



Inclusion in **ACTION**

Impact Report
2023-2024



InclusionNB
Creating Opportunities • Créer des possibilités



To our Partners in Inclusion

It has been another significant year for our movement. We welcomed a new leader, Jake Reid, in January 2024, who brings deep experience in the non-profit sector. Our collective thanks to Tanya for stepping in as our Interim Executive Director while the Board of Directors took on this search.

Our work has never been more critical. StatsCan data released this year confirms that over a third of New Brunswickers are living with a disability (35.3%). It's the second highest rate in Canada.

Our dedicated team of inclusion champions sees this growing need every day. From answering the call from families in crisis, to our active support of 82 schools to help strengthen their inclusion practices, to our work advocating for better disability policy, our team is there.

Working with our partners, we are bringing the voices of individuals with an intellectual or developmental disability and their families forward. In the spring of 2023, Inclusion NB was invited by the Department of Education and Early Childhood Development and the New Brunswick Teachers' Association to participate in a steering committee on long-term recommendations to improve the anglophone education sector. Of the 11 committees established, we will be participating in 9, including Classroom Composition, Recruitment of Education Professionals, and Training for Support Staff.

As you will read in the coming pages, we have seen great success in the expansion of our Transition to Adult Life program. And we continue to see success in our work to support adults who want to contribute to New Brunswick's workforce and to share the benefits of an inclusive workplace with employers.

We are there at every age and every stage. We couldn't do this without the many partners and collaborations we are proud to share. Together, we are building a more inclusive New Brunswick.



Jake Reid
Executive Director



Tanya Whitney
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 five-year strategic plan.



Tanya Whitney
President
Fredericton, NB



Erin Breen-Harris
Director
St. Stephen, NB



Dianne Cormier Northrup
Vice-President
Bathurst, NB



Jacinthe V. Otis, CPA
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Donna Brown
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St-André, NB



Alexandra Page
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Marilyn Luscombe
Director
Fredericton, NB



Kris Perry
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Moncton, NB



Elisa Martin
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Lorraine Silliphant
Life Member
Fredericton, NB



John Furey
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New Maryland, NB



Doug MacDonald
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Troy Kearns
Director
Fredericton, NB



Patty O'Donnell
Life Member
Saint John, NB



Pam Shanks
Director
Fredericton, NB

Supporting New Brunswick Families

This key pillar of our work provides New Brunswickers with an intellectual or developmental disability with the knowledge, tools, and training they need to advocate for themselves and their family members. There is a strong focus on strengthening communities by connecting families with each other, as well as building a network of family leaders. To achieve our goal in building capacity within families and caregivers, our approach is to do less “for” and more “with”. We always ask, “How can we build parents’ confidence and knowledge around advocating for their family members?”

Building a Network of Inclusion Champions

Inclusion NB has supported Donna and TJ Bainbridge of Grand Manan, NB since 2020 to enhance their advocacy skills as parents of two girls with disabilities and to practice ways to build positive relationships with community partners who support their daughters. Strengthening a parent’s ability to advocate for their family is a critical goal of our Family Support program.

Donna’s experience has inspired her to become an inclusion champion for families beyond her own. She enrolled at Eastern College, graduated in February 2024, and is now pursuing a career supporting the disability community.

What’s next?

A best-in-class, 5-module Family Engagement & Learning Series for Fall 2024. This online series will be hosted by Inclusion NB’s subject matter experts and will be open to family members, caregivers and community partners. The modules will focus on advocacy, navigating and understanding systems, building community capacity, and the role families can play in advancing the inclusion movement.

560+

Individuals and families supported

317

Family advocacy requests resolved

82

Family support requests resolved



A Classroom Where Everyone Belongs

Inclusion NB supports schools across New Brunswick to foster and grow their inclusive practices. Our team provides on-site consultation and guidance to educators and other professionals to empower students and classrooms and themselves. Our team also offers advice on how to engage parents and caregivers in the development and implementation of students' Personalized Learning Plans. To inspire the inclusive champions of tomorrow, Inclusion NB helps develop leadership skills within the student population.

