

Inclusion in ACTION

Impact Report 2025-2026



InclusionNB
Creating Opportunities • Créer des possibilités

President's Letter

It is my privilege to share Inclusion NB's 2025–2026 Impact Report. This reflects the progress achieved over the past year and, importantly, our commitment to advancing equality and belonging for New Brunswickers with an intellectual or developmental disability.

Our mission is grounded in the belief that every person has the right to live a meaningful life of their choosing. We are committed to our values of dignity and respect to create lasting, systemic change.

Our team advocated for financial security through the provincial Basic Income Benefit consultation, contributed to the development of New Brunswick's new education plans, and strengthened our community's understanding of the *Supported Decision-Making and Representation Act*.

We are especially proud to mark the **40th anniversary of Inclusive Education in New Brunswick**. In 1986, the passage of Bill 85 cemented the rights of students with disabilities to learn alongside their peers in the regular education system. Forty years later, New Brunswick is recognized as an international leader in inclusive education.

The need for our work and our team's dedication never slows.

I extend my sincere appreciation to our dedicated staff. Your professionalism, compassion, and unwavering commitment are fundamental to our collective success.

I am grateful to the individuals and families we serve, and to our partners, donors, and community allies. Your continued engagement and commitment strengthen our movement to build a more inclusive New Brunswick.

On behalf of our Board of Directors, thank you.



Alexandra Page
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.



Alexandra Page

President
Fredericton, NB



Cheryl Piper

Treasurer
Fredericton, NB



Pam Lovelace

Vice-President
Edmundston, NB



Dale Donahee-Brunelle

Self Advocate
Saint John, NB



Marilyn Luscombe

Director
Fredericton, NB



Christina Nicoll

Director
Hanwell, NB



Christine Thériault

Director
Edmundston, NB



Pascale LeBrasseur

Director
Moncton, NB



Chantal Thériault

Director
Moncton, NB



Doug MacDonald

Life Member
Fredericton, NB



Troy Kearns

Director
Fredericton, NB



Patty O'Donnell

Life Member
Saint John, NB



Pam Shanks

Director
Fredericton, NB

We acknowledge with gratitude the members of our Board of Directors for the April 2025 to March 2026 term and extend our thanks for their leadership and dedicated service during this period.



Students at Upper Miramichi Elementary School

Who we Are



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

- 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.

Voices of Impact

Vanessa Assis and Hillary Nguyen with the City of Fredericton shared the journey on becoming a more inclusive employer at our Art of Giving event held on October 15, 2025. Hillary had many insights on how she prepared her workplace and teammates to ensure their engagement.

