


2020 ANNUAL REPORT



"GATHERIN' UNITY AND ACCEPTANCE TO EMPOWER"



“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”



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1. Letter from the President

“It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of light, it was the season of darkness, it was the spring of hope, it was the winter of despair.” Charles Dickens – A Tale of Two Cities

Upon taking office on June 29th 2019, the new Board of Directors of the Barbados Council for the Disabled recommitted itself to continue the work to advocate and change the landscape of the country we love to better empower all persons with disabilities.

Over the past year, this objective while staying firmly in focus has been tried and tested in what we are now recognizing to be wholly unprecedented realities. The BCD, its affiliates and indeed the entire world have been forced to confront realities which seemed hitherto unfathomable. However, holding to our characteristic belief in the empowerment of our people, we have met each challenge head on and though filled with many setbacks, this year has seen many positive outcomes.

Barbados continues to battle with many pockets of discrimination for persons with disabilities; limited access, inaccessible Information communication technology, inadequate education and employment opportunities for citizens living with disabilities. Against this reality however exists continual shifts. The arrival of “kneeling” buses which will afford persons with disabilities the benefit of taking public transportation when and where available; the continued work on a policy for special education, the participation of persons with disabilities on statutory boards and the long anticipated opening of the new headquarters of the National Disabilities Unit are all beacons of hope in a sometimes very dark horizon.

This year’s work concentrated heavily on building up the internal structure of the Council. Continual advocacy and expanding services for our members has often stretched our very limited resources and forced the setting aside of very necessary restructuring. Therefore, the process of changing the infrastructure is still a work in progress. An organization such as ours thrives in an atmosphere in which our voices continue to be heard on issues; where our options are consulted and respected in the public and private sector; in opportunities for us to work with partners to achieve the provision of greater

amenities. We have been able to maintain alliances forged over many years, while soliciting and receiving support from new partners and friends.

The pandemic that continues to plague our society has slowed, but not stopped the onward progress of our work. We acknowledge that there are new challenges ahead, but each challenge also presents an opportunity for change. The development of services which have been deemed essential since March this year have in some aspects given greater inclusion to persons with disabilities and we will stand at the vanguard to ensure that this ground gained will not be reclaimed by exclusionary practices.

We therefore encourage our affiliates to continue to support our work, which is in fact your work. We invite our partners to join us in the effort to alter the world for the greater good of our community. As the world turns, we too must adapt and change with it.

Our message to you this year therefore is a rallying call; a call to continue the fight for equality, inclusion, and transformation.

Helen Keller once said ***“Alone we can do so little; together we can do so much. In calling to mind this quotation, we are reminded of the translation to the name of our home “Harambee” which “working together”. Let us hold together, work together, achieve together. Let us ensure that when we come together again a year from now, our time will be one marked with positive change, new realities and transformed thinking.***

KIFILL

Kerryann Ifill SCM MBA BSc (Hons.)

President 2019-2021

Barbados Council for the Disabled



2. How we did it...

When we focus predominantly on “overheads”, we can cause what the Stanford Social Innovation Review has called “The Nonprofit Starvation Cycle”; we starve charities of the freedom they need to best serve the people and communities they are trying to serve. “Overheads” consist of important investments that help to improve the work of charities; one of those valuable investments are its human resources.



- Our Human Resources

“Good governance is a function of good leadership and in any organisation good governance starts with the Board. Board Trustees and directors have a collective responsibility to run the affairs of the organisation in accordance with the Barbados legislation, namely the Companies Act (Chapter. 308) for non-profits and the Charities Act Chapter 243 for Charities, in addition to the by-laws or constitution of the organisation.” – Fabianna Alexander

The current Team leading the Council includes the **President, 10 directors 8 of whom have a disability**: three ex-officio members representing the National Disabilities Unit, the Ministry of Health and the Ministry of Education as well as a Co-opted member from the Barbados Chamber of Commerce and Industry a young entrepreneur who has a disability.

This governing body guides its greatest assets, its dedicated employees, with over 50 years accumulative value. The secretariat at Harambee House presently consists of **4 Administrative persons, a General Cleaner, 2 drivers and 1 full time attendant for the School bus**. A **Part Time Physiotherapist** provides Group Therapy Sessions to members.



- Governance

One commendable distinction the Barbados Council for the Disabled has is the fact that we have always ensured that our legal requirements at Corporate Affairs is kept up to date annually. This also meant that our audit reports would have to be up to date. Therefore, it was surprising to have seen the Council’s name listed in a major newspaper as being non-compliant.

After checking with Corporate Affairs, it was discovered that because the BCD is registered as a Charity and a Non-Profit, the files submitted were seemingly filed incorrectly. This was soon corrected and a letter of full compliance by the BCD was issued by Corporate Affairs and Intellectual Property Office.

Many of the BCD's projects and programs continue to meet its objectives in addressing the needs of persons with disabilities; however one that will resonate into the future as making the greatest impact is the benefits being derived from the ongoing support of ASPIRE Foundation (Bdos) Inc.

Organisational change management is necessary in an environment that is constantly evolving, and therefore the current process of reviewing the Council's Governance Structure is critical. In 2017, the Operations Manager, having been trained in Canada in Organisational Change, knew the need for change within the BCD's structure was long overdue and sought the support of the BCD Board to participate in the ASPIRE program.

The rationale for this change was that the Council needed to drastically review its governance and operational policies to be able to accept the growing support that it was attracting to sustain the Council.

