

CONTENTS

| | |
|---|----|
| CONTENTS | 1 |
| Directors and Staff | 3 |
| 1. PRESIDENT'S INTRODUCTION TO ANNUAL REPORTS | 1 |
| 2. ORGANIZATIONAL STRUCTURE | 4 |
| 3. ADVOCACY | 7 |
| <i>Disability Awareness Day (DAD 2012)</i> | 8 |
| <i>"Harambee Puppetry Programme"</i> | 9 |
| <i>35th Anniversary Supplement</i> | 9 |
| <i>The United Nations Day for Persons with Disabilities (PWD) - Primary Schools Literary Competition 2012</i> | 10 |
| <i>Ratification of the Convention on the Rights of persons with Disabilities (CRPD)</i> | 10 |
| EXPOSITIONS AND FAIRS | 11 |
| <i>Girlfriends Expo</i> | 12 |
| 4. ACCESSIBILITY | 12 |
| <i>Fully Accessible Barbados (FAB)</i> | 12 |
| <i>Inclusive Tourism Symposium and Lecture</i> | 13 |
| <i>New Accredited FAB Facilities</i> | 13 |
| <i>FAB Assessments</i> | 13 |
| <i>Accessible Parking</i> | 16 |
| 5. COMMUNICATIONS | 16 |
| <i>Website Upgrade</i> | 16 |
| <i>FAB Website</i> | 17 |
| <i>Face Book Pages – BCD / SRH</i> | 17 |
| <i>Voice of our Own</i> | 17 |
| <i>Media</i> | 17 |
| 6. EDUCATION, RESEARCH & TRAINING | 18 |
| <i>Sensitivity Training</i> | 18 |
| <i>University of the West Indies Student Research</i> | 18 |
| 7. EMPLOYMENT OPPORTUNITIES | 19 |
| 8. FUNDRAISING SUPPORT | 19 |
| <i>Barbados Community Foundation</i> | 20 |
| <i>Canadian Women's Club (CWC)</i> | 20 |
| <i>Kiwanis Silver Dollars Project</i> | 20 |
| <i>Maria Holder Project Support</i> | 21 |
| <i>Paloma Trust Project support</i> | 21 |
| <i>Lions Club Of Bridgetown</i> | 21 |
| 9. GOVERNMENT, PRIVATE SECTOR AND INTERNATIONAL RELATIONS..... | 22 |
| <i>Government</i> | 22 |
| PRIVATE SECTOR..... | 23 |
| INTERNATIONAL RELATIONS | 23 |
| - <i>ROW2RECOVERY</i> | 24 |
| 10. HEALTH | 25 |

| | |
|---|-----------|
| <i>More Than Words (MTW) – Autism Caregiver Program</i> | 26 |
| <i>Sexual & Reproductive Health – UNFPA/BCD Collaboration</i> | 27 |
| <i>HIV/AIDS Support</i> | 29 |
| 11. ORGANISATIONAL DEVELOPMENT | 30 |
| <i>Member Support</i> | 30 |
| <i>Ratification of the Council’s amended By Laws</i> | 32 |
| <i>Breast Screening Project</i> | 32 |
| <i>Dynamic Presentation Training – BCD Affiliates</i> | 33 |
| <i>Caribbean Policy Development Training (CPDC)</i> | 33 |
| 12. RECREATIONAL ACTIVITIES | 34 |
| <i>Jaycees Annual Fun Day</i> | 34 |
| <i>BCD School Bus Xmas Event</i> | 34 |
| 13. TRANSPORTATION | 35 |
| <i>BCD Accessible Transportation</i> | 35 |
| 14. TREASURER’S REPORT | 37 |

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Ms. Sandra Carter
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Ministry of Education
Ministry of Health
National Disabilities Unit

Co-Opted Member
Co-Opted Member

Operations Manager
Administrative Officer
Admin/Project Officer
Finance Officer
Bus Driver
Bus Driver
Bus Attendant
Cleaner
Caretaker/Gardener
Part Time Physiotherapist

Mission

Barbados Council for the Disabled is the Non-Governmental umbrella body partnering with all sectors of the community and international agencies to effect change and champion the rights of all persons with disabilities, ensuring their full and effective integration into society.

1. PRESIDENT'S INTRODUCTION TO ANNUAL REPORTS

As an Organization representing members with varying disabilities, the Barbados Council for the Disabled is mindful that our advocacy for a society that is inclusive of persons with disabilities is an ongoing role and must represent all sectors of this community.

In measuring the successes of our advocacy programmes over the years, the Council recognizes that in order to achieve further gains we have to carefully chart our course; especially when the overall national development plan is being challenged. Barbados is no different than many developing nations who are faced with the immense task of improving living conditions for the whole population including persons with disabilities. The present scarcity of resources in a worldwide economic downturn will call on the resolve of many Non Governmental Organisations to challenge itself to create equilibrium in maintaining any growth which it has achieved. The Council is at a critical point of its existence where the support of its membership in understanding the nature of their involvement in helping to maintain the gains of our advocacy is important. In trying to establish where we are today in trying to achieve our goals, it is necessary to draw from the following extract from UN Enable website.

"A major outcome of the International Year of Disabled Persons was the adoption of the World Programme of Action concerning Disabled Persons, by the United Nations General Assembly on 3 December 1982."

It goes on to explain

"The World Programme of Action (WPA) is a global strategy to enhance disability prevention, rehabilitation and equalization of opportunities, which pertains to full participation of persons with disabilities in social life and national development."

UN Enable further states

"The World Programme of Action is designed for all nations. The time-span for its implementation and the choice of items to be implemented as a priority will, however, vary from nation to nation depending on the existing situation and their resource constraints, levels of socio-economic development, cultural traditions, and their capacity to formulate and implement the actions envisaged in the Programme."

National Governments bear the ultimate responsibility for implementation of the measures recommended in this section. Owing, however, to constitutional differences between countries, both local authorities and other bodies within the public and private sectors will be called upon to implement the national measures contained in the World Programme of Action."

The Council in charting the way forward is at this very stage where we are calling on Government of Barbados to support the request of its members and the community of Persons with Disabilities to ratify the Convention on the Rights of Persons with Disabilities (CRPD).

In doing so Barbados will become a state party to the Convention and will act accordingly as stated in Proposals for the implementation of the World Plan of Action concerning disabled persons, which reads as follows

"Member States should urgently initiate national long-term programmes to achieve the objectives of the World Programme of Action; such programmes should be an integral component of the nation's general policy for socio-economic development."

"Matters concerning disabled persons should be treated within the appropriate general context and not separately. Each ministry or other body within the public or private sector responsible for, or working within, a specific sector should be responsible for those matters related to disabled persons which fall within its area of competence. Governments should establish a focal point (for example, a national commission, committee or similar body) to look into and follow the activities related to the World Programme of Action of various ministries, of other government agencies and of non- governmental organizations."

"Any mechanism set up should involve all parties concerned, including organizations of disabled persons. The body should have access to decision makers at the highest level".

"To implement the World Programme of Action, it is necessary for Member States:

- To plan, organize and finance activities at each level;*
- To create, through legislation, the necessary legal bases and authority for measures to achieve the objectives;*
- To ensure opportunities by eliminating barriers to full participation;*

- *To provide rehabilitation services by giving social, nutritional, medical, educational and vocational assistance and technical aids to disabled persons;*
- *To establish or mobilize relevant public and private organizations;*
- *To support the establishment and growth of organizations of disabled persons;*
- *To prepare and disseminate information relevant to the issues of the World Programme of Action among all elements of the population, including persons with disabilities and their families;*
- *To promote public education to ensure a broad understanding of the key issues of the World Programme of Action and its implementation;*
- *To facilitate research on matters related to the World Programme of Action;*
- *To promote technical assistance and cooperation related to the World Programme of Action;*
- *To facilitate the participation of disabled persons and their organizations in decisions related to the World Programme of Action."*

Through the numerous advocacy programmes of the Council, Barbados has started the implementation process of the WPA as it relates to persons with disabilities.

The Council's major advocacy programme "Fully Accessible Barbados" FAB has already begun to create the awareness in our society. This has now led us to the pivotal point where we must work in tandem with the necessary legislation. This vision which I share as President has been the Council's main focus within the present reporting period, along with an increased level of unity between the BCD and its affiliates.

On assuming office as President in August, it has been my task – with the support of the Board and staff – to further develop the Council and its affiliates. A main objective therefore has been a deeper process of collaboration with our members; as it is through unity that we can find strength. Going forward, it is our desire to see an even stronger community of persons with disabilities; a community that is united in its overall goal. As a group we will and should have varying views on subjects, but what is essential is that at the end of our deliberations we emerge with a deeper sense of value for our purpose.

Over the coming months, we will continue to serve our members and all persons to the best of our abilities, in an atmosphere of togetherness, respect and unity.

