

Inclusion in Action

Impact Report
2022-2023



InclusionNB

Creating Opportunities • Créer des possibilités

From the Cover

Kyra Thomas, a change-making self-advocate, and her mother, Debbie, have been involved in the fight for minimum wage equality for many years. Their work began when Kyra worked for a large retail chain. Due to a loophole in the *Employment Standards Act*, she received a small stipend for doing many of the same tasks as her coworkers. The Act simply did not protect New Brunswickers with an intellectual or developmental disability to ensure they are treated the same as other workers. Kyra left that job and found one that paid her minimum wage, where she still works as a valued team member today. Because of this experience, Kyra and Debbie, supported by Inclusion NB, advocated to see this law changed. In December of 2022, the Act was amended to prevent the use of stipends and realize real pay for real work for every New Brunswick worker.



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About Inclusion NB

Inclusion NB creates opportunities for people with an intellectual or developmental disability and their families to live full and valued lives in all aspects of society. We work to ensure that all people have the option to choose the supports they need to live meaningful lives and participate in their communities as valued and contributing members.

Our Vision

All individuals with an intellectual or developmental disability live full and valued lives in all aspects of society.

Our Mission

Leading the creation of opportunities for individuals with an intellectual or developmental disability and their families to live full and valued lives in all aspects of society.

Our Values

- All people have equal rights to opportunity in the manner and extent of their choosing.
- All people can contribute and bring value to our society.
- Communities must be open and inclusive.
- People deserve their own voice and the support to exercise their rights.

Board of Directors

Inclusion NB's Board of Directors is comprised of volunteers from communities throughout New Brunswick. Our Board includes persons with a disability and professionals in the fields of law, governance, human resources, finance, and risk management. The Board sets the direction of Inclusion NB and oversees goal development and project implementation. In addition, the Board is responsible for the development and monitoring of our five-year strategic plan.



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Janet Leslie
Vice-President

Patty O'Donnell
Self-Advocate


Marilyn Luscombe
Interim Treasurer

Dianne Cormier Northrup
Secretary

Nancy Amos
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Director



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Director

Doug MacDonald
Distinguished Associate

Lorraine Silliphant
Distinguished Associate

Doug Willms
Honorary President



Message from our Leaders

To Our Partners in Inclusion,

Our exceptional team's accomplishments continue to propel the inclusion movement forward in New Brunswick. This past year, we saw two big wins in our efforts to transform social policy.

The Supported Decision-Making and Representation Act represents a significant shift in adult decision-making laws in New Brunswick and is deeply rooted in a human rights approach. Inclusion NB was instrumental in helping shape this bill, which replaces the incredibly outdated *Infirm Persons Act*.

And, we saw our work to reform the *Employment Standards Act* come to fruition. This eliminates below-minimum wage stipends, allowing for the full inclusion of persons with a disability in the workplace. As you read on you will learn about the advocacy efforts of Debbie and Kyra Thomas - the catalyst for this transformational change.

There are many more examples in the coming pages of how Inclusion NB is living our new brand. Our programs continue to thrive as the demand for resources grows. We are responding to this by gathering our knowledge of inclusive practices in an innovative way with the launch of the Inclusive Communities Institute. This social enterprise will bring this learning to families and professionals in New Brunswick and beyond.

A significant change this year is the departure of our Executive Director, Sarah Wagner, as she takes on a new role. We would like to thank Sarah for her outstanding leadership. She has been a part of our family for nearly 10 years and will be greatly missed. Tanya has stepped in as Interim Executive Director as the Board embarks on a search for Inclusion NB's new leader.

We look forward to keeping you informed of this effort, as well as sharing other milestones in the coming year as we continue to fulfill our vision of "an Inclusive New Brunswick".



Sarah Wagner
Executive Director



Tanya Whitney
President

Who we Are

Inclusion NB works to create opportunities for people with an intellectual or developmental disability across the lifespan to have a full and valued life in all aspects of society.

We operate a variety of programs that support people with an intellectual or developmental disability, and their families, in the areas of:



Early learning
and childcare



Inclusive education



Transition from
school to work



Employment and labour
market facilitation



Social inclusion and
community involvement



Individual and
family support



Human rights
and social policy



Inclusion training and
professional learning

Inclusion NB Impact Timeline



Early Childhood

Inclusion NB helps advocate for families to access inclusive childcare in their local neighbourhood. We also provide tools, strategies, professional development, and resources to early learning educators that help children reach their full potential and enrich their experience.



