



Inclusion in **ACTION**

Impact Report 2024-2025



InclusionNB

FROM THE COVER

Alyssa Rideout's story is one of determination and highlights the impact of a strong support network on the journey toward greater independence. At 15, Alyssa was a student at Minto High School, navigating the uncertainties of her future. This all changed when she met her Transition Facilitator, Alicia Wilson, who, alongside her family and school support, introduced Alyssa to dreaming bigger dreams and setting attainable goals. Alyssa shared her story at our annual Fredericton luncheon in October 2024.

[Read more here](#)





We are so pleased to share with you what our dedicated team has been working on during the last year. The following pages contain data, outcomes and success stories of our movement, as well as the partnerships needs to keep pushing forward.

A huge milestone in the province's inclusion journey was met in June of 2024 when *New Brunswick's Accessibility Act* was proclaimed. This new legislation aims to improve accessibility and inclusion for people with disabilities by identifying, removing, and preventing barriers to participation in society.

The Act focuses on: government services, transportation, education, employment, the built environment, housing, information and communications, and sports and recreation.

Inclusion NB has been actively involved in the journey, advocating for this legislation and contributing to its development. Additionally, Jake was appointed to the Accessibility Advisory Board. The board will advise the minister and make recommendations about accessibility standards, policies, practices, and requirements related to accessibility.

A significant part of our work is listening to the individuals we support, along with their families, and creating resources that address those needs. Just a few examples we saw some to fruition this year:

- Our Family Engagement and Learning Series ([see next page](#)),
- A specialized course for the legal community to help support individuals and families in decision making and;
- Development of critical resources to better educate and inform our community on barriers that New Brunswickers with Autism face when accessing Mental Health support.

Thank you to our funding partners, corporate donors and the individuals who invest in this work and make all that we do possible.


And a special thank you goes out to our outstanding Board of Directors for their leadership and support. This year, together, we saw the completion of a 5-year strategic plan.

Yours in inclusion,

Jake Reid (Executive Director) &
Dianne Cormier Northrup (President)

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 Strategic Plan.




Dianne Cormier Northrup
President
Fredericton, NB



Tanya Whitney
Past-President
Fredericton, NB



Alexandra Page
Vice-President
Fredericton, NB




Jacinthe V. Otis, CPA
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Marilyn Luscombe
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Jennifer Simpson
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Elisa Martin
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Aldouane, NB



Christina Nicoll
Director
Hanwell, NB




John Furey
Director
New Maryland, NB




Lorraine Silliphant
Life Member
Fredericton, NB



Troy Kearns
Director
Fredericton, NB



Doug MacDonald
Life Member
Fredericton, NB



Pam Shanks
Director
Fredericton, NB



Patty O'Donnell
Life Member
Saint John, NB

We acknowledge with gratitude the members of our Board of Directors for the April 2024 – March 2025 term and extend our thanks for their leadership and dedicated service during this period.



FAMILY SUPPORT

This spring, we piloted our first-ever Family Engagement & Learning Series. Consisting of 5 modules, this interactive, live webinar series was hosted by our subject matter experts. This was designed for family members and caregivers who support someone with a disability and provided at no cost, with 24 families participating.

Family Engagement & Learning Series

Modules:

- 1. Gaining Perspectives
- 2. Understanding Systems
- 3. Enhancing Advocacy:
- 4. Social Movements
- 5. Building Community Capacity



50
individuals and families supported each month



350
family advocacy requests resolved



150
general family support requests resolved



“ Inclusion NB isn’t just an organization that fights for equality and the rights of people with disabilities, they also teach individuals and families to be a voice for themselves.



The Saulnier Family

The Saulnier family of Grand Bay-Westfield have been involved with Inclusion NB for over a decade and their story began with a simple invitation to a our annual luncheon which then led to a transformative weekend retreat with other families navigating similar paths. It was there that Jason and his wife, Amanda, found not just support, but hope. In December, Jason shared his story at our annual luncheon in Saint John. [Read more here.](#)



Connected with **40** community partners on average per month to access supports and services.

Did you know?

Inclusion NB provides training on personal goal setting as well as mental and sexual health.