In every action there are risks. Changing the structure of a 44-year Organisation that has achieved several successes amidst numerous challenges is not an easy task; however strong leadership and collective wisdom can make the difference. The required resources to implement this change will come from a visionary leader and team who are committed to shared goals.

A Constitution Review Committee was created specifically to review and draft amendments to the current By Laws. The Team will also be focusing on the regulatory framework that is required by law to enable the Council to operate within a wider parameter.

This year the Council had to redirect much of its energy away from further engagements to the critical task of restructuring and amending its current governance structure. This is an area many NGO's often put on the back burner as the course of their work takes up a great deal of their resources and time. We are facing challenging times in the year ahead and this will be compounded by the fact that our system of operating will have to change to meet the demands that are required to ensure our sustainability.

However, our backs will not be broken, and our commitments remain stronger than ever.



3. LET'S POINT OUT SOME HIGHLIGHTS OF THE PAST YEAR...

“The fact that the BCD is unique in that it offers solutions to issues that will affect the lives of almost everyone at some point in time, presents an amazing opportunity to impact change in our society. This can only happen if what we offer is effectively developed, packaged, and sold” -RETudor

3.1 Month of the Disabled

One of the key tools that help to build the Council's unique brand is the annual recognition of March, the Month of the Disabled.

What was set to be a hectic month of activities was forcibly brought to a halt by an unprecedented pandemic of our times. This is something most of us have never dealt with before...the threat of contagion, the challenges of a quarantine, and the reality of major losses, both in human terms and economically.

After months of experiencing our lifestyles catapult and beginning to adjust to the effects of the Covid19 pandemic, the word unprecedented is wearing off. It is now *‘the new norm’*. Everyone, and especially persons with disabilities are trying to find new meaning to their radically altered lives.

As we began to commemorate the Month of the Disabled, the Annual Church Service held at one of the most accessible churches in Barbados, the **Berean Bible Church** in conjunction with the **National Disability Unit** truly lit the fire under those who attended; and sparked a renewed energy to set and achieve all targets for the month and year ahead.

“Gatherin’ Unity and Acceptance to Empower” was the theme that propelled the Church Service. Not only did our members turned out in their numbers but so too did the National Disabilities Unit led by Director Wayne Nurse; who also rendered an amazing Saxophone medley. Among the guests were the Honorable Neil Rowe who delivered a message, and his wife as well as the Special Envoy Roslyn Hurley. Several past Board members and volunteers also shared this memorable service.

The President of the BCD also applied several new gears in her delivery of her welcome remarks which left everyone eager to travel with her along the path she was paving for inclusion of persons with disabilities.

In her address she promised that her tenure as head of the BCD will be transformative as the BCD prepares to tackle a new dimension of operating in the constantly changing environment. “

3.2 🖐️ **UN Groundbreaking Resolution 2475**

On 20th June 2019, acting unanimously , the United Nations Security Council adopted its first-ever resolution calling upon Member States and parties to armed conflict to protect persons with disabilities in conflict situations and to ensure they have access to justice, basic services and unimpeded humanitarian assistance.

This groundbreaking text on protection of persons with disabilities came just one month prior to the time when the local deaf community was reeling from the senseless and unfair killing of one of their members in a public place.

The Security Council is encouraging Member States (including Barbados) to ensure that persons with disabilities enjoy equal access to basic services, including education, health care, transportation and information and communications technology (ICT)

It is imperative that we adopt a vigorous approach to ensure that government work alongside the BCD to create, amend and implement policies that will address the Articles of the UN Convention on the Rights of Persons with Disabilities.

3.3 **Disability Parking Permits**



The Official distribution and administration by the Council of the Barbados Licensing Authority Disability Permits began in August 2019.

A long list of Applicants who were waiting for quite some time were addressed first. A Parking ID Assistant had to be contracted for the first six months to ensure that the distribution was dealt with in a timely manner. However, since the occurrence of the Covid 19 pandemic, this service was halted and eventually restarted in June 2020 after several environmental changes were put in place. To date we have over 1050 persons with valid ID's in Barbados.



- 3.4 International Day for Persons with Disabilities 2019 (IDPWD)

The theme chosen by the UN for the December 3rd IDPWD 2019 was ***“Promoting the participation of persons with disabilities and their leadership: taking action on the 2030 Development Agenda***

As we approached the year 2020, we were reminded that there are ten years remaining in which we should realise the 2030 Development Agenda: The Sustainable Development Goals. At its core, the SDGs supports that the social, economic and environmental factors of our societies are intertwined and without these three pillars working in tandem, the SDGs would not be realised.

To commemorate this international day of recognition of persons with disabilities the Barbados Council for the Disabled partnered with the United Nations Development Programme to host a **“Workshop on the SDGs and Persons with Disabilities”**.

The all-day Workshop held at the United Nations House, Marine Gardens, Christ Church included members of the Council’s Affiliates, Directors and staff as well as representatives from the Ministry of Peoples Empowerment and Elder Affairs and the National Disabilities Unit.

Attendees had their voices heard on the Development Agenda which called for more participation of persons with disabilities and their leadership.



-3.5 UNITED NATIONS POPULATION FUND (UNFPA)

The Council entered into a Memorandum of Understanding (MOU) this year with UNFPA to provide a framework of cooperation and facilitate collaboration between the parties in areas of advocacy, policies and programmes to improve access to sexual and reproductive health and rights information and services for persons with disabilities; among other areas.

