



**Manitoba League  
of Persons with  
Disabilities**

# 2021-2022 ANNUAL REPORT



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## 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*

Michael John Rosner Fund at the Jewish Foundation of Manitoba  
Gail Asper, O.C., O.M., LL.D and Michael Paterson.  
Waterfront Foundation

### *Governments*

Manitoba Government, Department of Families  
Manitoba Government, Manitoba Bridge Grant

### *Corporations*

Assiniboine Credit Union

### *Private Donations*

From Individual Supporters like YOU



### *Council Members (as of March 31, 2022)*

Joelle Robinson, Chair

Funmi Afolabi, Treasurer

Alexandrea Nadeau, Secretary

Olubunmi Aregbesola

Ebenezer Ayim

Robert (Phil) Graham

Erin Honke

Alan Levy (appointed)

Kevin Linklater

Patricia Locken

Natividad L. Dinulos (appointed)

Andrew Boryakavich (Resigned in  
January 2022)

Mohamed Behi (Resigned in December  
2021)

We also want to thank Rosalie Best and Jennifer Sande who both left in December 2021 to pursue other opportunities. Welcome to Debby McLeod who joined us on December 1, 2021 as our new Accessibility Co-ordinator.

# Thank You!



## Message from the Chair

MLPD has continued on our path of rebuilding and rejuvenation in 2021-22. From being on the brink of organizational collapse in the spring of 2020, to the posting of modest surpluses in the past two fiscal years, MLPD has regained our financial stability and reclaimed our voice and purpose.

Our success has been thanks to the dedication and devotion of our Operations Manager, Kaye Grant, the focus of our previous Chair Whitney Hodgins and our current Provincial Council. We have an active and energetic fundraising committee and we have explored and obtained many new funding opportunities.

We have navigated the obstacles of Covid-19 and taken advantage of the opportunities presented by it. Thanks to the leadership of our previous Chair, Whitney Hodgins, we received several Covid-19 stability grants which helped during this past fiscal year and gave us valuable breathing room to apply for and receive other grant and project funding.

We were very busy this year with various projects, presentations and fundraising activities, including numerous educational webinar presentations on *The Accessibility for Manitobans Act*. Complete details of our projects are available on our website [mlpd.mb.ca](http://mlpd.mb.ca).

We have worked hard to bring structure to our Council and Committees. We have been reviewing our Constitution (By-laws) and pursuing needed amendments so we can operate more effectively and cost efficiently. We adopted Terms of Reference for all Board Committees which provided much needed focus to our Executive, Fundraising, Connections and Staff Liaison Committees. We have instituted a “Staff and Council Engagement” session at the beginning of every Council meeting to build connections and relationships that are integral to the function of the organization.

With the generous support of Assiniboine Credit Union, we were able to retain the services of Storypoint Consulting who provided an analysis and report on our fundraising activities. We have been working on implementing this direction to enhance the effectiveness of our efforts to ensure the continued financial health of MLPD.

We reached out to our membership and supporters to garner their views on our role and priorities. As a result, we are continuing to prioritize advocating for our community and education about the rights of people living with disabilities.



As part of our quest to regain financial stability, we have eliminated the expense of a bookkeeper and secured the services of a Chartered Accountant who has generously donated her time and expertise to us. Melissa Emslie, CA has helped us immensely and we are extremely fortunate to have her join us.

Our people are our strength, and we continue to seek new volunteers and Council members. Currently, our work is constrained by our limited capacity. We need more community members to serve on our committees and on the Council. Currently, we have had to decline projects and opportunities because we simply do not have the human resources available. We encourage everyone to become actively involved with us so we can continue to move forward.

Unfortunately, we lost two of our team members this year to other opportunities. Jennifer Sande and Rosalie Best left MLPD but their contributions and unique abilities are not forgotten and are greatly appreciated. Rosalie does continue with us as an independent contractor, and she did a fantastic job creating and delivering the accessibility education webinars that are so important to our mission.

In the wake of the departure of Jennifer and Rosalie, we welcomed Debby McLeod as our Accessibility Coordinator. Debby brings many years of experience in the health care system and brings tremendous enthusiasm and energy to her work. In addition to her role as Accessibility Coordinator, Debby has taken on the daunting task of seeking corporate donations and pursuing private foundation grant funding.

We must acknowledge Kaye Grant, our Operations Manager who does a wonderful job and is the glue that has held MLPD together through some very challenging times. I also want to thank Funmi Afolabi, our Treasurer who is resigning from that position and Alexandria Nadeau, our Secretary, who is doing a wonderful job and is extremely important to our operation. We are grateful that she has agreed to continue in this role. I am excited to continue working with her this coming year.

With our great team and our energy and enthusiasm, I am confident that MLPD will continue to serve our community for many years to come!