Our thanks to the Department of Education and Early Childhood Development for their ongoing commitment to this important pillar of Inclusion NB's work.

Working together for Student Success

Inclusion NB was able to support a family in Anglophone School District-South to better understand the best transition practices for their daughter, who had not attended public school for two years. We assisted the Common Plan team in recognizing the student's strengths and developing a Personalized Learning Plan that effectively included her in the common learning environment. The family attended the meeting equipped with information that facilitated the school's ability to support their daughter. Through this process, the family strengthened their relationships with the district, school, social worker, occupational therapist, and community partners. As a result of this collaboration, she quickly transitioned from a partial day schedule to full-time attendance.



300+
Professionals supported

82
Schools supported

150+
Students supported

275+
Hours invested with families

2024 Inclusive Education Awards

This year, nine New Brunswickers were recognized with National Inclusive Education Awards for their leadership and commitment to inclusive education. The awards are presented annually in partnership with Inclusion Canada, with the recipients nominated by their peers.

Life After High School

Program Spotlight: Transition to Adult Life

Inclusion NB partnered with the Department of Education and Early Childhood Development to develop a pilot project to support older students with an intellectual and developmental disabilities successfully transition to community. This addresses a long-observed gap where many students are without an action plan for their life after graduation and instead, continue to rely on the education system until age 21.

Our team collaborates with students in grades 10-12 to identify their strengths, interests, and aspirations. We also involve their families, school networks, and the wider community to ensure that students can find a meaningful place within the community after graduation.

The project was originally established in two school districts, ASD North and ASD South, to see more students graduate with their peers. Due to its success, Inclusion NB submitted a request to expand the project and the Transition to Adult Life program now includes the ASD West and ASD East districts and offers support in ASD South.

Graduation Goals

Spencer graduated from North and South Esk High School in Sunny Corner, NB in June 2023. For two years, he worked closely with the Transition to Adult Life facilitator to develop his goals and build essential skills for life after high school. This included an opportunity for experiential learning at a local car dealership.



75%

of students
graduating
with their peers

23

Schools
participating

107

Students
participating

When reflecting on the process, Spencer's mother, Michelle, says that without the guidance of the facilitator, she might have requested that Spencer remain in school as she didn't know what other options were available. As they worked together and witnessed his determination, she saw his dream of graduating with his friends realized.

Life After High School

Program spotlight: Transition to Work

This program supports high school students to plan for life after graduation with a focus on employment and/or post-secondary education. It is currently available in 60 of New Brunswick's 71 high schools. Students are involved in a variety of preparation activities, while they are attending grades 10-12, such as:

- Learning about different job opportunities and gaining experience through experiential learning;
- Developing essential job readiness skills;
- Participating in a co-op work experience in Grade 12; and
- Exploring post-secondary options.

Empowering Lives as a Job Coach

Jayleen Taylor, a proud graduate of our Transition to Work program, is now making a meaningful impact as a dedicated Job Coach. A Job Coach provides personalized support to help individuals with disabilities excel in the workplace. They offer guidance on daily tasks and career advancement by helping develop assisting new skills. Job Coaches are fully funded with no cost to the employer.

[Here's how Jayleen is finding her own path while helping people like Kyra Thomas of Value Village navigate the world of employment.](#)



291



Students participating in the Transition to Work Program

2,600+

Hours of training delivered



60

High schools participating in the Transition to Work Program

82

Transition to Work students secured employment

Life After High School

Impact Spotlight: Partner Collaboration

Post-secondary education is a critical pathway to employment and independence. In April of 2022, Inclusion NB launched a dedicated program to support the growing number of post-secondary students with an intellectual or developmental disabilities looking to secure meaningful careers.

Initially focused on students at NBCC/CCNB, the program has expanded to include students aged 18-30 at any post-secondary institution, such as public and private universities, colleges, trade schools, and training institutes.

