



Annual Report.

2025-2026



Creating lasting change together.

Get to know Eviance.

A little introduction to an
organization with big impact.



Eviance is a 30-year legacy of values-driven knowledge creation on cross-disability issues, working with people with disabilities and their allies in Canada to explore issues, co-create solutions and advance social justice and human rights.

Our services include community-based projects, knowledge-to-action activities, consultation and community engagement, and training and development informed by intersectionality and reflexivity.

Vision.

An inclusive, equitable and accessible society that is sustainable for all.



Mission.

We are a facilitator of knowledge-to-action. We bring people and knowledge together on local, national, and global cross-disability issues. Through our work we seek to realize behavioural and system level change. We enhance intersectional action-based solutions that advance human rights and equity-focused decision making in Canada and internationally.





A letter from our leader.

Susan L. Hardie,
PhD, MSW —
Executive Director

As predicted by a colleague following the coming into force of the Accessible Canada Act, the “business of disability” has exploded. As an Organization of Persons with Disabilities (OPD) in these times, I would be lying if I did not acknowledge both the challenges and opportunities accompanying such tumultuous change.

For Eviance, this moment reinforces the importance of remaining principle-based while embracing and modelling our intersectional, disability justice, and reflexive approach. Our work remains grounded in our shared vision of “realizing an inclusive, equitable and accessible society that is sustainable for ALL.”

In reflecting on the year, I see three interconnected factors as essential to the sustainability of Eviance, OPDs, and the broader disability movement: our organization and people; the role of OPDs; and society’s responsibility to support transformative systems change.

Our Organization and People

I begin with the Eviance Team and the tremendous support and guidance of the Eviance Board.

The Board has provided the leadership and policy context within which our diversely located and skilled team can thrive. I am particularly proud of how Eviance staff have stepped forward to acquiring increased leadership across our community-based projects and organizational priorities.

The workload is continuous, and we continue to explore how to operationalize emotional health and well-being in the workplace,

A letter from our leader.

(Continued)

individually and collectively. This is not simply an organizational responsibility; it is part of how we model the principles we advocate for in the broader community.

Thank you to every member of the Eviance Team for your dedication, commitment, and willingness not only to embrace our shared principles, mission, and vision, but to continually model them through your work.

As we plan for my succession, I look at this team and know that Eviance's future will be in extremely good hands.

Thank you for an excellent year. I look forward to 2026–2027 together.

The Role of OPDs Today and Into the Future

My second gaze is on the role of OPDs.

I define an OPD as an organization developed with and for people with disabilities, with persons with disabilities comprising at least 75% of its membership and participating in all aspects of the organization.

I share this definition because I began my work with an OPD, the National Network for Mental Health, more than thirty-five years ago. At that time, OPDs came together across diverse disability communities to discuss emerging issues and co-create collective responses to government consultations. We had a national disability caucus composed entirely of OPDs, research support from the Roeher Institute, legal insight from ARCH Disability Law Centre, and a family organization, the Canadian Association of Community Living, now Inclusion Canada.

There was an infrastructure for collective disability leadership.

A letter from our leader.

(Continued)

Today, much of that infrastructure has dissipated. Only a handful of established OPDs remain, while new grassroots organizations are emerging with limited resources. At the same time, disability discourse is increasingly influenced by governments, service providers, businesses, and other institutions, while spaces for diverse grassroots voices to come together around collectively identified needs and strategies for transformative systems change are increasingly limited or nonexistent.

This matters.

There has never been more public discussion of disability through social media, television, and the internet. Yet much of this coverage individualizes what are fundamentally systemic issues. My peers living at the margins of disability communities from coast-to-coast-to-coast

continue to have too few spaces for mutual aid, learning about the systems within which they are surviving, and sustaining hope that transformative systems change—although it may take years—is possible.

We also need spaces to collectively examine difficult and complex issues, including health systems offering MAID, and to revisit concepts such as self-determination and empowerment. These concepts emerged within disability movements as principles of collective action and transformative systems change, not simply as individual solutions.

What I have learned throughout my career is that people need to understand the context of one another's realities. OPDs need to create opportunities to re-imagine a world we can collectively envision—a world where meaningful and

A letter from our leader.

