based activities within the film, media, broadcast and arts industries. They believe that broad social and citizen participation of persons with disabilities is essential to ensure full inclusion of persons with disabilities in Canadian society.

OUR VOLUNTEERS....

“Life is not measured by the number of breaths that we take but by the number of moments that take our breath away”.
-- Ernest Hemmingway.

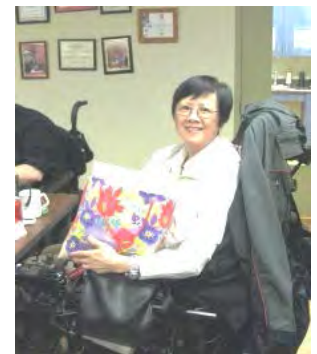


Photo of Miriam

CILT staff are humbled by the generosity of spirit of our volunteers, and compassion for their fellow human beings. They generously give their time, warmth, humour and their caring. It is all of them, doing what they do, who truly makes a difference. Thank you for volunteering.

In the words of CILT staff:

“We are very fortunate at CILT to have such talented and dedicated volunteers.” -- Melissa Graham

“I would like to thank all the volunteers for their hard work, their commitment and their belief in CILT. Whatever job you do is important. If you volunteer once a week, or three times a week your loyalty and hard work is truly appreciated.”
-- Melanie Moore

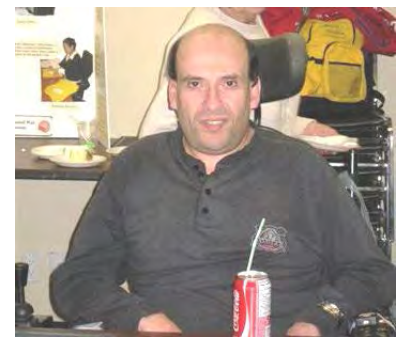


Photo of Luigi

“Our volunteers rock! They are steady, responsible, reliable people who give their own precious, personal time to lend a hand. I cannot tell them how much I appreciate all the hours of support they have provided...many, many thanks.”
-- Leisa DeBono

“It makes me very happy to see that volunteers help us out. It is really important even when we forget to say it. We all (staff) seem to get so caught up in our daily routines and pressures that sometimes the day goes by and I realize I haven’t properly expressed my appreciation for all you do! -- Sandra Carpenter

“We wouldn’t be able to do what we do in this organization without you. There are no other words to explain it.” – Carling Barry

“Volunteers have helped us communicate with our consumers. They have helped us sort, fold, stuff and mail. They have helped us set up before and clean up after our celebrations. It is their turn, now, to be celebrated for all they do for us.”

-- Leanne Larmondin

“Those who can, do. Those who can do more, volunteer.”
“Volunteers don’t get paid, not because they are worthless, but because they are priceless”. Thank you for your valuable help to CILT! Thank you for your time, efforts and knowledge which you dedicate to our organization!

-- Zdravka Gueorguieva



Photo of Suzette

“Feeling gratitude and not expressing it is like wrapping a present and not giving it. So here I go, I am giving you my present. Thank You! Thank You! Thank You! Thank You! To All The Volunteers... you are Seen, Heard and appreciated.” -- Marisa Falzone-Bell

"It is great to have so many wonderful volunteers at CILT. I appreciate their contributions." — Samantha Abel

“Thank you for your help and commitment at CILT. Your hard work makes a meaningful difference for people with disabilities to live full and independent lives.” – John Mossa

“I feel so honoured to have received the privilege of coordinating a program filled with wonderful people who make our hectic lives more fulfilled. Over the years I have had the joy and pleasure of meeting and working with many volunteers from all walks of life. You will never know how much your contributions and talents have helped to make CILT what we are today. -- Nancy Barry



Photo of Crystal

“It's so thoughtful and kind of you to share your valuable time, talents, and energy to help make our projects, events, or days run better and smoother. You are appreciated. Thanks for volunteering!” — Rolita Siu

“Volunteers are love in motion! Volunteers are priceless! Thank you for all your hard work!” – Judy Lu

“The volunteers are great to see around CILT! Not only do they help out when we have a big project but they bring a sense of community to the office.”