The current collaboration is in response to the development of a document in the context of the Covid19 pandemic which UNFPA has committed to produce and disseminate, messages aiming to prevent the secondary impact of the outbreak with

the objective to minimize the human consequences of the outbreak to vulnerable groups.

Our first UNFPA/BCD project is currently being led by our Admin Project Officer Rose Ann Foster Vaughan and is in its final phase. Having contracted the services of Curtis Padmore of Simplified Apps, adaptations of the messages targeting persons with disabilities is being developed and disseminated throughout the Caribbean.

These messages are being formatted in animation, posters and pamphlets. They will be adapted to local context and distributed through local media and traditional social media channels.

3.6 ASPIRE SUPPORT

Having graduated with a Certificate in Excellence in Finance & Accounting and Business Planning & Strategy, the Council is focused on completing the other Pillars which are Governance and Legal Compliance, HR & Fundraising and Branding & Communications.

As a graduate of the 2017-2018 Cohorts, ASPIRE will continue to support our goals albeit in a less formal role. After encountering several unscheduled bumps along the road, the current ASPIRE HR Pillar leader is guiding the process to a place where the performance of the Council's administrators will result in better customer service and increased shareholder value.

Guided by ASPIRE's Fabianna Alexander, the BCD has been working steadily over the past 3 years on building its capacity in order to realise its vision; a vision that sees its members united in paving the way towards a transformative society.



4. HOW ABOUT OUR SUCCESSFUL PROJECTS...?

- 4.1 PARKING PERMITS

Since the Disability Parking legislation was enforced in 2017, the Council worked with the Ministry of Transport and Works to ensure an efficient expedition of hundreds of clients who had applied for the Parking ID's. To date, over one thousand and twenty persons in Barbados are currently holders of these legal Permits.

While these permits allow easier access to parking facilities offered by the public and private sector there is still a way to go in monitoring and enforcement of the Parking Spaces. Persons are still parking illegally in these spaces that offer a level of independence that persons with disabilities have been advocating for so long.

- 4.2 DISABILITY SENSITIVITY TRAINING (DST)

A major part of our mandate is to create an enabling environment. To be able to do that attitudinal change is important. Negative attitudes and prejudice justify *discrimination* which is the 'act of treating equal individuals inequitably'. In addressing this inequity, the Council continues to deliver Disability Sensitivity Training to numerous service providers across Barbados.

Over the past two years a great deal of emphasis have been placed in training service providers who work in the tourism and hospitality environment through a partnership with the National Host Tourism Program which is a product of the Barbados Tourism Marketing Inc. (BTMI).

This Training has achieved a high degree of success within the Council's flagship programme Fully Accessible Barbados (FAB). It has certainly developed over the years and with the recent changes that occurred due to the pandemic, we are actively examining ways with BTMI in which the training can be offered on a remote platform; even though the strength of the program is anchored in an interactive format.

-  **4.3 Wheelchair Clinics**

Following the successful completion of the Council's first Wheelchair Distribution Project through the kind partnership and support of **The Church of Jesus Christ of Latter-Day Saints**, we were once again offered a second assignment of assistive devices.

The consignment arrived on the island in May 2019 and in July it was cleared following the waiver of duties and value added tax by the Ministry of Finance. The Council greatly appreciated the urgency which the Ministry of Finance paid to this shipment. We were then able to host the Launch of Phase 2 of our Wheelchair Clinics in September 2019.

It is very important to note that the donation of the wheelchairs etc did not come without the required training of the local Wheelchair Assessors and Technicians. The LDS Charities provided three credentialed physical and occupational therapist from the USA to train our local assessors for one week. This aspect certainly makes a difference as our wheelchairs are not given to persons unless they have been verbally and physically assessed.

Understandably the distribution had to be halted when the Country suffered from a national shut down. However from June 2020 we restarted with strict health protocols in place.

There is no doubt that **The Church of Jesus Christ of Latter-Day Saints** truly believe that *“charity is the ultimate perfection of the human spirit, because it is said to both glorify and reflect the nature of God”*. They epitomise what charity is all about.

-  **4.4 More Than Words (Autism Caregiver Program)**

MORE THAN WORDS © - MTW® the Autism Caregiver program developed by The Hanen Centre, in Toronto, Canada for young children with Autism Spectrum Disorder is currently in its eleventh year. Ms. Sue McMillan, our Speech-Language Pathologist delivers the program in Barbados with much success.

The 2019-2020 program commenced in October 2019 with assessments of new families, including one family with twins. The original program schedule was to proceed with a total of 7 modules between October 2019-May 2020. Unfortunately, the Covid-19 global pandemic interrupted MTW and the program was put on hold following the completion of the 5th module in March 2020. The remaining two modules will be provided to participant families, but a revised schedule has not yet been confirmed.

During the pause of the face-to-face program as a result of the travel restrictions, Ms McMillan, continued to support families in the Barbados Autism community through delivery of 15 hours of On Line program review sessions for current and past participants of the program as well as interested members of the Autism community. Sessions were delivered twice weekly on Facebook Live via the Autism Empowerment Barbados Facebook Group.

These sessions provided families a much needed opportunity to review MTW Program components from the first 5 modules, pose questions to Ms. McMillan and request feedback on their ideas for working with their child at home during the isolation period.

MTW Additional Program Activities:

A Family/Child Play Day was held at Art Splash Play Park in October 2020. All previous MTW program participants were invited to attend this event free of cost. Approximately 40 persons attended a day that included various activities including a painting station, ball and parachute games and active play on the play park. Light refreshments were also served.