(Continued)

purposeful lives are possible in relation to self, others, and community, rather than lives defined by the “other.”

Society and Transformative Systems Change

My third gaze is on the history of OPDs and the cross-disability movement, and how our collective work—historically and currently—is essential to informing future efforts toward transformative systems change.

This year, Eviance worked with field placement students from Toronto Metropolitan University’s School of Disability Studies to develop transcripts and identify themes from historic videos documenting the transformative systems change work of cross-disability advocates, drawn from an oral history project undertaken in the early 2000s.

Knowledge-mobilization products were developed, and we hope to share these historic reflections incrementally in the coming year.

From 2014 to 2016, Eviance also worked with the Manitoba League for Persons with Disabilities to document the experiences and contributions of cross-disability advocates in Manitoba through an oral history project.

There is intentionality in sharing these initiatives. At Eviance, we believe we need to know our past and understand our current realities as we envision our collective futures from coast-to-coast-to-coast.

As George Santayana (1905) shared, “Those who forget the past are deemed to repeat it.”

As a leader in the cross-disability movement, inclusive of, but not limited to, psychosocial disabilities

A letter from our leader.

(Continued)

(i.e. mental health issues), I am now entering my fourth decade of this work. What I am seeing is an increasing disconnection across generations—not necessarily by choice but shaped in part by how opportunities and resources for disability organizing are structured.

Young people are creating spaces for mutual aid, local and personal care circles, action on issues such as climate change, individual advocacy, navigating current systems, transformative systems change advocacy, and emotional health and well-being. Yet there are too few opportunities for these efforts to connect with the experience, knowledge, and history of elders in the disability movement.

I also see common themes between young people's organizing today and grassroots organizing more than four decades ago.

What has changed is not necessarily the desire for collective action, but the availability of space, time, and resources to connect across generations, share our histories, listen and learn from one another, and co-create our collective future.

I believe we need to rebuild spaces where people with disabilities and OPDs can come together to learn, reflect, identify collective priorities, and develop strategies for transformative systems change. These spaces need to exist locally, provincially, territorially, and federally. They need to be intersectional, human rights-based, reflexive, and intergenerational.

I know that young people are already beginning this work. Yet somewhere along the way, the historic practice of collective organizing has been weakened.

A letter from our leader.

(Continued)

Systemic incentives may have inadvertently individualized and siloed disability advocacy, positioning it primarily as individual action rather than collective movement-building and transformative systems change.

Let me put it out there: collective work is not easy. It requires time, resources, relationships, reflection, and a willingness to work across differences. We can—and must—make the processes of collective action more inclusive.

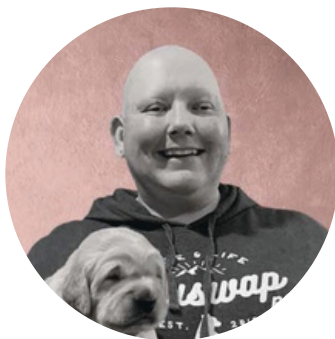
But I truly believe that, given the opportunity and resources, persons with disabilities and OPDs can work with allies—including governments, service providers, businesses, academic researchers, and policymakers—to contribute to current economic and social dialogues and revitalize local, provincial/territorial, and national grassroots conversations about the Canada we want.

For me, that Canada is one that values all persons with disabilities—diversely located and across the lifespan—and recognizes their right to meaningful and purposeful lives.

We are at a precipice. We can allow the voices of people with disabilities and the principles of intersectionality and disability justice to become increasingly marginalized, or we can create the spaces necessary for diverse disability voices to shape our collective future and invite allies who share these principles to the table.

I believe Eviance has an important role in choosing the latter.

Together, we can continue working toward our shared vision of realizing an inclusive, equitable, and accessible society that is sustainable for ALL through collective action and transformative systems change.



A letter from our board.

Brooke Sillaby
— Chair

Although we are in the midst of challenging economic times, Eviance has achieved a number of successes this year. We aspired to diversify our funding and have successfully secured a four-year organizational grant from the Winnipeg Foundation, which will support Eviance’s strategic impact and clarity initiatives, while also advancing our work toward succession planning for key leadership positions. In addition, Eviance successfully secured highly competitive three-year Sustainable Development Goals Program funding to further our work on “disability and climate action.” This funding complements Eviance’s current Operational Funding from ESDC: SDPP-D, and our focus on youth leadership.

