



Susan L. Hardie (CCDS Executive Director) at the Institute of Knowledge Mobilization Conference

Table of Contents

About CCDS & Staff Information	2
Letter from the CCDS Acting Chair	3-4
Letter from the CCDS Executive Director	4-6
CCDS Nominations Committee Report	6
2016-17 CCDS Project - CMHC	7
2016-17 CCDS Project Highlights - CUPW	8
2016-17 CCDS Project Highlights- Emergency Card	9
2016-17 CCDS Historical Project	10-11
Enable Grant	11-12
Student Placement	12
Independent Auditors' Report	13

About CCDS

The Canadian Centre on Disability Studies (CCDS) is a not-for-profit organization dedicated to re-envisioning community through collaborative research, education and development on cross-disability issues, inclusive of mental health. Through our activities we promote full and equal participation of people with disabilities in all aspects of society – locally, provincially/territorially, nationally and internationally.

CCDS is guided by, and works out of, the values of inclusion, equity and participation. Increasingly CCDS draws upon the lens of intersectionality, inclusion and capabilities in its partnership and collaborative activities with the disability communities, corporate sector, academe and government experts with a vision of enhancing the lived experiences of persons living with disabilities, and their circles of support (e.g. families, partners, etc.), in communities throughout Canada and abroad.

2016-17 Board of Directors

Executive

President:
Sandi Bell
Hamilton, ON (Until
Feb 2017)

Acting Chair:
Miguel Aguayo
Toronto, ON

Secretary:
Katrina Trask
St. John's, NL (Until
Feb 2017)

Board

Alexis Davis
Vancouver, BC
Flora Marcelo
Guelph, ON

Peter Dunn
Kitchener, ON

Treasurer:
Ernie Kowalec
Calgary, AB
Secretary:
Katie Aubrecht
Halifax, NS

**Maria Fernanda
Arentsen**
Winnipeg, MB (Until
Aug 2017)
Anne McGuire
Toronto, ON

2016-17 Employees

Alyssa Goodbrand
Special Projects
Officer II

Evan Wicklund
Special Projects
Officer I

Jack Hess
Custodian

Jay Harrison
Senior Research
Officer (Until Dec
2016)

Susan L. Hardie
Executive Director

Yi Wang
Accounts Manager

2016-17 Additional CCDS Team

Eleanor Chornoboy
Volunteer

Seonghwi Bang
Consultant

Contact Information

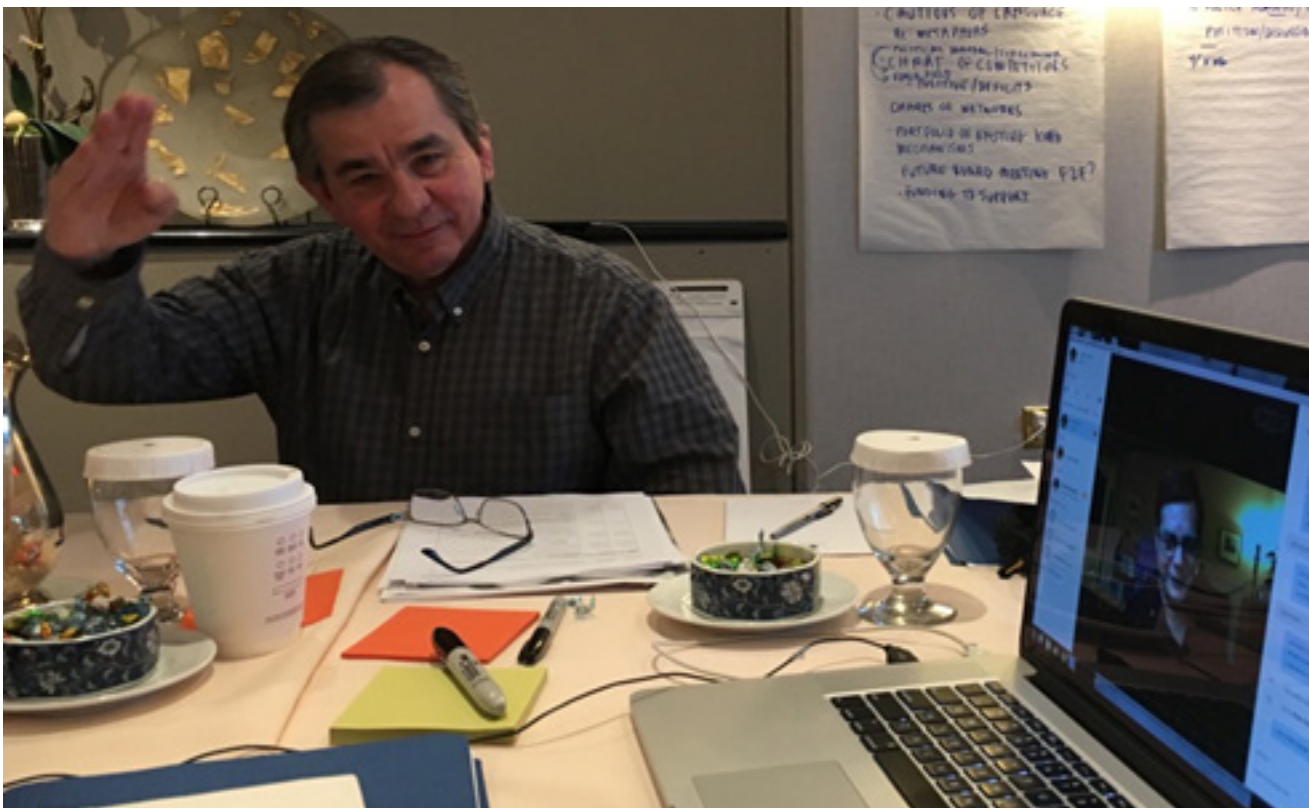
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<http://www.disabilitystudies.ca>
ccds@disabilitystudies.ca
Facebook: CanadianCentreOnDisabilityStudies