This event provided families the opportunity to reconnect with one another as well as to meet other families who had participated in MTW in other years. The response was positive with families requesting that this be an annual event.



- Neuropsychology Services for All

Since its introduction in 2016, the aim of the Neuropsychological Services for All (NSA) program remains the same; to provide neuropsychological services to children whose families are of limited financial means.

This year to date, the program has conducted evaluations on 12 children. There are 3 children awaiting evaluations who were approved for the 2019/ 2020 cycle. These children were originally scheduled for assessments in March and April, but were cancelled due to the COVID 19 shutdown. They will now receive their evaluation in August.

COVID-19 has caused some disruption in our ability to conduct neuropsychological evaluations.

There are approximately 5 children who are on the NSA waiting list for 2021 and it is an almost certainty that by 2021, the number of children on the waiting list will have increased markedly.

Dr. Nicholls have since attended online meetings regarding online testing. Thus, in the event of another shutdown, we will be able to deliver care to children who are good candidates for online evaluations.

4.6 Project Survey for the Shelter retrofit of the George Lamming Primary School

Some years ago the Disaster Emergency Management invited the Council to collaborate with them on the retrofitting of the George Lamming School to a Category 1 Emergency Shelter. Having, had some delays, the project had to be revised.

However the Council's role was to acquire and compile data of potential persons with disabilities that would access the GLS Shelter.

A person with a disability was contracted to this Project Survey task and efficiently completed in one month. A report on the project will be submitted.



4.7 Fully Accessible Barbados – Business Planning

Accessibility promotes infinite possibilities. Access is the means of approaching, entering, exiting, communicating with, or making use of. Ability is being able to do something or accomplish something. **Therefore Access equals Ability.**

Its unfortunate that in spite of laws we still have engineers and designers who still have difficulty understanding what this really means.

When we speak of Universal Design, it involves making things accessible to ALL people whether they have a disability or not.

The Council's Fully Accessible Barbados (FAB) Program was designed to encourage access for persons with disabilities knowing full well that it is also a concept that factors in universal access. However, FAB has definitely begun to create an impact as is visible in the changing infrastructure and technology.

Having completed the FAB Business Plan, the Council was eager to begin implementation but unfortunately had no choice but to focus on restructuring its current operating system that would encourage the success and growth of FAB.

We are confident that along with the current and emerging interests of governmental agencies and other private sector partners FAB will impact the lives of many Barbadians and visitors with disabilities by offering an accessible environment that ALL human beings have a right to enjoy.

4.8 Livity Project

Following a successful start to its activities which began in Barbados and followed by continued success in St. Lucia, the Livity Project was unfortunately placed on pause due to a number of factors beyond the Council and its implementing partners control.

However, the main implementing Partners, the Institute for Gender and Development Studies: Nita Barrow Unit (IGDS:NBU) hosted a Webinar on June 11th 2020 during the

Covid19 lockdown period in Barbados entitled: Caribbean Livity & COVID-19: Imagining Just Futures.

The objective of the participating panel which included Rose Ann Foster Vaughan was to learn from the experiences of persons with disabilities, the elderly, women, young people, transgender, lesbian, gay, bisexual Caribbean communities on:experiences during COVID-19 containment measures such as lockdown, curfew etc.

The discussions which included participants from the Eastern Caribbean offered insight into how persons were able to give and receive care, acts of solidarity as well as the social and economic fallout from COVID-19. Attention was also paid to the role of community and civil society organisations in leading the way forward and what is the role of the LIVITY project in this "new normal".



5. IT'S IMPORTANT TO KNOW WHAT KEEPS OUR WHEELS TURNING

5.1 Our Partners!

Local and Regional Partners!

Providing the opportunities to participate in local developmental processes would be futile if consultations with the relevant stakeholders are not met.

The Council has been fortunate to have had over the years leaders and committed volunteers who developed relationships with public, private and international bodies that are committed to creating a society that is inclusive and participatory. The following are some of those entities who we partner with on a consultative and collaborative basis.



National Disabilities Unit (NDU)

The Council has maintained a close relationship with the NDU since its establishment and continues to work in partnership under the guidance of its Director Wayne Nurse who also sits on the Council's Board. There were numerous exciting and collaborative projects and activities being planned prior to the Covid19 disruption and this has now forced a review towards the new norm of developing future initiatives. Together we will achieve success on behalf of persons with disabilities.



Business Labour and Civil Society Advisory Council (BLAC).

Even before the Covid19 pandemic, Rose Ann Foster Vaughan, the BCD Representative has been remotely attending the BLAC meetings. This remote meeting format in many ways reinforces our view of ensuring full participation of persons with disabilities who have the credentials to offer valuable input in policy direction.

Headed by H.E Mr. David Comissiong, Ambassador to CARICOM the Advisory Council was represented at the Annual CARICOM Heads of Government Conference held in St. Lucia in July 2019. The Members of the Committee was invited to peruse the report and to consult on its contents – particularly the revised timeline for the implementation of the CSME.

In addition, the Ambassador informed that the February 2020 CARICOM Inter-Sessional Heads of Government Conference will be held in Barbados, and that members of the BLAC may wish to look forward proactively to this Conference and to consider what items they may wish to see on the Agenda.

After attending the preparatory meeting in October, our representative reported on discussions that was started with the Ambassador regarding issues relating to persons with disabilities and his engaging the Ministry of People Empowerment and Elder Affairs.