The inaugural Eviance Youth Institute was hosted in Fall 2025, and we are already actively considering how we might realize a second Eviance Youth Institute in 2026–2027. In addition, Eviance was able to support six Youth Fellows in 2025–2026 through the inaugural Youth Striving Towards Results (YStar) Program. The program included in-service learning, with each Youth Fellow also having the opportunity to be placed with a Partner organization to further develop their skills and knowledge in alignment with their individual Professional Development Plans.

These Fellowships were highly competitive, with Eviance receiving strong applications from 25 applicants for the six positions.

A letter from our board.

(Continued)

This level of interest highlights the ongoing demand among young people for meaningful learning opportunities with Eviance and its affiliated partners—opportunities that embrace intersectionality, disability justice, and a reflexive approach.

I would like to thank our Executive Director, Dr. Susan L. Hardie, for her ongoing passion, commitment, and dedicated service. In addition, I would like to thank Alana Omar and Dr. Mohamed Ibrahim for their service on the Eviance Board, which concluded this year. I also want to thank our continuing Board Members and look forward to welcoming two new Board Members at this year's Annual General Meeting.

2025–2026 Board Members.

- Brooke Sillaby (Chair)
- Patti Chiappetta (Vice-Chair)
- Alana Omar (Secretary)
- Ernie Kowalec (Treasurer)
- Peter Dunn
- Cindy Jiang
- Mohamed Ibrahim
- Lorelei Root
- Seonghwi Bang

Featured Projects.



1) Canadian Disability & Climate Change Network and Strategy Project

The Canadian Disability & Climate Action Network and Strategy project aims to bridge gaps between disability and climate movements, with a focus on enhancing inclusion for people with disabilities (PWD) in climate spaces. We hope also to build capacity and help PWD feel empowered to bring their expertise and lived experiences to climate action movements to ensure accessible and sustainable futures.

This project runs from 2024-2027 and includes various research and project activities, all culminating in the development of a locally inspired National Canadian Disability and Climate Strategy.

Featured Projects.



1) Canadian Disability & Climate Change Network and Strategy Project (Continued)

Completed activities include the environmental scan, an introductory webinar, the creation of two (2) networks, and have awarded 10 small grants to organizations doing local climate and disability projects. Three (3) briefs based on our literature review are currently published on our website which explain the importance of this issue and the project itself. We are currently in the process of developing 6 Community Learning Circles (CLCs), up to 15 Regional Consultations, and up to 18 expert and system actor interviews. A principle-based evaluation that will run throughout the project.

Featured Projects.



1) Canadian Disability & Climate Change Network and Strategy Project (Continued)

This project is funded by the Government of Canada's Sustainable Development Goals (SDGs) Program at Employment and Social Development Canada (ESDC). Our project partners are; ARCH Disability Law Centre, Canadian Community Economic Development Network (CCEDNet), Climate Action Network Canada (CAN-Rac), Independent Living Resource Centre Calgary (ILRCC), Réseau international sur le Processus de production du handicap (RIPPH), Sustainable Development Solutions Network Canada (SDSN), Disability-Inclusive Climate Action Research Program (DICARP) at McGill University, and the Viessman Centre for Engagement and Research in Sustainability (VERiS) at Wilfrid Laurier University.

Featured Projects.

2) Youth with Disabilities Strive to Accelerate Results (YStar) Project-to-Program

Eviance secured our first Operational Grant for 2023-2026 (from SDPP-D) to further invest in organizational structures and processes, including strengthening our financial, social media and internal operations policies. This core funding has increased Eviance's capacity to realize systems level change in the cross-disability field. We continue to maintain strong relationships with partners through national coalitions and diversely located disability organizations, and we continue to forge new connections at the intersection of disability, climate, and innovation to advance evidence-based solutions in communities.



Featured Projects.