Senator Kerryann Ifill
President

2. ORGANIZATIONAL STRUCTURE

The Council has a current membership of 17 organizations as follows:

1. Association for the Blind & Deaf
c/o Centre for the Blind & Deaf
St. Paul's Avenue
Beckles Road
St. Michael
2. Barbados Organization of Parents of the Disabled (OPOD)
Albert Cecil Graham Development Centre
Ladymeade Gardens
Jemmotts Lane
St. Michael
3. BARNOD
P. O. Box 267
Bridgetown
4. Albert Cecil Graham Development Centre
Ladymeade Gardens
Jemmotts Lane
St. Michael
5. National United Society of the Blind (NUSB)
C/o Harambee House
The Garrison
St. Michael
6. Barbados Association for Children with Intellectual Challenges (BACIC)
c/o Challenor Complex
Canefield House
St. Thomas
7. Barbados Association for the Correction of Learning Disabilities (BACLD)
C/o The Learning Centre
Orange Hill
St. James.
8. SPECIAL OLYMPICS
C/o Speedbird House,
Independence Square
Bridgetown
9. M. S. Society of Barbados Inc.
c/o Harambee House
Garrison
St. Michael.
10. Association Aid for the Physically Handicapped Children of Barbados
Ellerton,
St. George

11. Paralympics Association of Barbados (PAB)
"Union Cot", Hindsbury Road
St. Michael
12. Barbados Cheshire Homes Association
c/o The Thelma Vaughan Home
Glebe Land, St. George
13. New Life Deaf Club
C/o Mrs. Waveney Reid-Davis
Lot 13 Wavell Gardens
Black Rock
St. Michael
14. Myasthenia Gravis Association of Barbados (MGAB)
C/o Mrs. Roslyn Mascoll
116 Terrace Drive
Apple Hall
St. Philip
15. The Autism Association of Barbados (AAB)
P.O. Box 5148
Warrens
St. Michael, BB 11000
16. Stroke Support Group
Little Haven
Stanmore Terrace
Black Rock
St. Michael
17. The Barbados Association Supported Employment
(First Base)
Greenwich Chapel
Greenwich
ST. JAMES

The strong foundation which the Barbados Council for the Disabled was built on has proven to be one that can literally withstand any turbulent conditions however unprecedented. We owe a debt of gratitude to those persons who thirty six years ago formed the Council and those committed volunteers and selfless individuals who gave of their time to ensure that the mission and vision of the Council is upheld.

The BCD has over the years proven to be the strongest advocating body working for and on behalf of all persons with disabilities in Barbados. We will continue to strengthen the relationships which have been formed with Government, Private Sector and International Agencies to work together for the goals which the BCD has set to achieve on behalf of its members and all persons with disabilities.

The Board of Directors of BCD is elected for a period of two years and reflects the interest groups that we serve. Members of the board are all volunteers, some of whom has served for years in various capacities. The present Board consists of a President and 10 directors, 7 of whom have a disability; also joining the current board are 2 Co-opted members with disabilities from among our Affiliates. In addition we have three ex-officio members representing the National Disabilities Unit, the Ministry of Health and the Ministry of Education.

The secretariat at Harambee House presently consists of 6 persons in addition to 2 drivers and 1 full time attendant for the School bus.

In reviewing the work done for this period, the dedication of the staff must be commended as they managed to maintain the stability of the Council's work plan through the beginning of an unprecedented two months of this reporting year.

The new Board headed by Senator Kerryann Ifill, a President who had the opportunity of someone who had moved through the ranks of the BCD, took up the mantle of directing the Council with a strong resolve, to ensure that the work done on behalf of persons with disabilities will not be endangered and to strengthen its gains even further by ensuring steps are taken to initiate further growth. The Board constitutes a variety of strengths and this has augured well for the administration of the Council's annual work programme and its continued stability.

Still operating with a reduced staff and a setback of two months in the beginning of its term, the Board under its new President recognised the magnitude of the work being done at the Secretariat and determined that in order to successfully go forward, a restructuring of the plant was needed.

The BCD computer system is presently operating at a high stress level and desperately in need of upgrades. As result of a successful proposal to the Paloma Trust, the Secretariat will soon be purchasing new computers and a new Braille Embosser. Administrative Staff has already received training in preparation of the use of Microsoft 2010.

With the vacant post which was created almost two years ago still not filled, the present administrative staff must be complimented for taking on a number of extra duties as a result. The Board is presently working to have the staff compliment increased to represent the level of work being implemented by the BCD and the expectations of our members and funding partners.

It should be noted that on International Day for Women, the four female Administrative staff members were honoured by an International Organisation, Future Quest at a Conference at Lloyd Erskine Sandiford Centre in March. The Award "Ordinary Women Living Extraordinary Lives" was in recognition of the work that the four staff members, Gaylene, Rose Ann, Emily and Roseanna have been performing over the years.

3. ADVOCACY

Advocacy is an effective tool which is used to address issues that affect some of the most marginalised and disadvantaged sections of the community who are most often overlooked.

35 years ago when a group of concerned individuals met and formed the Barbados Council for the Disabled, it was to address the issues affecting persons with disabilities at that time; which to their mind may have seemed insurmountable. To date, most of those individuals can attest to seeing some of those issues being addressed. However, the rapid changes taking place in our society and the length of time stated to see signs of any change, makes our generation feel that those same issues have not been adequately dealt with and in many cases, rightly so.

Is it time for us as advocates to examine how we have been approaching the issues we are fighting for? We have seen advocacy in various forms; but without losing our values, it has become necessary for organisations like the Barbados Council for the Disabled to develop new strategies to meet the present day demands of a changing society...or run the risk of "occupying" another 35years with the same outlook.

Each year one of the focal points of Advocacy for the community of persons with disabilities and the Council is the Month of the Disabled. March being the designated month was one of the most memorable in the history of the Council and for people with disabilities in Barbados.

Not only was the month packed with a number of stories highlighting disability issues and Member Organisation's activities in the media but the month had an unexpected bonus when our President, Senator Kerryann Ifill was elevated to one of the highest post's in the Government, that of Leader of the Senate. Not totally unexpected, it however boosted the role of the Council which has a mission of fighting to create a society that includes all persons with disabilities. This momentous occasion created an even greater awareness of the potential of persons with disabilities; an awareness that the Council has been advocating for over a number of years.

Our members were not to be left out of the activities for the month as they too in their own right formulated their events and programmes to strengthen their own goals and those of the Council in helping to advocate for an inclusive society.

Disability Awareness Day (DAD 2012)

The Council's flagship advocacy programme geared towards the children of Barbados is our **DISABILITY AWARENESS DAY "DAD"**. Now in its 4th year, Disability Awareness Day is usually commemorated within the Primary Schools as part of our national awareness initiatives. Having launched the Accessible School Makeover (ASM) Programme last Disability Awareness Day 2011, the Council had earmarked four schools to benefit from an accessible makeover. These schools had already identified their intent to be inclusive as they each had a student with a disability. The task during the year was a daunting one, however encouraged by the support of Dorien Pile, we achieved success at St. Elizabeth Primary in St. Joseph. This was the first of the schools identified for the school makeover to be completed. In getting the school to become inclusive and accessible for young student Jumani Coward, a number of things had to be put in place. Among those were graded entrances to rooms, adequate grab bars for the bathrooms, three ramped areas, railings reinstalled, highlighted markings, an accessible chair and a Touch Screen Computer with ergonomic keyboards.

The supporting partners who made this first Accessible School Makeover possible were: SIGNIA Financial Group, Lions Club of Bridgetown and the Barbados Overseas Nurses Association. A parent of a St. Elizabeth pupil also contributed as well as the Ministry of Education's Building Implementation Unit.

The Program for the DAD Day which took place at St. Elizabeth Primary School was celebrated with pride by the students, teachers and all those who contributed. The Minister of Social Care, Constituency Empowerment and Community Development –Steven Blackett delivered the Feature Address. Added to this were remarks by Cheryl Speede-Sargeant of the Ministry of Education, Mrs. Cicely King - Principal of St. Elizabeth, Senator Ifill- BCD President and Partners of the ASM project. The highlight however was Jumani Coward and his fellow students who out shone everyone with their performances. The BCD's PRO Elviston Maloney enjoyed his role as Master of Ceremonies and Dorien Pile thanked everyone for one of the most successful DAD events since its inception. Minister Blackett and the Representative for St.

Joseph Dale Marshall along with Jumani and his friend unveiled the ASM plaque.

A number of other schools celebrated DAD Day 2012 in various ways as requests were made during the month for information on disabilities.

“Harambee Puppetry Programme”

The Harambee Puppets continued to perform for a number of events this year. There were some challenges with some of the Puppeteers being unable to perform due to personal obligations; however the Team still managed to showcase their advocacy messages to their audiences.

In addition to performances during the Month of the Disabled in which the Team introduced the Puppets to a Secondary School for the first time, a number of performances were done including one to the Ministry of Family and Youth Affairs.

The Council has suffered this year due to a lack of volunteers as the economic difficulties being faced by many are impacting on the time volunteers can provide to organisations such as the Council. However, we will continue to search for new avenues in order to promote our Awareness to the wider society.

35th Anniversary Supplement

To celebrate the Council's milestone on reaching thirty five (35) years in existence, the Board agreed to have this commemorated with an Anniversary Supplement in the three leading print news media. It was agreed to use the funding previously assigned for the Barbados International fair Magazine which never materialised. The Nation and Advocate newspapers both published on separate days as well as Barbados Today. They each highlighted messages from the President, Minister of Social Care and the UN resident representative.