14

Students supported this year from NBCC/CCNB, Eastern College, and UNB Fredericton

17

Graduates supported and **11** successfully gained employment

A successful employment rate following graduation of

65%



Looking ahead, 16 prospective students are planning to pursue post-secondary education in the fall of 2024, and Inclusion NB has received an additional 32 new referrals.

Building a Network of Inclusive Employers

Inclusion NB's employment pillar not only helps prepare those we support to access, secure, and retain employment, we also recruit employers to share the benefits of an inclusive workplace.

In New Brunswick, **more than 70%** of adults with an intellectual disability are either unemployed or underemployed. With the right opportunities and support, everyone who wants to work can make a valuable contribution to our province's workforce and employers have much to gain.

We are committed to fostering a more inclusive and diverse workforce, and we are proud to have Ready, Willing and Able (RWA) as a vital part of this effort.

DID YOU KNOW?

**READY
WILLING
& ABLE**

RWA plays a crucial role in connecting and supporting employers, individuals with intellectual disabilities or Autism Spectrum Disorder, 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.

95

Employers prospected via RWA

70

Employment opportunities created via RWA

COOPÉRATIVE
avenueNB
COOPERATIVE

Did you know?

We have been selected by avenueNB Cooperative for a new Job Developer contract for the Northeast region of the province. The Job Developer will engage employers to create inclusive job opportunities for individuals with various disabilities. They will play a crucial role in fostering relationships with local employment services professionals to ensure service accessibility throughout the region.

Inclusive Employment

Inclusion NB supports adult job seekers through our Employment Assistance Services (EAS) program in Bathurst and Miramichi. This program offers employment preparation and maintenance services to help individuals with an intellectual or developmental disabilities transition smoothly into the local labour force.

The EAS program provides a high level of individualized and personalized support, ensuring job-ready individuals with an intellectual or developmental disabilities receive the assistance they need to gain meaningful employment.

80

Individuals supported through our EAS program



All our employment readiness programs use the Just Enough Support model. This recognizes the importance of seeking the right balance of natural supports, like friends and family; accessing different types of technology; and using a combination of community-based services and paid support. The purpose of this approach is to build bridges and to help those we support expand their social relationships and personal autonomy and to create greater independence.

Lynn Akmens began her journey with Inclusion NB in 2007 as a Transition Facilitator. Throughout her time with the organization, she has been a strong advocate for individuals with an intellectual or developmental disabilities, working tirelessly to help them secure meaningful employment. Lynn retired in May 2024 and we wish her all the best.



Life in Community

An inclusive life has two parts. The first is when a person can choose how and where they want to live. The second is when their community of choice demonstrates leadership in removing barriers to inclusion and ensures a sense of belonging for all.

Through our Social Inclusion program, we support younger adults, beginning at age 17, to be connected to their community in meaningful ways, such as:

- Becoming involved in recreation, leisure, and volunteer opportunities that match their interests;
- Expanding their social relationships; and
- Developing strong personal support networks.

Our Independent Facilitation team supports older adults, aged 19-64, to identify goals and navigate requirements for disability support services, housing, and anything else they require to live a full and valued life.

958

Individuals supported



576

Community connections made

13

Individuals supported to move into a home of their own



An Exciting Update

In last year's Impact Report, we were introduced to Matthew Brown, a 37-year-old from Bathurst, NB, and participant in our Social Inclusion program.

We wanted to share that Matthew has achieved one of his goals. After residing in an assisted living facility for many years, he is now living in his own apartment.

Inclusion NB continues to support Matthew as he experiences new situations related to independent living, such as budgeting. Our team also reached out to community partners to ensure he had everything he needed for a successful transition, such as furniture and household essentials. Learn more about Matthew's success here.

Financials



Last year you helped us raise \$5,115,734 for the communities of New Brunswick.

Revenues

Provincial grants	\$3,748,897
Federal grants	\$290,205
Donations and private grants	\$375,712
Other revenues	\$699,330
Miscellaneous	\$1,590

Total Revenues

\$5,115,734

Operational Costs

12.93%

Investments in community supporting people with an intellectual or developmental disability and their families

87.07%



Celebrating our Funding Partnerships



Petro-Canada CareMakers Foundation

\$75,000

This will support our Building Caregiver Capacity & Leadership for Inclusion Project. This is the second consecutive year we have received funding from this Foundation.