The Ambassador suggested the Council who is the representative and the voice for persons with disabilities identify one major discussion to be placed on the agenda, the ongoing concern that the voice of the Special Rapporteur for Persons with Disabilities was not being heard.

It was recommended by the Ambassador that we engage the attention of the CARICOM Secretary General to have an invitation issued to Special Rapporteur for persons with disabilities to be afforded a presence at Inter-Sectional meeting in February 2020.



Disaster Emergency Department -Technical Standing Committee on Coastal Hazards.

The Council's representative on this committee, Rudyard Welch attends the meetings. The committee is currently planning activities.



- **Ministry of Tourism**

Dr. Kerry Hall, Director of Tourism Development in the Ministry of Tourism and International Transport, met with the Council at our invitation in February to discuss the possibilities of the Ministry partnering with Fully Accessible Barbados (FAB) in hosting either a FAB Gala or being included in the Ministry's upcoming Awards celebration in September.

The team which included Dr. Alyson Leacock felt that at this period when the Council was undergoing some structural adjustments to the Program, we should seriously consider having FAB be a part of the Tourism Awards. Dr. Hall liked the idea and after discussing it with the Ministry' Team reported that the Ministry would welcome the FAB Team working with the Ministry of Tourism..

However due to the current changes within the Ministry post Covid, the focus is on Tourism recovery and it is understandable that there will be some transformation of the tourism products. The Council is already taking part in the preparation of its Disability Sensitivity Training through the **National Tourism Host Program (NTHP)** to offer this training remotely as part of the national initiative for recovery.



Ministry of Health & Wellness – Patient Empowerment Committee (QEH).

This committee has not been active recently and as such we have little to report. Ms. Roslyn Hurley was appointed to represent the Council on this committee after Mrs. Holder Small stepped down.



Ministry of Labour, National Committee on Wellness in the Workplace.

In May 2019, Barbados's Cabinet established a National Wellness Policy in the Workplace. The President of the BCD was invited to represent the Council. The policy seeks primarily to enhance national awareness on the value of wellness as an indicator and driver of productivity and development.

Additionally, it seeks to foster the necessary conditions for the development of healthy workplace environments, comprehensive and well-guided organizational wellness policies, programmes and cultures.

The Council has the opportunity through participation to engage in strategic planning and management processes of the key policy strategies and initiatives emanating out of the policy. This augurs well for the realization of the Council's objectives of addressing the needs of its members.



Ministry of Labour, Social, Security and Human Resource Development - Social Justice Committee.

The World Day for Social Justice was celebrated on February 20, 2020. The theme for this year was "Closing the Inequalities Gap to Achieve Social Justice". The Ministry of Labour and Social Partnership Relations invited the Council to record a statement via GIS on the role of the organisation in fostering Social Justice.

Our representative Sean Cooke did an interview and reported the following: *"The Barbados Council has consistently been working with governmental and private agencies to address the inadequacies in many of the systems that govern our society. Over the years the Council along with its member organisations have developed several projects and programs that is intended to create opportunities for persons with disabilities to live independently and participate fully in all aspects of life.*

To undertake this monumental task the Council have had to spend a considerable amount of its resources in Awareness Raising.

This has been a crucial element of the Council's advocacy programs because in order to change the environment we have had to combat stereotypes prejudices and harmful practices relating to Persons with disabilities."



Monitoring Committee on the Rights of the Child (CRC)

Since the appointment of the Council's representative Miss Emily Lynch as its Representative to the National Committee for Monitoring the Rights of the Child she has never missed a meeting and continues to share the Council's views on the 4

Guiding Principles of the CRC as it relates to nondiscrimination and the best interest of children with disabilities.

The CRC is currently in the process of preparing for the presentation of Barbados' Consolidated Report to the United Nations Committee for the Rights of the Child, in 2022. It was recommended that preparations should commence in 2021, providing adequate time for data collection and other necessary information to be garnered. Sub-committees will be created, with certain tasks assigned.



Monitoring Committee on the UN Convention on Rights of Persons with Disabilities

Since reestablishing the Committee on the Monitoring the Rights of Persons with Disabilities (CMRPD), the Chairman, Ms. Felicia Inniss has spent some time getting the new committee apprised of its roles and responsibilities.

With some former members including Kerryann Ifill, Roslyn Hurley and Roseanna Tudor from the Council returning, an attempt has been made to seek the support once again of the UN Resident Human Rights Coordinator to assist in guiding the Committee on the guidelines on preparing and submitting the UNCRPD Barbados Report. With its first report due since 2015, we are long overdue.

The last committee had done some groundwork and therefore has shared this with the Chair who is eager to progress our work to be able to finally submit a report.

It is hoped that under the current circumstances the Committee will be able to reconvene via remote Conferencing.



The Advisory Committee of the Albert Cecil Graham Centre (ACGC)

The BCD continues to have representation on the ACGC. In June 2019 we appointed Gillian Cadogan of the Autism Association of Barbados to this Ministry of Health and Wellness Committee.

The focus of the Advisory Committee is to advise the Minister on the Educational and vocational programs required for children attending the Centre.



The **Barbados Family Planning Association** – This Association is represented by Rose Ann Foster Vaughan. One of its recent activities on May 30th, which occurred during the Covid19 disruption was a Webinar that offered our representative an opportunity to be a panelist on the topic of Menstrual Health which does affect all categories of women.



Vulnerable Persons Committee – Director Patricia Padmore Blackman represents the Council on this Committee. She reported among other issues dealt with by the Committee was to determine the real numbers of persons who are deemed vulnerable. Members were assigned to physically go out into the communities to collect real data. This has been an ongoing challenge and the information is critical to developing emergency plans.

