



InclusionNB



STRATEGIC PLAN 2020-2025



# Background

The New Brunswick Association for Community Living (NBACL/ANBIC) was formed in 1957 for the purpose of improving the lives of people with intellectual disabilities and their families.

In 2022, our association entered an exciting new era with our formal name change. We are now known as Inclusion NB. This evolution reflects our ultimate mission and vision - that all people belong, contribute, and participate in everyday activities in the community in which they choose to live.

The Plan is a result of thoughtful consultation with our staff, Board members, and local Associations for Community Living (ACLs) on Inclusion NB's role to ensure that the people we support can live full and valued lives in all aspects of our society.

*\* Please note that this Strategic Plan has been developed during the 2020 COVID-19 pandemic, and as such, the strategic objectives within may be subject to review at the end of year 1 or subsequent years based on pandemic or post-pandemic circumstances within the province.*

# Vision



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

# 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.

# Values

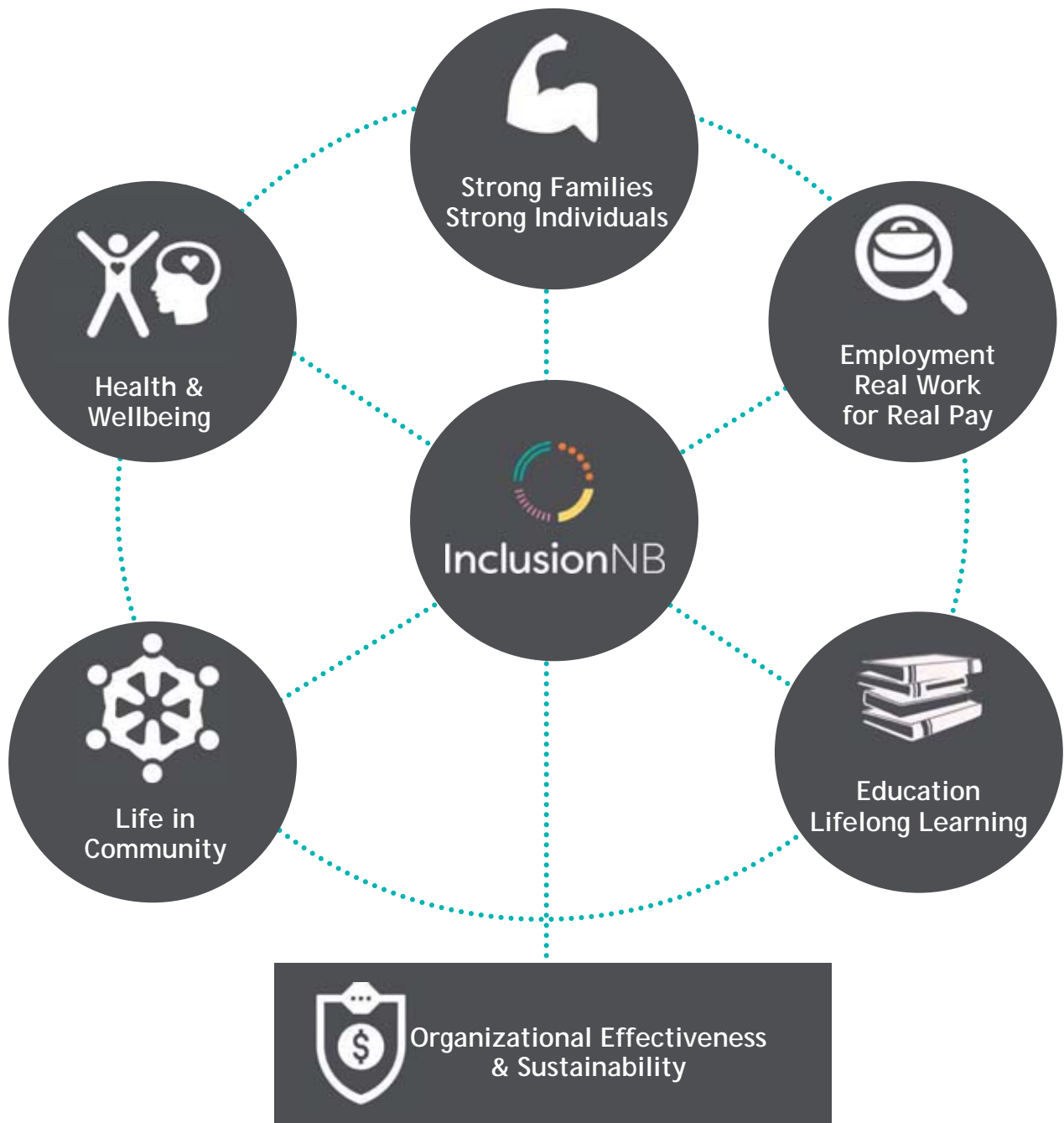


This plan and the work of Inclusion NB will be guided by the following values:

- 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

# Strategic Framework

The following diagram illustrates the strategic framework needed to be successful in fulfilling the vision and mission of the Association. Every significant action taken by Inclusion NB going forward will ultimately contribute towards this vision.



# Key definitions within the strategic framework:

The objectives under each focus area have been categorized under the following two streams:

## Creating Opportunity

These are strategic priorities focused on the one-on-one work we do with individuals with an intellectual or developmental disability and their families. All of our programs and services are person-centred and support to connect individuals to opportunities to live a full and valued life, to the extent of their choosing, in their community.

## Building Capacity

These are strategic priorities focused on investment in capacity building within families, community, key partners, and government to support in the creation of opportunities for individuals with an intellectual or developmental disability and their families.

Greater investment in capacity building will help Inclusion NB meet our mandate by building a network of individuals and organizations that share our beliefs and philosophies. More particularly, building capacity will:

- Enhance knowledge, skills, and understanding within families, communities, and key partners to provide inclusive spaces, provide quality support, and build inclusive communities.
- Help people within community and within levels of government understand their role in making communities inclusive for all people, including those with an intellectual or developmental disability, and providing them with the appropriate information, training or support on how to do it.



# Strong Families | Strong Individuals



## Creating Opportunity

### Strategic Objectives

1. Families and individuals in both rural and urban areas who connect with Inclusion NB receive information, tools, or training to advocate for their family members and for themselves
2. Families are connected to other families and have opportunities to network through in-person, social media, and other means



## Building Capacity

### Strategic Objectives

3. Families and individuals are knowledgeable about and have increased their capacity around human rights, policies, and programs/services affecting people with an intellectual or developmental disability
4. New Brunswick has a strong network of family leaders who are supporting the inclusion movement
5. Inclusion NB has strengthened partnerships with identified community resources across the province to better support individuals and families
6. Local ACLs have access to information about activities, programs, and social policy work of Inclusion NB
7. Laws governing decision-making enhance the right to legal capacity as outlined in Article 12 of the UN Convention on the Rights of Persons with Disabilities and recognize supported decision-making principles and practices



# Employment | Real Work for Real Pay



## Creating Opportunity

### Strategic Objectives

1. The employment rate for individuals with an intellectual or developmental disability in New Brunswick is increased
2. Youth with an intellectual or developmental disability are able to receive Inclusion NB's transition planning and work readiness in any high school in New Brunswick
3. Families of children in grade 8 and up have access to information on transition planning and employment, and have the knowledge and tools to support their children through successful transitions to employment after high school



## Building Capacity

### Strategic Objectives

4. Employment service agencies have the required skills and knowledge to effectively support people with a disability to access and maintain employment
5. All New Brunswick High Schools are providing transition programming for students with intellectual or developmental disabilities
6. Government policies provide improved incentives to encourage employment
7. Employers are knowledgeable about inclusive employment practices and the benefits of inclusive hiring