The Directors, Staff and member Organisations were all highlighted in words and pictures. Some of the programmes of the Council were also featured. Our feedback was very positive as many persons got an opportunity to understand the work of the Council and its membership. This is a keepsake that will be treasured in the history of the Council.

The United Nations Day for Persons with Disabilities (PWD) - Primary Schools Literary Competition 2012

This year the Literary Competition Committee decided to focus its efforts of creating awareness to the issues affecting PWD at the Primary School level. Due to unforeseen circumstances, the Launch of the Competition got off to a start on Disability Awareness Day in March.

The response from the schools was very encouraging, with more than entries being received from a wider number of schools. The Awards Ceremony is scheduled to be held on 27th June 2012 at the United Nations House. The UN Resident representative, Michelle Gyles-McDonnough as well as the Minister of Social Care, Constituency Empowerment and Community Development is expected to be present and the President Senator Kerryann Ifill will welcome the Awardees and special guests.

The Competition which is annually held in recognition of United Nations International Day of Persons with Disabilities focused its theme this year on "An Accessible School Environment". Having been launched at St. Elizabeth on Disability Awareness Day, the Committee was compelled to invite the students from that school to re-enact their outstanding performance of "The Bus Stop" which had captivated the audience at that event.

The Committee chaired once again by Dorien Pile GCM included the members from the preceding year, Patricia Taylor, Andwele Boyce, and Patricia Blackman. Members of the judging panel once again represented the teaching fraternity of Beverley Haynes, Elizabeth Daniel and Sandra Osborne. The Council is extremely grateful to this Committee, who consistently volunteer their time and resources every year since the start of the Literary competition.

Prizes have been donated by First Caribbean International Bank, Barbados Workers Union Cooperative Credit Union, RBTT Bank, Days Books, Atlantic Computers and Illuminat (Barbados) Ltd.

Ratification of the Convention on the Rights of persons with Disabilities (CRPD)

Upon taking up the Presidency of the Council, Senator Kerryann Ifill sought a meeting with the United Nations Resident Representative, Michelle Gyles-McDonnough to indicate that the Council will be pursuing a number of initiatives which will focus on getting the government to ratify the CRPD. Not only was the Council's focus on the ratification but also having discussions

with its members on what the ratification meant and how it would affect the lives of persons with disabilities.

Leading up to the month of the disabled, it was agreed by the board of the Council that every possible effort will be made to begin an advocacy campaign to have the Convention on the Rights of Persons with Disabilities ratified by the Government. In so doing the Council committed to providing members with all the necessary information on what it would mean to persons with disabilities to have the CRPD ratified. It was agreed to invite Senator Floyd Morris, who was instrumental in Jamaica signing and ratifying the CRPD, to deliver a Lecture/Panel Discussion on the importance of Ratification. His visit coincided with the Month of the Disabled activities. During his visit he also met with the Minister of SCCUD and the Prime Minister among numerous other media appearances.

Senator Morris also met with members of the Council to encourage them to get involved with the Council and advocate for their rights.

Along with Senator Morris, the panel at the Lecture included Dr. Merle Lewis, PAHO representative for Barbados and the Eastern Caribbean, Lloyd Springer, Director (Ag) National Disabilities Unit and Eudalie Wickham, Vice President of Barnod Inc. Senator Ifill acted on behalf of the Moderator. The Lecture/ Panel Discussion held at Sir Hugh Springer Auditorium were attended by a wide cross section of persons from the community. At this event a Petition was presented calling on the Government to Ratify the Convention on the Rights of Persons with Disabilities by members of the community of persons with disabilities. A number of Petition forms have been circulated. This petition has also got hundreds of signatories on line through Change.org.

EXPOSITIONS AND FAIRS

- Central Bank Health Fair

Another opportunity to raise awareness on disability issues in which the Council has consistently participated is the Central Bank Health Fair. From its inception the Council has been participating in this annual event which gives us the chance to share the work of the Council and promote the issues affecting its members.

We recognise that in order for us to get the message across to society why people with disabilities should be included in every aspect of society, we have to seize every opportunity provided. The BCD staff provided a variety of formatted information and was kept busy answering queries and offering

assistance. We are heartened by the fact that people are beginning to seek out information on disability issues and we will continue to provide all the information available at our disposal.

Girlfriends Expo

This year the Council participated for the first time in the Girlfriends Expo, held at the Lloyd Erskine Sandiford Centre. Joseph Tudor was able to arrange and set up an information desk for the Council along with the Council's Banners. Two staff members were on hand to distribute our new disability brochures, SRH information and to inform persons of the work of the Council and its members. Again this will hopefully be another medium in the future for us to share our knowledge of the issues affecting people with disabilities.

4. ACCESSIBILITY

Fully Accessible Barbados (FAB)

The Council is more confident than ever that the Fully Accessible Barbados Programme will create the inclusive society that Barbados will benefit from and be proud. Having overcome the initial challenges of beginning the implementation of FAB in 2009, much of the work to progress this national accessibility programme has been to collaborate with the relevant agencies that are necessary to take FAB forward.

As a result, businesses are seeking appropriate information that will make their facility more accessible as they recognize that it makes good business sense. The public is also becoming more aware of the need for an inclusive environment and this is evident in the number of enquiries that the Council deals with on a daily basis.

The Council maintains that the FAB programme will not exclude anyone. As we continue to encourage new facilities to conform to the International Access Standards; we recognise that there are older buildings which though may never be fully accessible, can still offer some level of access to their services.

With the UN Declaration on the Rights of Persons with Disabilities, which is driving forward an equal access agenda, based on the principle of non-discrimination and equal participation of persons with disabilities, it has become necessary for the Barbados Council for the Disabled to pay attention to the increasing demand for accessibility.

Inclusive Tourism Symposium and Lecture

When the Council presented its first FAB Accreditation in 2008, the idea of inviting Dr. Scott Rains to speak at the Awards Ceremony had some logistical and financial challenges. However, with careful and timely planning with our FAB partners, the Ministry of Tourism and its Agencies we were fortunate to facilitate Dr. Rains' visit to Barbados in October. Arriving in Barbados direct from the first "Inclusive Tourism" Conference in Brazil, the Council was pleased to have the opportunity to host Dr. Rains. His vast experience was shared with key stakeholders as we sought to widen the awareness of the benefits of an inclusive society.

A packed agenda was set which included the "Inclusive Tourism" Symposium hosted by the Ministry of Tourism. This event included remarks from our President, Senator Ifill, Permanent secretary of Social Care, constituency Empowerment and Community Development and the Feature Address and Presentation of two new FAB Accredited facilities by the Minister of Tourism, Richard Sealy. A Video Presentation of a Tourist with a Disability to Barbados along with a presentation by Jon Martineau of Accra Beach Hotel on the benefits of becoming a FAB Property was shared with the participants before Scott Rains delivered the Feature Presentation. The well attended symposium created an avenue for the local audience to better understand the need to work towards a Fully Accessible Barbados.

Dr. Rains entertained the members of the council at a special meeting at Harambee House before he attended a Lecture Presentation hosted by the BCD at the Pedagogical Centre of the UWI, Cave Hill. This event was intended to focus on students and members of the public who needed to be more informed of the benefits of an inclusive society.

New Accredited FAB Facilities

Two facilities received the FAB Accreditation from the Minister of Tourism at the Inclusive Tourism Symposium; the Lanterns Mall and Bougainvillea Beach Resort. Each property was assessed and received the appropriate accreditation.

FAB Assessments

Since the Fully Accessible Barbados events in October, the Council has been heartened by the response of the public to the programme. A number of

facilities have since requested to have an assessment done and the Council has begun to put a Quality Assessment Committee in place to deal with all the relevant issues.

On assuming the Presidency of the Council, Senator Ifill was invited to meet with the CEO of ANSA McAl, Nicholas Moutett to discuss partnering with their Group of Companies to ensure that their service to the public is inclusive of persons with disabilities. Following that meeting, the Council submitted a proposal and guidelines that ANSA McAl may use in trying to achieve various levels of access.

The first initiative was an assessment done at one of ANSA McAl's Supermarkets, Trimart Rendezvous. The team comprising of two persons with disabilities along with the Operations Manager conducted the assessment and submitted their recommendations. In addition to ANSA McAl, A growing list of properties is waiting to be assessed including the Bridgetown Port. This partnership with the Private Sector and other Agencies will truly take our vision of an inclusive society to another level. One that recognizes that persons with disabilities require the same standards of service as provided to the rest of society.

In order to promote the FAB Accreditation Programme we will continue to highlight the following FAB categories:



- **INDEPENDENT WHEELCHAIR USER** - A person who depends on the use of a wheelchair and transfers unaided to and from the wheelchair in a seated position. This person would most likely be an independent traveller.



- **WHEELCHAIR ASSISTED** - A person who depends on the use of a wheelchair in a seated position. This person would also require personal or mechanical assistance (eg carer, hoist).



- **MOBILITY CHALLENGED** - A person with restricted walking ability and for those that may need to use a wheelchair some of the time and can negotiate a maximum of three steps.



