

2021 ANNUAL REPORT

E-ANNUAL REPORT



"JOURNEYING TOWARD FULL INCLUSION"

JUNE 2021**E-ANNUAL REPORT**

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

- 1. MESSAGE FROM THE PRESIDENT**
- 2. JOURNEYING THROUGH A GLOBAL PANDEMIC**
- 3. SOME CRITICAL HIGHLIGHTS FOR THE YEAR ...**
- 4. PARTNERS ON THE JOURNEY**
- 5. THE REASON**
- 6. MAINTAINING FINANCIAL STABILITY**

1. MESSAGE FROM THE PRESIDENT

On the occasion of our Annual General Meeting in July of 2020, we had recently been brought to the realisation that our world as we knew it was completely transformed. As we approach the culmination of an even more difficult period in the life of the Barbados Council for the Disabled and its affiliates, it must be acknowledged as a time of opportunity as well as adversity.

This period has opened up the Council to new chances to serve our members and indeed the wider community of Barbadians with disabilities. We have found and pursued new connections which have afforded us to remain viable despite the difficult and uncertain times in which we now exist. We have been able to provide almost weekly food support to numerous families and to assist in achieving some level of consistency.

And yet, while we continue to grapple with the fallout from the pandemic and its attendant issues, we were confronted with the ravages of the volcanic eruptions in our neighbouring country of St. Vincent and the Grenadines. Through the support of many and with the partnership of our Special Envoy, we were able render assistance to brothers and sisters living there while facilitating our locals impacted by the ash to clean up.

As evidenced by contents of our report, we achieved several accomplishments

Alongside these achievements and the many others outlined in the report, the Council has many difficulties to overcome as detailed in this document. The role of the Board remains one to guide our organization and its members. As we approach another biennial election, the incoming board must address many of the following issues which still confront us.

- Developing a succession plan for the leadership within the community of persons with disabilities
- The finalizing of a revised constitution
- The completion of our strategic plan

- The expansion of our current services
- Our continued advocacy on behalf of persons with disabilities
- The strengthening of our networks

BCD continues to be committed to the furtherance of the integration of all persons living with disabilities. As we journey towards inclusion, the council, its board, staff, affiliates, and partners must continue to champion the rights and raise awareness while loudly trumpeting and highlighting the many positive and meaningful contributions we make to our community.



Kerryann Ifill
PRESIDENT



2. JOURNEYING THROUGH A GLOBAL PANDEMIC...

When you read this 20 years from now you would have learnt how our world fundamentally changed from 2020. Almost every household, community, organization, sector, and nation are reeling from the pandemic's impact on health, the economy and society. The NGO development sector is itself rapidly facing a critical threat from this pandemic, due to funding constraints which risk forcing many to downsize and lay off staff at the precise moment when our work has become vitally important.

Our programmes pivoted rapidly to respond to different and additional needs, while coping with restrictions on travel, lockdown requirements and health concerns. This required a huge amount of flexibility, as the parameters and cost structures of our work shift, with the duration of these shifts entirely unknown. The implications of this for cash flow has been and still is critical and time sensitive.

There have been repeated recommendations over the years of establishing a Liquidity Fund for the Council. Now more than ever there is a need and opportunity for such a fund, which organisations such as the BCD can use to cover overheads in the short term, and potentially pay back over time once response funding starts to come in. This along with other risk management measures will have to be immediately addressed.



- OUR HUMAN RESOURCES

Leaders and others associated with the development of the NGO sector will confirm that there is a scarcity of well qualified persons, prepared to make the necessary sacrifices in respect of remuneration, for the sake of the cause. This category of persons has diminished rapidly over the past 15 years or so. Job opportunities for today's educated youth are more widespread and this has made a career in the NGO field less attractive to people in the age group from which the sector drew its strengths from in the 1970s and 1980s.

The days when the Barbados Council for the Disabled was solely driven by social activists are no longer. Through its recognized advocacy, the Council achieved some level of success of its vision of creating an environment for many of its members to be empowered. Through changing strategies, its mission to achieve what is its primary set goal has pursued a path that is still to be fulfilled, especially in its organizational restructuring.

There has been no shortfall of innovative initiatives produced by a passionate and committed staff who have often experienced frustration at the lack of commitment to reengineer its processes.