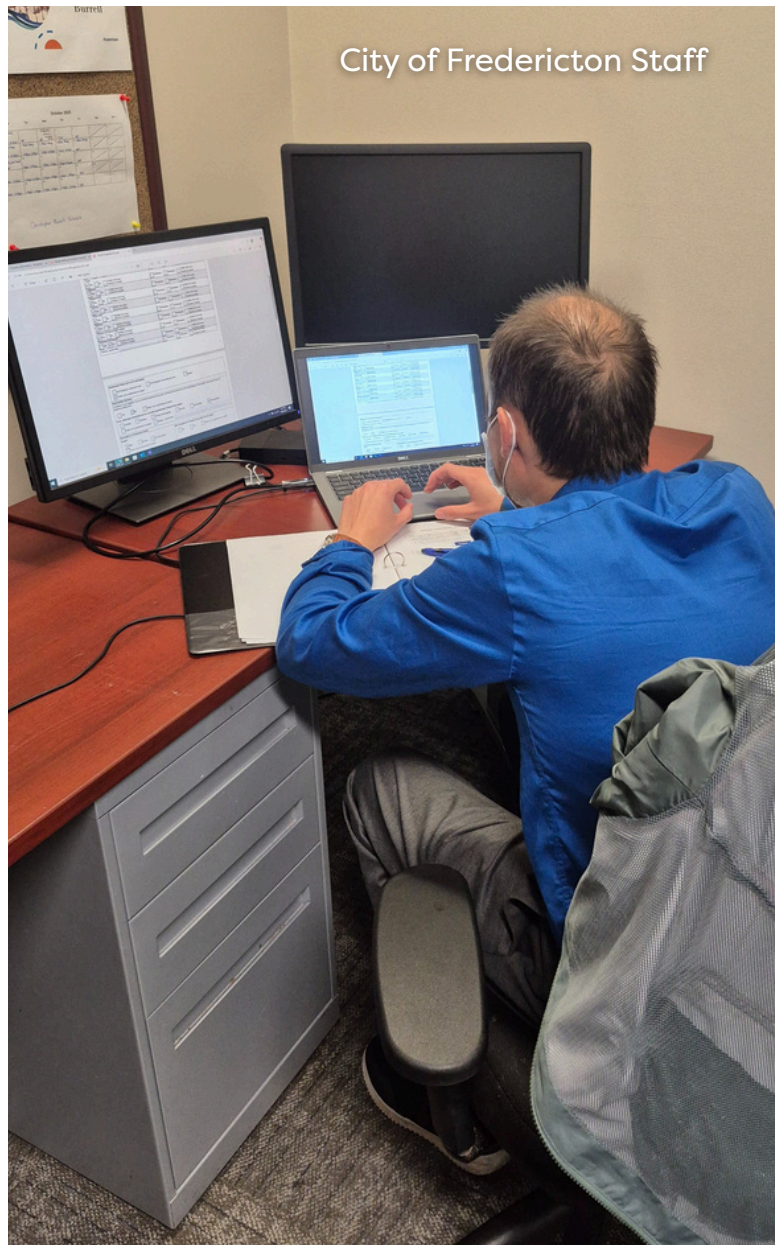


“When I first came on board, the City had already allocated funding to explore what our path forward could look like. An early activity was coming up with a name that would speak to what we were trying to accomplish and engage those that would be involved. That’s when *EQUIP* came to me.

EQUIP stands for **Empowering Qualified Underrepresented Individuals in Professions**. *EQUIP* works on two levels: by equipping underrepresented individuals with the tools and support they need to succeed, and by equipping the organization to be stronger, more inclusive and more reflective of the community.

What made the biggest difference were one-on-one conversations and collaborative brainstorming sessions with City staff, which helped build trust and made supervisors feel like partners in the process. And through accessibility reviews, we discovered that small, often simple changes could have a big impact. Embedding *EQUIP* into our workplace shows that inclusion isn’t just a policy; it’s part of how we work, how we support each other and how we contribute to the success of the City.”







Rachel Irvine with her mom at an event where she was a guest speaker

Program Spotlight: Family Support

The Family Support Program continues to reach new milestones year after year, supporting a record number of individuals and families throughout New Brunswick. Our focus on sustainable, strength-based support has allowed us to increase our impact without increasing frontline staffing.

In addition to supporting more New Brunswickers than ever before, we are also successfully completing a record number of requests for support. This reflects our team's effectiveness in helping individuals and families achieve meaningful outcomes, build confidence in navigating systems independently and successfully transition from active support when their goals have been met. Increased completion rates demonstrate not only greater program efficiency but also the lasting impact of our capacity-building approach.

IMPACT BY THE NUMBERS



New referrals



Connections made



Referral requests completed

Students at Upper
Miramichi Elementary
School



Updates from Inclusive Education

On June 18, 1986, the New Brunswick Legislature passed Bill 85 amending the Schools Act. These changes required students with disabilities to be educated in the regular education system, alongside their peers.

Inclusive Education was born not only in New Brunswick, but also in Canada. This was possible because a community of parents, families and other advocates came together and created a movement for social justice.

Today, New Brunswick is recognized as an international leader in Inclusive Education. Policies are evidence-based and often referenced for their intentional focus on ensuring the rights of all children. This also means we now have a generation of students who have always known inclusion.



40 Years of Inclusive Education

InclusionNB

40 ans d'inclusion scolaire

Family Support:
capacity building for
120+ individuals and
families throughout the
province



Inclusion NB builds capacity across school teams to ensure students with intellectual or developmental disabilities are meaningfully included and supported. We provide these services in partnership with schools, districts and families to promote inclusive learning environments, to strengthen inclusive practices, and support positive outcomes for students with diverse learning needs. We also provide guidance on mental health and education on healthy relationships and sexuality, helping school communities navigate challenges in informed, supportive and student-centred ways.