- **BLIND & VISUALLY IMPAIRED (Category 2)** - Provides key additional services and facilities to meet the needs of visually impaired guests.



- **BLIND & VISUALLY IMPAIRED (Category 1)** - Provides all key services and facilities to meet the needs of the visually impaired.



- **DEAF & HEARING IMPAIRED** - Provides key additional services and facilities to meet the needs of guests with hearing impairment.

The Council continues to monitor new facilities and is ably assisted by a number of very vigilant members of our community who keep us up to date on construction and personally lend assistance wherever possible.

When FAB was first conceptualised in 2005, the National Incentive for Service Excellence was in its embryonic stage and recognising that the issues affecting persons with disabilities was not a factor in that programme, the idea of designing an award programme to help encourage and create access was developed. We continue to be confident that this programme will lead to a Barbados that will eventually have an infrastructure which will provide access for persons with disabilities to Housing, Health, Transportation, Education and Employment.

I. National Host Tourism Programme

The Council was approached by Ms. May Hinds of May Hinds Consultants to share its expertise on accessibility with a National Host Tourism Programme which she is conducting on behalf of the Ministry of Tourism. After some consultations, the Operations Manager Roseanna Tudor, was assigned the task of preparing the Sensitivity Training Manual which was required by the project. It is expected that the Training will be offered to front line service providers in the Tourism Industry. The Council looks forward to further participation as this is indicative of the growth of the Fully Accessible Barbados Programme.

II. Ministry of Tourism Support

The ongoing support of the Ministry of Tourism reinforces that FAB promises to play an integral role in attracting the Inclusive Tourism market which most tourist destinations are redesigning their product to include.

The Council continues to work closely with the Ministry of Tourism through its Tourism Development Officer as well as the Barbados Tourism Authority and the Barbados Hotel and Tourism Association.

In an effort to better gauge the level of accessibility that is presently offered in the tourism industry, the Ministry of Tourism engaged an audit of all restaurants and hotels. The services of a person with a disability was contracted to conduct the Telephone Audit. This data will better inform the stakeholders on how to plan and implement their goals for the future development of tourism.

The Council is also involved in supporting the development of the National Tourism Development Plan and was invited to attend workshops to share a number of issues which affect the inclusion of locals and visitors with disabilities. We are extremely heartened also when the Barbados Hotel and Tourism held their Awards this year and of the two awards in the Minister's name, one was presented to the Hilton Barbados for offering a property that is accessible to a variety of persons with disabilities.

Accessible Parking

The Council is now into its tenth (10) year providing Parking ID's for persons with disabilities. This service is provided free of cost to the public on provision of a Doctor's certificate. Each year we write asking successive governments to address this inadequacy; however we are still waiting. This is evidence that it is time that we, the people with disabilities in Barbados be taken seriously and ensure that the government ratifies the Convention on the Rights of Persons with Disabilities.

5. COMMUNICATIONS

Website Upgrade.

The Council continues to be challenged in maintaining its website. After undergoing some upgrades last year, the problem of having someone dedicated to its maintenance remains an ongoing issue. Renewed discussions have started albeit via the Web, with Terry Ally who presently resides in the UK. Terry had initially assisted the Council with the birth of the BCD Website and has willingly offered to assist the Council with trying to redesign the page and its content to help the staff to better manage its updates. We are aware that this is a critical element of our communication tool and will strengthen our efforts to have the site viewed as a credible source for information on disability issues in Barbados and regionally.

FAB Website

This site www.fullyaccessiblebarbados.com has received the kind support of the Ministry of Tourism. Nicole Lavine of Creative Cycle has worked with the Council to ensure that this site continues to be a beacon for information on the Fully Accessible Barbados.

Face Book Pages – BCD / SRH

In an effort to capture the growing cyber users, the Council created two Face Book Pages. One focuses on the Council and related issues and the other is dedicated to the UNFPA/BCD Sexual Reproductive Health “Window” This forum seems to reach a wider audience as many of the present generation prefers the social media. It is also a great way for us to send out immediate postings and also receive a wealth of information from our colleagues and “Friends”. Our petition to Government to Ratify the Convention on the Rights of Persons with Disabilities was also open for signatures on the Change.org website and promoted on our Face Book page. This has also increased an even greater awareness of the Council and its work.

Voice of our Own

The Council continues to highlight issues affecting persons with disabilities through our monthly article “A Voice of Our Own” in the Nation Newspaper. Our members sometimes submit articles which also heighten awareness to their organisation’s needs. These avenues have been extremely helpful as over the years we have seen an increased awareness which is very encouraging.

Media

The importance of the media in our work can never be understated. Their reporting on the issues affecting persons with disabilities is important to the success of our work. This year the Council had a great deal of coverage through numerous articles highlighting our events and programmes; this was especially so during the month of March.

6. EDUCATION, RESEARCH & TRAINING

Sensitivity Training

Sensitivity Training seeks to address the fundamental concerns that employers have with regards to their employees having knowledge on how to deal with Persons with Disabilities, within a service delivery environment.

This is part of the Council's mandate. This year due to some abnormal delays in the beginning of this reporting year, our work in this area was affected. However, with the commitment of a resilient staff, the Council is presently in discussions with a number of agencies and companies with a view to providing Sensitivity Training to their members.

One such entity is the Barbados Community College. Mr. Joseph Murrell and our Admin/Project Officer, Rose Ann Foster Vaughan met with the BCC Advisory Committee twice to highlight the issues affecting students with disabilities. We are presently awaiting their approval to start an assessment audit of their facilities as well as to provide their members with Sensitivity Training.

This year we were also able, through the UNFPA/BCD Sexual and Reproductive Health Programme, to offer a number of Health Care providers from the Polyclinics with this specific training. We will continue in this area for as long as possible as it is necessary to prepare the public for an inclusive environment.

University of the West Indies Student Research

It is always encouraging for us when students contact us for information which would assist them in their studies, even more so when those studies include disability issues. This year, we again saw a number of students seeking out this information through the wide range of material in our library. In addition the staff is always called upon to provide local information which is always relevant to dealing with the issues affecting disabilities in Barbados.

7. EMPLOYMENT OPPORTUNITIES

I. Harambee Enterprise Scheme (HES)

Persons with disabilities have dreams like everyone else. They dream of pursuing a career in a variety of fields or, of achieving skills in a range of areas. Sadly, there are not always enough avenues opened to help them realise their potential. Individuals are often limited by society's perception of what is "Meritorious" and as a result, doors open to others are frequently closed to persons with disabilities.

In recognition of these challenges, the Barbados Council for the Disabled conceptualised the "Harambee Award".

The HES offers funding to members of our affiliated organisations, who are desirous of furthering their ambitions.

The grant shall be awarded through a selection procedure to individuals who have successfully met one of the following criteria

- Identified Job/Skills Training to enhance opportunities for employment
- Identified and gained entrance to training in a specific vocational course OR academic programme with a recognised institution.
- Identified an item of purchase which directly impacts on their ability to develop skills in their field of choice

Two awards shall be valid for one year and shall be for a maximum of BDS\$1,500.00 subject to review by the Barbados Council for the Disabled.

The HES which is usually done to coincide with the AGM had some unforeseen delays. However, this year the Barbados Council for the Disabled is offering in addition to the regular two Awards, an academic scholarship tenable at the Open Campus of the University of the West Indies.

This scholarship will be awarded to a suitable candidate to undertake the Certificate in NGO Management which is of 15 months duration. The value of this award is up to a maximum of \$2,000.00 and covers the cost of the programme and assists in the purchase of books and relevant materials.

8. FUNDRAISING SUPPORT

Barbados Community Foundation

Accessible Transportation remains the lifeline for almost everything we do. This continues to be a major expense to the Council's operating budget and had it not been for the consistent support of the Barbados Community Foundation towards the maintenance of our accessible school bus, the lives of many children and their families would be disrupted.

The Council has been providing this service to the children with disabilities for over 10 years and have seen some of them utilise the service for their entire primary school days. The BCF has not only been strength of support with the maintenance of the buses but also through other charitable donors and organisations.

Canadian Women's Club (CWC)

The Canadian Women's Club is another strong supporter of the Council's projects. Having presented us last year with a number of special Photoelectric Strobe Fire Alarms for the Deaf and Hearing Impaired, they felt that they would donate more Alarms this year. As a result we will be able to provide more homes of the deaf and hearing impaired community with these safety devices for their protection and that of their families.

Though the Council is aware that its role is that of an advocate on behalf of persons with disabilities; there are areas where the balance of creating the awareness and providing assistance becomes necessary. However, many times this cannot be done without the necessary financial support of organisations like the CWC and others. We recognise that our work must be consistently relevant and efforts must be made to ensure that our projects benefit all people with disabilities.

Kiwanis Silver Dollars Project

The Annual Kiwanis Silver Dollars for Children came off on Sunday September 25, 2012. Some of the Staff came out as usual to support along with the President, Vice President and Secretary. Though the atmosphere on the day lacks the expectation of what it used to be, the Silver Dollars recipients still came out to play their part. The Council is however pleased to be one of the beneficiaries and will continue to support the Kiwanis in every way possible.

