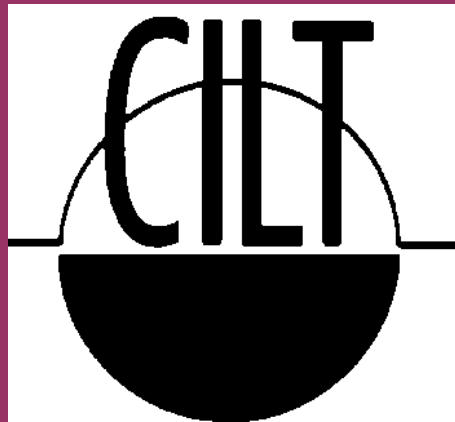


CENTRE FOR INDEPENDENT LIVING IN TORONTO

ANNUAL REPORT 2011-2012



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

INSIDE THIS REPORT

PRESIDENT'S ANNUAL REPORT	1
EXECUTIVE DIRECTOR'S ANNUAL REPORT	3
TREASURER'S REPORT FOR THE YEAR ENDING MARCH 31, 2012	6
FINANCIAL STATEMENT YEAR ENDED MARCH 31, 2012	8
CILT STATISTICS APRIL 1, 2011 TO MARCH 31, 2012	9
DIRECTORS' BIOS	11
2012 FOUNDER'S AWARD RECIPIENT	18
PROGRAM HIGHLIGHTS OF 2011-2012	20



President's Report for Year Ending March 31, 2012 By: Meenu Sikand, President and Chair

It has been an honour to work with my fellow Board Members over the last year. My first year as president of CILT is full of pride as I have returned home after serving on the national Independent Living Canada board for over ten years.

During this time, CILT has grown and matured as an organization, recognizing and responding to the needs of people in our community. It makes me very proud as we continue to be invited by news media, government, and other various community partners to speak about disability issues and educate them about unique Independent Living (IL) perspectives on issues which impact people with disabilities.

Some examples include interviews with CBC regarding Wheel-trans and the problems that the change-over in all booking, scheduling and dispatching systems were creating in our community; stories in Toronto Star and other papers regarding Parenting with a Disability; participation and sponsorship of the Universal Design competition at the Ontario College of Art and Design University.

Earlier this year, CILT hosted workshops on how to use the recently ratified Convention On the Rights of People With Disabilities as a tool for influencing change in policy. International interest continues. We recently hosted a visitor from France who wanted to know more about Nurturing Assistance, hosted another delegation from China, wanting to learn more about our Centre and the issues that Canadians with disabilities face and I received an invite from the Montreal Chinese Cultural Association to go to Montreal and Speak to them about IL.

As our insightful Executive Director will mention in her report, and shared strongly by the Board, we need to create new alliances to reach out to new immigrants settling in 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 the 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. We strive to continue to create meaningful alliances with others to avoid both duplicating services and to build capacity among like-minded groups to work on common areas of concern. We would like to fill this knowledge gap and continue to provide new perspectives on disability to sectors that we haven't served before.

The list of our Board includes Bev Elliot as past-chair, Mary-Louise Dickson, Vice Chair, Ken Connors, who is a most able treasurer; Nancy Christie, secretary and Chair of the Human Resources committee; Heather Willis, Member at Large and Accessibility Advisor at Ryerson; Harvinder Bajwa, who also heads up Canadian South Asians in Support of Independent Living; Christine Stapleford now with the Toronto Rehab Institute; Stacey Lintern with the Muscular Dystrophy Society; Cathy Samuelson, from North Yorkers for Disabled Persons and Charles Silverman, also from Ryerson and Inclusive Media. I also want to make mention of Melisa Graham who resigned to pursue employment at CILT. Please join me in thanking everyone.

This year we say goodbye to Bev, Mary-Louise and Nancy. 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 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.