There is now a high demand for skilled employees to help the organization function at its best. The fact that the BCD has a current administrative team with collective experience spanning 60 years in disability issues speaks volumes of its successes.

ADMINISTRATION

The secretariat at Harambee House presently consists of **4 Administrative personnel, a General Cleaner, 2 drivers and 1 full time attendant for the school bus.** A **Part Time Physiotherapist** provides Group Therapy Sessions to members. All valuable assets of the Council.

Over the past two years the **elected** team leading the Council included 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 and a young entrepreneur.

TECHNICAL CHALLENGES

The Council was fortunate to have received much needed financial support for the upgrading of its Computer Systems from a physical server to the Cloud. This upgrade required new computer systems for all administrative staff to effectively perform their duties.

However, several unforeseen circumstances occurred throughout the year that affected the migration of the Council's thousands of files. Though it was during the Covid period, the reliability of the assigned Technician created numerous challenges for the BCD staff who was already adjusting to remote working schedules. Taking old systems home to work on created further setbacks.

In as much as the staff embraced the challenges of remote work, kudos must be given to their ready acceptance of finding unique ways of administering their customary support to the Councils projects and its members requirements.

All our Banking transactions have mostly been transferred to Online Services. This has proven to be most efficient to date.

This year provided some unimaginable obstacles that the staff can only now breathe a little sigh of relief having finally witnessed the completion of the IT challenges in June 2021, after another IT Technician was contracted.

-  **RELEVANT GOVERNANCE**

The fact that COVID disrupted and wreaked havoc with our lives and the work we do, may have taken a mental toll on some of the strongest backs within the Council. This does not negate the fact that efforts were made to engage the members on the two key areas of importance that governs the BCD, the restructuring of its By Laws and its Governance Structure.

While a Team that included some of the BCD Directors was set up to review the By Laws which is long overdue, the convening of meetings over the past year were disrupted for several reasons.

Reform must be a number one task for the new Board to deal with. Of equal importance is the legal requirements of Directors roles and responsibilities that bind the Council to perform its functions effectively. These Terms of References which were approved by the Board is now a legal document. There are no ifs about this direction only when.



3. CRITICAL HIGHLIGHTS FOR THE YEAR

A reminder.

“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.”

...Roseanna Tudor, Operations Manager

3.1 MONTH OF THE DISABLED

A key tool that helps to build the Council’s unique brand is the annual recognition of March, the **Month of the Disabled**.

Following one of our most memorable commemorative services in 2020, which was held at the Berean Bible Church in conjunction with the **National Disabilities Unit**, the service that followed in 2021 had to be better. It was not surprising that the Council chose the Theme” **Building Back Better for A More Inclusive and Resilient Barbados**”.

In 2021, unknown to us, everything that we and the rest of society accepted as normal in our lives was about to be changed. However, the irony of it all was the fact that the ‘normal’ for persons with disabilities had now become the ‘normal’ for other people in the world. A world where persons with disabilities can work in many positions and careers with the forced seclusion that most people experienced, using the required technology. This opportunity for further empowerment must be capitalized on to equalize the level of participation of persons with disabilities in society.

Church Service –

Though the use of technology prior to Covid was a major communicating medium for persons with disabilities, it soon became the most important method of communication for almost everyone. Our operating mode was radically transformed.

Along with the support of the National Disabilities Unit (NDU), the Council jumped right in and started to thread the uncharted waters with not only having its Commemorative Service held via Zoom but also embraced an interfaith Service.

Leading the charge as the Officiant was The Rev'd Canon Noel A. Burke. The Director of the National Disabilities Unit Mr. John Hollingsworth offered the Opening Prayer. A prayer that offered hope and unity. The gathering present via Zoom was extremely attentive as they captured the words of the President, Kerryann Ifill in her welcome remarks, the Readings by Steven Altman of the Jewish Community, Aakil Bhulia of the Muslim Community. A cultural performance was enthusiastically delivered in Mime by Heather Joyann Grazette Corbin.

Remarks shared by The Hon. Cynthia Forde, Minister of People Empowerment and Elder Affairs called on all parties to join and formulate policies and strategies to make the lives of PWDs a more comfortable experience. To do this she said, ***“there must be freedom from discrimination in all aspects of their lives; there must be the creation of equal opportunities in all spheres of endeavour and we must provide facilities that are accessible and adaptable to their needs.”***

Kes Amha Selassie Yaicob of the Ethiopian Orthodox Church, a long-standing friend of the Council whose “quiet delivery and message of hope, and resilience, were inspirational to all. The Blessing was shared by the VP Rev. Dr. Joseph O. Tudor.

