

BARBADOS COUNCIL FOR THE DISABLED



SUCCESS

SIGNATURE

PETITION

The Barbados Council for the Disabled
invites all persons to join our call for
the Government of Barbados to amend the Road Traffic Act

The petition will be Launched for Signatures
on
December 05th 2015
at
MASSY Supermarket, Warrens from 10.00am - 5.00pm.
IT WILL ALSO BE SHARED FOR SIGNATURES ONLINE



BARBADOS
COUNCIL
For the Disabled

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DIRECTORS AND STAFF

Mrs. Maria Holder-Small	President
Mrs. Patricia Padmore Blackman	Vice President
Mr. Joseph O. Tudor	Secretary
Dr. Jennifer Campbell	Treasurer
Mr. Leroy Smith	Public Relations Officer
Ms. Kerryann Ifill	Director
Mr. Roger Vaughan	Director
Mr. Christopher Gilkes	Director
Mr. Sean Cooke	Director
Mr. Colbert Ashby	Director
Mr. Edmund Hinkson	Director

Ex-Officios

Ministry of Education	
Ms. Estaleeta Taitt	Ministry of Health
Ms. Waple Brathwaite	National Disabilities Unit

Co-Opted Directors

Mrs. Roxanne Brancker	Barbados Chamber of Commerce & Industry
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Staff

Mrs. Roseanna Tudor	Operations Manager
Miss Emily Lynch	Administrative Officer
Mrs. Rose-Ann Foster-Vaughan	Admin/Project Officer
Mrs. Gaylene Mohammed	Finance Officer
Mr. Rupert Holder	Bus Driver
Mr. Jemmerson Als	Bus Driver
Mrs. Cheryl Brewster	Bus Attendant

Mr. Randy Mathurin

Ms. Myrna Smith

Ms. Nicola Yard

Caretaker

Part Time Caretaker

Part Time Physiotherapist

1. PRESIDENT'S INTRODUCTION TO ANNUAL REPORTS

It was the year 1963; the Rev. Martin Luther King Jr. delivered his "I Have a Dream" speech from the steps of the Lincoln Memorial.

This historic speech helped galvanize the Civil Rights Movement and brought the plight of the disenfranchised to a larger national and international audience.

Today I ask you "What is your dream?"

Persons with disabilities do have dreams; they hope for simple basic rights... they hope for inclusion.

They hope for the right to Education, for Employment, for Access to move freely around without man made barriers, many hope for accessible housing, transportation and the list can go on. These simple rights are all but dreams for so many.

In 2002, the Government laid the White Paper on disabilities in Parliament. The document clearly outlines the official position with regards to persons with disabilities.

The White Paper for Persons with Disabilities states: ***"Under the constitution of Barbados every citizen shares the same human, civil, political social and cultural rights. Persons with Disabilities should have access to health, education, supportive environments, income security, communication and recreational opportunities, thereby empowering them to reach their maximum potential and become valuable productive citizens in an integrated society."***

In 2016 we decided that one of our draft Bills needed attention after 17 years. We presented a petition of over 12,500 signatures calling for legislation for the Disabled parking spaces...that was a long battle. However, determination seldom fails and as promised from the previous administration, we saw this dream become a reality in 2018 with the Amendments to the Road Traffic Act.

With three other Draft Bills pending we dream of seeing legislation for the 1) Persons with Disabilities Bill 2) Employment (Prevention of Discrimination) Bill and 3) the Building Standards Bill.

Another profound 'dream' that keeps reoccurring is Accessible Transportation. If you think your frustration with your daily commute stuck in traffic or waiting on the long delayed public transport is bad...you probably need little convincing about the importance of

reliable transport. However imagine your frustration if, instead of simply dealing with less-than-perfect transport, you had to make do with no transport at all.

For many persons with disabilities, public accessible transportation is not just fiction, but a daily struggle that is all too real. If we are able to access transport in many cases the cost is extremely out of pocket reach for the average person receiving monthly benefits.

We are closing yet another year and still our very own National Disabilities Unit is housed upstairs...we were promised that this office would soon be moved to an accessible venue which is still being worked on. Let us hope that this will soon be a reality.

The Barbados Council for the Disabled through the assistance of the efficient and committed staff members will continue to advocate as much as we can on behalf of persons with disabilities and will seek to foster new partnerships which will assist the Council in reaching new heights to break down even more barriers.