Sandra's report outlined some highlights over the last year so I won't repeat them here, but I do want to make mention of a successful negotiation to transfer administrative responsibility of the Direct Funding Program from the Ontario Ministry of Health to the offices of the Toronto Central Local Health Integration Network. Our biggest fear was that Direct Funding would be forced into a medical model approach but that was not the case. In fact, the Program was actually increased in the Fall of 2011. An action which highlights the recognition of its value in the menu of health and community supports.

The Direct Funding Program, is 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.

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 the CILT members for making all our work possible as we enter our 29th Year!



Annual Report for the Year Ending March 31, 2012 By: Sandra Carpenter, Executive Director

***"You can wait forever for perfect conditions, or make the best of what you have."
(Late Jack Layton, died 2011)***

When Jack Layton died, I was struck by something his family attributed to him – the idea contained in the quote above. Not waiting, acting. The responsibility we all have to be part of the problem-solving process rather than to get mired down in our ideals and thoughts of perfection. The thought that we are all in this together – we all share common goals – it is only our ideas of how to get there that differ.

I watched with curiosity the phenomena of the global Occupy Movement and the difficulty various mainstream media had with making some organized sense out of the movement's messages when there was no identified leader or spokesperson, or even a clear structure.

I was reminded of how much in disarray society had become when the rules of engagement in war changed during the 60's and the Vietnam War. Guerrilla warfare and now guerrilla protests made possible by the speed in which social media made things possible.

Wow. Suddenly I feel like a dinosaur, or at the very least, an onlooker at all this phenomena.

What this means for us is that we have to take the chance to let go of the old before we can really grab on to the new. And this is scary. An analogy to this feeling – which I'm sure I heard somewhere before, but can't remember where - is when a trapeze artist has to let go of one swing before grabbing another. For a split second, the artist is hanging in midair with nothing to hold on to.

Are we there? Yes. We are definitely in the midst of a 'sea change'. Have we been there before? Yes. Obviously in the 60's there was a big shift as a result of the youth and anti-war movements. There was another big shift for us when the Independent Living movement burst on to the scene in Canada in the 80's. Will we be there again? Rest assured, we will. And the pace of change will be more rapid than ever because the speeds of technological growth and communication have dramatically increased.

What does this mean for our future - the future of Independent Living? Is our philosophy flexible enough to remain relevant in the current social context? How can our philosophy grow to include both people aging with disability and aging into disability; people injured at work and those with disabilities who never got into the workforce in the first place; that the philosophy itself seems to contradict many ethnic and cultural values?

The solution may be to take a look again at the roots of our core values. Choice, control and empowerment. Although they may have originally been viewed through a lens of 'individualism',

it is hard to see it that way when we have also included principles of peer support and cross-disability.

There are terms or ideas that should be challenged such as 'integration'. Maybe 'inclusion' better represents the goal that we try to achieve here. We also need to do a better job at articulating the value of 'diversity'. Diversity includes not just race and culture, but also age, gender and sexual orientation.

If the year 2011/2012 were to be characterized, CILT seems to have ventured further down the path of building or consolidating new and existing partnerships: The Ontario College of Art and Design University – Inclusive Design Centre and at Ryerson University. This year also saw the conclusion of the Gateways Project and resulted in some wonderful educational tools for Health Service Providers and community members to use. This year also saw the launch of the Safe Toronto Action Now – Disability project which is a spin off from 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, Abdulla Duranai, Katherine Janicki and welcomed newcomers Melissa Graham and Marisa Falzone-Bell. Mel Dell, who some of you may know went on to other pursuits. The Core Program team: Nancy Barry, Carling Barry, Chris Lytle, Melanie Moore, John Mossa and Andrea Murray nee Rae. Chris has also moved on and is now with Community Living Toronto. 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 today.

This year we say goodbye to our first ever retiring staff, Susan DeLaurier. Words cannot say how much her presence at the office will be missed. No one has been more committed or dedicated than Susan, who, no matter what, has brought joy and good humor to this office, of which I am sure will never be replaced. She has offered insurmountable support to me, her team and this office. Although her last official day is a month off, we thought it was important to say a few words about this historic event! It is with mixed feelings that we do say our goodbyes and wish her all the best for the future.