Letter from the CCDS Acting Chairperson

As the Acting Chairperson of the CCDS Board of Directors, I would like to provide a few highlights of the accomplished over the past year.

The primary advance made in moving the organization forward was the adoption of a strategic plan that will guide the activities of our incoming board from this point and onwards to 2022. I would like to express my gratitude to all contributors in the process of developing this plan, particularly Peter Levesque from the Institute for Knowledge Mobilization who served as a consultant and facilitator during the two-day session last December. In the months to come, CCDS will release our new strategic vision, which will place creating an environment that leads to positive impacts for the community that's served by the CCDS and our partner organizations. With this vision, CCDS will be well positioned to fulfill its mission of creating a more accessible and inclusive society both in Canada and abroad.

This past year was also a busy one for CCDS staff who led several projects, which included the VisitAble Housing social development project, the CUPW Moving On and Special Needs Project Evaluation, Inclusion Winnipeg Emergency Card Project. In the spring of 2016, the CCDS successfully completed the VisitAble Housing social development project. This was three-year initiative that was made possible through funding provided by the Government of Canada's Social Development Partnerships Program - Disability Component. As a follow-up phase to this project, CCDS embarked on a project funded by the Canadian Mortgage Housing Corporation (CMHC) to explore barriers exist for stakeholders who are looking housing and identify strategies to remove them. It is expected that the CCDS will have completed the CMHC report shortly and will explore additional opportunities to continue work on this project.



Miguel Aguayo (CCDS Acting Chairperson) at the in person Board meeting

Progress was made and continues on the CUPW Moving On and Special Needs Project Evaluation. The initial phase is set to conclude by October of 2017. Also, CCDS completed work on the development phase of the Emergency Card Project, an identification tool for individuals with communication challenges in emergency situations. We are excited to report that work on both the CUPW Evaluation and the Emergency Card Project will continue.

I would also long to recognize recent departures from the CCDS's Board of Directors. Over the last two years, three directors stepped down from their roles to pursue other interests, which included Katrina Trask, Sandi Bell and Maria Fernanda Arentsen. A big thanks to all three of these skilled and dedicated individuals for the time, experience and contributions made to the CCDS.

Finally, I would also like to thank Alexis Davis, whose second board term expired this year after many years of contributions to CCDS, as well as the rest of the members of the Executive, Board and staff members, as well as volunteers, family, and supporters. In closing, over the past year the CCDS continued its work in community-based research, education and development in disability issues inclusive of mental health and remains committed to continuing this work moving through a new strategic plan.