2) Youth with Disabilities Strive to Accelerate Results (YStar) Project-to-Program (Continued)



Since 2023, Eviance has worked to enhance our core Youth Strive to Accelerate Results (YStar) leadership program, creating trainings and opportunities to encourage youth leadership in the cross-disability movement. This program was co-developed and led by two youth and emphasized a co-creation process with Eviance Youth Fellows to develop youth-centered programming and opportunities. Our first YStar Leadership Program cohort of six youth joined us in January 2025 for a 10-month placement focused on community-based project and leadership skills. Our inaugural Eviance Youth Committee (EYC) was also introduced in September 2024, ensuring that engagement and collaboration with youth is prioritized and diverse perspectives are reflected in Eviance's operational work.

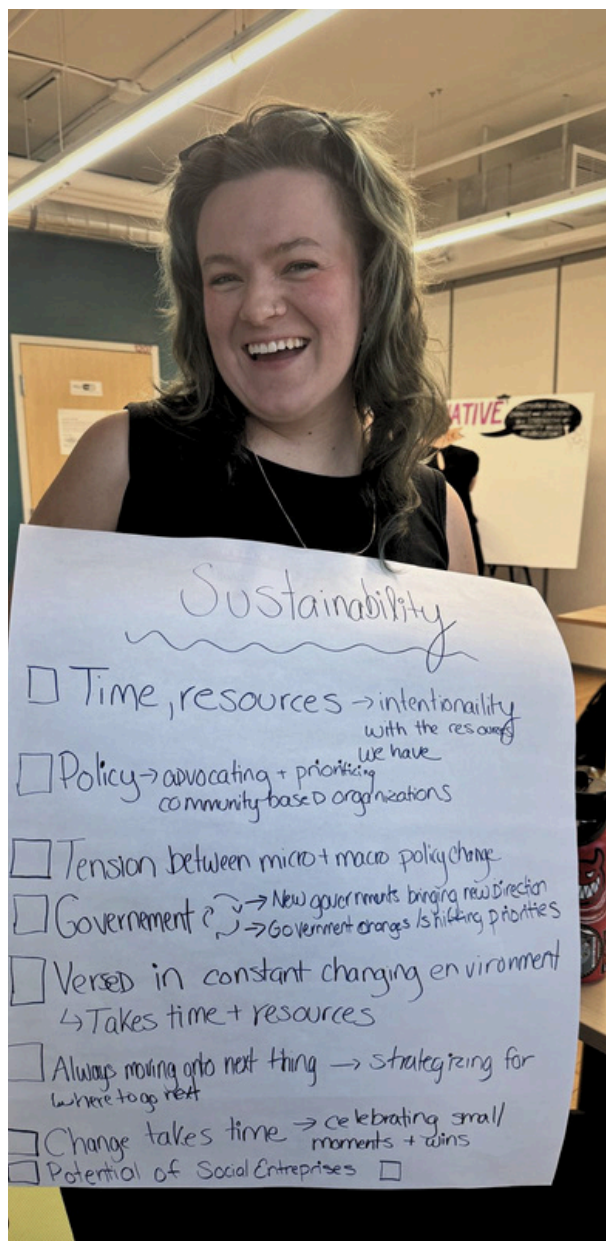
Featured Projects.



3) Spotlight on Women Entrepreneurs with Disabilities (SWED) Project

In July 2025, Eviance began the Spotlight on Women Entrepreneurs with Disabilities (SWED) Project. Eviance leads this systemic initiative with partner New Power Labs, and funding provided by Women and Gender Equality (WAGE) Canada. The SWED Project addresses a systemic information gap: women entrepreneurs with disabilities are largely underrepresented in Canadian entrepreneurship data, program design, and capital access systems. The SWED Project includes various activities that culminate in the design and testing of a shared data collection tool for more robust disability data and knowledge in entrepreneurship.

Featured Projects.



3) Spotlight on Women Entrepreneurs with Disabilities (SWED) Project (Continued)

Early work included an ecosystem scan to support community engagement activities, setting up a developmental evaluation process for the project, and engaging a working group to inform project activities. Upcoming activities include interviews and focus groups for community engagement, piloting the data collection tool, and engaging in broader knowledge mobilization with disability and entrepreneurship networks.