Saint John LNG

\$10,000



A long-standing supporter of Inclusion NB, this year's donation will assist individuals and their families in the Saint John region.



Azrieli Foundation

\$50,000



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.

Thank you!

Celebrating our Funding Partnerships



United Way
Central N.B.

United Way Central N.B.

\$15,000

This partnership allows us to provide essential resources and personalized assistance to families through our Family Support program.



MEDAVIE

Medavie Foundation

\$50,000

This funding will enable the streamlining of our operations, enhancement our outreach efforts, and better support for communities we serve.

City of Saint John

\$10,000



This will help support our Opening Doors: Improving Transportation Access in Saint John initiative. This addresses critical barriers faced by individuals with an intellectual or developmental disabilities in accessing and navigating public transit.



T h a n k y o u !

Celebrating our Funding Partnerships

Ted Rogers Community Grant

\$10,000



This grant will support our Recreation for All Program to help enable youth to participate in the physical activity or sport of their choice. The program also builds capacity within communities to better support and include youth with disabilities in sport and recreation.



For over 25 years, Value Village has been an important partner of Inclusion NB's and instrumental in strengthening our goal to create opportunities for people with an intellectual or developmental disabilities across New Brunswick.

The generosity of Value Village, and their customers in Fredericton and Moncton, has been critical to ensuring both the sustainability of our organization and our work. Inclusion NB supports over 65 individuals and families every month and responds to more than 300 family advocacy requests each year.

Thank you!



Policy in Action

Modernizing Disability Services

The Department of Social Development is proposing to introduce new legislation that will govern the design and delivery of disability services and income support benefits for New Brunswickers with a disability. The current legislation governing these services is more than 40 years old. Models and concepts of disability have evolved and increasingly, this reveals that many of the barriers to full inclusion stem from systems that have not been intentionally designed to create the conditions to achieve greater independence and opportunities.

In October 2023, Inclusion NB led the advocacy efforts of the New Brunswick Disability Executive Network's (NBDEN) in writing a brief entitled *Modernizing Disability Services and Income Support Legislation in New Brunswick*. In this brief, we proposed a new legal framework for disability services and income support that would set the course for the coming decades.

Supported Decision-Making

Inclusion NB has been contributing to the work around supported decision-making for several years, and we were thrilled to see the *Supported Decision-Making and Representation Act* proclaimed on January 1, 2024. This legislation allows individuals the opportunity to make more life choices, with support when needed, for themselves.

In April 2024, we received funding to create education materials for capacity assessors such as doctors, nurse practitioners, and psychologists. This two-year project is supported by the NB Medical Society, the New Brunswick Department of Health, and other professional organizations.

Inclusion NB also received a grant from the New Brunswick Law Foundation to develop a guide on decision-making assistance for self-advocates and families. Our policy team also designed a bilingual, [online course](#) for lawyers, available through the Inclusive Communities Institute.



Policy in Action

Accessibility Act

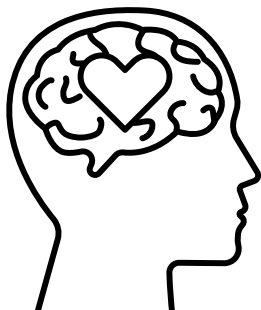
Accessibility legislation is fundamental to building an inclusive and barrier-free New Brunswick, and up until this year, it did not exist in our province. Inclusion NB played an integral part in NBDEN's advocacy efforts in support of accessibility legislation, which included an appearance before the Select Committee on Accessibility.

We also led NBDEN's response to *Achieving Greater Accessibility: New Brunswick's Framework for Accessibility Legislation*. This included 11 recommendations to ensure a more robust piece of legislation.

In May 2024, the Government of New Brunswick introduced the *Accessibility Act*. As a result of our advocacy, the Act contained a broader definition of 'disability'. The adoption of this modernized definition is a turning point as it reflects a better understanding of disability and recognizes the role of society in creating barriers that people with a disability experience.