I have been able to visit and attend quite a number of meetings and events hosted by our affiliates throughout the year and it is very encouraging to see the organisations empowering themselves through various fundraisers despite the economic gloom.

My dream is to see the Disabled community come together in unity, as I believe "there is strength in numbers". I came into office with that mantra and I will continue to state that this is the only way we will achieve real change.

I am therefore asking once again for your support as we come together to share our dreams working together to bring them to reality.

Maria Holder Small
President



2. ORGANISATIONAL STRUCTURE

The Council Members and Associates are as follows:

- 1. Association for the Blind & Deaf (AB&D)**
St. Paul's Avenue
Beckles Road, St. Michael
- 2. Barbados Organization of Parents of the Disabled (OPOD)**
Albert Cecil Graham Development Centre
Jemmotts Lane, St. Michael
- 3. BARNOD**
P. O. Box 267
Bridgetown
- 4. Albert Cecil Graham Development Centre**
Lady Meade Gardens
Jemmotts Lane, St. Michael
- 5. National United Society of the Blind (NUSB)**
Harambee House
The Garrison, St. Michael
- 6. Barbados Association for Children with Intellectual Challenges (BACIC)**
Challenor Complex
Canefield House, St. Thomas
- 7. Barbados Association for the Correction of Learning Disabilities (BACLD)**
The Learning Centre
Orange Hill, St. James.
- 8. Special Olympics Barbados**
Speedbird House,
Independence Square, Bridgetown
- 9. Multiple Sclerosis Society of Barbados Inc.**
Harambee House
The 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**
The Thelma Vaughan Home
Glebe Land, St. George

13. New Life Deaf Club

Harambee House
The Garrison, 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 (BASE)

Greenwich Chapel
Greenwich, St. James

18. Bajan Stars Dyslexic Support

C/o Mr. Sylvester Clarke
Cave Land
St. Philip BB18085

ASSOCIATE MEMBERS

- 1. Sunshine Early Stimulation Centre**
Parry Gap
Roebuck Street, Bridgetown
- 2. Christian Learning Clinic**
Kew Road
Bank Hall, St. Michael
- 3. Barbados Association for Children with Brain Injury**
c/o No. 23 Retreat Terrace
Black Rock
St. Michael
- 4. Wheelchair Foundation of Barbados**
c/o Mr. Lionel Weekes
85 Cherry Drive
Oxnards, St. James

MISSION & VISION

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

- **Administration**

The present Board consists of a **President and 10 directors, 8 of whom have a disability;** also joining the current board is a Co-opted member from the Barbados Chamber of Commerce and Industry. 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 **4 Administrative persons in addition to 2 drivers and 1 full time attendant for the School bus.** A **Part Time Physiotherapist** provides Group Therapy Sessions to members and 2 Cleaners.

- The Council welcomed a new member in November 2017 – Rehabilitative and Enabling Society for Amputees (RESA). The Organisation was set up to give moral and inspirational support to amputees. The membership is made up of amputees and other individuals who are willing to give support.

- The administrative staff which comprises of personnel with over 40 accumulative years of dedicated service to the Council, continue to work on building its capacity; which is necessary in dealing with the issues that continue to marginalize persons with disabilities.

The telephone system for the Council had to be changed as the current system was outdated. It was also transferred to fiber optic.

- The Secretariat continues to provide any necessary administrative support to our members. In addition, the facilities continue to be utilized for Training, meetings and conferences. The Council from time to time also offers our facilities to its partners when it requires the use of its Conference Room.

3. ADVOCACY

3.1 Month of the Disabled

The Theme of ***“An accessible future is a sustainable future”*** was the propelling message for the Month of the Disabled and throughout the year; and one which resonates with every social issue that marginalizes persons with disabilities. This theme is also one that provided the Council with the impetus to guide its projects and programs that supported our members in a continuously changing environment.

Some of the activities celebrated throughout the month of the Disabled included as follows:

- **The Annual Church service** at the Calvary Moravian Church Roebuck Street, St. Michael which was held on 04th March. Among those attending were the Minister of Social Care, Constituency Empowerment and Community Development Hon. Steve Blackett and the PS Janet Phillips, Acting Director of National Disabilities Unit Waple Brathwaite and The Special Envoy for Persons with Disabilities Roslyn Hurley. The Reverend Dr. Adrian Smith delivered a very encouraging sermon that captured everyone’s attention.

The President of the BCD also had some equally thought-provoking remarks to share with the members as well as the public. She spoke to the rampant injustices meted out to persons with disabilities through the outrageous costs of accessible transportation. This prohibits the effective quantitative inclusion of persons with disabilities.