Emergency Shelters that provided some level of bathroom access were further compromised as many of the schools use these bathrooms for storage.



UNITED NATIONS

Several conferences usually hosted by the UN have had to be either cancelled or rescheduled and hosted remotely due to the obvious worldwide Covid crisis. However, Disabled People International must be highly commended for taking a lead role in informing many of its members of numerous Web conferences, workshops, meetings etc that developed over the past months.

Proof that persons with disabilities can play an active role in all aspects of society...as was evident when our physically mobile counterparts were forcibly made to adapt to working remotely. This presented justification for our ongoing call for equitable opportunities to be made available to persons with disabilities and ensure their meaningful contribution to society and family. Everyone became “physically challenged”



The Maria Holder Memorial Trust (TMHMT)

The steadfast commitment of the Maria Holder Memorial Trust over the past 12 years in advancing the work of the Council cannot be taken lightly.

The impact created because of TMHMT has considerably changed the lives of thousands of persons with disabilities and their families in Barbados. Two major areas that have been impacted are through the provision of accessible transportation and through the More Than Words program administered to families living with children on the autism spectrum.



An exciting and groundbreaking project conceptualized by Audiovisability (UK) Decibels (UK), Specialkidz International and Peter Boos Family Foundation to raise awareness and understanding of deafness, giving deaf Barbadians a ‘voice’ through music and visual arts and to initiate and sustain deaf and hearing relationships by involving local businesses, artists, musicians, educators and social care teams.

One of the major supporters who have joined the Barbados Council for the Disabled is The Maria Holder Memorial Trust. The project which was being planned since 2018 was set to begin in March 2020 but had to come to a screeching halt due to Covid19. However, with such an innovative and amazing cast of deaf talent set to land on our shores, there was no way the Team would not reschedule and find a way to make CALYPSO happen.

Barring any further natural or unnatural occurrences, Calypso is reset for March 2020 and it will be music to the ears of the deaf.



Canadian Women's Club (CWC)

With the ongoing support of the Canadian Women's Club of Barbados, the Council has been able to offer accessible transportation to children with disabilities.

For over sixteen (16) years the BCD has been providing accessible transport to children with disabilities. One vehicle is permanently assigned to schools and is always operating at its capacity. As soon as a child goes off, the space is filled and there is always a waiting list. This vehicle transports to and from four (4) schools and collects children from four parishes as far as St. Philip and St. Thomas.



- **The Church of Jesus Christ of the Latter-Day Saints (JCLDS) Charities- Mobility Clinics**

Hundreds of persons in Barbados can enjoy a level of independence bility having acquired either a wheelchair, walker, crutch, or cane from the successful partnership between the JCLDS Charity and the Council Mobility Clinics.

These clinics have since 2016 been providing mobility equipment free of cost to persons who could not normally afford to purchase.

COVID19 Food Support –

Not only have the JCLDS been supporting Barbadians with mobility equipment, but also technology and most recently critical food packages during the recent lockdown from the Covid pandemic. Over 150 vulnerable persons have benefitted from food packages loaded with a wide variety of food products.

- **BARBADOS LIGHT & POWER COMPANY (BL&P)**

Through the efforts of Joseph Murrell, an employee of BL&P and the BL&P Social Committee the Council's members benefitted from several food packages during the Covid lockdown.



- **SOCIAL AND PRINT MEDIA**

Even though the print media is experiencing some changing times because of the speedy growth of social and electronic media, our print partners have wasted no time in getting in on the online action. All or most of the news stories are carried either

online or in the print and reportedly is actually reaching a greater readership than before.

The Council continues to enjoy a good relationship with all the Media entities. They have been one of our greatest allies as agents of change in creating awareness of the issues affecting persons with disabilities.

www.barbadosdisabled.org.bb and www.fullyaccessiblebarbados.com continues to be two of our main social media platforms. The Council's Website is a source for all of the local disability issues and information. Creative Cycle continues to Administer this site. The Fully Accessible Barbados site focuses more on local and international accessibility issues.

The Council is currently in the process of having its FAB site linked with Visit Barbados through the Barbados Tourism Productivity Inc. (BTMI) in an effort to capture the wider and growing market of persons seeking accessible destinations.

The Ministry of Tourism has supported the administration of the Fully Accessible Barbados Site for the past 4 years.

- **FACE BOOK PAGES – BCD / FAB / Sexual Reproductive Health Window/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.



6. WHY WE USE OUR PASSION TO MAKE AN IMPACT

Driven to fulfill the needs of its members, over the years the Council has done what it felt was necessary to create varying levels of impact based on its own assessments.



Recognizing that pushing for more data while navigating the choices and challenges faced, is just as important as building monitoring and evaluation systems that fit its own needs; the Council is somewhat faced with “The Goldilocks Challenge”.

It continues to pursue the ‘right fit’ while at the same time it must assure its funding partners that data collection is just as necessary as the impact assessment that they require.

However, the encouragement the Council receives from seeing and hearing of its members success stories as they grapple with the constant changes in the environment, is the impetus needed to fulfill its goals. This year the pandemic has robbed us like many others of time that was planned for furthering our goals; despite this, we have persevered, and some remarkable opportunities are being revealed.



-ANNIVERSARY CHRISTMAS DINNER 2019

A much-anticipated annual event, the Council’s Christmas Dinner was held this year at the Accra Beach Hotel and Spa on 21st December 2019.