Families

Inclusion NB offers personalized support and assistance to New Brunswick families who are caring for a child, youth, or adult with an intellectual or developmental disability. We help families, at all stages, navigate complex government and community agency systems, helping everyone have equal opportunity to fully participate in all aspects of life.



Education

Our organization has been a key driver in building a globally-recognized inclusive education system in the province. Through advocacy and support to parents, educator and administrator training, on-site consultation, and classroom presentations, we work to ensure children with an intellectual or developmental disability are included in educational and social opportunities in their neighbourhood school.



Life After High School

Our team helps create the conditions for success during this pivotal time. From learning life skills and creating key connections for a meaningful life in community, to providing training to become workforce ready, or successfully complete post-secondary education, Inclusion NB is there at every step of the way as graduates enter young adulthood.



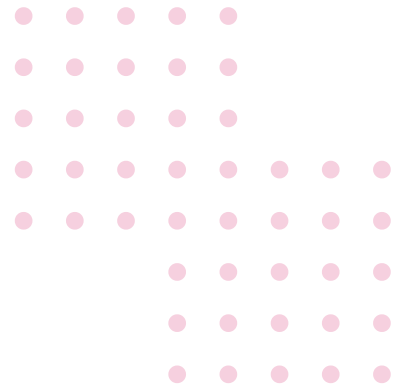
Adulthood

Inclusion NB provides adults with the support they want and need to live a fulfilling life, in their chosen community. We support adults with an intellectual or developmental disability to find and maintain safe, suitable housing, connect them to recreation and groups in their community, and help them access the province's Disability Support Program and other resources to address their needs.



Strategic Priorities

Our Strategic Plan outlines the path towards successfully fulfilling Inclusion NB's vision and mission. Our strategic priorities are focused on two overarching goals.



01. Creating Opportunity

This encompasses the personalized support we provide to individuals with an intellectual or developmental disability and their families. Our programs and services are focused on meeting the individual needs of the people they support and connecting them with opportunities to live full and valued lives, to the extent of their choosing, in their communities.



02. Building Capacity

With a long-term view towards building more inclusive communities, we're creating an evergrowing network of people and organizations with knowledge, skills, and beliefs that support inclusion for everyone.

Impact Story

Natasha is one of our Transition to Work Students who recently graduated from Fredericton High School. She has worked hard over the last three years at building skills for employment.

Earlier this year, through our partnership with Jobs Unlimited, Natasha secured a Co-op placement at Parkland Fredericton in Long Term Care with Shannex. She was quickly hired after the manager saw her dedication to the job.

This highlights the hard work of students like Natasha and how the collaboration of supportive partners, including family, employers, and schools can result in great success.



Natasha at her co-op placement

Strong Families, Strong Individuals

The Strong Families, Strong Individuals strategic priority is focused on providing people with the knowledge, tools, and training they need to advocate for themselves and their family members. This priority focuses on strengthening communities by connecting families with each other, as well as building a network of family leaders.



35

People hosted at virtual family events

65

People hosted at in-person family events

65

Individuals and families supported every month, on average

301

Family advocacy requests resolved

412

General and information family support requests resolved

Impact Story

Volunteering in his community is important to Olivier, a grade 12 student at Polyvalente Thomas-Albert in Grand Falls. He is a huge hockey fan and he assists the Grand Falls Rapids at their home games. Olivier greets other fans and hands out programs as they enter the arena. At Inclusion NB, we work with individuals and families to help find meaningful connections within the communities they live.