There were more pluses than minuses in this event despite Covid. Our Service attracted the attendance of our CALYPSO Project partners in the UK who were full of praise and offered congratulations.

All the above either accompanied or enjoyed some of the most inspiring hymns that left the entire On-Line congregation encouraged and filled with hope for a future that seem to present so many uncertainties.

Devotions

Giving God Thanks and Praise is never difficult for the Council and its members. Once again, we were given the opportunity by **Caribbean Broadcasting Corporation** to deliver morning and evening prayers virtually on CBC. Many of our members volunteered to read inspiring verses or scripture.

Members articles & Social Media Tips

Some of the Councils Members contributed Articles in the Advocate and Nation Newspapers, sharing their individual issues which affect their members.

PRO Christopher Gilkes ensured that each day a new TIP on how to address issues affecting Persons with disabilities was posted on our Social Media Pages

Virtual Presentations for Primary Schools from March 22 – 26, 2021 inclusive of Disability Awareness Day (DAD)

This successful **Disability Awareness** activity formed part of the Months program to heighten awareness among our youth. Coordinated by Gaylene Mohammed, BCD Finance Officer, several schools reached out to have presentations done on specific days...once again using Zoom technology. This worked very well and augurs well for an expanded program within the primary schools in the future.

Some of the schools that participated were, Holy Innocents & Lawrence T Gay – Facilitated by Che Greenidge (The Deaf Heart Project), Good Shepherd Primary & St. Catherines Primary – Facilitated by Director Christopher Gilkes and Sign Language Interpreter Heather Gazette-Corbin, Elliott Belgrave Primary Facilitated by Alinda Brathwaite (NUSB), St. Matthews Primary – Facilitated by Adele Price (PAB), West Terrace Primary – Facilitated by Heather Gazette-Corbin (BASE) & Director Sean Cooke, and Gordon Walters Primary – Facilitated by Secretary Antoinette Chandler – (RESA).

VOB Brass Tacks on Special Education

One of the BCD Activities for the Month of the Disabled was the BRASS TACKS Program on Sunday 28th March. The Topic for discussion – SPECIAL EDUCATION IN THE CURRENT COVID ENVIRONMENT attracted an eager audience who have been anxious about their children’s wellbeing during the Covid pandemic and its aftereffects.

Arrangements were made for the first time for VOB to have the program on a Zoom Platform to facilitate the inclusion of persons who are deaf. This meant that an Interpreter was present along with the other 3 Panelists.

The panelists listed below shared **critical views and answered questions guided by Moderator Joy Ann Haigh:**

- 1. Dr. Cheryl Rock, Principal Derrick Smith Secondary and Vocational School**
- 2. Ms. Juanita Brathwaite Wharton -Snr Psychologist, from the Ministry of Education**
- 3. Gillian Cadogan, Special Ed. Teacher and Parent of Child with a Disability**
- 4. President of the BCD Kerryann Ifill SCM**

Supporting National Disabilities Unit (NDU) activities

The National Disabilities Unit also hosted several activities to recognize the Month of the Disabled.

Tips on interacting with PWDs were shown on CBC TV each night. These were arranged by the NDU in collaboration with Cooperators General Insurance.

The NDU also hosted an Art Project that was Coordinated by The Derrick Smith School & Vocational Centre.

On the 11 March, the NDU hosted an activity entitled “Get Hired” a Virtual Workshop. This Employability training was coordinated by the Youth Development Programme to help promote the employment opportunities for persons with disabilities.

3.2 DISABILITY PARKING PERMITS



One of the services offered by the BCD that needed to be restarted after Lockdowns as soon as possible, was the distribution of Disability Parking Permits.

Since the legislation of the Disability Parking IDs, the Council has issued over **1400** of these legal documents to the public in conjunction with the Licensing Authority. Several Health Protocols were implemented prior to the restart of the issuing of Permits at the Barbados Council for the Disabled Offices, Harambee House, Garrison, St. Michael.

The Monitoring of these Parking Spaces are still not being taken seriously. It is unfortunate that we do not have a structured mechanism in place for a strict enforcement of these legal permits.