She reminded that ***“Having since ratified the UN Treaty in 2013 that mandates the full inclusion of persons with disabilities, it is imperative that the Government matches the growing accessible private sector transportation service through an efficiently operated Call-A-Ride Service which I’m sure can be offered at a nominal fee for those who qualify to use it. The Council is wary of these challenges and struggle to support a small percentage of these needs.”***

The President continued ***“We cannot accept the piecemeal service that is currently offered, especially one that has been operating as fragmented as it has been over the past years. How can persons with disabilities be expected to play their meaningful role in achieving those 17 UN Sustainable goals if one of the major lifelines of our nation is ineffective and outdated.”***

- 01st March – UWI Cave Hill Association for Persons with Disabilities was launched at the 3W’s Pavillion.
- 01st March, the Council hosted its second Bingo Night at the Divi Southwinds Resort. This is set to become an Annual fundraising Event for the Council.
- The Learning Centre hosted the Annual School Sports throughout the Month. Some of the Sporting disciplines included Floor Hockey, Table Tennis, Football and Road Tennis. *The Centre also had a day of Horse Back Riding supported by the Horse Charity.*
- On the 17th March, the Special Envoy for Persons with Disabilities with the support of the NDU held a Picnic at the King George iv Memorial Park in St. George.
- On the 24th March the Myasthenia Gravis Association held a Panel Discussion with a Guest Speaker Ms. Deiann Sobers at Harambee House.
- The Barnod Walk a Mile event was supported by the BCD. Both of the Council buses and Drivers were available for the participants. It was reported that the event was successful in spite of the rain.
- *The newly formed Friends of the Differently Abled held a Movie Night at the Glebe Market, St. George*
- The UWI Central Bank Lunch Time lecture was delivered by the Operations Manager and Project Officer on Thursday 29th March. Though the audience was small, it was live streamed on their You tube channel for persons unable to physically attend. The theme was ***“An Accessible Future is a Sustainable Future”***.

The organisers felt that it was very informative and will have the Council return to speak on various disabilities issues in the future.

- The President attended the Myasthenia Gravis discussion at Harambee House. She also attended the Learning Centre Track and Field Event with the Admin officer, Secretary of MS and the Council driver.

- The Operations Manager and the Admin Officer attended the Autism Association of Barbados Presentation commemorating World Autism Day at Island Inn.

- Dr. Nicola Yard, the BCD Physiotherapist once again hosted a successful **Everyone A.B.L.E** event for children. This saw children with disabilities being paired with 'non' disabled children in various physical activities. This was covered by various media groups. Dr. Yard came up with an unplanned event for DAD day; which hopefully will be expanded for next year. Using the symbolic "odd socks" that is used to identify Downs Syndrome; Dr. Yard sought permission from a couple of the schools that supported the A.B.L.E event and encouraged them to have the children wear different coloured socks on "DAD" day signifying the differences presented by disabilities and how inclusion can be encouraged. This was well supported even though it was only a couple schools

- Once again Eagle Hall Nursery School sought the support of the BCD to participate in their Month of activities. The lead teacher for the activity requested Director Christopher Gilkes and members Patrick Forde and Sandra White Belgrave to once again present to the students. This was successful and the presenters each received certificates of appreciation for an excellent job.

- Trinity Academy, a private school that participated in the A.B.L.E event, requested someone to present on short notice. Director Sean Cook readily agreed to participate and by reports he received a welcoming and engaging response.

3.2 LEGISLATION FOR PARKING PERMIT

- **UN Day 'Park N Wheel** – This activity was intended to be held on December 02 but later shifted to January 20th with a change in its intended format due to the passing of the Disability Parking legislation which was passed in Parliament in October.

Member of Parliament Guide to Empower MP's to Represent Persons with Disabilities was redesigned and printed and presented or sent to all the candidates. We also extended a special invitation to the Prime Minister, Opposition Leader and other leaders of the other Political Parties. The heightened awareness received from the Media was encouraging.

- **PARKING ID LEGISLATION FINALLY** - The recent passing of the legislation to amend the Road Traffic Act to insert Section 88A into Cap 295 of the Amendments have provided a measure of relief to persons with disabilities and more so to the Barbados Council for the Disabled who have been fighting for the past 17 years to have this one piece of legislation passed, that would offer access to services that everyone else enjoys.