Regards,
Miguel Aguayo, M.S.W.
Acting Chairperson, CCDS Board of Directors

Letter from the CCDS Executive Director

In last year's Executive Director Report, I discussed the importance of "transformative system change". Such change involved rejecting the Titanic metaphor (i.e. re-arranging chairs on the deck of Titanic) and embracing a corollary the "co-construction of a great sailboat with a deep keel and structure that is able to navigate extremely tough waters (i.e. current social, economic and political changes around the world)" (Annual Report, 2016). Drawing upon best-evidence of intersectionality and inclusion, the CCDS has been working diligently to co-construct just such a great sailboat by attending to its own organizational processes, while continuing to engage, establish and re-establish relations with a broad range of stakeholders in the cross-disability field, inclusive of mental health and disability studies. With this vision in mind, we hope to be collaborating with others towards realizing an inclusive, equity and accessible society that is sustainable for all in Canada and internationally.

The essential organizational process addressed this year was CCDS' completion of its continuance federally (October 2016). Shifting from a Manitoba Corporation to being a national non-profit incorporation, with charitable status, with extra-provincial corporations in both Manitoba and Ontario is a huge organizational transition. Through its parallel strategic planning process, the CCDS Board approved the acquisition of a virtual office in Ottawa from which the CCDS Executive Director would work. The virtual Ottawa office enables the CCDS to be more available to engage with other national stakeholders collaboratively, and to more efficiently engage with and respond to federal government requests for participation and/or consultation. The Winnipeg office remains the Main Office of CCDS with a vision of sustaining and further enhancing local collaboration.

Flowing from becoming a national non-profit organization, CCDS worked very closely with its lawyer to ensure that all essential documentation was filed and processes revised. A large piece of this work was to revise the CCDS Bylaws, which have been approved and will be presented to the membership at the AGM in Sept 2017. This bylaw revisions included removing components of earlier bylaws and will be crafted as draft governance policies for the incoming CCDS Board 2017-18. In addition to the new Bylaws, the incoming Board in September 2017 will have the new, approved Strategic Plan 2017 to 2022, and a plain language "Consent to act as a Board Member)" declaration, to inform their work.

An additional invaluable resource to the Executive Director this year has been the acquisition of an external consultant in human resources. Current work focuses on revising the CCDS Policies and Procedures manual for both staff and volunteers to reflect the organizational and staff presence in both provinces, with a federal corporation. In addition, this consultant will be a resource throughout the year as the CCDS Staff job descriptions are being revised to reflect the shift of roles and responsibilities with the Executive Director now working primarily out of Ottawa.

As you will see upon review of the remainder of the Annual Report, CCDS has continued its work locally, nationally and internationally on projects while simultaneously refining its organizational structures. Thank you to the CCDS Staff, Student and Volunteers for ALL of your outstanding contributions both in the project area, and more broadly, contributing to and embracing the CCDS organizational change. Thank you to the CCDS Board for ALL of your efforts in ensuring that the CCDS organizational structures, inclusive of a new Strategic Plan 2017to 2022. We know that we are well underway to co-creating the aforementioned "sailboat", which will enable CCDS to realize "win-win-win" collaborations, with a broad spectrum of stakeholders, sharing a vision of realizing an inclusive, equitable, and accessible society that is sustainable for all.



Susan L. Hardie (CCDS Executive Director) at the Institute of Knowledge Mobilization (IKM) Conference

In closing, I would like to acknowledge the establishment of a new partnership with the Institute of Knowledge Mobilization. The CCDS will be partnering with IKM for the next three years at their annual conferences in Winnipeg (2018), Halifax (2019) and Vancouver (2020). In addition, the CCDS is currently developing collaborative projects locally, nationally and internationally. All of these events and activities are opportunities for the CCDS to implement aspects of its new Strategic Plan 2017-2022. It is my sense that as this next year rolls out the relevance and sustainability of the CCDS will be evident to all, as the CCDS increasingly serves as a hub of knowledge on cross-disability issues..... locally, nationally and globally..... to realize behavioural and system level change guided by the social justice intent of the United Nations Convention on the Rights of Persons with Disabilities and other social justice frameworks.

CCDS Nominations Committee Report

The 2016/2017 Nominations Committee received 4 applications for consideration of 4 vacancies on the Board. Two Board member's term expired, with only one of these members requesting consideration for a second three-year term.