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 make special mention of the people who work in the office daily as our support attendants: Margaret Gituku, Melissa Haigler, Archie Cromwell and Louis George, without who 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, Claire Hurst, Cathy Line, Luigi Lisciandro, Gomti Modi,

Alexandra Monteiro, Alnoor Nanji, Elisa Palma, Melissa Simas, Elaine Stewart, Suzette Yearwood and Jon Yu. Last but not least, we have Bobbi Moore who is our 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!

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 always being available to me on the other end of the phone.

Meenu was honoured this year by being given a Diamond Jubilee Award. We recognized this by having the presentation of the Award at the CILT offices on July 6th 2012. The Award was presented by Senator Nancy Ruth. Board Member Harvinder Bajwa also received a Diamond Jubilee Award.

Special mention should also be made of the Board Members who will leave us after completing the third of their two year terms: Bev Elliot, Mary-Louise Dickson and Nancy Christie. Their contributions to both the organization and 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, 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 we do. Thanks once again, to all!



Treasurer's Report for 2012

By: Ken Connors, Treasurer

A condensed version of CILT's financial statements for the year ending March 31, 2012 is included in this annual report. A complete version is available on request. The statements were audited by Berman, Lofchick & Lum, LLP Chartered Accountants. As usual, CILT received a "clean" report from its auditors.

The Statement of Financial Position (the top part of the condensed statement) shows CILT's assets and liabilities as of March 31st. This statement is organized to report the funds belonging to the Personal Support Workers (PSW) Training project and the Community Care Information Management (CCIM) project separately from CILT's core operations and our Direct Funding program. The 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 \$1,991,000. 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 \$15,991,300 of which \$159,921 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 \$25 million, and CILT's core operations benefited by an administrative expense recovery of \$163,957.

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 Toronto, and the administrative fees from CILT's management of the PSW and CCIM projects and the Direct Funding program. Revenues and expenses totaled just over \$1 million last year. Most of the expenses (85%) went to personnel, purchased services, and building occupancy.

The total revenues for the core operations equaled 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 by deferring to this year some of our administrative fees 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, 2012

Statement of Financial Position

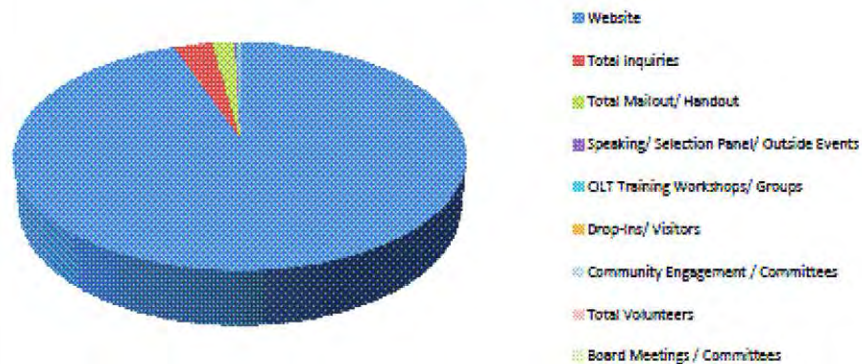
	PSW Funds	CCIM Funds	Core & Direct F.	Total 2012	Total 2011
ASSETS:					
Current Assets	12,018	3,086,018	3,116,592	6,214,628	7,835,928
Capital Assets	-	-	16,397	16,397	27,222
Total Assets	12,018	3,086,018	3,132,989	6,231,025	7,863,150
LIABILITIES\NET ASSETS:					
Current Liabilities	12,018	3,086,018	2,652,073	5,750,109	7,382,234
Net Assets\Reserves	-	-	480,916	480,916	480,916
Total Liabilities\Reserves	12,018	3,086,018	3,132,989	6,231,025	7,863,150

Statement of Operations (Consolidated)