The Council acknowledges the work of the Ministry of Transport and Works over the years in trying to amend the Act, we also appreciate the tremendous amount of work behind the scenes that the staff, volunteers and members of the Council have put in to realize what would appear to many persons as a simple

The provision of the Disabled Parking Spaces will offer an ease of access which is by no means a privilege to over 2,600 plus persons who utilize the Disability Parking Badges.

The Council is currently working with the Chief Licensing Officer of the Ministry of Transport and Works to offer users a smooth transition to the new ID Badges.



3.3 COMMUNICATIONS

- **Social Media**

www.barbadosdisabled.org.bb and www.fullyaccessiblebarbados.com continues to be two of our social media platforms. One focuses more on access with emphasis on Tourism and the other is focused on our local constituency as well as the wider global disability issues.

The Ministry of Tourism continues to support the administration of the Fully Accessible Barbados Site as this has become the major social media connection for accessible queries.

- **Face Book Pages – BCD / SRH /FAB/Autism Empowerment Barbados**

The Council's four (4) Face Book Pages continue to augment the much needed awareness required to highlight its issues. The BCD page focuses on the Council and related issues.

- **Voice of our Own.**

This medium continues to be underused by our members. The Council offer this opportunity for our members to submit articles to highlight issues affecting persons with disabilities through the monthly article "A Voice of Our Own" in the Nation Newspaper.

- **Media**

Almost all of the media continue to support the events of the Council as well as its membership; and is an important ally to our awareness raising within the community.

Following up with a meeting the President and the Operations Manager had with Mr. Doug Hoyte, General Manager of Caribbean Broadcasting Corporation to discuss some of the issues the deaf have been experiencing over the years; we were invited to attend a testing of Close Caption (CC) which was to be used after some fine tuning. Sadly to date this has not yet materialized.

4. PROJECTS, RESEARCH and TRAINING

4.1 Caribbean Policy Development Centre (CPDC) - Support to Facilitate Participation of CARIFORUM Civil Society in the Regional Development and Integration Process offered through the CPDC and funded by the EU was received by the Council as an umbrella organization for Training for its members.

The overall objective of the CPDC Project is to enhance the capacity of umbrella NGO's to efficiently and effectively provide services to their beneficiaries by providing support for actions that improve their operational responsiveness and performance.

The Council chose to focus this on enhancing the skills and capacity of its members in the areas of Public Speaking and Strategic Planning. The workshops content were selected in the areas which were determined through a needs assessment. The 4 Workshops were delivered during the months of May-June and were held over four days for each subject area. The workshops were deliberately kept to small numbers (10) persons, offering each person and Organization more individualized attention.

4.1.1 CPDC Leadership Training - Analysis suggests that currently the NGO sector is under considerable strain, as it is becoming increasingly more difficult to attract sufficient resources to sustain its operations. There may be several reasons, however it is clear attention needs to be paid to building an effective response. One such response is to increase the capacity of existing leaders to adapt to a new and changing environment by providing them with new skills and strategies that will ensure the sustainability of their organizations.

The Operations Manager attended one of the workshops in November 2017 and has benefitted tremendously.

At this period of global diversification the Council has to recognize that if it is to play a role in the emerging third sector then it must be more embracing of the other sectors of society. For persons with disabilities it is no longer 'if' we will be included, but 'how' we will be included.

4.1.2 CPDC National Major Group – CPDC is embarking on the development of an enabling policy environment for CSO's. The work undertaken will enable NGO's to build their capacity thereby improving their daily operations. In developing the framework for the NGO Legislation, CPDC has invited the Council to sit on a National Major Group Committee where they will draw from the stakeholders to guide the framework.

4.2 LIVITY PROJECT

It is becoming clear that individual NGO's like the Council must not only partner with NGO's in Barbados but also within the region. With most of the Caribbean signing and ratifying the UN Convention on the Rights of Persons with Disabilities it is imperative that we share our strategies with the region for the development and inclusion of all Caribbean citizens. It is no longer a cliché that 'strength is in unity', it is necessary in our current socio-economic environment.

The Institute for Gender and Development Studies: Nita Barrow Unit (IGDS:NBU) in collaboration with the **Barbados Council for the Disabled (BCD)** and the **Eastern Caribbean Alliance for Diversity and Equality (ECADE)** has embarked on a European Union (EU) funded project, titled the **LIVITY project**.

Having successfully submitted a proposal in partnership with IGDS:NBU and ECADE, the initiative will run for four years and targets seven countries: Barbados, St Lucia, St Vincent and the Grenadines, Dominica, Grenada and Antigua and Barbuda.