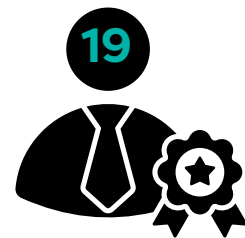
IMPACT BY THE NUMBERS



Consultation
referrals for
tailored guidance
to support diverse
learners



Requests for
ongoing
support for
students with
complex needs



Requests from
professionals

In 2026, the Department of Education and Early Childhood Development released its 12-Year Education Plans for both the Francophone and Anglophone sectors. Inclusion NB was pleased to participate in the consultation process and to see some of our recommendations reflected in the final plan.

The Province of New Brunswick has also committed to a review of Policy 322, which is an established provincial policy that requires all New Brunswick public schools to be inclusive. This policy is rooted in a human-rights, evidence-based approach where all students, with and without disabilities, learn together in their neighbourhood school.

Inclusion NB has been, and will continue to be, actively engaged in this process to ensure that any new interpretations or implementation guidance remain faithful to the policy's original intent, as set out in the *Education Act*: to protect the rights of children and youth with disabilities to learn, participate, and belong alongside their peers in regular classrooms and other common learning environments.

SHARED EXPERTISE

- Provided long-term recommendations for strengthening French Language Learning
- Active Member of the Provincial Education Partners Council
- Partnered with the Department of EECD to update French Immersion training modules.





Jaxson Carhart (centre) with coworkers from Port of Saint John

Highlights from our Employment Team

One of the pillars of Inclusion NB's Inclusive Employment work is our commitment to creating meaningful and inclusive opportunities for students in Grades 10-12 to explore their interests, develop skills, and gain real-world experience.

Experiential learning provides students with hands-on opportunities to build employability skills, confidence, workplace habits and career awareness through meaningful participation in real-world settings, including:

- **Co-op opportunities:** Structured work experiences that align with a student's interests and help develop job-ready skills.
- **Volunteer experiences:** Meaningful opportunities to contribute to the community while building transferable skills such as teamwork, reliability and initiative.
- **Job shadowing:** Short-term exposure to workplaces and careers that helps students better understand different roles, responsibilities and workplace expectations.

IMPACT BY THE NUMBERS

53

Post-Secondary students supported

68

Job seekers supported through our EAS* in Miramichi and Bathurst

276

Transition to Work students supported

397 individuals supported

16

Post-Secondary Institution Partnerships

67

Employers engaged through [Ready, Willing, and Able](#), and Job Developer Position

271

Experiential Learning opportunities created

**Employment Assistance Services*



Hannah Boudreau working at a nursing home in Cambridge-Narrows

New partnerships developed to advance inclusive employment opportunities for individuals with an intellectual or developmental disability:

- Tourism HR Canada, Belong Talent Referral Program
- Construction Association NB, Skills Trades Consortium (STC)
- Saint John Region Strategic Workforce Partnership (SWP)



DID YOU KNOW?

In an effort to make our employment programs more effective, accountable and evidence-based, Inclusion NB partnered with **The Greater Saint John Community Foundation's** Impact Measurement and Evaluation branch to better articulate the outcomes of employment initiatives and develop robust, practical tools to measure progress and impact. The new impact measurement framework is expected to be implemented in the coming year.