	PSW	CCIM	Direct Fundg.	Core	Total 2011-2012	Total 2010-2011
Revenues:						
Min. of Health Grants	1,978,982	14,605,307	25,436,087	302,860	42,323,236	46,092,964
United Way - Membership Alloc	-	-	-	185,030	185,030	181,330
City of Toronto Grants	-	-	-	54,048	54,048	95,012
Self-Generated Income\Other	-	1,047	39,371	513,715	554,133	444,568
Total Revenues:	1,978,982	14,606,354	25,475,458	1,055,653	43,116,447	46,813,874
Expenses:						
Personnel	-	-	411,571	720,127	1,131,698	1,095,783
Purchased Services	-	-	46,433	102,208	148,641	119,299
Building Occupancy	-	-	64,528	70,412	134,940	125,967
Administrative Expenses	45,000	159,921	163,957	41,998	410,876	435,277
Program Expenses	-	14,446,433	242,787	87,432	14,776,652	19,657,247
Staff\Board Expenses	-	-	7,110	22,651	29,761	16,779
Subsidies to Participants	1,933,982	-	24,539,072	-	26,473,054	25,352,697
Amortization-Furniture\Equipmt.	-	-	-	10,825	10,825	10,825
Total Expenses:	1,978,982	14,606,354	25,475,458	1,055,653	43,116,447	46,813,874
Excess of Revenue over Expenses:	-	-	-	-	-	-

CILT Statistics April 1, 2011 - March 31, 2012

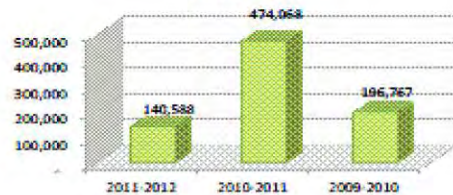
Individual Contacts by Category 2011-2012



CATEGORY	Individual Contacts	%	Units of Service	%
Website	140,588	83.00%	392,383	87.33%
Total Inquiries	17,146	10.12%	27,718	6.17%
Total Mailout/ Handout	9,033	5.33%	19,325	4.30%
Speaking/ Selection Panel/ Outside Events	979	0.58%	5,750	1.28%
CILT Training Workshops/ Groups	1,286	0.76%	2,208	0.49%
Drop-Ins/ Visitors	123	0.07%	834	0.19%
Community Engagement / Committees	75	0.04%	713	0.16%
Total Volunteers	104	0.06%	251	0.06%
Board Meetings / Committees	59	0.03%	150	0.03%
Total	169,393	100.00%	449,331	100.00%

CILT Statistics April 1, 2011 - March 31, 2012

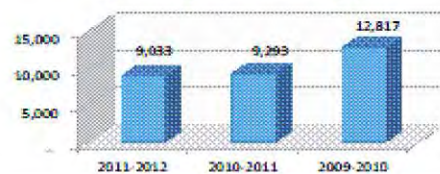
Website (# of homepage contacts)



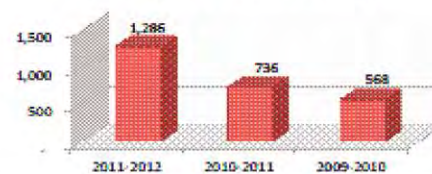
Total Inquiries (# of calls)



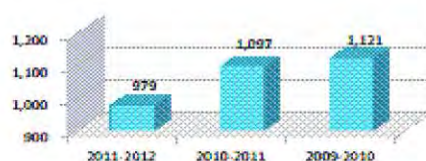
Total Mailout/ Handout (# of packages or mailings)



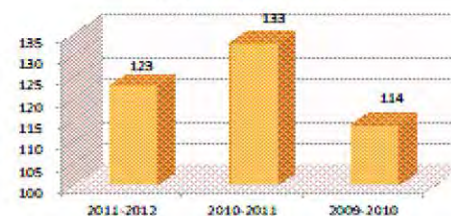
CILT Training Workshops/ Groups (# of persons attending)



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 CBR program has worked in various management positions in both corporate and government sectors for the past twenty years.