Maria Holder Project Support

When the Directors of the Maria Holder Trust recognised the need for the More Than Words programme in Barbados and its efficient management over the past four years, they felt that it was in keeping with their policies to lend some financial assistance to enhance the growth of the programme.

Having previously supported the Council through its purchase of an accessible bus, the MHT Management Committee can be assured that the assistance this year to the MTW programme will be well spent.

Paloma Trust Project support

The Council's proposal to the Paloma Trust for assistance to upgrade our technological equipment was approved close to the latter part of this reporting year. It was clear that with the magnitude and varied work being produced by the Secretariat, that the present system was fast becoming outdated and was hindering the pace that the Council was at. The BCD is heartened that the Paloma Trust has recognised its work and felt the need to be a contributing partner in helping to achieve its goals.

Lions Club Of Bridgetown

Another consistent friend and supporter of the Council and its Affiliates is Lion Miriam Rouse and the Lions Club of Bridgetown. This Club has always been a source of assistance to our events. This year was no different. When Lion Rouse was approached for assistance from the Accessible School Makeover" (ASM) project to purchase the special Rifton Chair which was needed by Jumani Coward, a pupil of St. Elizabeth Primary; she immediately took it to her Committee to seek approval. Our deep appreciation to the Lions Club of Bridgetown was shared at the ASM Commemoration event at St. Elizabeth School on Disability Awareness Day.

9. GOVERNMENT, PRIVATE SECTOR AND INTERNATIONAL RELATIONS.

Government

The Council continues to collaborate and involve most of the Government Agencies as possible in our work as advocates. The increased awareness of the issues affecting persons with disabilities is gradually gaining their attention. Recognising that the Barbados Council for the disabled is made up of Members who represent various disabilities, we are at times encouraged when they too consult with various government agencies to bring awareness to their individual issues. Understanding our wide scope of representation can sometimes be misunderstanding and can be likened to a child with many siblings, and all have individual needs trying to gain the same attention from the parents. The Council understands these needs and this is the reason why we are advocating for a fully accessible Barbados...for ALL.

Having a representative from the National Disabilities Unit (NDU), Ministries of Health and Education on its board allows for transparency and sharing of ideas. The Ministry of Tourism and its related agencies continue to work closely with the Council in promoting the Fully Accessible Barbados Programme.

Our relations and those of our Affiliates have been strengthened with the NDU through the support of Lloyd Springer Acting Director NDU. As the Council continues to seek ways to collaborate our efforts to win the battle of providing an inclusive society for all we will ensure that the channels for increased participation of persons with disabilities is improved.

- Ministry of Tourism Consultation on White Paper

Since the Council participated in the Ministry of Tourism Town hall meeting on the White Paper on Tourism Development, we have had further involvement at other levels. Information pertaining to our vision of an inclusive Barbados through a tourism perspective is constantly sought as the White Paper is being developed. The Council is confident that our Board and staff along with other members of the community are competent in providing the information that is necessary and we will continue to support the Ministry wherever possible.

- Transport Board

The Council has held a number of consultations with the Transport Board over the years. Some of our recommendations were acted on wherever possible. Our last meeting requested by the Council in 2010, solutions were sought to address the inadequacies which were still evident in the transport being provided to persons with disabilities. The Transport Board had indicated that they were experiencing some maintenance challenges with their specially adapted accessible Mercedes Buses. However since that meeting there was no follow up and therefore no action was evident.

At the time of writing this report, the Council was scheduled to once again meet with the Transport Board; at our request. We will remain hopeful that some resolutions to a number of ongoing problems will help to change this totally unacceptable situation in a developed society such as Barbados.

PRIVATE SECTOR

It is understandable that everyone, especially NGO's is experiencing a reduction of support from the Private Sector at this time. Projects are being prioritised and equitably distributed for financial support. The Council has been able to maintain a limited financial support from this sector and was extremely fortunate to have had the support of some major benefactors over the past two years. This has been able to cushion the impact of our expenditure this past year and helped the Council to maintain the level of efficiency in implementing our work. No one would want to contribute to the demise of the selfless labour of so many individuals who have volunteered their time and energy, with no self gain, in raising the Council to its present level.

In recognising the challenges of our Affiliates to survive especially in these trying times, the Council has had to increase its financial administrative support to some of our members this year.

We will continue to develop relationships with the Private Sector to work with us to address a number of social issues that affect people with disabilities.

INTERNATIONAL RELATIONS

- United Nations

Our relations with the United Nations continue to be strengthened, especially through its UNFPA Agency. The support of its Resident Representative, Mrs. Michelle Gyles McDonnough has been a source of guidance as we chart this important part of our course. Our President whose intent is to ensure that the Government of Barbados ratifies the Convention on the Rights of Persons with Disabilities, will be continuing further dialogue with the United Nations to fulfil this goal and also to develop other initiatives that will ensure persons with disabilities are included in every aspect of society with full participation in decision making.

- Barbados American Charitable Organisation of New Jersey Inc. (BACONJ)

The honour of "Organisation of Distinction" was bestowed on the Barbados Council for the Disabled by the Barbados American Charitable Organisation of New Jersey at its Barbados 45th Independence Dinner Dance in New Jersey on November 05th 2011. This was one of the most memorable occasions for the Council.

On hand to receive the Award was the President, Senator Kerryann Ifill, the Operations Manager, Roseanna Tudor and Director, Patrick Forde. A big part of the Event was two standing ovations for Patrick Forde who performed two interpretive dances. The BCD President thanked the President Mr. Miguel Edghill and their members for recognising the work of the Council in seeking equality for persons with disabilities in every aspect of our society.

As we continue to work towards an inclusive Barbados for all of its citizens and visitors, the Council is heartened by the knowledge that we have the endorsement of a distinguished and successful Organisation such as the Barbados American Charitable Organisation of New Jersey.

In addition to the Award, a donation to the Council of US\$2,500.00 was received at the event.

The Council looks forward to developing the bond that we have established with BACONJ Inc.

While in New York Patrick Forde and Roseanna Tudor took the opportunity to meet with a number of representatives of Barbadian Organisations in New York/New Jersey.

- *ROW2RECOVERY*

When the news that a Group of British Servicemen, including four amputees was rowing across the Atlantic in a gruelling challenge, was shared with the Board, the feeling to assist wherever possible was unanimous. The journey of approximately 3000 miles was completed in 51 days with numerous life threatening challenges.

In preparation of their arrival at Port St. Charles, the Council was able to offer support in the form of transportation. This was deeply appreciated and was even recognised by the guys in their blogs from the boat even before they arrived. On hand to witness their arrival at Port St. Charles to a large tumultuous welcome was a number of dignitaries including our President. A group of children from the Learning Centre along with teachers Dawn Rudder and Daniel Coulthurst, Wesley Worrell and the staff of the BCD also witnessed the arrival.

This was a truly inspirational moment for all those present and the deep appreciation from the R2R Crew was captured in the following quote from the Blog of crew member Alex Mackenzie:

"All of the crew and their families had such a great time in Barbados and it would not have been possible without a huge support effort from the community of the island. My personal highlight was undoubtedly when we met the team from the Barbados Council Disabled, led by the wonderful Roseanna Tudor. Roseanna assured us that they had not been stalking us, simply that they were doing "intensive research". It was clear that they had followed our every move – it turns out Roseanna was one of our most active Face Book fans – and it was humbling to see the positive impact that our story had had for them. When one of the team, Kerrie, spoke at our press conference it was hard not to feel overwhelmed by her message to other wounded or disabled people"

Through the Social Media and R2R the Council gained quite a number of unexpected friends and awareness to the Council

10. HEALTH

I. BCD – Rehabilitation Therapy Service

After a period of inactivity when the Council had to restructure its Therapy Service, the programme was restarted this year under a new format. A Physiotherapist, Ms. Pamella Maxwell was hired as a Part Time Physiotherapist to conduct the therapy sessions. As a result of reduce funding assigned to the programme, only the twice weekly Group Therapy is being offered at the moment.

There are twenty registered participants. Two of the persons have Myasthenia Gravis, one has Cerebral Palsy and the other seventeen have Multiple Sclerosis. Twelve persons attend regularly on Fridays and eight on Tuesdays. There was initially space available for three additional clients on Tuesdays, however that has been filled.

Sessions take the form of exercises, counselling and discussions. Initial assessments were made to attain their levels of disability and any peculiarities. Home exercise programmes were also given to meet their specific needs.

In order for the problems of these patients to be holistically addressed, a number of referrals had to be made; six to the Disability Unit to obtain assistive devices, while three were referred back to their Doctors for further assessment. These three persons were also referred back to the rehabilitation service of the QEH to obtain more intensive specific intervention, but they continue to attend the Council's group sessions. A numerous pieces of Exercise equipment had to be purchased also a special therapy bed.

The Council recognises that some individuals benefitted in the past from home visits and it is hoped that in the future we can resume this much needed service.

More Than Words (MTW) – Autism Caregiver Program

The primary objective of the More Than Words Barbados 2011-2012 Programme is to provide training to teachers from Irving Wilson School & the Learning Centre; two Affiliates of the Council. The MTW program is designed to facilitate participants' awareness of how their interaction style directly impacts their student's communication, play & social interaction. In addition to guiding teachers in the development of this awareness, they are provided with extensive training in use of concrete strategies that assist them to alter their interaction style. Seven (7) teachers along with ten (10) participating students benefitted from this programme.