Joelle Robinson LL.B  
MLPD Chair



# Accessibility for Manitoban's Act Awareness Project

## Workshops

In the year 2021-22 MLPD continued its work delivering Accessible Employment workshops with funding from the Manitoba government. These workshops were designed to help employers understand the barriers faced by workers with disabilities as well as provide them with information about the Accessible Employment regulation and in general the *Accessibility for Manitobans Act*. We were able to deliver 12 workshops virtually using the Zoom platform.

These webinars were targeted to small employers in Manitoba although many of the employers attending were in Winnipeg. We partnered with a variety of organizations and associations to help organize and promote the workshops. We wish to thank the following organizations which partnered to host workshops over the past two years which include:

- Abilities MB (Various HR reps from businesses)
- CCEDNet
- City of Winnipeg
- Winnipeg Chamber of Commerce: CODE Webinar Series
- CPHR
- Elections Manitoba
- Eyecandy Lash Academy
- MAO MAAW Event
- MLPD- DEAM
- MPI
- United Way Winnipeg
- University of Winnipeg Human Resources
- Winnipeg Chamber of Commerce and World Trade Centre
- World Trade Centre in French
- YMCA Enterprise Centre

We wish to thank these partners for engaging and helping host/promote our webinars.

## Online tool

MLPD also created a self-paced online learning tool with similar objectives to the workshops but with a focus on providing a place where employees could log in and explore the material at their own pace. This tool is hosted on MLPD's website and is available as needed to anyone interested in learning more. See the section Resources Developed by MLPD below.



## Funded Projects

The Mid-Career Workers with Disabilities Project is led by Sue Coffee with Ontario Tech University and includes three other universities and four NGO organizations in the disability sector. This project is continued from last year. The partners include:

- York University
- Nipissing University
- Durham College
- Council of Canadians with Disabilities (CCD)
- Quebec Association for Equity and Inclusion in Post-Secondary Education (AQEIPS)
- National Educational Association of Disabled Students (NEADS)
- Manitoba League of Persons with Disabilities (MLPD)

This project developed resources to help mid-career workers with disabilities. MLPD is participating on the steering committee and is responsible for developing two resources targeting mid-career workers with disabilities.

Canadian Council for Rehabilitation and Work (CCRW) – DCIF (Disability Confidence Impacts on Finance)

This project is developing tools and resources specific to the Canadian financial sector and focus on the priority areas of accessible service design/delivery and accessible workplaces.

MLPD's main responsibility is to commit a minimum of four hours per week to the project, which may include various activities such as attending regularly scheduled General Partner and Advisory Committee meetings, reviewing materials, contributing to project objectives, providing constructive feedback, and supporting and promoting the final Toolkit. And participate in key knowledge translation activities as they relate to the foundational research, dissemination, implementation, and evaluation plans for the DCIF Toolkit.

This is a project continued from last year. Over this year we have been active in engaging our reviewers to review the materials developed and to provide feedback on them. We have engaged in three reviews as the materials were improved based on feedback from MLPD as well as the other partners in this project

## Accessibility Consulting Services

Since the implementation of the *Accessibility for Manitobans Act* (AMA), MLPD has worked with Crown corporations and government departments to develop accessibility plans. These organizations were required to consult with disability organizations under the Accessibility for Manitobans Act. Unfortunately, there are not many Manitoba organizations who require these services.



MLPD also offers an auditing-type service through the Accessibility Reviewers Program. Reviewers are hired to provide feedback on the accessibility of products or services of public, private or not-for-profit organizations. This year we have engaged our Reviewers to provide feedback for our CCRW project as described earlier in this report.

## Elections Canada

MLPD delivered five workshops on behalf of Elections Canada's Inspire Democracy Program. We partnered with community organizations such as St. Amant and shared the information with Disability Support Workers (DSW). The DSWs use the information to support their clients to make a plan to vote and to ensure they had access to any accommodations needed. With the very short period between the Election call and the Election we had to implement our plan very quickly. Jennifer Sande had delivered our first contract on this, so she was able to quickly launch our workshops. The main difference between this delivery and the previous one was having to do it all virtually. While this streamlined the task and reduced travel, it didn't allow us to set-up voting stations at various places so people could test out the voting process.

Elections Canada (EC) has been building its partnerships with community organizations in an effort to spread accessibility information about three areas: Running in an Election, Voting in an Election, and Working in an election. They have also asked for feedback about how accessibility can be improved. This is the second time MLPD has partnered with EC and the Inspire Democracy program, and we are impressed with their commitment to accessibility. Visit the website for information here for more information: <http://www.inspirerlademocratie-inspiredemocracy.ca/index-eng.asp>

We have been retained to provide a similar campaign in the upcoming Federal election anticipated to happen in fall 2023.