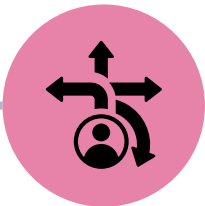
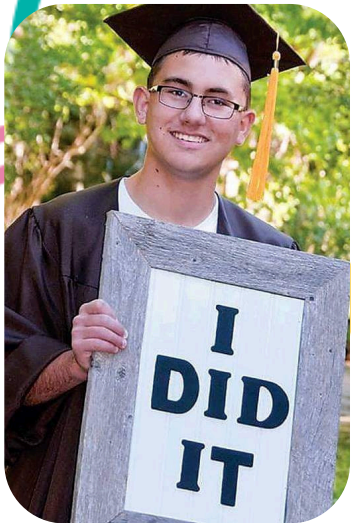
To learn more or register, [follow this link](#)



INCLUSIVE EDUCATION

Last year, we supported New Brunswick students and families by responding to **165 requests** for assistance with inclusive education. Our team delivered **over 490 hours** of direct service by providing the following:

- Emotional support for families
- Connection to government services
- Assistance with long-term planning
- Attendance at Common Plan Meetings with families, students and schools
- Advocacy and inclusion strategy support
- Collaborative problem-solving with schools
- Support to educators



124

students in the Transition to Adult Life pilot program



82%

of students graduated from high school with their peers



50

students supported across the province

This spring, New Brunswick educators were recognized with National Inclusive Education Awards for their exemplary leadership and dedication to inclusive education. The awards are presented annually in partnership with Inclusion Canada, with the recipients being nominated by their student’s families as well as their peers.



The 2025 Recipients:

- Education Support Teachers’ Team, École Amirault, Dieppe
- Sarah McInnis, French Immersion Teacher, Liverpool Street Elementary School, Fredericton
- Lisa Allain, Education Support Teacher, École Blanche-Bourgeois, Cocagne
- Lisa Hussey, Vice Principal, Rothesay Park School, Rothesay
- Amira Khedrhi and her team who welcome and support newcomers to the Francophone South School District
- Kara Pitre, Educational Assistant, Lakefield Elementary School, Quispamsis

INCLUSIVE EMPLOYMENT



364 hours

delivered through transition planning



1,609 hours

delivered through Job Readiness



294 students

in the Transition to Work program

214

students supported to access experiential learning opportunities

200

employers were prospected via Ready, Willing & Able

83%

employment rate in students' field of study following graduation

Did you know?

We currently have partnerships with: 11 NBCC & CCNB campuses, UNB, Saint Thomas University, Université de Moncton, Mackenzie College, and East Coast Trades.

Inclusive Employment is Good for Business

Emma Russell, a 19-year-old graduate from James M. Hill High School in Miramichi, New Brunswick, embarked on her employment journey with Inclusion NB in Grade 10. As a participant in the Transition to Work program, she attended weekly Job Readiness classes and gained hands-on experience through a co-op placement at a bakery in a local grocery store. After graduation, Emma continued working with Inclusion NB, seeking part-time employment in retail. Her hard work, determination, and support from her job coach led her to an exciting opportunity at the Shoppers Drug Mart Newcastle location as a Merchandiser. [Learn more here.](#)



POLICY

Power of Advocacy

On August 1, 2024, the New Brunswick Regulation 2024-56 under the *Employment Standards Act* came into force. The Regulation requires that individuals who continue their employment responsibilities beyond the eighth week of pre-employment training be considered employees and therefore must be compensated in accordance with the *Employment Standards Act*.



Ongoing Education and Training on Supported Decision Making

On January 1, 2024, *The Supported Decision-Making and Representation Act* was proclaimed into law. This legislation represents a significant shift in how we think about decision-making rights, self-determination, and legal mechanisms for assisting people who may require help with making decisions.

This Act ensures that New Brunswickers, including seniors and adults with a disability, can make their own decisions – big and small – about their own lives.

Did you know?

Inclusion NB is collaborating with the UNB Home Research Lab on the Housing Needs Assessment project. A survey has been circulated to service providers and people with lived experience on the housing needs of people with an intellectual or developmental disability. An advisory committee is being established to review the data and provide input on how to disseminate the information. The committee includes people with lived experience, our team, and members of the research team.



Here's what we accomplished in this year:

- ✓ Guide for capacity assessors created
- ✓ Provincial advisory committee for professionals authorized to be assessors formed
- ✓ International advisory committee for experts in legal capacity formed
- ✓ Webinar for families with Plain language course launched

AN INCLUSIVE ADULT LIFE



Choosing how and where you want to live

The Wellington, one of Saint John's newest apartment buildings, is a shining example of housing inclusivity not only for Saint John, but for the rest of our province.

Many adults supported by Inclusion NB want to live in a home of their own, to be as independent as possible. This happens when community partners come together with a person-centered approach. Working closely with L'Arche SJ, through our Social Inclusion Program, we worked with four residents of the Wellington to see their vision for their future realized. Dale Donahue-Brunelle is one of those residents. [Read more about Dale here.](#)

What is housing inclusivity?