MTW provides teachers with concrete strategies that can be implemented in daily communicative interactions with their students with ASD. Using MTW strategies, teachers can have a direct impact on their students' communication, play and social skills development

The reaction of one parent to her child's potential was so emotional that the teacher even promised to volunteer her time during the summer vacation to work with the child and parent. With the completion of the present modules, teachers and students will be seen for a follow-up school visit in October 2012 to review strategies and update goals for the students.

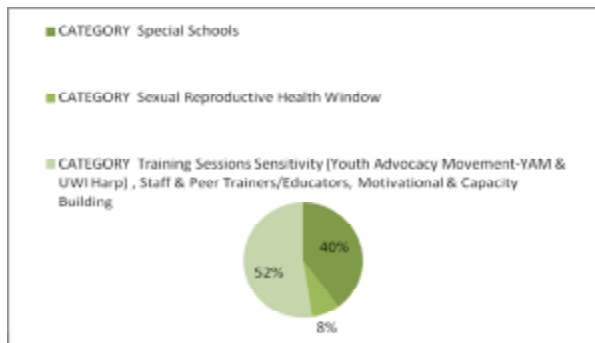
Ms. McMillan is in final discussions with Ms. Sonia Pyle from The Challenor School to arrange delivery of MTW® to staff and students from her school in 2012-2013. The program Orientation will be held in August 2012 and the full program is scheduled to begin in October, 2012. Modules are scheduled for October and November 2012 and January, February, April and May of 2013.

In addition, Ms. McMillan will deliver a one-day seminar to the Council and the National Disabilities Unit bus drivers in August 2012. The purpose is to train drivers to better understand communicative of children with Autism Spectrum Disorders and how to communicate with the children to facilitate their understanding. The goal is to minimize anxiety of the students and drivers in their daily interactions on the bus as well as to ensure that, should challenges arise, the drivers are equipped with necessary skills to defuse the situation.

Since its first introduction to Barbados in 2008, the Council is pleased with the growth and successes of the More Than Word Autism Caregiver programme.

Sexual & Reproductive Health – UNFPA/BCD Collaboration

As the Barbados Council for the Disabled continues its Sexual Reproduction Health Program with the support of its collaborating partner the United Nations Population Fund (UNFPA), we are pleased to report that through its training sessions and the launch of the SRH "Window" the program has touched the lives of 105 persons as shown in the chart below.



Training which constituted Sensitivity Training for Youth Advocacy Movement (YAM) UWIHARP and BCD Peer Educators was ably facilitated by Person with Disabilities, who covered areas of concerns that many persons have regarding their knowledge on how to deal with Persons with Disabilities. Staff & Peer Trainers Workshop was specifically designed to impart knowledge from a medical standpoint of what is STI, HIV and Reproductive Health and the implications if contracted. The Council was pleased with the services of the National HIV Commission and the Ministry of Health.

Motivational & Confidence Building Workshop provided those appointed to be Peer Educators an opportunity to reflect on their personality traits and determine where they wanted to see themselves in the future.

Peer Educators Exchange brought to an end what we considered to be a testing period for our young Peer Educators to get "Their feet wet" in terms of bonding with youth within their age range, outside of their safe environment. The Exchange took place between the Challenor Creative Arts Centre and the Ann Hill School and focused mainly on some of the issues which most young person's deal with on a daily basis.

The SRH "WINDOW" which is one of the main areas of the Sexual Reproductive Health programme for this reporting year, is successfully meeting the targeted expectations of the programme to date.

This component of the program has shown us in a matter of 12 weeks the issues faced and the vulnerability of the youth with disabilities. It also exposed the void that needs to be filled in helping the young adults with disabilities access formatted information and those critical services that are often beyond their reach.

As we look to our work plan for 2012, the Council met with Mr. Mario Aguilar, Head of the UNFPA Sub Regional Office in the Caribbean. He conducted an assessment and complimented the Council in its efficient record keeping and timely implementation.

In December 2011, Mrs. Geeta Sethi, UNFPA Director of the Sub-Regional Office for the Caribbean, visited Barbados and the Council. Her visit coincided with an active session being conducted at the SRH "Window".

Two months after her visit the Council was informed that we would be losing Ms. Isiuwa Iyahan, the UNFPA Representative in Barbados. Ms. Iyahan had

become familiar with the BCD's SRH programme having been intimately involved from the beginning. This was a blow to the staff that had grown to respect and value Ms. Lyahen's competent and knowledgeable views in the area of SRH. Not to mention her warm personality. However, the Council wished her well and will continue to strengthen the work done so far.

The focus for 2012 will be continued in the area of Training for the Peer Educators and strengthening the services of the SRH "Window". Following recommendations from UNFPA to follow strict guidelines when contracting services, the Council is pleased to inform that two members of the community of persons with disabilities are expected to provide the Counselling services at the SRH "Window".

The SRH Programme will also be working along with the Barbados Family Planning, Professional Psychologists, HIV/Aids Personnel and Social Workers.

The Council in seeking to strengthen its staff competencies in this area have supported the BCD's lead person for SRH, Mrs. Rose Ann Foster Vaughan with her attendance at a number of International Conferences and meetings. Two of the most recent was the 2011 Caribbean HIV Conference: Strengthening Evidence to Achieve Sustainable Action. Her presentation was in the form of a poster display at the conference, which was held November 18-21, 2011, in The Bahamas. The other was her attendance at the Caribbean CSO's Regional Consultation Meeting on Icpd+20 in Ocho Rios, Jamaica, April 12-13, 2012. Ms. Tacita Forde also attended as a BCD representative of the Regional Youth Advocacy Group.

The Council is pleased that through our vision of ensuring persons with disabilities reach their full potential; Ms. Tacita Forde was selected to be a delegate at the Disability & HIV Leadership Forum on July 21st to 27th 2012 in Washington DC, USA. Ms. Forde was chosen from among two names which the Council had submitted. We anticipate that Ms. Forde will take full advantage of this opportunity to gain the confidence and experience which we hope will be of benefit to her and other young persons with disabilities.

HIV/AIDS Support

A proposal for support to produce Public Service Ads was successfully submitted to the HIV/AIDS Commission through the Civil Society Organisation Grant. Through our Sexual reproductive Health programme we discovered that the youth with disabilities were being marginalised when it came to dissemination of relevant information pertaining to their sexuality. It is hoped

that the Ads which will have as its main characters, persons with disabilities, will reach our young adults. It will also highlight our SRH "Window" and its services.

The LIONS CLUB OF BARBADOS WEST, through Dr. Celia Holder conducted free HIV/AIDS Testing for our Members on the 12th and 13th March. This was offered at Harambee House and a number of persons presented themselves for the test.

The operation was strictly confidential and on hand to guide the deaf members was our Co-Opted Director, Mrs. Waveney Reid-Davis. This was the first time this type of service was offered at the Council and we will look forward to this being done on a regular basis.

11. ORGANISATIONAL DEVELOPMENT

Member Support

The introductory comments shared in last year's report under this head are still so very relevant that it is necessary to have them repeated.

"The Secretariat continues to provide an almost 12-7 operation where not only the Council's national programmes for access are being executed but also those of our affiliates. Harambee House is a hive of activity daily as more and more our members utilize the facilities for their administrative, meetings and training needs."

"We are faced with uncertain futures both as individuals and as a country. With an economy heavily sustained by the activities of other more powerful economies, their struggles ultimately become our struggles."

"Along with these challenges is the ongoing sustainability of civil society and Non Governmental organisations. Many of us are supported in large part through Government subventions and thus, budget cuts will impact on our effectiveness in carrying out our projected work plans."

"One of the most critical challenges after economic ones within NGO's is that of inter-organisational support. In many ways, we expend inordinate amounts of energy on protecting our proverbial territory. We guard our programmes fiercely in fear that to share with others will be to lose it altogether. However, as we struggle for individual supremacy – believing our cause to be more just

than our neighbours, we only succeed in removing resources from a dwindling stock."

"Gone are the days when people readily volunteered for participation in the NGO community. There are a number of contributing factors to this situation, but the overwhelming reality is that fewer hands are charged with the ever-increasing responsibilities and work of the organisations. This has always been the primary resource for the success of organisations."

"Beneath the umbrella of the Barbados Council for the Disabled, we encounter a similar situation even among our own affiliates. We see them increasingly struggle for support. Many of the Council's affiliates battle with hosting activities as they receive dwindling support from the wider community in both the planning and execution of their projects."

"The time has come for us to recognise that without a strong united support we will all perish. Survival is no longer about being the fittest; it is about having the supplies with which to support the journey. By pooling those resources, we give ourselves a fighting chance to achieve our goals. Within the civil society community, if we do not seek out measures by which we can work together and derive maximum benefits for all, then we can be assured of a premature death."

This year the Council doubled its annual budget allocation to its members to support their requests for assistance with their activities. This however was only made possible through our revenue earned from the Barbados International Fair held in August 2010.