-- Katherine Janicki

"The volunteers at CILT are a big help to all of our programs. Their work ethic is amazing, and their enthusiasm is contagious." — Andrea Rae

"I just want to say a huge thank you to our amazing volunteers. You give up your free time to work for CILT unpaid. Every hour that you have spent here is a blessing to us. I can't say thank you enough for your dedication and contributions to us!" – Jamie Wong

Thank you CILT Volunteers:

*DENZIL BARKER
CRYSTAL BICKNELL
MIRIAM CHONG
HARIS FARID
MARY HENDERSON
PABLO HERNANDEZ
CLAIRE HURST
CATHY LINE
LUIGI LISCIANDRO
ROVELENE MEDINA
BOBBI MOORE
ALNOOR NANJI
ELAINE STEWART
SUZETTE YEARWOOD
DAVID YOSHIDA*



Photo of Alnoor



Photo of Cathy



Photo of Claire

Without you, there would be no way!

PROGRAM HIGHLIGHTS

Direct Funding Program

The Direct Funding (DF) Program has spent the last year spreading its good news of a shorter waitlist; while some applicants in the past might have been discouraged by the almost 5-year wait for an interview, that wait has dropped to about 3 years. Through workshops, information sessions and community events DF staff have been promoting the innovative program, which provides funding to adults with disabilities to recruit and employ their own attendants to assist with their activities of daily living. The program has served nearly 1,100 people since the original pilot program in 1994, and there are currently nearly 700 participants, or Self-Managers, on the program. Forty-five new Self-Managers have been added to the program since September 1, 2012.

After a successful workshop for Self-Managers last year, DF staff are also planning a similar event for November; program participants in the Toronto area will be invited to learn from each other how they make DF work in their daily lives.

The program also recently launched its new website, dfontario.ca – this comprehensive, accessible website, which is available in English and French, features a clearinghouse of information about DF, application forms and a section for employers and potential attendants to connect with each other. DF participants also have access to a secure login area where they will be able to download program documents and materials.

In staffing changes, after the retirement last year of DF auditing clerk Susan DeLaurier, DF welcomed Samantha Abel, who had previously worked as Safety Ambassador Co-ordinator with the Safe Toronto Action Now Disability (STAND) project to fill in temporarily in the auditing position until she returned to school in August, 2013. DF welcomed **John Tam** as its new auditing clerk this month.



Disability and Rights for Citizens (DRC) Project

The Disability and Rights for Citizens (DRC) Project was a one-year initiative (September 2012 to September 2013) lead by the Centre for Independent Living in Toronto (CILT) in partnership with ARCH Disability Law Centre and the Council of Canadians with Disabilities (CCD).

This CILT project was funded by City of Toronto's Access Equity & Human Rights Fund. The DRC Project presented 10 human rights educational workshops with information on the United Nations Convention on the Rights of Persons with Disabilities (CRPD), and how it affects people with disabilities living in Toronto. The United Nations CRPD was signed by Canada in 2007 and ratified in 2010.

On September 3, 2013, the DRC Project held a successful and inspirational Town Hall Meeting on the United Nations CRPD at The 519 Church Street Community Centre. The panel speakers included:

Adam Vaughan, Toronto City Councillor, Chair of Disability Issues Committee
Barbara Hall, Chief Commissioner, Ontario Human Rights Commission
Vangelis Nikias, Council of Canadians with Disabilities
Melanie Moore, DRC Project Coordinator, Centre for Independent Living in Toronto

Moderated by: Ed Montigny, ARCH Disability Law Centre

All of DRC documents handed out at workshops are posted on the CILT website under the "IL SKILLS" tab. The DRC Project made every effort to present and organize material in an easy to understand and useable format.

For more information on the Disability and Rights for Citizens (DRC) Project, please contact Melanie Moore, DRC Project Coordinator/Community Development Worker, Centre for Independent Living in Toronto (CILT) at 416-599-2458 ext. 222, TTY: (416) 599-5077 or by email at melanie.moore@cilt.ca.



Photo of PDN Members

Civic Literacy - Disability Project

Civic Literacy - Disability Project will focus on how to become fully engaged with the citizenship process on the Municipal level. Using traditional workshop formats as well as social media and webinars, people with disabilities and their allies will learn the A B C's of non-partisan citizenship involvement.

This project will customize all resources and materials to be relevant to disability community concerns and create friendly, supportive learning environments that accommodate individual disability needs.

This project is a two-year, community based and cross disability partnership starting in the Fall 2013 with the Centre for Independent Living in Toronto (CILT) as the lead.

Utilizing the Participatory Action Research methodology, the Civic Literacy - Disability Project will ensure that people with disabilities are represented at every level of the project planning. People with disabilities will be at the helm of workshop design, workshop facilitation, and toolkit development and dissemination.