The quality of all applications was high and it was recommended by the Nominations Committee that the below listed 5 candidates be put forward to the general CCDS membership for consideration. The successful candidates will be announced at the Annual General Meeting on September 8th, 2017 at 1pm CST at the CCDS main office in Winnipeg.

- Ernie Kowalec (renewal of 3-year term)
- Brooke Sillaby
- Carolyn Shimmin
- Patti Chiapetta
- Tania Principe

During the next year, the 2017/2018 Nominations Committee is recommended to focus on the following actions:

1. To formalize the guidelines about Nomination application deadlines congruent with the bylaws;
2. To document the Nominations process, inclusive of the option of individual interviews of Nominees to further ascertain "fit" with new CCDS Strategic Plan;
3. To develop an evaluative tool to review the Nominations submissions for next year (i.e. score card); and,
4. To continue to strive towards enhancing the diversity of the CCDS Board membership inclusive of, but not limited to, the geographic locations in five regions across Canada.

2016-17 CCDS Project- CMHC

In 2017, CCDS completed the VisitAble Housing Canada project entitled: “Barriers and Enablers to the Uptake of VisitAble Housing in Canada: Stakeholder Perceptions.” Funded by the Canadian Mortgage and Housing Corporation, the purpose of this project was to identify unique perspectives of key stakeholder groups within the housing system to determine the possible barriers and enablers to the increased adoption of VisitAble Housing in Canada.

This qualitative research project involved 35 in-depth interviews from primary stakeholder groups from across Canada, including housing consumers, homebuilders, home developers, policy makers, and advocates. Research questions sought to examine what stakeholders thought about VisitAble Housing, and what encouraged and/or discouraged them from embracing VisitAble Housing.

In June of 2017, the final report was completed and submitted to CMHC. The interview results demonstrated that there was a general support for VisitAble Housing amongst stakeholders and community leaders. Several reasons for adapting VisitAble Housing were outlined, as were enablers, deterrents and ways that VisitAble Housing may be more adequately promoted. CCDS looks forward to advancing the uptake of VisitAble Housing in the months to come and working with our partners to seek out opportunities.



2016-17 CCDS Project Highlights- CUPW

In 2016-2017, CCDS continued their contract with the Canadian Union of Postal Workers (CUPW) to complete program evaluations of two CUPW initiatives supporting union members who have children with disabilities; more specifically, the "Special Needs" and "Moving On" Projects. In celebration of the 20th anniversary of the "Special Needs" Project in 2016, and the 10th anniversary of the "Moving On" Project in 2015, CCDS was hired to do an in-depth evaluation.

This evaluation is to ascertain if the projects are: meeting the needs of their members; identify what is working; and propose ideas for program enhancement. Working closely with the CUPW administrative team, in 2016 CCDS completed the following tasks:

- Analysis of existing administrative data;
- Changes made to existing and initial member surveys for interviews;
- Analysis of survey data; and,
- Twelve in-depth interviews with key stakeholders.

In recent months, the coding and analysis of quantitative and qualitative data has been undertaken. In the coming months, CCDS will undertake the comprehensive theming and analysis of the interview and survey data. The projected date for the final report is October 2017.



From left to right: Evan Wicklund (CCDS Special Projects Officer I), Donna Michal (Consultant), Pulindu Ratnasekera (Data Analyst)

2016-17 CCDS Project Highlights- Emergency Card

In March 2017, CCDS and Inclusion Winnipeg (formerly known as Community Living Winnipeg) completed the research phase of the Emergency Card Project, a partnered project that began in 2015. Funded by the Winnipeg Foundation and the Thomas Sill Foundation, the purpose of the Emergency Card Project is to design a communication tool that can be used by persons with communication challenges when interacting with first responders and community members in emergency situations.

This project research phase included the completion of several tasks, including:

- Community ethics package and review;
- Environmental Scan (Website/program search);
- Review of academic literature from 2004 to 2016;
- Analysis of secondary data;
- In-depth interviews with national and international stakeholders;
- Online Survey with first responders in Winnipeg; and,
- Program development.

In February 2017, CCDS and Inclusion Winnipeg presented the research findings from this phase to the Inclusion Winnipeg Board of Directors. Currently, CCDS and Inclusion Winnipeg are working in partnership to enhance the program development and seek funding for subsequent phases of this work.