4) Winnipeg Foundation Multi-Year Grant 2025-2029

The 2025–2026 fiscal year marked the first year of a four-year Multi-Year Grant awarded to Eviance by the Winnipeg Foundation (WF) in Spring 2025. We are deeply grateful to the Winnipeg Foundation for this significant investment in Eviance and for its recognition of the importance of supporting equity-led and ally organizations in strengthening diversity, equity, inclusion and belonging (DEIB) across all aspects of organizational life.

Featured Projects.



4) Winnipeg Foundation Multi-Year Grant 2025-2029 (Continued)

Eviance's Head Office has been located in Winnipeg since our inception in 1995 as the Canadian Centre on Disability Studies Inc. From the beginning, we have embraced the philosophy that we have a responsibility to give back to the communities in which we have the privilege to work. The Winnipeg Foundation's support has provided us with an important opportunity to put this philosophy into action while strengthening our own organizational capacity.

One of our first local initiatives in 2025 was a hands-on virtual workshop on Digital Accessibility Policies and Best Practices, led by Eviance's Digital Media Officer, Amin Amir Ali. The workshop brought together 20 local Winnipeg Foundation grant recipients and provided an opportunity to share knowledge, build capacity, and advance digital accessibility within the broader community.

One of our first local initiatives in 2025 was a hands-on virtual workshop on Digital Accessibility Policies and Best Practices, led by Eviance's Digital Media Officer, Amin Amir Ali.

Featured Projects.



4) Winnipeg Foundation Multi-Year Grant 2025-2029 (Continued)

The workshop brought together 20 local Winnipeg Foundation grant recipients and provided an opportunity to share knowledge, build capacity, and advance digital accessibility within the broader community. The Grant has also enabled Eviance to review and refine our Disability, Equity and Inclusion (DEI) Policy and embed it within our organizational Policies and Procedures Manual. Building on this work, we are currently developing an enhanced DEI and Belonging Policy for consideration and approval by our Board. This represents an important step in ensuring that equity, inclusion and belonging are not only values we champion externally, but principles that are firmly embedded in how we operate as an organization.

The Winnipeg Foundation's investment has further enabled us to advance our Strategic Clarity and Impact Action Plan. During the first year, a primary focus was initiating a succession-planning process for key strategic leadership positions.

Featured Projects.



4) Winnipeg Foundation Multi-Year Grant 2025-2029 (Continued)

At the same time, we identified and began advancing another critical priority: diversifying our funding sources. This work has laid the foundation for developing a short- and long-term fundraising strategy in the coming years of the Grant.

We are sincerely grateful to the Winnipeg Foundation for its trust, partnership and commitment to Eviance. This Multi-Year Grant is providing more than financial support—it is giving us the capacity, time and opportunity to strengthen the foundation of our organization for the future. With this support, Eviance is better positioned to engage with local and provincial partners, build stronger relationships, and work collectively toward our shared vision of a more inclusive, equitable and accessible society—one that is sustainable and meaningful for all.

We extend our heartfelt thanks to the Winnipeg Foundation for believing in Eviance's work and investing in our continued growth, impact and ability to create lasting change.

Collaborations.

1) Strengthening the Climate Resilience of People with Disabilities

Led by the Social Research and Demonstration Corporation (SRDC) and partnered with Eviance and the Canadian Red Cross, the ‘Strengthening the Climate Resilience of People with Disabilities’ is a multi-year project that aims to better understand how to build connections between people with disabilities and communities to strengthen the capacity of both to respond to climate emergencies. The project goals are to examine the diverse strengths and needs of people with disabilities during climate emergencies and to explore how federally regulated organizations can better address these needs through their programs, services, and policy. This project is funded by Accessibility Standards Canada - Government of Canada.

A primary task for this project is to conduct three case studies across Canada to better understand the intersections between disability and climate change. Over the past year, Eviance has played a key role in research activities for the first case study in Winnipeg, Manitoba and has included, but is not limited to, facilitating focus groups and interviews with diversly located people with disabilities impacted by climate change.



Collaborations.



1) Strengthening the Climate Resilience of People with Disabilities (Continued)

Working with our local partners in Manitoba, our data analyses tries to better understand diverse perspectives on emergency preparedness, recovery, and mitigation. Other tasks for this project include working with People First of Canada to ensure research materials are in plain language to ensure inclusivity, assisting with compiling the Advisory Committee, and presenting our preliminary findings with various national actors in the field, including the Canadian Accessibility Network (CAD) at Carleton University in Ottawa and the Disability Emergency Management Network (DEM NET) in Winnipeg. Eviance will continue to play an integral role in this project in the upcoming year as we embark on organizing the next two case studies.