Shortly after arriving in Canada, she sustained a spinal injury that dramatically changed her life. This accident made Meenu fiercely determined to defy stereotypes associated with having a disability, and began a life of self-advocacy and advocating for changes that would make Canadian systems and communities inclusive and accessible for all, including those with a disability. Her association with CILT, the local Independent Living Centre in Toronto, was love at first sight. Meenu found her life-long passion that has shaped the Canadian and international IL movement by bringing diversity and IL perspectives together.



Since 2001, she has been actively involved in the development and strategic implementation of the Ontario's first accessibility legislation *Accessibility for the Ontarians with Disabilities Act* (AODA) for the province of Ontario and the Region of Peel. In 2010, she received the "Together We Are Better Award" for creating and delivering Accessible Customer Service training.

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 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.

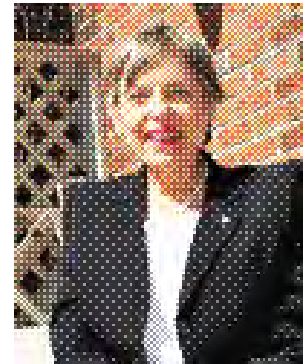
Meenu has helped to raise over \$50K for SCI research and making local communities accessible as the Vaughan ambassador for the *Rick Hansen Wheels in Motion* event.

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, "New Pioneers Award" from the Skills for Change, Region of Peel "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, mother Amrit and 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.

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. He is currently the treasurer of the condominium Board where he lives.

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 project with 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 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).



Nancy Christie, Secretary

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.

Heather Willis, Member at Large

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 Co-ordinator at Ryerson University beginning in October.



Harvinder Bajwa, Director

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.

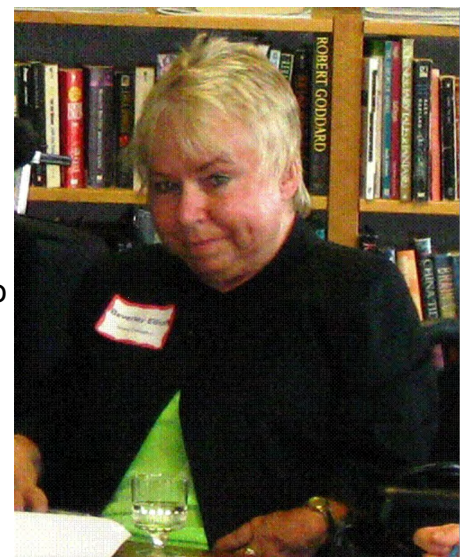
Harvinder is also active within various committees and subcommittees including the Brampton Transit & Taxicab Advisory Committee – city of Brampton. She is an active participant in society, helping numerous individuals with disabilities. Evidently, Harvinder has tremendous experience and knowledge regarding work in the community. She is the recipient of many awards for her work in the disabled community.



Beverley Elliott, Director

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.



Christine Stapleford, Director

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 young adults living with disabilities and their families.



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 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, Christine is the Corporate 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 paediatric and adult healthcare system for young adults living with cerebral palsy or acquired brain injury.

Charles Silverman, Director

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



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

Cathy Samuelson, Director

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.



Stacey Lintern, Director

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



CILT'S BOARD OF DIRECTORS

IAN PARKER: 2012 FOUNDER'S AWARD RECIPIENT

CILT is delighted to present the Founders Award this year to **Ian Parker**, senior advisor and former manager of the Direct Funding – Self-Managed Attendant Services program.

This is a unique situation: the Founders Award has never before gone to someone on staff at CILT. But Ian is not just any staff member. He is being recognized not only for nearly (he's not done, yet!) a lifetime of work in developing community-based alternatives for people with physical disabilities who require daily support, but especially for the pivotal role he played with getting the Direct Funding program off the ground. His long-time efforts to open the program to more people paid off last year, after DF received expansion funding from the provincial government, allowing it to take on more than 30 new participants in a matter of months.