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2016-17 CCDS Historical Project

In 2016-2017, CCDS continued its work on the CCDS Historical Project. This involved organizing CCDS' work and research, and creating a CCDS database in order to facilitate better access to CCDS's historic organizational and project documents. CCDS believes that the Historical Project empowers CCDS to capture important historic memories, ideas and knowledge to help facilitate innovative and creative research, education and development projects, with and for people with disabilities, their families, partners and communities today and in the future.

For this project, all work CCDS has done since its beginning, 1995, was reviewed. The CCDS documents were in various formats: electronic sources and hard copies. After looking through the documents, CCDS categorized the documents into: CCDS Developmental Documents, CCDS Data and Projects. Themes and key words were developed to group and organize the Projects. The CCDS documents were organized under categorization and themes. Each project was added by its key words and descriptions.

The Historical Project will provide opportunities to develop inclusive societies for consumers (people with disabilities), researchers, communities in different cultures and beliefs, policy makers, students, teachers and funders. It will also help build CCDS's database and broaden accessibility for CCDS's work regionally, nationally and internationally.

We believe that the Historical Project helps capture our endeavours, our learnings and best practices. This project has been instrumental in informing the current CCDS Strategic Planning process. It will assist the CCDS Board in learning more about CCDS' historic strengths, limitations, and how CCDS can best locate itself as a relevant and sustainable organization today and in the future.

By Seonghwi Bang, CCDS Consultant



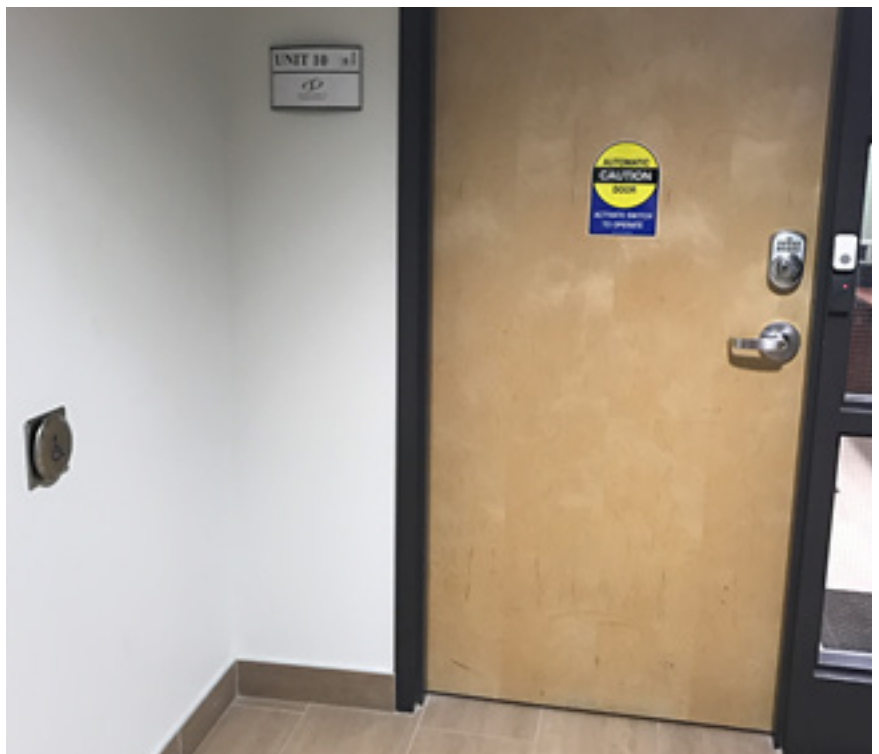
Seonghwi Bang (CCDS Consultant)



From left to right: Evan Wicklund (CCDS Special Projects Officer I), Seonghwi Bang (CCDS Consultant), Alyssa Goodbrand (CCDS Special Projects Officer II) and Susan L. Hardie (CCDS Executive Director)

2016-17 Accessible Doors

In the spring of 2017, CCDS worked with their building management, Inlett Properties, to facilitate the installation of eight accessible door operators in the bottom floor of 226 Osborne Street North. With the help from the Workplace Accessibility Funding Stream of the Government of Canada's Enabling Accessibility Fund, CCDS has been able to improve the accessibility of our office space and make the workplace a more inclusive space for staff, volunteers, partners, visitors and community members. Door operators were installed to both bottom floor bathrooms, the common kitchen area, and the CCDS office space.