Collaborations.



2) Towards Just Care: Building and Mobilizing a Grassroots Coalition for Just Home Care

Eviance is a collaborator on the Towards Just Care project, which is led by Dr. Mary Jean Handy from Trent University. This multi-year project is funded by the Social Science and Humanities Research Council (SSHRC) and seeks to bring academic and community partners together to campaign for the deinstitutionalization of care, create resources and tools which support Just Care, engage with those most impacted by ableism to envision community-driven home care services, and promote justice in care work. This project takes a sustainable, decolonial and intergenerational, and person-directed approach to home care.

Over the past year, Eviance has been involved participating in team meetings and workshops, and co-leading a case study in Winnipeg to better understand home care alternatives which align with Just Care principles in Winnipeg, Manitoba. Research activities include working with a local community organization to facilitate focus groups and send out an online survey for people with disabilities and their allies, which will provide insights into best-practices in care work.

Collaborations.

3) Youth for Climate Justice (Youth4CJ)

Youth for Climate Justice (Youth4CJ) is a global, two-year research project and program that brings together youth, academics, and community partners to strengthen climate justice. Operating across six countries (Brazil, Haiti, South Africa, Uganda, Canada, and the UK) the project explores how climate change impacts those who are already most vulnerable. Further, it considers how young people, especially those facing intersecting forms of marginalization, are responding through grassroots activism.

Through participatory action research, Youth4CJ supports youth-led climate projects tailored to local contexts. Each initiative is co-designed by young people and supported by researchers and community organizations, ensuring relevance and impact. Ultimately, Youth4CJ seeks to amplify marginalized voices and influence inclusive climate resilience policies worldwide.



Collaborations.



4) Youth for Climate Justice SSHRC Project

Eviance has been working as a part of the Canada team, specifically assisting with recruitment of youth with disabilities for the Youth Participatory Action Research (YPAR). We also worked to ensure that the virtual meetings were accessible to all participants and assisted with obtaining ASL interpretation. Further, we have been an active part of the Project Consortium Meetings that guide the scope and direction of this project. We are grateful to be working with Viessmann Centre for Engagement and Research in Sustainability (VERiS), Toronto Metropolitan University (TMU) as a part of the Canadian Team, and to work with all of the international partners as a part of this project.

Opportunities to Further Organizational Learning and to Strengthen New and Existing Networks and Partnerships



- The PROUD Project Fall Gathering 2025
- Eviance Fall Youth Institute
- Disability and Work Conference (DWC) 2025
- Global Leadership Exchange (GLE) 2026
- Canadian Sociological Association Conference (CSA) 2026
- United Nations CRPD Canadian Delegation Debrief and subsequent discussions of UN CRPD Committee Concluding Observations to the Government of Canada
- International Disability Alliance (IDA), Disability Climate Caucus and IDA Task Group on Disaster and Risk Reduction – North American Representative
- Canadian Community Partner on SSHRC-funded project with Dr. Marina Morrow entitled “Realizing Human Rights and Social Justice in Mental Health