This CILT project is funded by City of Toronto's Access Equity & Human Rights Fund.

For more information on the 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 to ilskills@cilt.ca.

Safe Inclusive Toronto Streets (SITS) Project

The Safe Inclusive Toronto Streets (SITS) project will have a dual purpose of making people with disabilities feel safer on city streets by providing self-defense tools and information about how to appropriately report navigational hazards as they occur.

There is a disconnect between the various players involved in coordinating what safe streets mean for all, including people with disabilities. In part, this is because of a lack of information among people with disabilities about who to go to and for what. As well, the lack of awareness among police, traffic and municipal planners, construction industries and developers about decisions they make and the unintended impacts on safety for people with disabilities.

The project intends to do a series of educational workshops that will include improved knowledge about how to constructively achieve improvements in the physical environment, as well as improving personal empowerment through a variety of self-defense techniques.

It is hoped that by enlisting the sectors listed above, the understanding on both sides will deepen. It is about making people with disabilities feel safe on Toronto streets. This project is a one year community based, cross disability partnership starting in Fall, 2013 with the Centre for Independent Living in Toronto (CILT) as the lead.

This CILT project is funded by City of Toronto's Community Safety Investment (CSI) fund. For more information on the SITS Project, please contact Melanie Moore, Community Development Worker, Centre for Independent Living in Toronto (CILT) at 416-599-2458 ext. 222, TTY: (416) 599-5077 or by email at melanie.moore@cilt.ca.

Parenting Preparation Course

The Parenting With a Disability Network (PDN) is about to begin a "Seven Week Preparation Course" for prospective parents with disabilities.

Many times CILT receives calls from social workers and prospective parents with disabilities with questions and concerns around the need for support, services and information. More often than not, these calls unfortunately come in the latter stages of pregnancy or after the baby has been born, which inevitably leads to further barriers and complications, sometimes as severe as the apprehension of the child by authorities.

In order to prevent these unfortunate scenarios from occurring, it is important for prospective parents to be as prepared as possible for the arrival of their new bundle of joy.

This course will provide opportunities for prospective parents to learn more about:

- Making the decision to have a family
- Identifying your needs as a parent with a disability
- What to do when you find out you're expecting
- Examining your birthing options: health care choices available
- Preparing for the birth - hear from an actual Midwife and Doula
- Bringing the baby home: Negotiating your Environment
- Resources available and how to access them
- Hear from current parents with disabilities

The course begins Wednesday October 2nd and ends on Wednesday November 13th. For more information, contact Nancy at peers@cilt.ca or by telephone at 416-599-2458, extension 227.

Aging With a Disability

People living with lifelong disabilities are now living longer than expected, and are now embarking upon another life transition - the aging process. They should be able to do so with dignity; this includes having access to all information and resources, having the choice of living at home with appropriate supports and services versus living in long term care facilities, accessing educational programs on health and nutrition, fitness programs and those designed to decrease social isolation as it relates to aging with a disability.

In collaboration with partnering organizations, two surveys were devised and circulated, both distributed across the Greater Toronto Area. One survey was directed towards consumers. Our goal was to gain insight into the issues and concerns that were forefront in their minds around the quality of life as someone living with a lifelong disability, and now entering “the aging process”. The second survey targeted service providers, asking them about the signs of aging they see most common among their aging consumers.

The results highly indicated the need for further research. The collaborative would like to hold 20 focus groups with consumers and service providers across the GTA in order to collect more comprehensive information which will enhance that collected through the surveys. We are currently trying to secure funding for this next exciting phase.

As Peer Program Lead, Nancy Barry facilitated a 2.5 hour presentation on CILT’s ‘Aging With a Disability’ initiative at a conference hosted by the Ontario Federation for Cerebral Palsy in Geneva Park. The conference was directed to attendants and caregivers of persons with a disability. Nancy was asked to speak about the work that CILT, in collaboration with other disability organizations, has been doing around aging with a disability and provide the participants with tips on how to work with aging consumers, and what signs to look for when caring for someone with a life-long disability who is now showing signs of the aging process.

The crowd was extremely responsive and even interested in working with us in the future. There were 30 participants in the workshop, and all had very positive comments and very many questions.

Maintaining Independence Our Way

“Maintaining Independence Our Way” (MIOW) was a three-day conference, coordinated by our very own Melanie Moore, Community Development Worker and Coordinator of SPIN (Strength-based Parenting Initiative). It featured three significant topics: Strength-based Parenting Initiative (SPIN), Aging with a Disability and Direct Funding.

