



Annual Report.

2021-2022



Creating lasting change together.

Get to know Eviance.

An intrepid organization with big impact.



Eviance is a 26-year legacy of values-driven knowledge creation on cross-disability issues, working with people with disabilities and their allies in Canada to explore and challenge issues and advance human rights.

Our services include community-based projects, evaluation, knowledge-to-action activities, consultation and community representation, and training and development.



Our Impact.

We enhance intersectional action-based solutions that advance human rights and equity-focused decision making in Canada.



Mission.

As a hub of knowledge on local, national, and global cross-disability issues, we seek to realize behavioural and system level change.



Vision.

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



Values.

Crucial to our work is intersectionality & reflexivity, inclusion and equity, human rights, connected work, sustainable solutions, and capacity building.



A letter from our leader.

Susan L. Hardie
-Executive
Director

First, and foremost, I want to thank our Board, funders and our partners for their efforts this year. This year has been challenging for all aspects of the economy inclusive of the non-profit sector. We have been challenged, and continue to learn how to better foster virtual/hybrid workplaces that align with staff/volunteer health and wellbeing. We've also had to adapt to new ways of funding and resulting shifts in project priorities. I would be remised if I did not highlight that keeping the work going through all the shifts and changes is our incredible staff and long-standing volunteers. Our success this year is because of your passion, leadership and dedication. Thank You!

Theme for this year: The time is NOW!

Over the past year we have seen stresses and breakdowns of our social, health, economic and political systems – primarily from this pandemic but also the historic issues of climate change, new public health challenges and

colonization. Around the world, and in communities across Canada, strategies are emerging that aim to “Build Back Better”, a goal to co-create the communities and global society we envision together.

Building back better is an incredibly complex and difficult conversation and task to realize. We've found ourselves in a position to help facilitate these conversations and have been honoured to do so.

Eviance is well positioned to bring best-evidence processes to inform such strategies, but even more importantly we are helping to ensure that diverse disability communities are meaningfully engaged in all aspects of this work using intersectional and reflexive approaches. We also have historic and current knowledge of ways of understanding the world congruent with a human rights model of disability inclusive of psychosocial disability. This translates also to policy trends that align closely with realizing Eviance's vision of communities that align with opportunities and resources to enable persons with disabilities to realize meaningful and purposeful lives in relation to self, others and the world.....of their choosing.

Current weakened social, health, economic and political systems present an opportunity to grapple with unspoken contradictions and the need to think deeper and more strategically and truly embrace the concept of "Build Back Better." An example of this in action is around long-term care and the need for care while also staying committed to the importance of deinstitutionalization and the Convention on Rights and Persons with Disabilities. Let's build back better for these folks. Mental health support is another system that needs rooting in best-evidence frameworks and strategies, and needs to be informed by intersectionality and human rights. If we build back better in our mental health systems there will be less gaps and more hope for persons with disabilities, inclusive of persons with psychosocial disabilities (i.e. mental health issues).

Annual Report

If we don't, legislation like MAID (Medical Assistance in Dying) will continue to take away lives that have every potential to thrive, but we need to do the tough work to ensure community resources are in place and sustained.

Evidence, its partners, and allies have a role in working together to ensure the past is not forgotten and

repeated (i.e. institutionalization, biomedicalization of emotional health and well-being, colonization, etc.) and that best evidence processes are embraced to truly build something that can be considered "better" at the end of the day.

This is our work and the time is NOW!



2021-2022 Board members.

Board members

- Brooke Sillaby (Chair)
- Peter Dunn (Vice-Chair)
- Patti Chiappetta (Secretary)
- Ernie Kowalec (Treasurer)

Board members

- Cindy Jiang (Member)
- Mohamed Ibrahim (Member)
- Kate Deacon (Member)
- Lorelei Root (Member)



Brooke Sillaby
-Chair

A letter from our board.

This year has been a stormy one for the world, and Eviance was right there with the non-profit sector riding the waves. With the dramatic rise in operating costs across the board, organizations have had to quickly adjust to the new normal or close their doors. With Susan at the helm, Eviance was able to work past some significant funding barriers and staffing shortages this year.

With persistence, dedication and a bit of diversifying, we've been able embrace change and sail into calmer waters as we head into our next operating year. I am proud that despite the challenges faced this year, we continued to provide the same level of quality product. Our organization continues to be asked to lead and take part in diverse and important disability research, and we remain true to our vision of

contributing research with the goal of creating a world that is accessible and equitable for all. Undoubtedly, the year ahead will also present situations that will challenge us as we learn to adapt to the changing economy. However, I have no doubts that we will continue to persevere and make important contributions to our vision.