Ian's passionate belief in consumer control is a thread through his work, his leadership and his personal life and he has dedicated decades of work to improving the lives of people with disabilities. This work began in 1979, when he served as project co-ordinator of a study of attendant service needs of persons with disabilities in 13 Ontario cities. Around the same time, he was involved in the development of Toronto's first supportive housing project through the Cheshire Homes Foundation, of which Ian is an honorary lifetime member. (Cheshire is a provincial umbrella organization coordinating attendant service projects.)

As a founding member of Access U of T (1980-1982), Ian helped ensure accessibility for classes at the University of Toronto. Ian also served as provincial coordinator of the International Year of Disabled Persons (1981), and he is credited with creating the 'Label Us Able' awareness theme which resoundingly reflects his work and contribution to the lives of people with disabilities. In 1982, he served as project consultant for Future Pod at Ontario Place, ensuring that all of the exhibit's display elements were barrier-free for persons with varying disabilities, including mobility issues, vision or hearing impairments.

In the early 1990s, Ian was a founding member of the Attendant Care Action Coalition, or ACAC, which was the driving force behind the Woodedden Conference in London, Ontario; at that gathering the Direct Funding pilot project (1994-1998) was announced. Initially the notion of Direct Funding made everyone nervous. Ian was instrumental in addressing concerns from all sides. He was a key part of the team that negotiated with government, unions and other attendant service providers quelling all fears.

From its inception, Ian has been a stable anchor for the Direct Funding program, first as director of the pilot, then as manager of the program, which was given permanent provincial program status in 1998. In 2011, he moved from the day-to-day management of the program to serve as senior advisor to the program, maintaining relationships with government representatives and graciously sharing with anyone who asks his encyclopaedic knowledge of the history of DF and disability issues in the province.

More than 1,070 people across Ontario have been on the program since its inception in 1994. Markedly distinct from any other daily support or attendant services program, Direct Funding allows people with disabilities to negotiate budgets to pay for their own attendant staff rather than rely on a service provider to “dispatch” attendants to them. Choice, flexibility and control are hallmarks of the program.

DF participants, or “self-managers”, as they are known, are employers of their own support staff, virtually eliminating an entire administrative layer that takes service dollars out of the system. Many participants cite the Direct Funding program as the key to remaining independent in their homes and communities. The program has enabled people with severe disabilities to complete educations, establish careers, own and operate businesses, contribute to communities and undertake family responsibilities such as caring for elderly dependent parents in their own homes or raising children.

And speaking of families, amid all his professional milestones, Ian met Lisa Bendall in the early '90s at a local disability event and it was the beginning of something bigger than even Direct Funding. The couple were married in a small, musical ceremony in 1996 and in May of 1999 his life changed again with the birth of his daughter Emily. Ever a man in control, Emily's birth was a 2-day event that many of us believe propelled the growth of Ian's grey hair since he could only sit and wait, despite Lisa's suggestion of some of the other *things* he could be doing! Having a beautiful baby at home allowed Ian a better understanding of how Direct Funding could help parents of young children with nurturing assistance, once again bringing his personal and work life together. Once a piano teacher, Ian's love of music must have carried through in his genes since his daughter is as musically inclined as her father, although a much better singer.

The Direct Funding program remains a shining example of what can happen when the principles of Independent Living are put into action; people with disabilities are treated as responsible adults and Ian was a true leader in putting this all into reality.

Ian's work to improve access has also been recognized with an Award of Merit from the Ontario Federation for the Physically Handicapped and the Ken Ashbee Award from Three Trilliums Community Place, “to recognize and honour his contribution to independent living in the Toronto area through the development of housing and other services for people with physical disabilities”.

Locally, Ian has lent his wisdom, experience and expertise to the field of disabilities by serving on or chairing boards and committees of organizations and foundations that have helped thousands of persons with disabilities. These include: Access U of T, Gage Transitions to Independent Living, Clarendon Foundation, the Canadian Paraplegic Association (now known as Spinal Cord Injury Canada) and Cheshire Homes Foundation. In the 1990s, he also served as a lecturer in the Department of Physical Therapy at the University of Toronto, instructing students about the history, philosophy and principles of the Independent Living Movement and Self-Managed Attendant Services.