Ricky Barry at the Habitat for Humanity ReStore in Miramichi

Our thanks to these organizations who joined our circle of Inclusive Employers in New Brunswick in 2025-26:

Business	Area
Violette Ford Ltd.	Edmundston & Grand Falls
Campobello Public Library	Campobello
Dairy Queen	Chatham
Amsterdam Inn	Florenceville
Solo Chicken Productions	Fredericton
City of Fredericton	Fredericton
GEMTEC	Moncton
Valley SPCA La Vallée	Grand Falls
Grand Manan Library	Grand Manan
Habitat for Humanity ReStore	Miramichi
Parkland on the River	Miramichi
Horizon Health Network	Fredericton, Moncton, Saint John
Upper Valley Autism Resource Centre Inc.	Perth-Andover
King Street Pizza	St. Andrews
The Algonquin Resort	St. Andrews
Kingsbrae Garden	St. Andrews
St. Andrews Community Youth Activity Centre	St. Andrews
Passamaquoddy Children's Centre Inc.	St. Andrews
CCM Enterprises Ltd.	St. George
Kent Build Supply	St. Stephen



Calvin Gallant and
Job Coach at Sobeys
in Moncton



READY WILLING & ABLE

Through the Ready, Willing and Able (RWA) initiative, our Labour Market Facilitator (LMF) continued to build employer confidence in inclusive hiring by delivering human resources training and disability awareness presentations to organizations such as McCain Foods, J.D. Irving Limited (JDI Group), Kent Building Supplies, NB Power, Horizon Health Network, and the City of Fredericton, among others. These engagements provided employers with practical tools and knowledge to create more accessible and inclusive workplaces for people with disabilities.

Understanding that employers, hiring managers and coworkers are also our neighbours and fellow New Brunswickers, the LMF actively participated in numerous community committees and advisory groups. Through this involvement, Inclusion NB championed the integration of a disability-inclusive lens in discussions related to accessibility, community planning, and service delivery. This collaborative approach helps foster more inclusive communities and ensures that accessibility and inclusion are considered not only in workplaces, but throughout all aspects of community life.

DID YOU KNOW?



Our Labour Market Facilitator engaged with **67** employers around the province to share the business benefits of hiring inclusively.

RWA plays a crucial role in connecting and supporting employers, individuals with intellectual disabilities or Autism, and local, provincial, and national community agencies. Funded by the Government of Canada, RWA is a partnership between Inclusion Canada and the Autism Alliance of Canada.



Alyssa Rideout and
Annie Ray at their
apartment in
Fredericton

Program Spotlight: Social Inclusion

Through Inclusion NB's **Social Inclusion program**, we support adults aged 17+ to be connected to and involved in their community in meaningful ways, such as:

- Becoming involved in recreation, leisure and volunteer opportunities that match their interests and choices;
- Expanding their social relationships;
- Enhancing life skills to assist with navigating living in community;
- Developing strong personal support networks; and
- Planning for a home of their own.

IMPACT BY THE NUMBERS



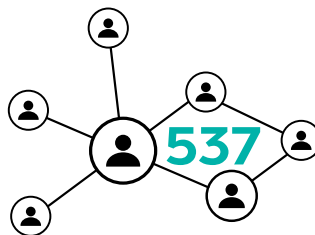
People supported to move into a home of their own



New Personal Support Networks established



People supported in accessing the provincial Direct-to-Tenant Disability benefit



Community connections made



Marcus Curtis at the Greener Village Learning Kitchen

Program Spotlight: Independent Facilitation

Independent Facilitation is a person-centred approach to planning where the individual is at the forefront of their choices and future.

Inclusion NB has Independent Facilitators who assist individuals aged 19-64 to:

- Develop a vision for their future;
- Identify their needs for disability-related supports, as well as possible options for meeting those needs;
- Apply for government or community programs or services, such as the Disability Support Program; and
- Make informed choices regarding housing based on all options available in their community.

DID YOU KNOW?

Of the **143** individuals supported through Independent Facilitation, only **31** required the completion of a Disability Support Plan (DSP). Through effective, person-centred, community-based planning, most individuals were supported to identify and access natural and community-based supports without requiring a formal DSP application



Highlights from our Policy Team

- Participated in the provincial government's public consultation on a Basic Income Benefit, advocating for policies that promote financial security and inclusion.
- Significantly contributed to consultations on New Brunswick's new 12-year education plans and the review of Policy 322 (Inclusive Education), advocating to safeguard and strengthen the rights of students with intellectual or developmental disabilities, while providing input on other policies to protect and strengthen inclusive practices.
- Continued to lead the implementation of New Brunswick's Supported Decision-Making and Representation Act, advancing the right of people with disabilities to exercise legal capacity and make decisions with appropriate supports.