# Education | Lifelong Learning

## Creating Opportunity

### Strategic Objectives

1. Families have equal access to quality inclusive Early Learning and Childcare
2. Children and youth have seamless and successful transitions from early learning to public schools, within the public school system, and to life after high school (including post-secondary education or employment)



## Building Capacity

### Strategic Objectives

3. New Brunswick has a provincial inclusion policy for Early Learning and Childcare Centres
4. New Brunswick Designated Early Learning and Childcare Centres are successfully implementing both centre-based and provincial inclusion policies
5. All reforms to public education policy or systems reflect support for inclusive education and the rights of students to learn in the common learning environment
6. Educational Assistants are trained on strategies for supporting the inclusion of students with an intellectual or developmental disability
7. New Brunswick university Faculty of Education programs promote the philosophy of inclusion and prepare students with the appropriate knowledge, skills, and tools to support all students in an inclusive education system





# Life in Community



## Creating Opportunity

### Strategic Objectives

1. People have the opportunity and support to have a home of their own
2. People who connect with Inclusion NB are participating in inclusive community-based activities of their choosing
3. People have access to community-based information on transportation services/resources within their community
4. Individuals and families have access to information, tools, and resources to plan for financial well-being and security



## Building Capacity

### Strategic Objectives

5. External community agencies have adopted and are implementing the Supported Living Model
6. The number of portable rent subsidies and other subsidies available to people with a disability is increased
7. Sport and recreation clubs/organizations in New Brunswick communities have increased their capacity to include people with an intellectual or developmental disability in regular programming and activities
8. People have better access to disability income support benefits and those benefits are increased
9. Regional transportation plans include actions to support transportation access for people with an intellectual or developmental disability and other underserved populations
10. Different sectors (e.g. foster and adoptive families, residential facilities, etc.) have increased capacity to support children and adults with an intellectual or developmental disability to live full and valued lives in community
11. Government policy addresses the disability-related needs of students graduating from high school prior to age 19
12. Support Workers in NB have completed required training to provide quality support and promote autonomy and community involvement for people accessing support
13. Government law or policy addresses the appointment of holders or replacement holders for Registered Disability Savings Plans



# Health and Wellbeing

## Creating Opportunity

### Strategic Objectives

1. People with an intellectual or developmental disability are more knowledgeable about mental wellness and healthy living
2. People with an intellectual or developmental disability have enhanced access to appropriate mental health services
3. People with an intellectual or developmental disability are aware and knowledgeable about healthy relationships

## Building Capacity

### Strategic Objectives

4. Mental health services in New Brunswick are enhanced and accessible and service providers have the required capacity to properly support people with an intellectual or developmental disability who have a mental health concern
5. Inclusion NB is collaborating with health professional organizations on providing more effective services for people with an intellectual or developmental disability (focusing on a “best support” standard)



# Organizational Effectiveness and Sustainability



## Creating Opportunity

### Strategic Objectives

1. A plan, structure, and strategies are in place to fund Inclusion NB's core operating costs through a combination of savings and general fundraising of 2.12 million/year.
2. ICI Inclusive Communities Institute is developed and working to build capacity in our systems and communities to support Inclusion NB's vision and mission.
3. A communications/marketing plan is in place to create and build awareness so that Inclusion NB is a recognized organization and brand.
4. Inclusion NB has regular communications and engagement with National and Local ACLs.
5. Inclusion NB has developed and is implementing a Human Resources strategy that builds a strong organizational culture, supports recruitment of qualified staff, encourages staff development, and enhances staff retention.
6. Impact measurement tools and processes are in place for all Inclusion NB programs and Inclusion NB is reporting regularly on the impact of its programs.
7. Inclusion NB has continuing capacity to be a leader in systemic advocacy, policy development, and the promotion of human rights and freedoms.
8. Inclusion NB has an ongoing process to review and make decisions on annual strategic priorities.





InclusionNB

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