It will be necessary for the Council in the coming months to examine new opportunities for fundraising as we have to be mindful that our savings can be depleted if no new revenue earnings are received.

One of the commitments Senator Ifill made upon taking up the office of the President of the Council was to meet with the Presidents of all of the BCD Affiliates every quarter. To date that commitment has been kept. However it is hoped that those organisations that have not been able to attend will be able to, as the fight for our rights does not rest with any one individual or organisation. Though history has shown that one individual can make a difference, it is still recognised that there is strength in numbers.

The Council will continue to support the administrative needs of our Affiliates as we have done since acquiring Harambee House.

Board & Staff Retreat

One of the first orders of business for the new BCD Board was to plan and execute a Board/Staff retreat. It was felt that the Strategic Plan for the Council needed to be revised and more relevant in keeping with the present climate. Rosalind Jackson of Caribbean Catalyst was identified as the person best suited to conduct this exercise especially having a long and extremely supportive role among the community of persons with disabilities.

The Retreat was held on October 22nd 2011 at the Amaryllis Hotel and the all day activities was very well received by a full compliment of Directors and staff. Another day is to be scheduled further discussions and follow up as it was felt that the Council and its members need to be in sync with its role and the way forward. The role of the Board and the Staff was also examined and these will be discussed further. Everyone said that they were eagerly looking forward to the next session.

Ratification of the Council's amended By Laws

Following the Council's last Biennial General Meeting it was very clear that the By Laws was urgently in need of revision and amendments. After the new Board was elected almost two months following an aborted Election, a Constitution Review Committee was appointed comprising Chairman Joseph Tudor, Committee Members Dorien Pile, Peter Serieux, Pat Taylor and Edmund Hinkson. The staff facilitator was Gaylene Mohammed.

This Committee and its legal advisor, Edmund Hinkson, must be commended for swiftly acting upon their directive from the Board to have the By Laws amended before the next General Meeting of the Council. The Affiliates were first sent copies of the old By Laws and was asked to submit recommendations. Following a number of submissions, the Committee held a series of meetings to incorporate where possible any amendments suggested by the members. At the Board meeting of May 08, 2012 the draft By Laws was presented to the Board for detailed discussion and approval. The President then directed that the amended By laws be presented to the General Body at a Special General Meeting on May 22nd 2012. Following further discussion by the members present at that meeting, the amended By Laws was ratified.

Breast Screening Project

The Barbados Cancer Society again provided Breast Screening Examinations to our members on Tuesday 12th June 2012. Along with the Mobile Unit, the Council's accessible facility also provided additional room for persons who

were not able to access the mobile bus. A greater number of persons benefitted this year than last, which included both men and women and their immediate family members. The tests were offered free to persons with disabilities.

Dynamic Presentation Training – BCD Affiliates

With the continued request being made to the Barbados Council for the Disabled to facilitate Sensitivity Training or conduct assessments for the FAB Program, it became apparent the need to fine tune the skills of “Delivering Dynamic Presentations” among those Persons with Disabilities who are responsible for executing training in their field. Six members took part in this Training.

The 2 day course held on January 28th and February 4th 2012 focused on:

- ✓ Public Speaking
- ✓ Traits of a Good Speaker with focus and in-depth analysis being given to the following attributes: Fluency, Being Knowledgeable and Skilled, Capture the interest of the Audience, Body Language, Vocal Variety, Enunciation, Poise and Confidence

The discourse between the Facilitator Ms. Barrow and the Participants was extremely comfortable and easy going, as she sought to ascertain their perceived fears when making public presentations. She then used those shared anxieties to draw from theory and practical experiences, with the intension of alleviating them; while bringing relevancy to the material presented.

Caribbean Policy Development Training (CPDC)

The opportunity for further development was offered by the CPDC. Three of the Council’s staff members Gaylene Mohammed, Rose Ann Foster Vaughan and Emily Lynch each attended four to five week courses held at the Alpha Academy in Brittons Hill which began from February 13th. The Training was specifically targeted for CSO managers/leaders or programme officers. The modules offered were:

- Techniques in Project Development and Proposal Writing – *Attended by Rose Ann Foster Vaughan*
- Management of Development Projects – *Attended by Emily Lynch*

- Project Reporting and Evaluation – *Attended by G.aylene Mohammed*

The Council is always pleased to develop the skills of the staff as the pace and quality of the work being done through the Secretariat has reached a very high standard and it has become necessary for us to keep up to date with skills training wherever possible.

12. RECREATIONAL ACTIVITIES

I. Inter Organization Dominoes Tournament

Due to a number of setbacks, the timely planning which the annual Dominoes Tournament required was disrupted. It was evident that some member teams were unprepared for the games when the staff finally set a date. However, not wanting to lose the momentum of an event that many members looked forward to, the Social Recreational Committee is planning to have an Invitational Dominoes Playoff to replace the Tournament, only for this year.

The friendly rivalry and atmosphere which the Tournament created has become a fixture in the social calendar of the Council and we will endeavour to have the Committee led by staff members Rupert Holder, Emily Lynch and Jemmerson Als ensure that it has a fixed time and date for the future.

However the proposed Invitational Playoff promises to be an exciting and fun filled evening.

Jaycees Annual Fun Day

Once again the Jaycees under the Chairmanship of Mr. Parry Marshall held a fun filled afternoon at the Prime Minister's Residence, Illaro Court. This Annual Fun Day now in its 14th consecutive year continues to be an anticipated event for a number of children with disabilities. The Council will continue to provide the Jaycees with logistical support as we recognize the need for these events for our children.

BCD School Bus Xmas Event

One event that is never going to be left out of our calendar year is the Xmas treat which our School Bus Driver Uncle Rupee and attendant Auntie Cheryl

put on for all of the children each year. This last Christmas the venue chosen was Cheffette Black Rock. Here the children had access to the entire play area and had their fill of eats. The entire staff got into the mix this year and it was difficult to determine children from adults as the atmosphere was indeed relaxed and enjoyable. The President joined in as well and being held on the date of her birthday, everyone joined in with greetings and song, wishing her well. At the end of the festivities each child received a gift which Santa's Elf (Auntie Cheryl) had beautifully wrapped. There is no doubt that the children on our School Bus look forward to this celebration and treat each year.

13. TRANSPORTATION

BCD Accessible Transportation

For years the Council has had accessible transportation as a main agenda item in its work plan. Continued discussions with the relevant agencies seem never ending. It is a fact that though the Barbados Council for the Disabled, being an advocacy body, is not designed to provide a transport service for persons with disabilities, we had no choice when the decision was made over 10 years ago to provide this need for children with disabilities to get to and from school. The Council presently transport sixteen (16) children to and from school daily.

There was a need that not only affected the children but also their families which was not being met. Though over the past years, through our heightened awareness, other entities have risen to the call to assist in meeting a bit more of these needs. Along with the children's needs, we were also forced to recognise that our immediate members were desperately in need of accessible and affordable transportation. This is why we again had no choice but to obtain another vehicle.

For those who are in the transportation business, it is known that in order to make it a viable business, the cost to the consumers is going to be high. To begin to explain the high maintenance cost would lead from one aspect to the next. Government is no different. Their accessible transport service had to be subsidized to meet the needs of their clients; this is at a cost to someone or some entity. The Council had sought a subsidy for our school transport service a couple years ago, but that was eventually incorporated into our annual subvention which did not increase. This meant that the Council has to look for additional funding.

Suppliers of this service also recognise that with wear and tear of their vehicles, rising fuel costs and lack of preventative maintenance, the life span of these vehicles are being greatly reduced to no more than 4 -5 years. This is

also evident with the Transport Board vehicles. The Council's vehicles have the same faith; the only difference we choose to hold on to them for as long as we possibly can.

However if the Council is to continue to provide accessible transport for our members we will only be able to do this through Private Sector subsidies. As it stands now, to have a quarter of your subvention allocated to transportation calls for the possible separation of this service from the administrative role of the Council; which we sometimes need to remember is an advocacy one, or we continue to meet the minimum needs which we are presently doing.

F A R B

14. TREASURER'S REPORT

Following an expected cut in our government subvention for the year 2010/11 by \$115,000.00, the Council was very pleased to have had it restored from \$285,000.00 last financial year to the present amount of \$397,990.00.

Barbados is not immune to the effects of the declining global economy and had it not been for the measures taken by the Social & Recreation Committee to hold a major International Fair and Auction in 2010, the Council's finances would have been heavily stressed. Like the Government, organizations like the Council need to strike a balance that allows reducing the impact and still maintain the standard which it has become accustomed to.

We cannot afford to take the uncertain economic climate lightly and will therefore have to seriously examine possible alliances with the Private Sector or develop effective fundraising initiatives. The level of the Council's work on behalf of persons with disabilities has reached a standard where the Council has to build greater strategic partnerships to support its awareness programmes.