Ken Pike, Social Policy Consultant and
Andrea Randon, Executive Director,
Government and Partner Relations



Madison Arsenault, Project Manager
at ICI and self-advocate consultant
Patty O'Donnell

Updates from Inclusive Communities Institute

The Inclusive Communities Institute (ICI) is Inclusion NB's online learning platform dedicated to providing inclusive training. ICI offers in-depth and innovative courses, designed for educators, health care providers, employers, and other community members. ICI focuses on person-centered disability support and inclusion, to increase awareness, knowledge, and build capacity for inclusion in our province.

IMPACT BY THE NUMBERS

1,500

Learners attended
our **Benefits of
Inclusion** webinars,
presented in both
official languages,
in partnership with
the Department of
EECD

\$75,000+

In funding
for **500**
sponsored
seats in
courses

3

Courses launched
to educate New
Brunswick's on
Supported
Decision-Making



Donor Spotlight: Senator Victor Boudreau

Senator Victor Boudreau is a valued ChangeMaker and individual donor whose personal commitment to inclusion has made a real difference for people with an intellectual or developmental disability and their families across New Brunswick.

Beyond his generosity, Senator Boudreau has used his own voice to champion the cause, publicly recognizing Inclusion NB's work advocating for systemic change, supporting families, and celebrating inclusion champions. These are not just words of support; they reflect a personal, genuine belief in the importance of building communities where everyone belongs.

What makes his contribution especially meaningful is the way he combines giving with advocacy. He doesn't just support Inclusion NB from a distance; he lends his voice, his platform and his own resources to help spread the message that people with intellectual or developmental disabilities deserve dignity, rights, and full participation in community. For Inclusion NB, Senator Boudreau is a true ChangeMaker, someone whose personal investment of time, voice and resources helps drive lasting change.





Value Village has been a valued community partner of Inclusion NB for close to 30 years, helping create meaningful opportunities for people with intellectual or developmental disabilities across New Brunswick. Through their Fredericton and Moncton locations, donated clothing and household goods are turned into direct support for Inclusion NB's work, making everyday donations part of something much larger.

This partnership is especially impactful because it helps sustain programs and services that strengthen inclusion in our communities. By accepting donations on Inclusion NB's behalf and sharing a portion of the proceeds, Value Village contributes to a steady and practical source of funding that makes a real difference for individuals and families.

We are also proud to recognize Value Village as an inclusive employer committed to diversity and equal opportunity. Their ongoing support reflects a shared belief in belonging, community impact, and creating spaces where everyone can thrive.

“Together, we create stronger, more inclusive communities.

That impact cannot always be measured simply in dollars. Sometimes it's measured in confidence gained, independence achieved, friendships formed, or families feeling supported and understood.

Inclusion matters because every person deserves to feel valued, seen, and included – not someday, but now.

Vanessa Hilaire





Hoby Haughn at the Herring Pub in St. Andrews



Youth Grant: Investing in Youth Employment

In 2025, Inclusion NB was awarded a **\$25,000 Rogers Youth Grant** for our **Transition to Work Program**, a testament to the growing need to support New Brunswick youth with an intellectual or developmental disability to access meaningful employment.

This investment is helping us build bilingual, accessible job readiness modules designed to strengthen participants' self-advocacy, workplace communication and practical job-search skills. By equipping young people with these tools, we are creating real pathways to employment for high school students throughout the province.

THE IMPACT

- Youth with intellectual or developmental disabilities gain practical, transferable skills for the workforce
- Bilingual resources ensures accessibility for both English and French-speaking participants
- Investment in self-advocacy builds long-term confidence and independence, extending impact well beyond the program