Drawn from the Afro-Caribbean belief system - Rastafarianism - "Livity" refers to ways of existing and imaging life in the Caribbean that center on the principle of social justice for all. Therefore, the LIVITY project centers and produces Caribbean knowledge and creative practices toward building more inclusive and equitable societies.

The LIVITY project has been designed to meaningfully address **marginalization**, discrimination and exclusion of persons with disabilities, LGBTI, Caribbean citizens, women, girls, youth and the elderly in national and regional decision-making and participatory processes as well as address the gaps and exclusions in current CSO strengthening activities.

The main initiatives under this project include a CSO incubator, Groundings sessions – which are workshops intended to build cross-movement coalitions with persons with the groups mentioned above, a leadership academy and an annual policy forum.

The launch of the program was held on May 29 – 30, 2018 at the Barbados Hilton; this two (2) day event took the form of a Grounding exercise, where the Council hosted the activities that included a number of presentations where we shared with the Caribbean participants the path and initiatives the Council had put in place to achieve much of its successes over the years towards creating awareness and inclusiveness in policy matters relating to the Disabled in Barbados.

4.3 ASPIRE FOUNDATION - The Council was fortunate to have successfully applied and is currently receiving technical support as one of the 2018 Cohort of Charities to benefit from a non-regulatory accreditation system for charities, non-profits and social enterprises under the Aspire Foundation.

The aim is to have the programme endorsed by international accreditation bodies and/or used by a relevant international agency as a think-piece to develop a locally relevant model.

The ASPIRE PILLARS being implemented are:

- **Sound Governance** - The Board meets its legal obligations, knows its role and acts with integrity. The Governance phase of the ASPIRE Program began with a Retreat. This was intended to help the Council identify (or confirm where they already exist) its strategic objectives, key priorities/activities over the next 3-5 years. The outcome of the retreat is intended to feed directly into the Business Plan, Branding & Communications, HR and Fundraising strategies.
- **Finance & Accounting** - There are fundamental financial procedures in place, and the organisation meets all legal requirements in relation to managing and reporting on money and resources.
- **Branding & Communications** - The organisation has identified its target audience and key message(s), can demonstrate its impact, and uses relevant technology to communicate with beneficiaries. Organisational Planning - The

mission of the organisation is aligned with well-defined, annual business objectives.

- **Leadership, Management & HR** - The organisation should have adequate leadership, which supports open communication and a commitment to the organisation's plans.
- **Fundraising** - The Fundraising practices are ethical, in line with the organisation's mission and resources, and meet its legal requirements.
- **The Governance PILLAR** - The ASPIRE Lawyer Tamesha Watkins met with the OM and the Admin Officer to go through a Checklist to ascertain the Council was compliant in operating within the laws of Barbados and as an effective NGO. She submitted a sample conflict of interest policy, a register of Directors and also advises that we develop Terms of References for all Directors. Some of these are already in place.

Though the Council has been introduced to, and has been working with various Pillar Leaders over the past months, there is still some ground to be covered in some of the Pillars that needed to be addressed.

It is hoped that at the end of the year the Council would have met all the necessary criteria to qualify for Accreditation.

4.4 FULLY ACCESSIBLE BARBADOS (FAB)

The ongoing efforts of the Council staff in trying to sustain the Fully Accessible Barbados program have stretched their capacity to maximize its available time and resources.

The BCD staff continues to guide and facilitate and arrange tours, rentals and accommodation to meet the needs of the visitors to Barbados with accessible and universal requirements.

- For the second time in four years a group of visitors with disabilities were able to enjoy Barbados in January through a tour facilitated by the BCD with some support from the Ministry of Tourism.

The Council arranged a two-hour plus tour for the group of 19 people with disabilities again at the request of Maureen Sinkule, co-founder of the Polio Group in Boca Raton,

Florida. They arrived at the Bridgetown Port and were accommodated in two accessible vehicles. The group thoroughly enjoyed their day touring various accessible places of interest. The guests expressed their happiness just to be able to have a sight-seeing tour, and have the vendors come to the bus when they could not access places

Ms. Sinkule said she was once again pleased to be able to take her group around the island in the comfort of accessible vehicles. She had found out about the accessible vehicles through the Fully Accessible Barbados website.

- The **Barbados National Standards Institution (BNSI)** through its National Mirror Committee for Tourism Related Services has requested the services of the BCD through its Operation Manager to continue to sit on the committee which will afford the opportunity for setting the benchmark for tourism matters as it relates to inclusive and accessible tourism.