It's housing that does more than meet accessibility needs. Housing inclusivity is equally important, but distinct. It's housing that is affordable, accessible, safe, and dispersed. It's above all, a home of choice.



Contributing to New Brunswick's Workforce

Hoby Haughn is making a name for himself in the culinary world. Living independently in St. Andrews and working at the well-loved Herring Pub, his journey is one of taking initiative, and community support. In February 2023, Hoby connected with Inclusion NB, and to explore his next steps in turning his love for all things culinary into a profession. He enrolled in the Culinary Program at NBCC in that April. Over the next year, he honed his skills in the kitchen, gaining hands-on experience and building relationships with fellow students and instructors. Graduating in June 2024 was a proud moment as Hoby grew his confidence, independence, and ability to navigate the fast-paced culinary world. [Read more here.](#)





FUND DEVELOPMENT

In March 2024, Inclusion NB had the opportunity to gather in Moncton to share our work with business and community leaders. During this first-ever event, we recognized Medavie Blue Cross, Atlantic Lottery and the City of Moncton who have contributed to our movement.



A special thank you to Cheryl DesRoches for sharing her family’s story ([read more here](#)) and the support she has received over the years from Inclusion NB.

We are thrilled to share that \$9,000 was raised during this event and will be adding it to our fundraising roster of events moving forward. Thank you to the Moncton community and everyone who attended and contributed to this success!



Did you know?

For over two decades, Value Village stores in Fredericton and Moncton have accepted your donations on our behalf, and then pays Inclusion NB for all items dropped off, which helps fund our important programs and services.



Note: Shopping in Value Village stores doesn’t support any nonprofit.



United Way Centraide’s Impact on Inclusion NB

We are deeply grateful to United Way Centraide for their generous \$10,000 contribution to Inclusion NB’s family support program. This vital partnership enables us to provide critical resources, guidance, and opportunities for families.



Celebrating The Azrieli Foundation’s Transformative Support

Inclusion NB is honored to highlight the extraordinary impact of The Azrieli Foundation, whose \$50,000 contribution has made a profound difference in our “Communities are Changing Project”. This significant investment enables us to create more inclusive, accessible, and welcoming environments across New Brunswick.

With a firm belief that everyone has a contribution to make, the Azrieli Foundation has been opening doors, breaking ground and nurturing networks for more than 30 years. The Foundation focuses on improving the lives of present and future generations through education, research, healthcare and the arts. The largest public foundation in Canada, the Azrieli Foundation, funds institutions and operates programs in Canada and Israel.