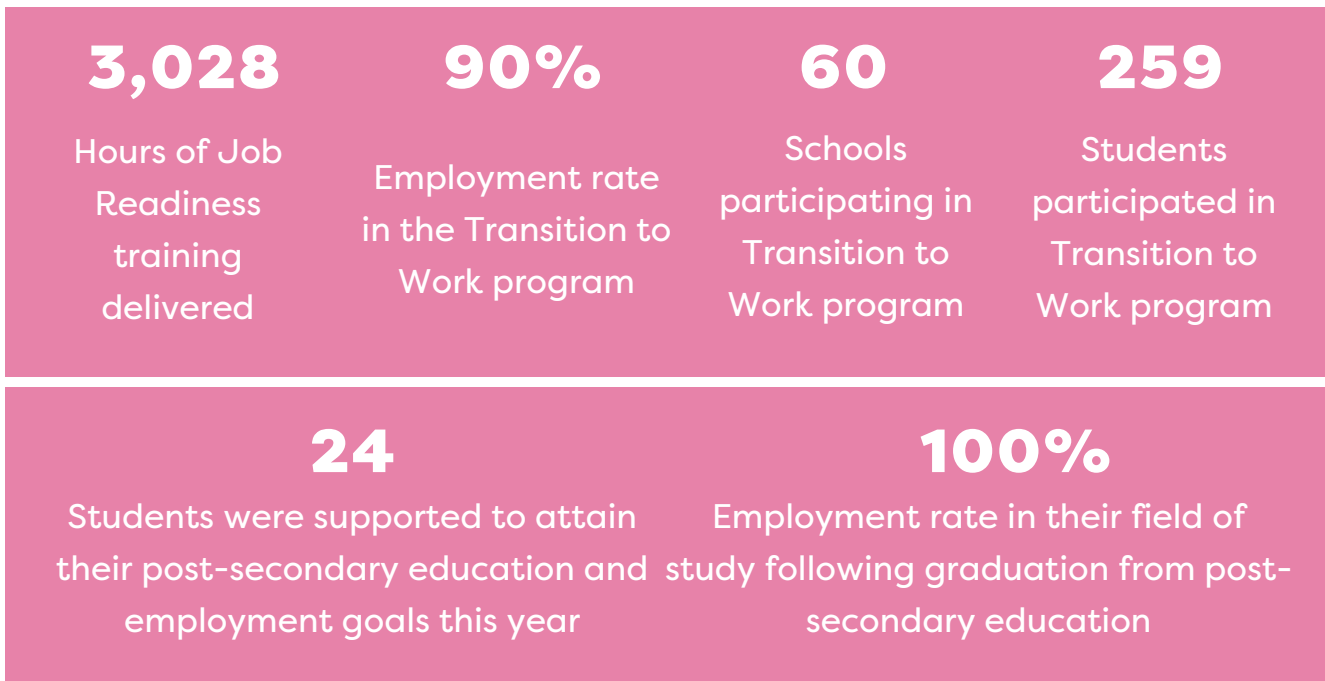


Olivier volunteering at his home town rink in Grand Falls

Employment



Inclusion NB works with individuals, families, schools, employers, and employment service agencies across the province to instill the skills and knowledge to effectively support people with an intellectual or developmental disability to access employment.



Inclusion NB employs one provincial facilitator with the Ready, Willing and Able (RWA) initiative. Funded by the Government of Canada, RWA is a partnership between Inclusion Canada and the Canadian Autism Spectrum Disorders Alliance that provides opportunities for individuals with an intellectual or developmental disability or Autism Spectrum Disorder (ASD) to have increased participation in the labour force.



Impact Story

Tara and Paul English of Lake Edward have been incredible advocates for the inclusion of their children in their neighborhood schools. This past year, they have participated in our Family Leadership and Movement weekends where they have enhanced their advocacy skills. Inclusion NB has worked alongside the English family to help champion their advocacy efforts and ensure that the schools their children attend are well-prepared to support the family.



**Tara and Paul English's children, Kayden (back),
Jasper (middle), and Paisley (front)**

Inclusive Education

Inclusion NB works with early learning centres, public schools, and post-secondary institutions to provide seamless and successful transitions for children and youth with an intellectual or developmental disability. We promote inclusion within the education system to provide students of all ages with the supports needed to foster inclusive education and lifelong learning.



150+

Educators engaged on how to engage parents/caregivers in the development and implementation of Personalized Learning Plans

75

Schools supported in inclusive education

41

Students in 8 schools participating in the Transition to Adult Life pilot program

100+

Facilitated training sessions on PATH, Sexcess, and Circles of Friendship to education professionals

Impact Story

Deven Stewart is ready for his next chapter. He graduated from Oromocto High School this past June. Thanks to Transition to Work, our program that helps high school students with intellectual disability get workforce-ready, he's already combined his passions for hockey and people into a part-time job providing connections, experience, and inspiration for his future.

Deven started Transition Work in Grade 10. The program, offered by Inclusion NB, helps students participate in New Brunswick's workforce by pairing them with a Transition Facilitator who works with them to build job readiness skills and connect them to experiential learning opportunities. He's built a successful track record with a summer job at the Canadian Tire gas bar and a career exploration opportunity at the Oromocto Golf and Curling Club. He recently completed his final work placement at the Oromocto Food Bank.