Inclusion NB continues its work to ensure that individuals with an intellectual or developmental disability are respected and recognized in the development of accessibility standards through partnerships with initiatives like Ready, Willing and Able.

Ken Pike, Director of Social Policy, presented to the Select Committee on Accessibility in New Brunswick in February 2024 on behalf of NBDEN. A tireless champion of inclusion, Ken retired from Inclusion NB in April 2024 after over 35 years of dedicated service to our organization and movement.



camh
Centre for Addiction and Mental Health

Did you know?

Inclusion NB has collaborated with the Centre for Addiction and Mental Health to recruit participants for a national research study to promote the brain health of older Canadian adults with developmental disabilities. The goal is to evaluate the impact of a virtual education program for these adults, their families, and service providers from across Canada.



Inclusive Communities Institute

Educate. Inspire. Thrive.

ICI has made significant strides in content development across our core streams: Individuals and Families; Employment; Health, Well-Being and Quality Support; and Education and Early Childhood. This included collaborations with subject matter experts on key programs: Sexcess, Inclusion 101, Planning 4 All, and Self-Employment.



A notable highlight is our renewed partnership with ACOA, which has enabled us to develop new modules focused on employer engagement. Our initial phase includes a course on neurodiversity and employment, addressing neuro-inclusivity, rights-based workplace supports, accommodations, and employee development strategies. This was also supported by RWA through their Building Blocks funding stream.

ICI is also creating an online Employer Hub with comprehensive tools and strategies for enhancing workplace inclusion. This will feature success stories from New Brunswick organizations, celebrating their achievements and be live in spring 2025.

Did you know?

In collaboration with the Department of Education and Early Childhood Development, ICI is developing webinars for early childhood educators to enhance their understanding of inclusive practices in early learning and childcare settings.



Inclusive Communities Institute

Educate. Inspire. Thrive.

4

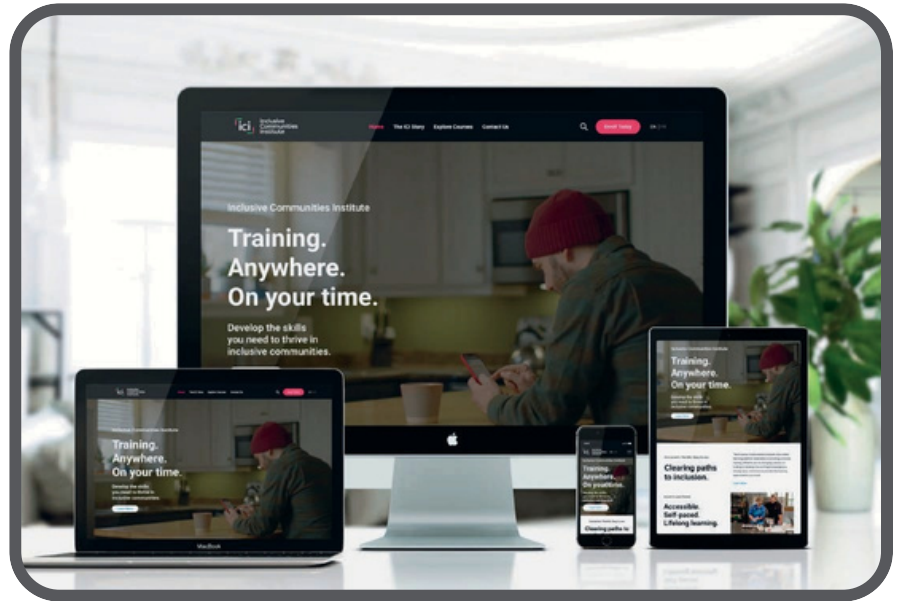
Learning Streams

22

Courses available in French and English

94

Modules available in French and English



Funding Partners



Atlantic Canada Opportunities Agency



COMMUNITY LIVING BOARD FUNDY REGION

For more information, visit the website at:



www.ici-nb.ca



InclusionNB