\$262,000

raised through grants



\$154,605

raised through donations



600

people attended fundraising events



people introduced to Inclusion NB’s work through presentations



gifts made



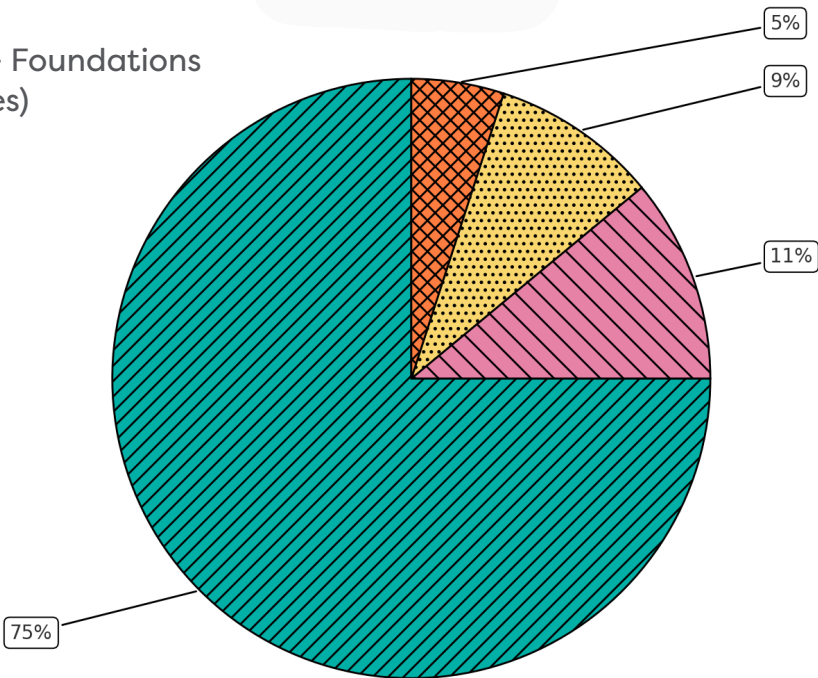
donor retention rate



FINANCE AND ADMINISTRATION

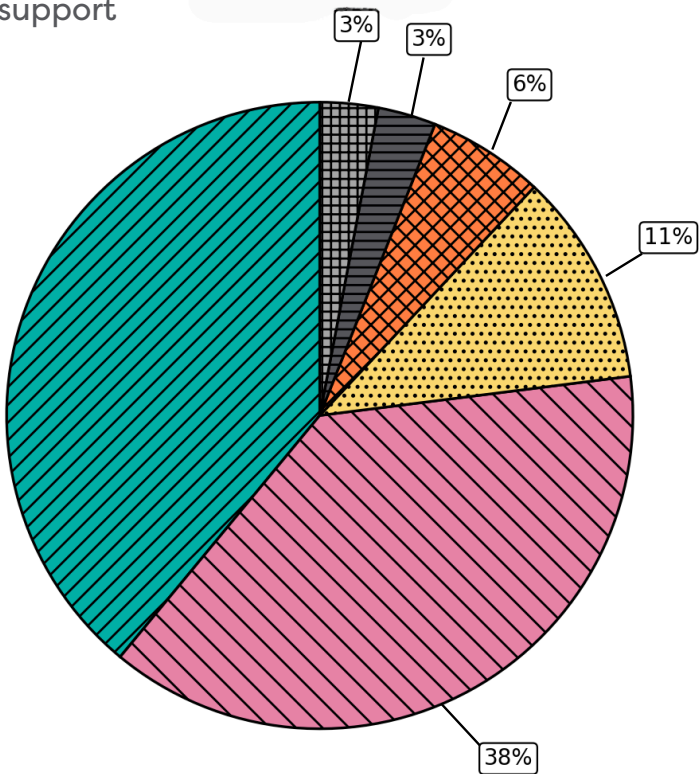
Funding Streams

- Province of NB (+ agencies)
- Donations, Corporate Giving + Foundations
- Federal Investment (+ agencies)
- Earned Revenue



Distribution

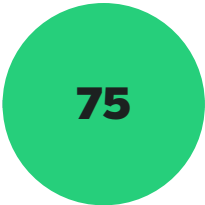
- Inclusive Employment support
- Community Inclusion programs
- Inclusive Communities Institute (training + development)
- Administration
- Advocacy and Inclusive Education support
- Fund Development



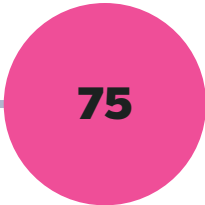
INCLUSIVE COMMUNITIES INSTITUTE

Community Living Board Scholarship Program

With the support of the Community Living Board (Fundy Region), a scholarship was created through ICI. This provided access to key training for individuals, families, teachers, educational assistants, and career counsellors. Courses included Person-Centred Approach, Inclusion 101, Sexcess and Mental Health and Autistic Persons.



learners have completed the program



new seats are available next year

“ The module was written in such a respectful way. It was evident that there was thoughtful research and care in the information provided. I felt that I was gaining a deeper understanding of the challenges that people with Autism face in navigating the world and the barriers they face obtaining supports for their mental health. That was important to learn.

- New Brunswick High School Guidance Counsellor

Training Collaboration with the Centre of Excellence for Health

ICI partnered with the Centre of Excellence for Health to deliver a full-day in-person training session focused on understanding mental health factors and Autism within educational environments. This session engaged 20 participants, including Counsellors, Autism Leads, and Educational Support Staff. The training explored the unique challenges faced in classroom settings and provided practical strategies to foster inclusive and supportive learning spaces.





In addition to the in-person training, ICI facilitated an online session with 20 Educational Assistants from four different school districts across the province. This virtual engagement focused on raising awareness, building capacity, and fostering dialogue around inclusive practices and mental health supports for students on the autism spectrum. These sessions also served as a platform for consultation and laid the groundwork for future collaboration and partnership opportunities.

Inclusive Early Learning Webinar Series

ICI collaborated with the Department of Education and Early Childhood Development, representing both the Francophone and Anglophone sectors, to develop a bilingual webinar series focused on inclusive early learning and best practices. This project was aligned with the New Brunswick Early Learning and Child Care Curriculum Framework and aimed to support early childhood educators and inclusion support workers across the province.



The development process involved the formation of working groups in both French and English, ensuring content was culturally and linguistically responsive. The completed series includes a collection of engaging videos, practical tips, tools, and supplemental resources designed to enhance inclusive practices in early learning environments. This initiative reflects a shared commitment to fostering equitable and supportive spaces for all children during their foundational years.



8
videos in **French**



8
videos in **English**



Handbook/guide
for learners



InclusionNB

Creating Opportunities • Créer des possibilités

www.inclusionnb.ca