Deven's final work placement at the Oromocto Food Bank

Life in Community

Inclusion NB is guided by the belief that strong communities are formed when everyone has the opportunity to participate and contribute. We support people with an intellectual or developmental disability to be and feel like part of their communities. We focus on connecting people with accessible and affordable housing, community partners and services, and recreational activities based on their interests and goals to create a natural network of support around them.



186

Individuals supported through the Social Inclusion program to live in communities across the province

704

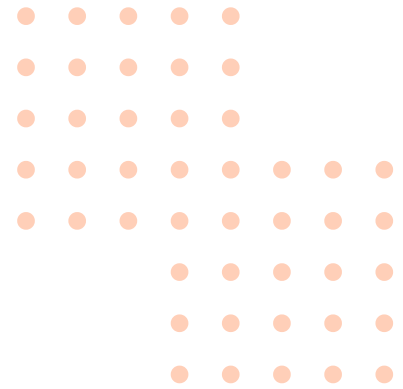
Community connections made through the Social Inclusion program

25

Individuals supported to move into a home of their own



Impact Story



Christian Arsenault has played the drums since 2006, but it wasn't until Inclusion NB's Social Inclusion program connected him to a local music producer, that he had the chance to play in a band. As a musician on the autism spectrum, he didn't have many opportunities to play music in groups due to social and sensory challenges. In 2021, Jordan Best, a Moncton musician, was trying to get a new band together when Mike Oz, a local recording engineer, introduced him to Christian. Christian and Mike had been connected through Inclusion NB's Social Inclusion Program several years earlier. The program helps adults (17-64) with an intellectual or developmental disability have a greater sense of belonging in their communities and provides real opportunities to live where they choose, develop relationships, and participate in community life in meaningful ways.

Christian's facilitator not only connected him to music, his activity of choice, but ultimately to a group of people with whom he can share his passion.

When Jordan and Christian got together for their first jam session, it was clear they had something special. Now Christian is part of the band, Before the Dinosaurs.



Christian and his bandmates in Before the Dinosaurs

Organizational Effectiveness and Sustainability



The Organizational Effectiveness and Sustainability strategic priority is focused on expanding our sources of operating funds, effectively communicating the importance and impact of our work, and ensuring we have the right people to do it.

\$133,156

Raised through private grants

137

New donors

\$239,605

Raised through donations

84

Change Maker Society* members

1,000+

People attended fundraising events

*\$1,000+ donation per year for 5+ years

Impact Story

At age 36, Matthew Brown has lived his adult life in special care homes. In talking with friends, he decided he wanted to find a job and, for the first time, live on his own. With the support of Inclusion New Brunswick, he's making strides into that journey today – with an optimistic outlook and a determination to forge an independent life for himself, on his own terms.

Our team has been helping Matthew navigate the journey to independent living. Part of that has been helping Matthew apply for a rent subsidy through NB Housing so he can afford an apartment of his own. Another part has been helping Matthew prepare for this new future, so that Matthew understands what he can do, how to advocate for himself, and what he needs help with. Matthew has also been working with our team to secure a part-time job and is now employed at the local Giant Tiger.

And he can't wait for the day he lands a rent subsidy so he can move into an apartment of his own, of his choosing.



Matthew working at Giant Tiger

Advocacy in Action



Real Pay for Real Work

Earlier this year, our efforts to reform New Brunswick’s employment standards laws to ensure minimum wage equality for persons with disabilities were realized.

Prior to this ground-breaking legislation introduced in the Fall of 2022, employers could legally pay people with a disability stipends that were significantly below minimum wage when they were engaged in “work experience” activities that were arranged by community agencies.

One of these New Brunswickers was Kyra Thomas. Kyra worked for a large retailer for almost three years where she worked 30 hours per week, receiving a stipend of just \$20 per week. She applied for vacant paid positions with this employer but was unsuccessful.

With support from Inclusion NB, Kyra found employment with Value Village where she is now receiving real pay for real work. Kyra has been part of the team at Value Village for nearly four years. Kyra and her mother, Debbie Thomas, were instrumental in highlighting this discriminatory practice and advocating for real change.

Once proclaimed into law, the Act will now ensure the elimination of stipends below minimum wage and the full inclusion of persons with a disability in the workplace where their time and contributions are valued.



A delegation from Inclusion NB visited the New Brunswick Legislature last December to witness this historic day.

Advocacy in Action

Supported Decision-Making



The 2022 Fall session of the legislature was a busy time for our team. The government also passed new legislation to replace the incredibly outdated *Infirm Persons Act*. *The Supported Decision-Making and Representation Act* demonstrates a human rights approach to decision-making. This supports the right of people with a disability to make decisions based on their wishes and preferences, even if they need some support to make these decisions.