The event saw an array of amazing men and women who had the Hotel ‘LIT’. The fashionable attendees could very well fit into a Grammy Awards Ceremony. The delicious cuisine prepared by the Accra Hotel was only second to the amazing Pop Up talent of the Council’s members who, led by its President Kerryann Ifill had the guests

singing and swaying. Many of the Council's 'friends' also took the time to celebrate and enjoy the festive season with members.



'A RED AND WHITE AFFAIR'

The entire surroundings of Harambee House at the Garrison was "LIT" on February 15th 2020. Everything was glowing RED. The Social & Recreational Committee led by Maria Holder Small and her Team ensured that LOVE was emanating from everyone.

Several Vendors provided a constant supply of food and drinks. Topping the night off was a Pop-Up modelling show that encouraged persons in the audience to 'show off' their red and white attire which gained most of them special prizes. The event was highly successful and will surely be on the Council's annual calendar of events.

These two activities were the only physical events the Council was able to host for our members prior to Covid19 robbing us of many more that was planned for the rest of the year.

However, technology has provided some of our members with opportunities to ZOOM into almost any activity that was being offered online. This was some of the benefits of the Covid pandemic; and what an eyeopener it was for many. This proves that persons with disabilities can PARTICIPATE in almost every aspect of society.

- OTHER BCD SERVICES

In addition to Administrative support and guidance, 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 continued to offer therapeutic exercises to approximately 12 persons until it had to be halted due to Covid19. The sessions were offered twice weekly and take the form of exercises, counselling and discussions. Our Physiotherapist Nicola Yarde is hoping that when it is restarted that more of the activities can be done in the open, utilizing the outdoors of Harambee and the Boardwalk.

TRANSPORTATION

i. BCD Accessible Transportation

The BCD 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 17 years. The other bus services members and individuals who require accessible transport.

We were heartened when some of our members were invited to a consultation with a number of stake holders at the LESC to discuss the new electric buses. Members made very clear points of the challenges that are faced by persons with disabilities in accessing transportation. They pointed out features that the Transport Authority need to address, especially the quietness of the buses which would be of concern to the blind.

Following the importation, the BCD was invited by the Transport Board to submit details of the issues and any recommendations we may have in addressing the features doe the blind and the deaf.



1. MAINTAINING FINANCIAL STABILITY

We are reminded of the one thing that is constant in life and that is change. As we ponder the changes that have recently impacted the Council, its members, and persons with disabilities because of the Covid19 pandemic, we are mindful that prudent management has always been the hallmark of the Council. However, it is necessary that our systems must adapt to the changing environment which requires the Council to apply a new business model.

The development of social business models is springing up across the globe to address development issues and the traditional models are becoming a thing of the past. The question the BCD faces now is “Will what got us here, get us there?” The “Why” for change is clear but what is still unclear is the “what” the change could be or “how” to embark upon the change.

In the meantime, the Council will maintain its financial stability within its current monitoring systems.

As we report on the financial year **2019-2020**, the Council is fortunate to benefit from a government subvention and repeated funding from private sector for some of our programs.

The total **Revenue** reported as prepared by our Auditors M.P Ashby &Co. Ltd. at the end of the year **2019-2020** was **\$518,547**. The total **Expenses** for the period was **\$535,369**. This resulted in a deficit for the year of **(\$16,822)**.

As of 31st March 2020, the Statement of the BCD Financial position is as follows:

ASSETTS	2020	2019
Cash at bank and in hand	- 181,518	170,510
Accounts receivable	129,233	113,177
Prepayments	6,325	5,005
Property, plant and equipment	<u>29,320</u>	<u>30,719</u>
	346,396	319,411

Liabilities

Accounts Payable and accrued liabilities	7,640	11,566
Deferred revenue	<u>83,650</u>	<u>7,500</u>
	<u>91,290</u>	<u>19,066</u>

Financed by:

General fund	981,923	998,745
Bus fund	<u>(726,817)</u>	<u>(698,400)</u>
	<u>255,106</u>	<u>300,345</u>
Total liabilities and equity	346,396	319,411

In maintaining our financial stability and programs, **\$362,318** our annual subvention for that period from the Government, was allocated to the Council's Administration

1. SPECIAL PROJECTS

The Council's Special projects accounts form a large part of its income after the government's subvention. This period accounted for a total of **\$108,522**. This is represented mostly by the following reoccurring programs.

- The **Neuropsychological Services for All (NSA):** Pilot Project – Income of **\$20,080** received at end of March 2020. Expenses for the period - **\$16,720**.
- **More than Words** – Income - **\$56,711** Expenses – **\$64,804**. This project can have a recurring imbalance since the program does not run concurrent with the BCD financial year.
- **Disability Sensitivity Training (DST)**. The Income received from Clients represents \$4,600 which equals the Expenses as this entry facilitates payments made to the DST Facilitators.
- **Calypso Project** – This project designed for the deaf has been extremely successful in garnering private sector support mainly through the efforts of Mr. Peter Boos who is one of the main Steering Committee Members. A total of \$ 76,150 received within this financial year has been deferred to the following year when the rescheduled Project is expected to be implemented. In addition, \$2,400 received was spent on Visa applications for the US and UK participants.

-
- **Latter-Day Saints Charities Wheelchair Project** – A second consignment of wheelchairs and Mobility devices supplied by the Jesus Christ of The Latter-Day Saints was received by the Council in July 2019. The Charity also contributed a total of **\$6,090.00** which represents **\$3,802.00** towards the Training of the local Wheelchair Assessors and **\$2,287.00** towards brokerage fees. The Ministry of Finance had kindly waived the Duties and Taxes.

