



# 2018-2019 ANNUAL REPORT



Manitoba League of Persons with Disabilities

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# MLPD – Manitoba League of Persons with Disabilities



Annual Report 2018-19

## Mission Statement

MLPD is a united cross-disability voice promoting a fully accessible and inclusive Manitoba.

## Philosophy

1. Manitobans with disabilities have the same rights and responsibilities as any other person.
2. All persons, regardless of abilities, must have access to opportunities in order to exercise these rights.
3. An accessible and inclusive society benefits everyone.



## Supporters

The work of MLPD to increase accessibility in Manitoba is made possible by the following:

### *Foundations and Community Organizations*

United Way of Winnipeg

Winnipeg Foundation

McConnell Foundation - Innoweave Program

The Thomas Sill Foundation

Michael John Rosner Fund at the Jewish Foundation of Manitoba

### *Governments*

Province of Manitoba – Department of Municipal Relations

Government of Canada - Employment and Social Development Canada

### *Corporations*

Assiniboine Credit Union

### *Private Donations*

From Individual Supporters like YOU

### *Council Members*

Alan Bridgeman, Chairperson

David Kron, Past Chairperson

Fred Dugdale, Treasurer

Allen Mankewich, Council Member

Bunmi Aregbesola, Council Member

Lindsay Scott Boutet, Council Member

Megan Linton, Council Member

Nancy Cooke, Council Member

Pat Locken, Council Member

Patricia Pittman, Council Member

Sherry Ritchot, Council Member

Whitney Hodgins

# Thank You!



# Chairperson's Report

Alan Bridgeman, Chairperson 2018-19

The 2018-19 fiscal year was a difficult one for us. As many of you may know we struggled this year with no government core funding and it's meant that we've had to have many difficult discussions and have had to make many even more difficult decisions. In spite of this, we've seen our community only grow closer and stronger than even. Over the last few months we've seen increased involvement from our membership, we've seen our donations skyrocket, our board capacity expand substantively and the interest in our social enterprise activities grow even faster.

While our lacking capacity has been a serious barrier for our advocacy activities time and time again we have had success remaining a part of some of the key discussions around implementing the Accessibility for Manitobans Act (AMA), while continuing our unique work as part of community committees in collaboration with other like-minded community agencies. We have also made significant progress in developing the program which helps organizations comply with the AMA.

We've also begun the necessary process of consulting you, our membership, to once more make sure that our efforts align with what you want and your expectations of us.

Much of this work happens as a result of volunteer efforts, and as the outgoing Chairperson, I would like to take a moment to acknowledge the many supporters and contributors to MLPD's success:

- Thank you to the 2018-19 members of Council for representing the membership. Special thanks to Executive members for additional service.
- Thank you to the office staff and contractors for your incredible dedication and continual efforts to carry out the vision and mission of the Council and membership.
- Thank you to Chris Moffat for ongoing IT support and innovation.

Our new program offering Accessibility Consulting Services continues to grow and expand into new business opportunities. Jennifer Sande, our Accessibility Consulting Services Manager has done an amazing job securing numerous contracts working with other staff and making sure that our program continues to be of top notch quality. Thank you Jennifer!

Kaye Grant who has provided invaluable expertise as an Operations Manager continues to develop our services and our processes so that we are in the best possible position going forward. Thank you Kaye!

The Council has also been working on developing our Governance capabilities. One of the ways to achieve this is by updating our governance practices and policies. This is a big job and while much work has been done there still remains much more to do. The Council must also continue to reach out to the community at large to supplement our



Council of members with lived experiences, with other volunteers who possess particular skills we may need.

It has been a pleasure to serve as your Chairperson for the last year and I feel we've accomplished a significant amount. However, it will take continued investment of each and every one of us to ensure the gains we've made can be sustained and capitalized upon.

Best regards,

*Alan Bridgeman*

## Accessibility Consulting Services (ACS) Program Coordinator's Report

Jennifer Sande, ACS 2018-19

The MLPD Accessibility Consulting Services (ACS) is a fee-for-service program. Some people also refer to that as a social enterprise. The MLPD ACS program provides accessibility assistance to organizations who want to comply with the Accessibility for Manitobans Act (AMA).

There are several ways we provide that assistance to organizations:

1. We assist organizations in understanding their requirements under the AMA (the Disabilities Issues Office also does this);
2. We train staff and volunteers on how to deliver accessible customer service;
3. We assist them in identifying existing barriers that people living with disabilities may face when trying to access their goods or services, offer solutions, and help them prevent new ones;
4. We share presentations on lived experience with accessibility;
5. We assist them in drafting longer term accessibility planning documents.