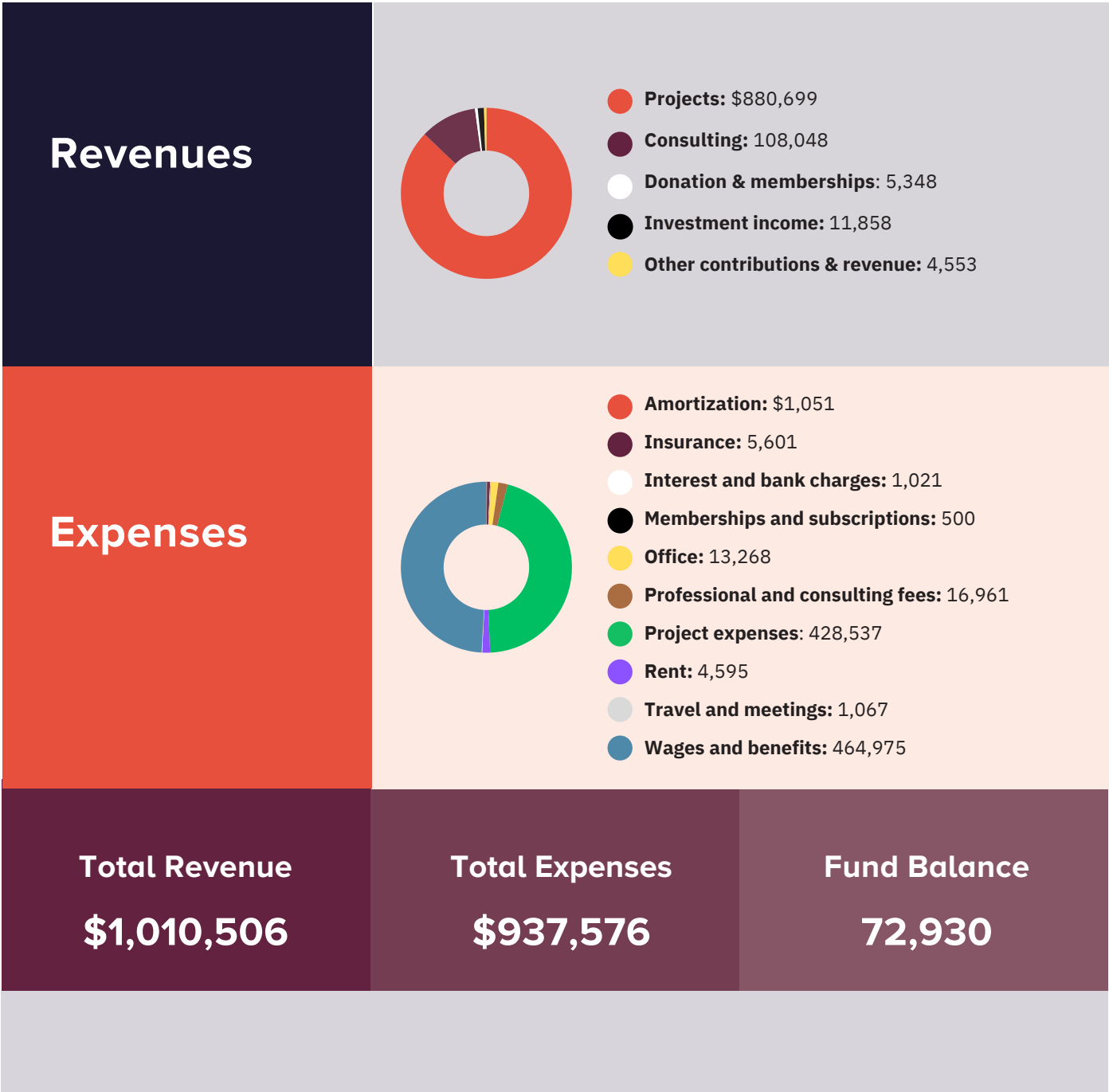
2025–2026 Funders.

	ESDC: SDPP- Disability Component - Operational Funds	ESDC: Social Development Goals Program	Women and Gender Equality Canada (WAGE)
---	---	---	--



Finance Report.

Statement of operations



Statement of financial position

Assets	2026
Cash	\$0
Current portion of endowment fund investments	50,000
Accounts receivable	16,250
Prepaid expenses	3,491
Tangible capital assets	2,019
Endowment fund investments	347
Total	72,107

Liabilities	2026
Bank overdraft	\$37,052
Line of credit	10,000
Accounts payable and accrued liabilities	19,376
Government remittances payable	7,312
Deferred revenue	30,071
Total	103,811

Net Assests	2026
Endowment fund	\$1,585,902
General fund (deficiency)	(1,617,606)
	(31,704)
Total liabilities and net assets	72,107

Thank you to our staff and 2025–
2026 collaborators for your timeless
support and commitment.





eviance

Connect with Eviance today
To learn. To share. To grow.

330 St. Mary Avenue, Suite 300,
Winnipeg, MB R3C 3Z5
communication@eviance.ca
(204) 809-5954
eviance.ca