- **Destinations for All 2018 – The BCD with the support of BTMI will be participating at the 2nd World Summit *Destinations for All***, which will be taking place the 1st & 2nd of October 2018 in Brussels.

The second World Summit on Accessible Tourism will present the innovations and best practices for the development of accessible destinations for all.

The organisation, development, promotion and services of tourist destinations are the key focus of this World Summit.

Destinations for All accepted an Abstract from our Fully Accessible Barbados program which will be presented in the two day program. The Abstract will feature our Disability Sensitivity Training (DST) under one of the Sub-themes of the conference..

In addition to the physical adaptations of venues and buildings, the quality of the reception is a primary concern at all levels of the tourist industry. The needs of all customers must be taken into account and appropriate solutions must be provided by the teams on site i.e Receptionists, Safety officers, Support officers, Customer service, Facilities managers, Maintenance staff, Room staff, Accompanying persons and guides, Drivers and chauffeurs etc.

During this period of review, limited assessments of facilities were pursued due to the lack of resources. However, the Council provided a great deal of guidance to visitors to Barbados. Our Beach Wheelchairs have been constantly requested and accessible transportation needs were either met by the Council or referred to the private sector.

4.4.1 NATIONAL HOST TOURISM PROGRAMME (NHTP)

Through our Fully Accessible Barbados Program the Council continues to partner with the National Host Tourism Programme of the Ministry of Tourism through the delivery of Disability Sensitivity Training (DST).

The DST Training is important in creating an accessible service for our visitors and locals alike. The target groups for this year covers – Red Caps at Grantley Adams International Airport, Immigration, Customs, Royal Barbados Police Force, National Conservation Commission, Seawell Air Services, Caribbean Aircraft, Transport Board Workers, Street Vendors at Eagle Hall, Speightstown, Bridgetown and Oistins. Participants will be fully trained in how to address the needs of their customers with disabilities.

4.5 2nd National Dorien Pile National Literary Competition

The Barbados Council for the Disabled hosted the 2nd Annual Dorien Pile National Literary Competition 2017 Awards Ceremony on Monday December 4th 2017 at the Barbados Workers' Union, Hugh Springer Auditorium, Solidarity House, Harmony Hall St. Michael at 10:00 a.m.

Mrs. Dorien Pile GCM was a phenomenal woman who gave unswerving service in the community especially to educational and disability issues. The Essay Competition is now entering its third year and forms a significant part of our outreach among our young school population (Primary, Secondary and Tertiary), Persons with Disabilities and the General Public.

The Council was very grateful to Mr. Colvin Pile who donated towards a special prize. The Chairperson Patricia Padmore Blackman and the Facilitator Gaylene Mohammed made every effort to ensure that the Competition was successful. Special thanks were given to all the donors and persons who played a part in this annual event.

It is hoped that the competition will capture from among our youth the many aspects of Disabilities and highlight the many possible solutions to some of the challenges faced by Persons with Disabilities. This will lend to the inclusive society that the council has been fighting for on behalf of persons with disabilities.

4.6. DISABILITY SENSITIVITY TRAINING (DST) – Human Resource and Development Strategy (HRDS).

Funded in part by the Ministry of Labour (HRDS), the Disability Sensitivity Training continues to reach more and more service providers. It is one of our main advocacy tools that are creating the awareness in persons to the fact that people with disabilities are customers too and are entitled to access services provided to the public.

The Training continues to be delivered to mostly private sector and a few government agencies.

4.7 MORE THAN WORDS © - MTW® the Autism Caregiver program developed by The Hanen Centre, in Toronto, Canada is currently in its tenth year of delivering this pragmatic program for young children with Autism Spectrum Disorder.

The program is delivered by Sue McMillan, a Speech-Language Pathologist who is a trained and certified MTW® instructor by The Hanen Centre

MTW® 2017-2018 has provided this specialized training to 8 children and families or caregivers referred to the program by *The A.C. Graham Development Centre, the Ministry of Education and the Child Care Board of Barbados*. The children range in age from 3 to 18 years. However, an important goal of MTW® is to provide early intervention to assist in minimizing a child's symptoms of Autism and maximizing their potential development.