The conference was held at the Ontario College of Art and Design. Both consumers and service providers were well represented. Sections of the conference were also offered via webinar.

“Strength-based Parenting Initiative (SPIN),” By Melanie Moore

SPIN held the first day of the conference. It was a true cross-disability event for service providers to see that people with disabilities can be safe, effective and positive parents.

SPIN presented three different panels, ranging from input from service providers to consumers. We had over 80 people attending either in person or via the internet.

Some of the topics that were addressed are:

- successful parenting;
- peer support;
- exploring the gaps and barriers that agencies working with parents with disabilities experience; and
- cross-disability resources.

SPIN would like to thank its community partners, panellists, and participants for making this a successful and awareness-raising event.

We received excellent feedback; here is one from a service provider ‘This was an amazing and extremely informative and invaluable conference. I learned a great deal and will bring this info forward to my colleagues.’

A huge thanks goes out to those CILT staff that supported SPIN: Marisa, Sam, and Katherine from the Direct Funding program.

“Direct Funding Workshop: A Great Success” By Melissa Graham

Toronto-area participants on the Direct Funding Program had the opportunity to gather for learning and information sharing at a recent day-long conference. The mix of new and experienced self-managers discussed topics like how to hire a good attendant, plus other nuts and bolts about the program. The workshop also provided opportunities for Direct Funding staff and self-managers to connect with each other; staff and participants agreed that everyone learned something new that day. At the end of the workshop, staff gave a preview of the Direct Funding website that recently came online.

At the conference, Direct Funding staff also experimented with webinar technology and hope to offer future workshops over the internet to self-managers across Ontario.

The Direct Funding team has also begun providing information sessions to interested organizations. The Ontario Federation for Cerebral Palsy recently hosted a session at its Toronto office and DF staff is keen to hear from other organizations. An information session for program applicants is planned for the future.

“Aging With a Disability” By Nancy Barry

From the numbers attended, we certainly now know, if we didn't already, that aging with a disability is a topic that sparks a huge amount of interest among the community. We had over 75 consumers attend this portion of the conference, some in person and others via webinar.

We had a wonderful selection of speakers including Dr. Berbrayer from Sunnybrook, who has done a significant amount of work around the aging process as it relates to consumers with cerebral palsy. Graeme Treeby spoke about the transition from being on ODSP to Old Age Security, Jan Richardson from OCAD talked about the work they are doing around aging and technology, but best of all, was hearing from a cross-disability panel of speakers sharing their personal experiences with the aging process.

I would like to personally thank all of the speakers who took the time out of their busy schedules to come and share this day with us.

Peel Peer Support Fundraiser

In order to continue hosting peer support programs in Peel Region, on August 10th and 11th, we had our very first Peel fundraiser – a Summer Yard Sale. It was a great success! We raised \$914.55. Consumers, service providers, and family as well as the general public donated many items to the sale. Thank you to everyone for donating items and their time to help us. Without you, there would be no way. We are now entering our third year delivering peer support activities to Peel consumers.



Photo of Peel Team

CILT'S STAFF TEAM

Samantha Abel, **Safety Ambassador Coordinator, DF Acting Audit Clerk**

Carling Barry, **Peer Support Assistant**

Nancy Barry, **Peer Program Lead**

Sandra Carpenter, **Executive Director**

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

Leisa DeBono, **Direct Funding, Acting Program Manager**

Abdullah Durani, **Direct Funding, Support Coordinator**

Marisa Falzone-Bell, **Direct Funding, Accountant**

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

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

Melissa Graham, **Community Facilitator, Direct Funding Program**

Zdravka Gueoruieva, **Project Information Centre (PIC) Assistant**

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

Katherine Janicki, **Direct Funding Clerk**

Leanne Larmondin, **Direct Funding, Acting Administrative Coordinator**

Judy Lu, **Administrative and Project Information Centre (PIC) Assistant**

Bobbi Moore, **Receptionist**

Melanie Moore, **Community Development Worker**

John Mossa, **Independent Living Skills Trainer**

Ian Parker, **Direct Funding, Senior Advisor**

Andrea Rae, **Inquiries Generalist**

Rolita Siu, **Project Information Centre (PIC) Coordinator**

John Tam, **Audit Clerk, Direct Funding Program**

Jamie Wong, **Manager, Administration and Systems**



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United Way
Member Agency



Ontario

Toronto Central Local Health
Integration Network