This program currently brings in enough revenue to cover the cost of delivering the services, because organizations pay a fee which covers costs and contributes to overhead. There is a new AMA Standard, the Employment Standard, therefore MLPD now needs to develop new resources and training modules to add to our existing services. We are applying for funding to do this and will keep you updated on the progress of these applications.



The Province of Manitoba is responsible for enforcing the regulations set out in the AMA, and MLPD simply assists organizations to meet or exceed those regulations. It is our understanding that the Province will begin enforcement soon.

At the outset, the ACS program had three main goals:

### Program Goals

- 1) Promote Accessibility Best Practices
- 2) Earn Revenue for MLPD
- 3) Engage Disabilities Community Organizations and Persons Living with Disabilities in the Process of implementing the AMA

I believe we are making progress on each of those goals. After working with MLPD, clients report an increase in skill and confidence in providing better accessibility options, and understand why it is so important. They also report feeling supported, knowing we are just a phone call away if they have a question.

### Our customers in this fiscal year included:

- Manitoba Government Employees Union
- Chartered Professional Accountants Manitoba
- Assembly of Manitoba Chiefs
- Manitoba Adolescent Treatment Centre (MATC)
- Elections Canada
- Manitoba Institute of Trades and Technology
- Manitoba Liquor and Lotteries

Best regards,

Jennifer Sande

## Operations Report

Kaye Grant, Operations Manager 2018-19

### Organizational Capacity Building

Over the past year we have worked on a number of areas to build our capacity:

- Increased the number of council members by issuing a call for specific skill sets
- Developed pricing guidelines for the Accessibility Consulting Services
- Continued to refine our bookkeeping systems
- Revamped our filing systems
- Developed and documented office systems and processes



- Restarted member newsletters using Mail Chimp
- Launched a new website

### Challenges

Due to the uncertainty regarding our funding we have had staffing challenges. Currently we have only one part time Administrative Assistant on payroll. Other staff are contracted which provides more flexibility as funding shifts. Much of the work this year has focused on stabilizing the Accessibility Consulting Services program, building capacity, governance development and developing direction for new funding options.

Without any core government funding, our finances continue to be a challenge. Our Accessibility Consulting Services program has continued to do well and has positioned MLPD as a quality service provider in this aspect but other areas of our work have been scaled down by the reality of our limited funding.

### Member Engagement

In February we launched a member engagement process which is designed as an ongoing conversation for members to provide direction to the future of MLPD. We held a General Members Meeting on February 27, 2019 where members were provided with an in-depth update on our situation and were able to provide some valuable input for us. We followed that up with a Focus Group on April 11, 2019. Our AGM on June 20<sup>th</sup> is another opportunity for members to continue this conversation. Our next opportunity will be a member survey which will be launched following the AGM.

Key things we have heard from our members thus far from these conversations:

- Advocacy is an ongoing important activity
- The Accessibility Consulting Services Program is a valuable component
- Members are worried about the lack of core funding but closing MLPD is not an option members are ready to consider
- There is a need to find more ways that members/volunteers can be involved but how this happens with our limited capacity remains uncertain
- The landscape in the disability area has changed over the 40+ years of MLPD and there seems to be an opportunity to engage other organizations more closely with our work. This resulted in the resolution that is being presented to the 2019 AGM for Organizational members.

Respectfully Submitted by Kaye Grant



# Treasurers Report

Fred Dugdale, Treasurer 2018-19

MLPD produced a small surplus in 2018-19 thanks to our dedicated supporters and from grants and revenue generated by our new fee-for-service program, MLPD Accessibility Consulting Services.

## Summary of Operations: 2018-19

Total Income  
\$ 157,263

Total Expenses  
\$ 144,217

Net Revenue  
\$ 13,046\*

## Summary of Financial Position at March 31, 2019

Assets  
\$ 51,218

Liabilities  
\$ 19,162

Net Assets  
\$ 32,056

Cash at End of Year  
\$ 27,950

## Audited Financial Statements - Enclosed

*\*We were able to recover the rent that was collected by Timbercreek Communities after we moved out from 500 Portage Avenue so this added an additional \$6,820 to our Net Revenue (\$19,866).*



Item	Amount	% of Revenue
Contract Revenue (Earned)	\$60,114	100%
Direct Project Costs	\$22,275	55%
Contribution to MLPD Overhead	\$37,839	63%

\*Note in the first nine months of the year the services were provided by staff who were paid out of overhead; whereas in the remaining three months contractors were hired and paid out of Direct Project Costs.