The 2018-19 program is preparing for a further intake of children in the coming months ahead. There is a constant waiting list of referrals that encourages us to continue the program. In addition, plans are being made to reach parents and caregivers in the outskirts of the main Parishes

4.8. NEUROPSYCHOLOGY SERVICES FOR ALL (NSA)

Dr. Toni Nicholls continues to deliver Neuropsychological Services to children whose families have limited financial means. The NSA Project is facilitated through the Barbados Council for the Disabled and funded by the Sandy Lane Charitable Trust.

Neuropsychology is a highly specialized subset of psychology that spans the psychological, psychiatric, and medical spheres. Considered a cross section of psychology and neurology, neuropsychologists understand the intricate and complex relationship between brain and behavior.

With the continued support from The Sandy Lane Charitable Trust, the NSA program is providing neuropsychological evaluations to children with a range of developmental, medical and neurological/neurocognitive disorders.

Based on the data for the 2016/ 2017 Pilot program, the program is set to accommodate 24 Barbadian children and if funding is possible will expand to facilitate 6 regional children for the years 2017/ 2018. The following three factors have influenced the continuation of the project:

- Total number of children evaluated in 2016/ 2017
- Current waiting list, locally and regionally
- Anticipated increase in referrals due to increased awareness

4.9. WHEELCHAIR PROJECT –

Since this project began almost two years ago between the BCD and the Latter Days Saints (LDS Charities), over two hundred and fifty wheelchairs and walkers have been distributed to persons with various mobility challenges. The President of the Council must be commended for the success of this project.

Following a strict assessment process which was the criteria of the LDS in compliance with World Health Standards, many persons benefitted from receiving mobility devices. However, one class of wheelchair received, the 'Rough Rider' did not go as well as these were suitable only to those persons who were independently active outdoors.

5 FUNDRAISING / SUPPORT

I. Bingo

The Council once again held a fundraising Bingo at Divi South Winds. Quite a number of regular bingo enthusiasts attended. The event earned the Council some much needed income. The support of the Secretary in acquiring all of the Bingo prizes and Lion Malcom Jones for the Bingo Machine was deeply appreciated.

II. Barbados Community Foundation (BCF)

The Barbados Community Foundation has supported the maintenance of our accessible buses for the past eleven years. This contribution over the years has enabled the Council to provide the much-needed school transport for children with disabilities. This support is certainly not taken lightly because accessible transportation is very limited and as a result entire families are affected when a child is unable to attend school.

III. The Maria Holder Memorial Trust (TMHMT)

It is a great endorsement for the Council to have had the support of The Maria Holder Memorial Trust for the past eleven years. This has without a doubt assisted us in addressing some of the issues that have marginalized people with disabilities for years.

Two of the key areas that have benefited from this support are **accessible transportation** and **children affected by Autism**. TMHMT continued to support and recognise the significant impact that our More Than Word Autism Caregiver Programme is having on the lives of families with children with Autism.

IV. Because of Jenna

Anna Clarke continues to support the Council's More than Words program in kind and financially. This has indeed been very valuable to the project. Her confidence in the work of Ms. McMillan in delivering the program with the required success has led Ms. Clarke to be consistent in her support to MTW.

v. Canadian Women’s Club (CWC)

The Canadian Women’s Club has consistently supported the Council in several its projects over the past 15 years. However, within recent years they have chosen to identify their support with our accessible transportation service for children.

The Women of the CWC is very aware of the challenges many children with disabilities face in getting to and from school; as this also adversely affects the entire family. The Council remains indebted to the hard work of the women of the CWC who each year commit their time and energy to raise funds to assist many of our vulnerable children in Barbados.

vi. Support to Dominica

The Council with the support of some of its members donated funds towards the purchase of a Laptop and Printer for the Dominica Association for Persons with Disabilities (DAPD). The DAPD offices suffered major damage in the 2017 hurricanes and they are to date still trying to get their facility operational.

The Barbados Light & Power HSEQ Manager Mr Fredrick Adamson was kind enough to take the items to Dominica on behalf of the Council.

vii. The Council was saddened to learn of Carson Small’s deteriorated health which has caused him to be a resident of the Gordon Cummins District Hospital in St. Thomas. The Board unanimously agreed to purchase a fixed amount of supplies to meet his needs.

viii.

6 GOVERNMENT, PRIVATE SECTOR & INTERNATIONAL RELATIONS

6.1 GOVERNMENT

The Council must continue to work closely with Government and its agencies if we are to effect change and ensure that persons with disabilities are not left behind. Our success will be measured by how effective we can engage and sensitize the government to the concerns that affect persons with disabilities.