Projects.

National government projects that make a big impact.

Innovating for Inclusive and Equitable Post-Secondary Education: A Pathway to Realizing the SDGs

The SDG project is funded by the Government of Canada's Sustainable Development Goals Program. It focuses on the intersection of universal design in post-secondary education and meaningful employment, with a specific focus on understanding the experiences of diverse students with disabilities. This project is a collaborative effort between Eviance and partners from ARCH Disability Law Centre, Council of Canadians with Disabilities, NEADS, OCAD University, Toronto Metropolitan University, and St. Francis Xavier University. The project contributes to Canada's dedication to realizing the United Nations Sustainable Development Goals (SDGs) and furthers our commitment around the Convention on the Rights of Persons with Disabilities.



National Government Projects

It is evolving over three phrases: exploratory research to understand the landscape, deepening understanding in gap areas, and connecting with others around sustainable change. Our exploratory research includes a literature review on the experiences of students and graduates with disabilities in post-secondary institutions and meaningful work, and an in-depth analysis of the data from the Canadian Survey on Disability. We have developed a survey for students with disabilities to better understand their experiences as part of understanding this gap area. We have also started planning a series of National Social Labs, where we will bring stakeholders together to brainstorm solutions and sustainable change for more equitable practices for students in post-secondary.



National Government Projects

Disability Inclusion Action Plan -Pillar four

In August of 2022, we completed “What We Heard from People with Disabilities: Towards a New Approach to Defining ‘Disability’ and Making Programs and Services More Accessible”. The work was completed on contract for Independent Living Canada and Muscular Dystrophy Canada to assist the federal government in implementing Pillar Four of its “Disability Inclusion Action Plan”. Through 36 one to two-hour interviews, we engaged individuals from diverse disability communities across the country to explore features of a modern definition of disability and how to apply the definition in federal programs and services.

We interviewed people with diverse disabilities, of both genders, gender non-binary persons, younger and older people, Indigenous persons, people from a variety of ethno-racial backgrounds, people with diverse disabilities, of both genders, gender non-binary persons, younger and older people, Indigenous persons, people from a variety of ethno-racial backgrounds, people who were working and those who were not, people with lower, midrange, and higher incomes, people with no educational certification, high school graduates, people with some postsecondary education, and people who were college and university graduates.



National Government Projects

We also supported People First of Canada (PFC) to complete their own report entitled “Report on Consultation for Pillar 4 of the Disability Inclusion Action Plan”. It is based on seven consultations with another 37 individuals from PFC’s member organizations and five other organizations that serve people with intellectual disabilities. Both reports help give “voice” to experiences and perspectives on disability that have historically had only marginal influence in shaping public policy and programs.

Key messages from both reports are the need for a system that would be based on an inclusive and evolving definition of disability that also recognizes people’s diverse other characteristics. It would be a much better-harmonized system where individual programs may have their criteria but where the threshold of having a disability would be established more clearly, coherently, and fairly.

The system would use a variety of methods to establish disability that do not rely so heavily as at present on medical doctors and would ask that disability be established once rather than repeatedly. The new approach would be designed to treat people fairly, with respect, as equals, and would have thorough and fully independent review and appeal processes. It would provide information and services in plain language in a variety of ways, including in person and through straightforward print, audio, and video resources. In short, the new approach would be designed to enable and support diverse people with disabilities to take their places and participate fully as equals in all the rights, benefits, responsibilities, and privileges that society makes available to its citizens.

Youth-focused
projects that secure
our future .

Building a Stronger Foundation for Leadership of Youth with Disabilities

Year two of this multi-year project, funded by Government of Canada's Social Development Project Partnership Program- Disability (SDPP-D), closed with a shift in its overall programming. This project aims to develop the leadership capacity of youth with lived experience by providing meaningful opportunities within a national disability organization while also increasing the capacity of Eviance through the integration of youth in leadership roles. Two of the three interns have completed their internship in the summer of 2022. The remaining intern has transferred into a fellow position, and this will be effective until the competition of the fellowship in December 2023. Additionally, Eviance has hired six new fellows all of which have a specific focus on youth leadership and climate change.



2021-2022 Project List.