In every facet of his life, Ian has lived and espoused the independent living philosophy. His leadership and steadfast belief in consumer control have left an indelible mark not only on thousands of people with disabilities across the province but on the wider community in which those consumers live – their lives richer for having the good fortune to have worked alongside him.

For all of these reasons, Ian is the most deserving of the 2012 Founders Award. Congratulations, Ian!



PROGRAM HIGHLIGHTS OF 2011-12

STAND Safety Ambassador Project

The Safe Toronto Action Now Disability (STAND) Committee is a cross-disability group of Toronto Community Housing Corporation (TCHC) tenants with disabilities and community partners concerned about safety. Some of the STAND participants have come from the Safe Engaged Environments Disability (SEED) Project.

STAND is a one-year initiative that has recruited and trained a small group of TCHC tenants who have an interest in disability and safety issues to become Safety Ambassadors, who are raising disability and safety awareness through interactive presentations and consultations with TCHC staff, first responders (i.e. police, fire, and ambulance workers), government, and other organizations dealing with safety issues. The presentations allow for feedback and evaluations, so that the project can keep improving, learning and engaging with our communities.

For more information on STAND and the Safety Ambassador Project, please contact Samantha Abel, Centre for Independent Living in Toronto (CILT) at 416-599-2458 ext. 222, TTY: (416) 599-5077 or by email samantha.abel@cilt.ca

Disability and Rights for Citizens

The Disability and Rights for Citizens (DRC) Project is a one-year initiative that will run 6-10 human rights educational workshops and create a series of plain language tools to be distributed to people with disabilities living in Toronto. The workshops will educate people with disabilities with regards to the Convention on the Rights of Persons with Disabilities (CRPD) and how it affects them as citizens of Toronto. The plain language tools will be available in alternative formats in accordance with the Accessibility for Ontarians with Disabilities Act (AODA) accessibility standards.

People with disabilities in Toronto need to know about their human rights. The United Nations Convention on the Rights of Persons with Disabilities was signed by Canada in 2007 and ratified in 2010. It remains a very important issue that people with disabilities have full realization about what this means in terms of being a citizen of Toronto. Human rights remains a subject that is very large and complicated. The main issue is that there are no existing strategies to educate people about this subject in an atmosphere that is accessible to participants.

For more information on the Disability and Rights for Citizens (DRC) 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.

Strength-based Parenting Initiative (SPIN)

Strength-Based Parenting Initiative (SPIN) is a cross-disability collaborative made up of service providers and community partners to address the gaps in services for parents and prospective parents with disabilities. SPIN was developed over two years ago. SPIN's goal is to provide education and awareness to service providers, government officials, CAS workers and hospital staff etc.

Advocacy plays a critical role in this initiative by working not only with service providers but parents as well, ensuring that parents with disabilities are aware of their rights as parents and finding out from them where gaps in service lie, which needs are not being met by current services, and doing everything that we can to make parenting with a disability a positive experience for all.

SPIN will be hosting its first conference on November 28th at Ryerson University. This conference will be for anyone interested in Strength-Based parenting. For further information contact Melanie Moore, SPIN Coordinator at (416) 599-2458 ext. 222 or by e-mail at melanie.moore@cilt.ca.

Peer Support Program

Aging Project:

CILT has been working on an initiative around what it's like to go through the aging process when you have a disability. In partnership with other community agencies, CILT has developed and circulated a survey to both consumers and service providers to determine: (a) what is being done, if anything, on this topic; and (b) what are the concerns of consumers as they enter into the later stages of life. We have found interesting results and are currently in the process of delivering conclusive summaries of each. In the future steps of this project, we, as a team, hope to bring innovative possible solutions to consumers in order to ease their anxieties around aging with a disability, as well as advocate for appropriate services to make the transition of aging easier on adults with disabilities.