## **Fundraising**

With Funding from Assiniboine Credit Union, MLPD was able to retain the services of a consultant to help develop a fundraising plan. We have a very comprehensive plan but have struggled to find sufficient capacity to implement it fully. However, our fundraising committee has been busy identifying a number of grant opportunities and we were successful in obtaining funding with New Horizons for Seniors (a federal department) to develop a Resource Guide for Seniors with Disabilities. We have partnered with the Manitoba Association of Seniors' Centres to develop this guide. This is a one-year project but was just launched on March 28, 2022.

We have submitted four other funding applications and hope to hear soon regarding their success.



## Resources Developed by MLPD

### On-line self-paced learning related to the Accessibility for Manitoban's Act

1. **Accessible employment:**

Individuals may register and log into their customized portal or learners can browse the resource at their leisure. Browsing does not provide tracking on individual progress. Access this training here:

<https://accessibleemployment.mlpd.mb.ca/en/>

2. **Accessible Customer Service**

At this time this training is only available to registered learners. Please contact our Accessibility Coordinator at [accessibility@mlpd.mb.ca](mailto:accessibility@mlpd.mb.ca) to obtain your registration. Employers may register their employees to make this training available to their staff. This registration will allow you to track the training that your employees are taking, and it will also provide completion certificates to your staff when they have completed the training. Periodic quizzes are employed to ensure employees understand the material.

<https://accessibility.mlpd.m b.ca/account/signin.aspx>

### Developed for the MCWD Project.

1. The first is a series of video clips enacting conversations between an employee and their manager. Each video will deal with disability related issues that may arise in the workplace.
2. The second tool is a *Return to Work* resource which is a self-paced online learning tool. You may find this information useful if you are mid-career, live with a disability, and are ready to return to work after a leave or gap in employment.

Both can be found at this link

<https://mlpd.mb.ca/supporting-mid-career-workers-with-disabilities-resources/>

### Human Rights Training

1. Empower U: Learn to Access Your Disability Rights Training on Canadian Human Rights, the Convention on the Rights of Persons with Disabilities (CRPD) and its Optional Protocol (OP) training aims to increase awareness of how to address discrimination using more familiar Canadian human rights laws such as Human Rights Codes and the newer international Convention on the Rights of Persons with Disabilities (CRPD). This is training for persons with disabilities by persons with disabilities.

The self- paced learning link is here <https://crpd.mlpd.mb.ca/en/>



# Council of Canadians with Disabilities (CCD) Report for 2021-22

The 2021-22 fiscal year has been a very busy year for the Council of Canadians with Disabilities.

Our work continues on our three-year transition project which is focusing on the following three objectives:

- Developing and implementing CCD's business and strategic plan to move our work forward.
- Working on investigating the feasibility for a national consumer driven, disability support navigation service to assist persons with disabilities to effectively navigate the complex overlapping systems of disability supports and financial assistance.
- Reviewing and relaunching the website.

The following provides a high-level overview of key undertakings during the year on that project.

Strategic Plan – CCD continues to implement the strategic plan. At the last Annual General Meeting, it was decided to create a Finance Committee, a Human Resources Committee, and a Technology Committee. These Committees have been established and are working to support the work of the Executive Committee. Each of these committees has a member of the Executive Committee involved in the work. We also now have a Governance Committee that has been reviewing the Bylaws as well as policies and procedures.

One of the key points of the Strategic Plan was for CCD to become more inclusive. To operationalize this objective, CCD has revised its Bylaws to create additional member at large positions. There are now designated positions that are appointed from the following communities: racialized persons with disabilities, Indigenous persons with disabilities, 2SLGBTQA+ persons with disabilities, youth with disabilities and two undesignated positions. Along with the Member-at-Large on the Executive Committee, the aforementioned will be working to develop an intersectional disability human rights lens for CCD to use in all its work.

The Bylaws have been amended so there are now staggered terms of office for the Executive Committee, which will provide greater continuity for the Executive Committee. With staggered terms, there will always be a mix of experienced and newer members serving on the Committee, thus decision making can be informed by knowledge of corporate history.

System Navigation – The project has been investigating how to create better access to system navigation. As the project has been extended until March 31, 2023, we will report on the results in next year’s Annual Report.

Website – The aforementioned Technology Committee is working to develop a technology plan for CCD and part of this plan includes the launch of a re-designed website. The Technology Committee is chaired by Alan Bridgeman, who many MLPD members have worked with. We are looking forward to having a modernized website that is fully accessible and easy to navigate.

Submitted by  
April D’Aubin,  
CCD Research Analyst

## 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 bequest - you can designate MLPD as a beneficiary 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*