Expenses incurred for the Handling, Broker, Demurrage, and catering to the Training Workshop amounted to \$10,919.64. The Council's contribution to the project expenses totaled \$4,829.

- **Disability Parking Permits** – Since the official processing and distribution by the BCD of the Barbados Licensing Authority Parking ID's from September 2019 to March 2020, the Income received for the seven-month period was \$15,840. The only administrative expense was for the Temporary Parking ID Assistant.

2. HARAMBEE HOUSE OPERATIONS

The following accounts represents the Council's Administration budgets.

- **Harambee Administration & Services**

The **annual utilities** represent the electricity and telephones. Electricity amounted to **\$14,421.00**. The telephone includes fixed lines and cellular totaled \$15,591.00. A new line was added for the Parking ID Room. The Building and contents as well as public liability is reported at \$1,965.00.

- Harambee Management represents **\$37,570.00**.
- Meetings and seminars reported a total of **\$22,895.00**, of which the Annual General Meeting incurred **\$10,074.00**, Interpreters were **\$3,206.00** and refreshments **\$9,614.00**.
- Our only **supporting income** comes from services provided – Beach wheelchair Rentals (6,035.00), wheelchair Repairs and Loans (735.00).
- **Salaries, Wages & NIS** - The total amount of \$250,592 consists of NIS (24,373.00), Relief Driver (2,415.00), Temporary Staff (5,940.00), BCD Staff (205,934.00) and Pension Scheme (11,898.00).

3. Education & Training

The Workshop held to commemorate the UN Day for Persons with Disabilities at UN House was at a cost of \$2,967.00.

- Public Relations, Sensitization Training, Publications & Promotions and Parking ID reports expenses at \$19,011.00
- Membership Dues - The Council annual fees for membership of Disabled Peoples International (DPI) was \$201.00.

4. Organizational Development

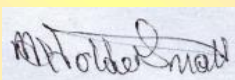
- Support towards the Council's social activities as well as our members individual activities amounted to **\$18,143.00**. The Council's Annual Christmas Party represents \$13,788.00 while other social activities including the Red & White Affair totaled \$4,009.28. Members requests for support was \$6,692.00.

5. Transportation

- The Council's two buses, the Ford and Maxus recorded a negligible income of \$11,830.00. This is mainly from within its membership.
- Operating costs for the Ford was 28,740.63 while the LDV was \$16,867.00. These costs include Maintenance, Fuel, Licence and Insurance.

As we venture into uncharted waters, the Council remains committed to the challenge of maintaining its high and efficient financial management while continuing to pursue its responsibilities to the members.

Thank you



Maria Holder Small
Treasurer

DIRECTORS AND STAFF

President

Kerryann Ifill SCM MBA BSc (Hons.)

Rev. Dr. Joseph Tudor

Vice President

Antoinette Chandler

Secretary

Maria Holder Small

Treasurer

Christopher Gilkes

PRO

Patricia Padmore-Blackman	-	Director
Sean Cooke	-	Director
Sandra White Belgrave	-	Director
Innocent Norbert	-	Director
Gillian Cadogan	-	Director
Carolyn Layne	-	Director
Miranda Blackman	-	Coopted Member
Norman Barrow	-	Rep. Barbados Chamber of Commerce & Industry Representative
Estaletta Taitt	-	Rep. Ministry of Health
Dr. Janice Gibbs	-	Rep. Ministry of Education

ADMINISTRATIVE TEAM

Roseanna Tudor - Operations Manager

Emily Lynch – Administrative Officer

Rose Ann Foster Vaughan – Admin Project Officer

Gaylene Mohammed – Finance Officer

Randy Mathurin - Cleaner

Rupert Holder - Driver

Jemmerson Als – Driver

Cheryl Brewster – Bus Attendant

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)**
c/o Barbados Council for the Disabled
Harambee House, Garrison, 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**
Arbor House
#23 James Street, Bridgetown
 - 9. Multiple Sclerosis Society of Barbados Inc.**
Barbados Council for the Disabled
Harambee House
The Garrison, St. Michael.
 - 10. Paralympics Association of Barbados (PAB)**
Barbados Council for the Disabled
St. Michael
 - 11. Barbados Cheshire Homes Association**
The Thelma Vaughan Home
Glebe Land, St. George
 - 12. Barbados Horizon Deaf Charity**
Harambee House
The Garrison, St. Michael
 - 13. Myasthenia Gravis Association of Barbados (MGAB)**
Barbados Council for the Disabled
Harambee House
 - 14. The Autism Association of Barbados (AAB)**
Barbados Council for the Disabled
Harambee House
 - 15. The Barbados Association Supported Employment (BASE)**
Greenwich Chapel
Greenwich, St. James
 - 16. Bajan Stars Dyslexic Support**
C/o Mr. Sylvester Clarke
Cave Land
St. Philip BB18085

17. Barbados Association for Children with Brain Injury

c/o No. 23 Retreat Terrace

Black Rock

St. Michael

ASSOCIATE MEMBERS

1. **Sunshine Early Stimulation Centre**
Parry Gap
Roebuck Street, Bridgetown
2. **Christian Learning Clinic**
Kew Road
Bank Hall, St. Michael
3. **Wheelchair Foundation of Barbados**
c/o Mr. Lionel Weekes
85 Cherry Drive
Oxnards, St. James