Gateways Project:

After six years of hard work, our Gateways journey is nearing its completion. Mount Sinai and CILT hosted a community launch at the end of June to introduce our final product, including:

- Resources to help plan and organize the "Creating an Enabling Environment" disability education programs
- Links to the film, eLearning module, tip sheets and guides, recommended resources
- Background information about the Gateways Projects (team members, articles, reports)

We also created an eLearning Program: “Creating an Enabling Environment in Mammography”. It’s a 30 minute module containing scenarios that are based on stories told by real women coming for cancer screening and tips and real life scenarios to help healthcare providers communicate appropriately and comfortably interact with women with disabilities. All this can be found at www.mountsinai.on.ca/education/creatingenablingenvironment.

Independent Living Peel:

CILT has branched out to consumers living in Peel Region. Over the past two years, we have developed a Peel Diner’s Club, delivered over 20 independent living skills workshops, hosted our first annual summer picnic, created an Accessible Restaurant Directory for Peel Region, and developed a quarterly peer newsletter, “Peel Peer Horizons”. We are currently searching for available funding to be able to continue reaching out to consumers in Peel. To date, we have over 200 consumers in Peel.

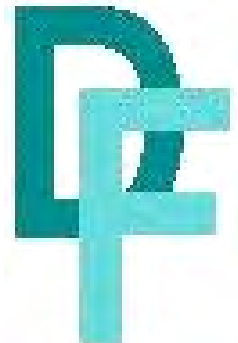
PDN Family Photo Album:

Over the years, the PDN has had the good fortune of meeting a lot of wonderful families; ones that have played a strong, active role in the PDN and others who have come to various family events that the PDN has hosted.

CILT is in the process of creating a photo album of PDN families. With their full consent, we will be sharing stories about some of our PDN families, including challenges faced and actions taken to overcome the challenges and break down barriers of parenting with a disability. Each family will choose a favorite photo to illustrate their story. The PDN Family Photo Album will be used as a tool to promote parenting with a disability nation-wide.

Direct Funding Program

Direct Funding has seen a lot of staff changes over the past year; we were very lucky to find Abdullah Duranai in the DF Support role, Melissa Graham who is the Community Facilitator and Marsia Falzone-Bell in the Accounting position. Both DF and CILT are very sad to be losing Susan DeLaurier who will retire at the end of October. In September 2011, DF received a 1.7 million dollar expansion and all staff worked very hard to bring on more than 30 new self-mangers and increase the budgets of 19 existing participants with the expansion dollars.



Direct Funding Update

Direct Funding has also had a very good year. In terms of staff, within the past year we've hired: **Abdullah Duranai** who is acting in the support role within DF and has been enormously helpful in getting new applicants successfully started on DF; **Melissa Graham** who is the DF Community Facilitator helping us get out into the community and connect with existing self-managers as well as new applicants; and very recently we lucked out in finding **Marisa Falzone-Bell** who is filling in the medical leave in our Accounting position while we wait for Victoria Pica to return.

We are also very sad to learn that Susan DeLaurier will soon be retiring and leaving not only DF, but CILT as well. Susan has been with CILT since 1999 and with DF since 2010. We will miss her enthusiasm, her incredibly positive attitude and her willingness to do whatever is required, whenever it is needed.

Direct Funding has also received a sizeable increase of 1.7 million dollars in September 2011, allowing us to bring on more than 30 new self-managers and increase the budgets of 19 existing self-managers.

OUR CONSUMERS





CILT'S STAFF TEAM

Samantha Abel, Safety Ambassador Coordinator
Carling Barry, Peer Support Program Assistant
Nancy Barry, Peer Program Lead (Peer Support/Volunteerism/PDN) and Newsletter Editor
Katrin Birkenhake, Finance and Administrative Assistant
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
Abdulla Duranai, 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 Gueorguieva, PIC Program Assistant
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 Program Assistant
Bobbi Moore, Volunteer Receptionist
Melanie Moore, Inquiries Generalist
John Mossa, Independent Living Skills Trainer
Ian Parker, Senior Advisor, Direct Funding Program
Andrea Rae, Inquiries Generalist
Rolita Siu, Project Information Centre (PIC) Coordinator
Jamie Wong, Manager, Administration and Systems

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