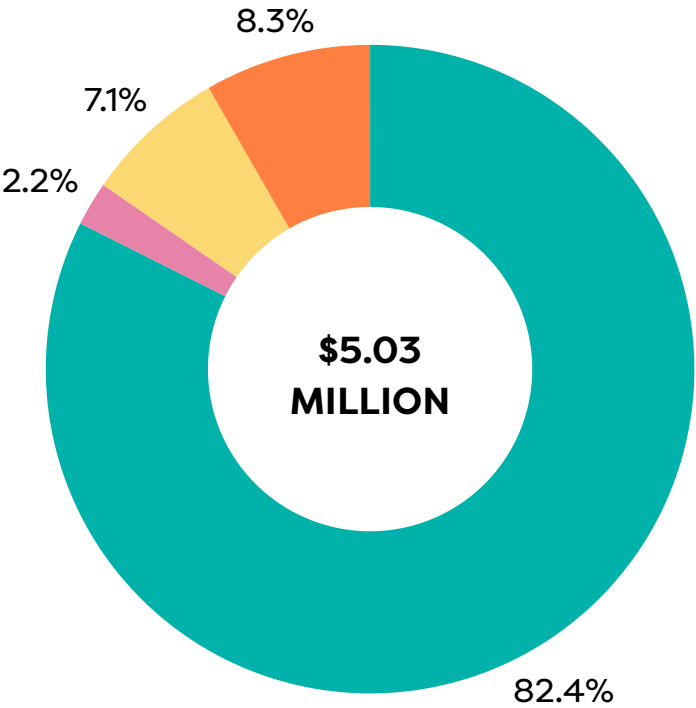
We are grateful to Rogers for their belief in New Brunswick's youth, and for supporting the kind of inclusive employment resources that help break down barriers and open doors.



The Resources Behind our Impact

Our financial resources make our work possible from supporting individuals and families to advancing inclusive education, strengthening communities and advocating for systemic change.

Revenue at a Glance		
Provincial grants & contracts		\$4,149,570
Federal grants & contracts		\$109,064
Donations & private grants		\$575,133
Other revenue		\$198,250



Public Investment (Provincial and Federal)

Government funding enables us to deliver core services, advance inclusion, and participate in system-level change.

Community Support (Donations and private grants)

Donors and community partners provide flexible resources that allow us to respond to emerging needs and opportunities.



Turning Resources into Impact

Every dollar tells a story. A story about a person finding meaningful work. A family finding support when they need it. A community becoming more welcoming. And a province moving closer to true inclusion.

This year, **\$4.99M** in resources were invested in building a more inclusive New Brunswick. The majority of those resources went directly into the supports, programs, relationships and opportunities that help people with an intellectual or developmental disability live, work and belong in their communities.



Inclusive Employment

\$2.03M

Working is more than a paycheque. It creates connection, purpose, confidence and belonging.

Our largest investment was directed to helping people pursue meaningful employment and build pathways toward greater independence. From transition-to-work supports and job coaching to employer engagement and job development, these investments help open doors.

Inclusion at work means more than getting a job. It means being recognized for what you contribute.



Community Inclusion

\$1.89M

Belonging happens in community.

Our investment in community inclusion helps people build relationships, access opportunities and participate fully in the places they call home. It supports individuals and families in navigating systems, making connections and turning possibilities into real experiences of belonging.



Administration

\$396K

Impact needs a strong foundation.

Behind every program, every conversation, and every person supported is the infrastructure that makes the work possible. Responsible administration ensures resources are stewarded carefully, programs are coordinated effectively, people are supported, and the organization can continue delivering on our mission.

Strong organizations create the conditions for lasting impact.



Inclusive Communities Institute

\$367K

Change becomes sustainable when we build capacity.

Through the Inclusive Communities Institute, knowledge becomes action. Training, learning and resources equip educators, organizations, employers, service providers and community leaders with the tools to create more inclusive practices.

We aren't just supporting people today; we're helping build the skills and understanding that will shape more inclusive communities tomorrow.



Inclusive Education

\$130K

Our Inclusive Education work provides direct support to families (K-12), schools, districts, and the Department of Education and Early Childhood Development, while also contributing to policy engagement, advancing broader system priorities, and coordinating our annual Inclusive Education Awards.