The BCD's total revenue reported from our QuickBooks records for the year 2011-2012 was \$543,191.65 compared to the previous year of \$626,151.15. Total Expenses for 2011-2012 was \$578,191.52 compared to the previous year of \$658,528.93

The general donations amounted to \$11,553.90 which does not include Income for special projects which totaled \$92,007.60. The Council's school bus service once again received an amount of \$12,500.00 from the Barbados Community Foundation, which is the only major financial support for the buses. Harambee Administration

As expected, the usage of Harambee House continues to increase. The staff has been a tremendous resource in helping to maintain the high level of efficiency in their administrative assistance to member organizations while continuing to administer the Council's programmes.

With overall expenses for Harambee Administration increasing by \$5,360.00 from last year, it will require an even greater effort to maintain or reduce the expenses in this area. As expected with the rising fuel cost, our electricity increased by \$4,170.00 more than last year. A policy of the new board on assuming office was to focus on strengthening the Administration of the Council.

It was recognized that the Council is working on a number of projects and programmes in collaboration with International and Government Agencies and this required a high standard of implementation. Since the staff compliment was reduced two years ago, the workload has continued to grow and the Council is indebted to the committed employees who have taken on the extra workload without seeking any additional compensation.

Meetings and Seminars increased by approximately \$4,000.00 over last year; however all other Administration heads were maintained within budget for the period in review.

The Council became a contributor to the Royal Fidelity Merchant Bank & Trust (Barbados) Ltd. In recognizing the dedication and hard work of the Council's staff, some of whom have been with the Council for ten to twelve years, the Board made a decision to invest in the future of the BCD employees through a defined Pension Plan. The total monthly payments for all eligible staff are \$702.26. This expense has been included in our budget submission to government for 2012.

This is another historic step for the Council as it signifies to the employees that they are valued for more than just a job, they are valued as an important resource to the work of the BCD.

I. Organizational Support

Again this year, the Council's financial support to assist its members with their projects doubled its annual budget allocation.

Over \$24,700.00 was spent to assist members with their various events and projects. The Council was able to withstand this increase from the revenue gained from the Social & Recreational Committee's Fund Raising Activities in 2010. Support from member's requests for printing, copying, brailing etc has also increased.

Training for members in this reporting year totaled \$6,500.00. The staff Training with Advantage Caribbean for Microsoft 2010 will be accounted for in 2012-2013.

Due to the prevailing financial environment some of the members joined with the Social Recreational Committee of the Council to hold a Joint Xmas Dinner/Party. The attendance was very encouraging. With the Council offering to subsidize the cost, members were asked to pay \$15.00. The total expense for the Xmas Party was \$8,673.92 and Income received was \$2,945.00. This

event which is budgeted for each year did not exceed its allocation of \$8,000.00 approved by the Board.

II. Advocacy & Public Awareness

The Council's two major advocacy programmes naturally incurred the greatest amount of expenditure under this head.

- Disability Awareness Day 'DAD' was celebrated to incorporate the Council's "Accessible School Makeover" project which had a cost of \$9,762.00. With donations of \$3,989.00 received from the Barbados Overseas Nurses Association and the Lions Club of Bridgetown, the Council was able to complete the School makeover for St. Elizabeth Primary School.

SIGNIA Financial had previously supported the redesign and printing of new Disability Brochures to support the ASM in the amount of \$9,005.00. The Council will continue to maintain its relationship with our supporting Partners to whom we are indeed grateful.

Other Public Awareness expenses occurred through various advertisements and the Council's 35th Anniversary Supplement. Public Awareness amounted to approximately \$9,222.00.

- Fully Accessible Barbados

The BCD with the support of the Ministry of Tourism/Barbados Tourism Authority and the Barbados Hotel and Tourism Association as well as the Ministry of Social Care, Constituency Empowerment and Community Development successfully completed its first FAB Promotional Tour with Inclusive Tourism Consultant Dr. Scott Rains of San Francisco and his assistant Shirley Barber from Vancouver, Canada. The Itinerary was extremely hectic for Dr. Rains; however we feel that we accomplished what we had hoped for.

Our members, who were invited to meet and discuss the issues with Dr. Rains at a special meeting, were unfortunately few as we had hoped to have more interfacing with the FAB programme and our members.

Dr. Rains met individually with Hon. Richard Sealy Minister of Tourism, David Rice, CEO of the BTA and Colin Jordan, President of the BHTA. He also met the PS SCCECD and the Director of the NDU. He also had a number of other relevant interviews and meetings.

Two new properties were added to the list of FAB Accredited facilities. In addition the FAB Website was also launched. Maintenance will be facilitated by MOT.

The BCD's actual expenditure for the FAB Promotion was:

- Consultancy Fees – S. Rains: BDS\$9,600.00
- Assistant – S. Barber: BDS\$2,400.00
- FAB Plaques – BDS\$791.30
- Hosting lecture – BDS\$1,560.00
- Advertising – BDS\$498.00
- Other related incidentals: BDS\$ 682.00
- TOTAL Expenses: BDS\$15,531.30

III. Harambee Enterprise Scheme

An amount of \$2,000.00 was shared between two more persons with disabilities who qualified for the Annual Harambee Enterprise Scheme, now into its sixth year. Recognizing that people with disabilities are marginalized in the employment field, this initiative is intended to assist our members in furthering their skills.

IV. BCD Transportation

With no financial subsidies other than the Barbados Community Foundation's annual donation of \$12,500.00 towards the council's Transportation services, the ongoing challenges have continued.

The School shuttle provided to children with disabilities for over ten years is being provided free of cost. The only revenue we received towards the bus income was \$4,493.50. This was very minimal and does not offer any sort of comfort to the astronomical cost of maintaining the Council's three (3) buses.

The two older buses experienced a number of maintenance issues and the expenses continue to rise. As was reported last year both the LDV and the Ford Transit had to have engine replacements. The Ford Transit continues to be plagued by Air Conditioning problems which started from the first year it was received.

The Transportation Operational Expenses which does not include salaries for Drivers and the Attendant are as follows:

LDV B199 (School Bus): (5 years)

| | | | |
|-------------------|---|---------------------|--|
| Maintenance | - | \$ 46,489.00 | (approx. \$24,000.00 last year) |
| Fuel | - | \$ 4,785.41 | |
| Insurance/Licence | - | \$ 800.00 | (Insurance paid last year covered this year due to bus being off road) |
| Miscellaneous | - | \$ 447.88 | |
| TOTAL | | \$ 52,522.29 | |

Ford Transit B278 (Green) (9 years)

| | | | |
|-------------------|---|---------------------|---------------------------------|
| Maintenance | - | \$ 3,314.00 | (approx. \$24,100.00 last year) |
| Fuel | - | \$ 6,143.97 | |
| Insurance/Licence | | \$ 3,101.50 | |
| Misc. | - | \$ 358.00 | |
| TOTAL | | \$ 12,917.47 | |

LDV 344 New Bus - (2 years)

| | | | |
|-------------------|---|---------------------|----------------------|
| Maintenance | - | \$ 5,181.05 | (\$445.00 last year) |
| Fuel | - | \$ 5,548.90 | |
| Insurance/Licence | | \$ 5,296.00 | |
| Misc. | - | \$ 447.88 | |
| TOTAL | | \$16, 473.83 | |

Ford Transit Car - (5 years)

| | | | |
|-------------------|---|--------------------|------------------------|
| Maintenance | - | \$ 991.29 | (\$2,534.43 last year) |
| Fuel | - | \$ 2,921.78 | |
| Insurance/Licence | | \$ 4,215.00 | |
| TOTAL | | \$ 8,278.07 | |

The total operational cost for the Council's four (4) vehicles excluding salaries was \$90, 225.44. Total Income was \$4,493.50

V. OTHER PROJECTS

More than Words®-Caregiver Programme.

Now into its fourth year of providing More Than Words Training, the Programme this year continues to grow as its successes are being recognized by its recipients and funders. Within this financial year the Programme has received a total of \$43,176.00. Though the expenses for the same period was

\$54,495.00, it must be noted that the financial budget for the MTW does not run within the same period of April - March as the Council's financial year. Part funding is usually received in the next Financial Year. Though the numbers of donors have declined due to financial cutbacks, the programme has received the continued support of the Paloma Trust and the Maria Holder Trust.

BCD/UNFPA Sexual and Reproductive Health

UNFPA has continued to demonstrate its confidence in the BCD's implementation of its Sexual Reproductive Health Programme. Funding assurances have been received from the Programme Head of the Region to support the continued growth in the amount of \$14,000.000 for the 2012 work plan.

The Council administered its 2011 SRH schedule on time and within its \$20,000.00 allocated budget from UNFPA. We are confident that the 2012 implementation will be just as successful.

VI. Fundraising

This year the Council did not hold any Fundraising initiatives. Again it must be reiterated that in order for us to continue providing the level of service and increased awareness that we have been doing for the past number of years, the Council will have to examine possible alliances with the Private Sector.

The Council cannot only rely on the government subvention, which has always been more or less allocated to the Administration of Harambee House and its services. As we have seen within the past year, even with prudent management, the Council has been affected by the rising cost of utilities and services.

As I complete my first year as Treasurer of the Barbados Council for the Disabled, I must compliment the Council's Finance Officer Gaylene Mohammed and the Operations Manager, Roseanna Tudor for their high level of accuracy and efficiency which is necessary for the accountability standards required by our Auditors Ernst & Young.

Benjamin Crayston
Treasurer