- A Review of Technical Approaches to Enable the Submission of Video Interventions Project for CRTC
- CCRW Disability Confidence (*In-depth partner*)
- CMHC Research Project on Universal Design for Multi-Unit Residential Buildings
- Communications Tool Project Video
- CUPW/211 Developmental Evaluation
- Innovating for Inclusive and Equitable Post-Secondary Education: A pathway to realizing the Sustainable Development Goals (*Collaborative*)
- Key Issues for Canada under the United Nations Convention on the Rights of Persons with Disabilities: Civil Society Shadow Report (*Partner*)
- Pillar 4 Co-lead with People First of Canada on “Modern Process of Disability” for Disability Inclusion Action Plan (DIAP) Community Consultation
- Realizing Human Rights and Social Justice in Mental Health Project (*Partner*)
- System Navigation Pilot Project Feasibility Study
- Toward Just Transitions: Integrating sustainability justice into municipal climate action planning (*Partner*)
- A Review of Technical Approaches to Enable the Submission of Video Interventions
- CCHR (Canadian Centre for Housing Rights), The Right to Housing For Tenants with Disabilities in Canada (*Co-applicant*)
- Making Space for Youth Leaders: Meaningful experiences with a national organization

2021-2022 Funders.



Social Development
Persons Partnerships
-Disability
Component

Sustainable
Development Goals
Funding Program

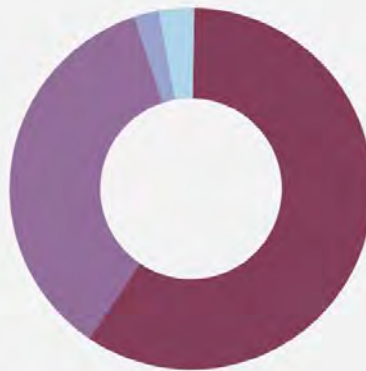


Finance Report.

Statement of operations.

Revenues

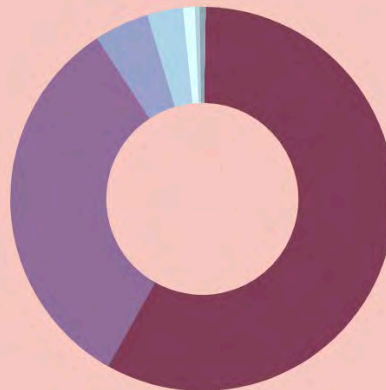
Total: \$569,726



- **Projects:** \$332,932 (58.4%)
- **Consulting:** \$199,660 (35%)
- **Investment Income:** \$12,286 (2.2%)
- **Other:** \$22,670 (3.1%)

Expenses

Total: \$720,741



- **Salaries & Benefits:** \$416,043 (57.7%)
- **Professional and Consulting Fees:** \$234,274 (32.5%)
- **Office Administration:** \$32,969 (4.6%)
- **Occupancy Costs:** \$22,670 (3.1%)
- **Travel & Meetings:** \$3,184 (0.4%)
- **Bank Charges:** \$7,706 (1%)
- **Other:** \$3,895 (0.5%)

Gross Revenue
\$569,726

Total Expenses
\$720,741

Fund Balance
(\$151,015)

* This operating statement reflects a portion of the total revenue and expenses for the organization. Please refer to the full audited statements for a complete financial summary of the organization.

Statement of financial position

Assets	2021
Cash	\$79,016
Accounts Receivable	\$6,841
Prepaid Expenses	\$5,328
Investments	\$363,813
Tangible Capital Assets	\$8,607
Total	\$474,719

Liabilities	2021
Bank Indebtedness	\$66,791
Accounts Payable & Accruals	\$142,366
Government Remittances	\$6,134
Deferred Revenue	\$63,680
Long Term Debt	\$40,000
Total	\$318,971

Fund Balances	2021
Endowment Fund	\$1,585,902
Restricted Fund	\$1,430,154
Internally Restricted Fund	\$0
Unrestricted Fund	\$0
Total	\$474,719



Thank you to our 2021–2022 collaborators for your timeless support, comradery, and commitment.

CANADIAN
DISABILITY STUDIES
ASSOCIATION



uOttawa



ST. FRANCIS XAVIER
UNIVERSITY



Rick Hansen
Foundation



PAN-CANADIAN DISABILITY COALITION
Manitoba Disability Studies Network



Civil Society working Group: United Nations
Convention on Rights of Persons with
Disabilities



eviance

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

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