Fund Development

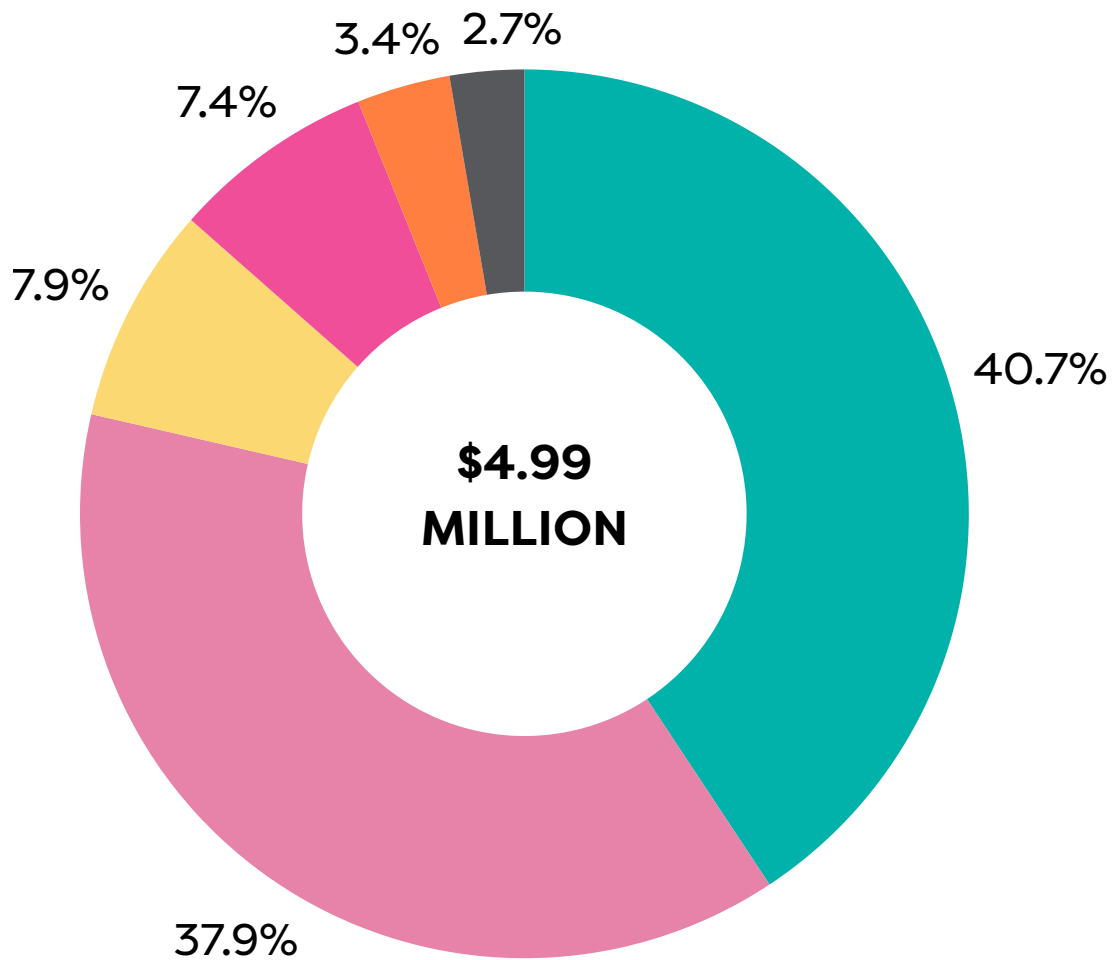
\$172K

Today's investment creates tomorrow's possibilities.

Fund Development builds relationships with donors, partners and supporters who believe inclusion matters. These investments diversify revenue, strengthen sustainability and create new opportunities to respond to emerging needs.

When people invest in inclusion, they are investing in a future where everyone belongs.

Investments in Inclusion



Inclusive Employment Supports
\$2.03M



Inclusive Communities Institute
\$367K



Community Inclusion Supports
\$1.89M



Fund Development
\$172K



Administration
\$396K



Inclusive Education
\$130K



FXD

3

44

FXD

12

FXD

7

FXD

Volley-Ball
Masculin

Anthony #8

Inclusion
Canada

Zachary #

L'INCLUSION SCOLAIRE
2026



InclusionNB

Creating Opportunities • Créer des possibilités



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