The last government and successive ones as well, through various ministries met with stakeholders and four Bills were drafted. Over the past three years they were still pending further action. However, only one was enacted that was fought for by the Council for over decade; that was the *Road Traffic (Amendment) Bill, 2015 –which saw Parking for Persons with Disabilities being legislated. This Bill was piloted by the Ministry of Transport and Works.*

6.2 UNITED NATIONS

After being invited to participate in training on drafting a stakeholder Universal Periodic Report (UPR) submission on 07 June 2017, the Council was encouraged to submit a Stakeholders submission. These submissions are invited by the UN International Human Rights (UDHR).

- The first UPR cycle took place from 2007-2011
- The second UPR cycle from 2012-2016
- The third UPR cycle from 2017-2021
- All UN member states participated in the first and second review cycles
- In the 2013 Barbados Report only the Justice Committee, Barbados made a submission.

Following consultation with the President, the Operations Manager and the Admin Project Officer joined with Eudalie Wickham of Barnod to submit a report and Recommendations. The adequate and effective collecting and sharing of data, as well as a national census that adequately supports and represents the real issues were addressed by the Team in the report.

6.2 CONGRESS OF TRADE UNION & STAFF ASSOCIATIONS OF BARBADOS (CTUSAB)

The development of a Code of Practice for Workers with Disabilities is a direct outcome of the acknowledgement of Social Partners as expressed in section 5:10 Protocol VI, of their individual and collective responsibility to ensure the existence of an environment which will allow the full integration and participation in society of all persons with disabilities, but more especially their obligation to eliminate marginalization and

discrimination in respect of the access of persons with disabilities to education, employment and involvement in the socio –economic development of Barbados.

The Barbados Council for the Disabled was invited to sit on a committee as a representative of persons with disabilities to develop a Code of Practice for Workers with Disabilities.

The Code of Practice for Workers with Disabilities is grounded in the International Labour Convention No. 111, Discrimination (Employment and Occupation) which has been ratified by the Government of Barbados.

Under this Convention, Discrimination is defined as any distinct, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, nation extraction or social origin, among other characteristics, which has the effect of nullifying or impairing equality of opportunity and treatment in employment and occupation.

It is intended that the objectives of the local document mirrors those of the ILO Code for a Code of Practice for Workers with Disabilities.

6.3. The Council continue to work closely with **the Ministry of Tourism** through the various entities, **Barbados Tourism Marketing Inc.** and **Barbados Tourism Product Authority.** **Most of its involvement is because of Fully Accessible Barbados.**

7 ORGANISATIONAL DEVELOPMENT

7.1 Anniversary Dinner

After last year’s Christmas Dinner and Awards, the members of the Council called for a repeat. However, it was decided to host a Christmas Dinner but have the Awards every two years.

This year Dr. Jennifer Campbell, the BCD Treasurer offered the use of her beautiful home and Grounds. The Council offered a subsidized cost for members. Most had nothing but praise for a well-executed event and were very happy with the venue and Dinner. This will become an annual social event of the Council.

7.2. Leadership Development Training

The final workshop on Leadership Development facilitated by Rosalind Jackson was held on July 01, 2017 at Harambee House. This **followed** a series of other Training Workshops offered to the BCD members. All participants attended a Presentation Ceremony in September at which they were asked to give brief remarks on how they or their organization benefitted and if they implemented any strategies learnt.

- OTHER BCD SERVICES

The following are some of the Council's activities that meet some of the needs of our members.

- Rehabilitation Therapy Service

The Council's Group Therapy program continues to be delivered to approximately 12 persons with a variety of disabilities. The sessions are twice weekly and take the form of exercises, counselling and discussions and where necessary referrals are made. Our Physiotherapist Nicola Yarde is hopeful that plans for development of alternate therapy treatments, utilizing the sea and obstacle courses can be materialized.

8 TRANSPORTATION

i. BCD Accessible Transportation

The Council currently operates two accessible buses. One of the buses donated by The Maria Holder Memorial Trust is designated a priority for school children. This is a service that has been offered by the Council for the past 16 years. It was started to address a huge void at the time. However this void is still not adequate to meet the demands required to service the needs of children with disabilities.

Our second bus which meets some of the needs of our members, the public and visitors when possible is also scratching a tiny surface of accessible transportation...especially for our members. Most of our member organisations time is spent sourcing support and fundraising for transportation. This area is too critical a service and the Council will have to make this a priority item to engage the government and private sector.

Thank you