Adoption of this new adult decision-making legislation ensures that individuals (including older adults as well as adults with a disability) can make decisions – big and small – about their lives, with support, if needed, and have those decisions recognized under the law.

This approach – true to the principles of inclusion – has been many years in the making. Protecting and promoting the autonomy and dignity of everyone to participate in their decision-making, and to receive the support they need to do so, is the very cornerstone of an independent and full life.

We celebrate this new approach and were thrilled to see our collaboration with the government recognize the importance of the right for all adults to have their decisions respected in law and by others.



The Soucy family have been long-time advocates for Supported Decision Making.



Inclusive
Communities
Institute

Educate. Inspire. Thrive.

Our Newest Venture

In 2023, we launched the Inclusive Communities Institute (ICI), an innovative, online learning platform designed to build the skills of those who support people with a developmental or intellectual disability. ICI offers professional development for the support sector, and anyone interested in exploring what true community participation can look like.



ICI allows Inclusion NB to share the expertise we have cultivated over the last 65 years and reach a larger audience. Learners will develop person-centred strategies and hands-on tactics to successfully communicate and support the individuals they work with.

This social enterprise also helps fund our work. The content is accessible on any device, and learners can participate at their own pace. The courses have been intentionally curated with input from self-advocates and the team will continually evaluate the needs of our learners and gather their feedback.

ICI launched earlier this year with four streams: Education and Early Learning, Employment and Health, Well Being and Quality Supports. The next stream is being developed specifically for individuals and families interested in building their capacity and inclusive mindset. Thanks to our funding partners, this will be offered free of charge and will be launched this Fall.

For more
information, visit
the website at:



www.ici-nb.ca

Celebrating our Funding Partnerships

Sisters of Charity of the Immaculate Conception

Inclusion NB extends heartfelt gratitude to the Sisters of Charity of the Immaculate Conception for their remarkable 50k donation. Your generosity empowers us to create a more inclusive society, fostering understanding and support for all. Your contribution strengthens our mission to ensure every individual, regardless of differences, enjoys dignity and opportunity. Together, we build a brighter future for those we serve. Thank you, Sisters of Charity, for illuminating the path towards a more inclusive and compassionate world.



New Brunswick Nurses Union

In December, the Nurses Union advised that they would be making a donation in the amount of \$5,000 a year for three years to help with our Family Leadership and Movement Series. The Nurses Union has been a very generous partner with Inclusion NB in the past and we look forward to our partnership with them in the years to come.

Celebrating our Funding Partnerships

Breakfast for a Cause

In June every year, a Grand Falls-based organization comes together to coordinate a fundraising breakfast where all supplies are donated by the community, and all proceeds from ticket sales are donated back to a Charity of Choice. We are so grateful and fortunate, that once again this year, Inclusion NB has been chosen. A \$25,000 cheque will be presented at this year's fundraising luncheon in Fredericton.



Elaine Colter

Volunteers do important charitable work to benefit the community and Elaine has demonstrated this time and time again. Her passion for individuals with an intellectual or developmental disability and their families is evident through her continuous generous financial donations to our organization year after year. She is the kind of person who goes out of her way to help the less fortunate every day and we are so lucky to have her involved in our organization.



Celebrating our Funding Partnerships



Inclusion NB extends sincere appreciation to Base Engineering for their unwavering support in Saint John. Your continued dedication furthers our mission of fostering inclusion and belonging for all community members. Through your partnership, we are creating positive change and breaking down barriers. Thank you, Base Engineering for helping us build a more inclusive and welcoming society.



Petro-Canada
CareMakers
Foundation™

We are proud to partner with Petro Canada to provide greater consultative support and training for caregivers who want to help empower a person with a disability to live a full and valued life in the community of their choice. We are receiving a grant of \$150,000 for our Building Caregiver Capacity & Leadership for Inclusion Project. This is the largest single gift in our history.

Financials



Last year you helped us raise \$4,925,887 for the communities of New Brunswick.

Revenues	
Provincial grants	\$3,433,633
Federal grants	\$441,151
Donations and private grants	\$372,761
Other revenues	\$698,308
Miscellaneous	\$1,765
Unrealized loss on investments	(\$21,731)
Total Revenues	\$4,925,887
<hr/>	
Operational Costs	21.93%
Investments in community supporting people with an intellectual or developmental disability and their families	78.07%



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Charitable registration: 107768749RR0001