Keypad for kitchen and bathroom access Front Door Entrance



Entrance to kitchen



Entrance to washroom

Student Placement

CCDS was pleased to host Jeremy Viel from the Bachelor Program, School of Social Work at the University of Manitoba for his second placement from September 2016-April 2017. Jeremy was a valuable member of the CCDS team during his 8-month practicum at CCDS. He had the opportunity to work on a variety of projects that were underway at CCDS during his time with us which provided many educational opportunities for him. Jeremy also participated in a number of our organizations activities which included becoming familiar with our Policy and Procedures, attending our 2015-2016 Annual General Meeting and CCDS team meetings throughout the year. He also had the opportunity to assist CCDS in developing the Strategic Plan where he was able to brainstorm and provide his inputs with the CCDS team. Jeremy Viel graduated from his program this June. We thank him for the many contributions made to CCDS over the past year and wish him well in his future endeavours.

Independent Auditors' Report

To the Members of Canadian Centre on Disability Studies Incorporated

We have audited the statement of financial position of Canadian Centre on Disability Studies Incorporated as at March 31, 2017 and the statements of operations, net assets and cash flows for the year then ended. These financial statements are the responsibility of the organization's management.

Management's responsibility for the financial statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including

Statement of Financial Position - March 31, 2017

ASSETS	2017	2016
CURRENT		
Cash and short-term investments	\$ 20,692	\$ 87,227
Accounts receivable	3,717	24,719
Due from Government Agencies	2,485	3,631
Prepaid expenses	17,630	19,210
	<u>44,524</u>	<u>134,787</u>
PROPERTY, PLANT & EQUIPMENT (Note 11)	8,880	14,667
ENDOWMENT FUND		
INVESTMENTS (Note 5)	1,585,902	1,585,902
	<u>\$ 1,639,226</u>	<u>\$ 1,735,356</u>
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	\$ 54,630	\$ 44,081
Deferred Income	-	30,000
Due to Endowment Fund (Note 6)	244,266	113,044
	<u>298,896</u>	<u>187,125</u>
NET ASSETS		
Endowment Fund (Note 5)	1,585,902	1,585,902
General Fund	(245,572)	(37,671)
	<u>1,340,330</u>	<u>1,548,231</u>
	<u>\$ 1,639,226</u>	<u>\$ 1,735,356</u>
FUNDED PROJECT REVENUE (Note 7)	<u>\$ 67,421</u>	<u>\$ 308,326</u>
FUNDED PROJECT EXPENSES		
Direct expenses	67,851	305,745
Administrative expenses	(430)	2,581
	<u>67,421</u>	<u>308,326</u>

the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, these financial statements present fairly, in all material respects, the financial position of the organization as at March 31, 2017 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Winnipeg, Manitoba
August 1, 2017

Talbot & Associates
Certified General Accountants

Statement of Operations - Year Ending March 31, 2017

OTHER REVENUES	2016	2015
Consulting revenue	156,981	-
Donations and memberships	673	3,135
Interest income	91	8,837
Rental income	-	8,771
Rental revenue	1,605	-
	<u>159,350</u>	<u>20,743</u>
EXPENSES		
Advertising and Promotion	899	71
Amortization	5,867	2,933
Business taxes and licences	3,274	-
Consulting fees	23,587	-
Insurance	3,440	3,440
Interest and bank charges	2,479	2,816
Meetings and conventions	894	-
Memberships	-	2,481
Office	46,533	5,262
Professional fees	62,043	31,345
Rental	52,467	35,936
Sub-contracts	-	3,969
Telephone	6,670	3,038
Training	1,502	1,680
Travel	19,299	20,380
Utilities	4,470	2,428
Wages and benefits	240,283	158,444
Website	1,894	666
Expenses allocated (to) / from funded projects	430	(2,581)
	<u>476,031</u>	<u>272,308</u>
DEFICIENCY OF REVENUES OVER EXPENSES	<u>\$ (316,681)</u>	<u>\$ (251,565)</u>