## CCD Report

### **Council of Canadians with Disabilities (CCD) April 2018- March 2019 Report to MLPD**

2018-19 was a challenging year for the Council of Canadians with Disabilities (CCD).

In August 2018, James Hicks moved on from CCD to pursue other options and Steven Estey came on board as CCD's Government and Community Relation Officer.

At the end of 2018, CCD learned that its project proposal for operation funding had not been successful; thus, since that time, the CCD team has been focused on developing proposals for project funding. Through this work, we are developing new partnerships and learning about new ways of doing business. By the end of CCD's fiscal year (March 2019), the team at CCD had developed a number of project proposals that have good prospects for being funded. Two of the project proposals that we have been working on have been done in partnership with the MLPD.

During the year, CCD volunteers and staff focused considerable energy on improving Bill C-81, the Accessible Canada Act. Along with other partners, CCD developed an open letter which advocated 9 key reforms for the Bill. CCD argued for these reforms before the House of Commons' Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities and the Senate Committee on Social Affairs, Science and Technology. We are pleased to be able to report that a number of reforms were achieved and most importantly the Bill that will receive Royal Assent before Parliament adjourns contains a timeline for the achievement of accessibility. The passage of Bill C-81 is something that all Canadians can celebrate. As we move toward the implementation of the Accessible Canada Act,



we will be looking to guidance from groups like the MLPD that have experience with the implementation of accessibility legislation.

One of the project proposals that we are working on concerns a national disability conference, which would provide an opportunity for groups in Canada's disability community to learn from each other's advocacy work on topics like accessibility legislation. It has been far too long since the last large scale national gathering of disability rights activists.

CCD serves on advisory committees focused on the work of Elections Canada, the Canada Pension Plan Disability Benefit, Canada Post and the Canadian Museum for Human Rights. These involvements assist us to help these bodies become more aware of how to become accessible and inclusive of people with disabilities and meet their obligations under the Convention on the Rights of Persons with Disabilities (CRPD).

Along with others in the disability community, CCD is preparing for the UN CRPD Committee's second review of Canada's progress towards implementing the UN CRPD. We are beginning to prepare questions that we would like the UN CRPD Committee to ask Canada concerning the barriers faced by people with disabilities. In the coming months, CCD will be sharing more information about the upcoming review of Canada.

CCD recognizes the leadership that MLPD's representatives to CCD have provided to our organization. This year, Eva Beaudoin and then Alan Bridgeman have been serving on the CCD National Council of Representatives and Eva continues to be a member of the Ending of Life Ethics Committee.

Respectfully Submitted By  
April D'Aubin, CCD Research Analyst

## Community Committees

MLPD has also been active on many community committees and events which further our mission of increasing accessibility through education.

- Make Poverty History
- Winnipeg Plus PAC
- Disability Matters Vote
- Inspire Democracy
- Resource Advisory Team (hosted by DIO)



- International Day of Persons with Disabilities (IDPD) December 2019 – co-hosted with Barrier Free Manitoba and Abilities Manitoba

### Disability Matters Vote

#### DMVote Update

The Disability Matters Vote Manitoba campaign has just begun. There will be a kick-off event on July 4<sup>th</sup> from 11 am to 2 pm (rain or shine) at the Assiniboine Park. It will be a bar-b-q held at the Nature Playground shelter and there is accessible parking and washrooms. Come get your lawn signs and pins! We're also raising funds for the campaign with \$1 freezies and DMVote t-shirts for \$20.

#disabilitymattersvote

#mbpoli



## Support Accessibility in Manitoba

- 1) In Memoriam - you can donate to MLPD in memory, honour or celebration of a loved one;
- 2) United Way programs - you can identify MLPD as your charity of choice through your United Way contribution;
- 3) A bequeath - you can designate MLPD as a benefactor in your Will or Insurance Policy;
- 4) All Charities Campaign – Available to all Employees of the Province of Manitoba and its affiliates. Please request that your donation or a portion thereof, be directed to the Manitoba League of Persons with Disabilities Inc.
- 5) Designate funds to MLPD from a social or other fundraising event.

The Manitoba League of Persons with Disabilities (MLPD) is a registered charity and tax receipts will be issued. We accept donations by cheque, Visa or MasterCard or on the MLPD website.

Charitable Business Registration No. 889197448RR0001

*Money raised is used in Manitoba*





**Manitoba League of Persons with Disabilities Inc.  
909-294 Portage Ave.  
Winnipeg, Manitoba, R3C 0B9**

Ph: 204-943-6099 (Voice/TTY)  
Toll Free: 1-888-330-1932  
Email: [contact@mlpd.mb.ca](mailto:contact@mlpd.mb.ca)