3.3 INTERNATIONAL DAY FOR PERSONS WITH DISABILITIES 2019 (IDPWD)

As she delivered the 2020 IDPWD Message the President of the Council Kerryann Ifill's words though guardedly optimistic, was filled with encouragement ***"This year, we have all learnt how fragile our treasured lives are as we watched the devastation Covid 19 has taken on our lives, our mental health, our economic security and in a very real way, our very identity as a people."*** She continued ***"And yet, we have also been afforded the opportunity to rebuild an even more inclusive society in which we the citizens who live with and daily experience the limitations, isolation, limited resources and a multitude of other difficulties, we are very much aware of the many opportunities for growth which we have also gained."***

The theme chosen by the UN for the December 3rd IDPWD 2019 was **"Building Back Better: towards a disability-inclusive, accessible and sustainable Covid19 World"**

Two Thematic Panel Discussion

One of the Council's major activities coordinated by Rose Ann Foster Vaughan and the President was the hosting of a Panel Discussion in collaboration with UNDP and hosted on the UWI-TV platform.

The Event began with the Video Message from the UN Secretary General Antonio Guterres. Followed by Ambassador Aubrey Webson's Message

Panel 1.

The first theme dealt with the "**Impact of Covid 19 on persons with disabilities**". The Panelists included: **Dr. Aloys Kamuragiye** - UNICEF Representative for the Eastern Caribbean Area, **Dr. Cheryl Rock** – Principal, Derrick Smith School & Vocational Centre, **Selena Jn Baptiste**- 2nd Vice President, National Council for and of Persons with Disabilities, St. Lucia, **Ganesh Singh** - Disability Rights Advocate (Guyana) and **Kerryann Ifill** (President BCD)

Video Messages were shared from **Senator Floyd Morris, Jamaica and CARICOM Ambassador HE David Commissiong.**

Panel 2: Focused on Gender-Based Violence and PWDs

The Panelists were- **Denise Blackstrom** – Liaison Officer UNFPA Barbados & Eastern Caribbean, **Rose Ann Foster Vaughan** – Admin/Project Officer BCD, **Dr. Glenville Liburd**, Chair of Caribbean Community Based Rehabilitation Network Steering Committee (St. Kitts and Nevis), **Eudalie Wickham-Ashby**- Vice-president, Barbados National Organisation for the Disabled and **Inspector Stephen Griffith** – Royal Barbados Police Force.

These discussions proved to be very informative and will be followed by some recommendations that will be presented to the relevant policy makers.

3.4 FULLY ACCESSIBLE BARBADOS

As we '**build back better**' it is imperative that we challenge the failed status quo that has insensitively neglected to even consider themselves in a future environment that is changing drastically each year.

UNIVERSAL ACCESS includes **ALL. EVERYONE. ACCESS** begins from the time you approach a building. It means **ENTERING, EXITING, COMMUNICATING WITH, or MAKING USE OF. ABILITY** is being **ABLE** to do something or accomplish something. **ACCESS = ABILITY.**

We can claim to be specialist at the services we know we have to offer but what we cannot claim to date is how as an NGO do we take the brave step and differentiate between the production of knowledge and its application. This struggle is real.

The Council's Fully Accessible Barbados (FAB) Program has all the potential to assist in transforming this society into an accessible environment that facilitates a variety of inhabitants.

Having developed key connections over the past years it is now up to us to ensure that we do not miss this opportunity to rebuild a society that is accessible to all; at the same time making FAB a viable income generating institution.

With all its challenges this past year the Council has been able to respond to numerous queries from potential visitors to Barbados who are still seeking destinations that make them feel as though they belong.

Royal Caribbean Cruises recently invited the Operations Manager to present the Fully Accessible Barbados Program to internal members of their Company via a Webinar in May. This will hopefully create more awareness for the need for access at our Bridgetow Terminals and places of interest.

An Article written by **Shana Jones** for “**Accessibility for All**” an international Online Magazine featured our Fully Accessible Barbados Program and the strides we have made over the years to achieve recognition for Barbados among many other tourist destinations. This Magazine is published four times a year in Canada.

3.5 COVID CARE PACKAGES...and the threat to food security.



History will record today (13.06.2021) the deaths of 3.8M to Covid19 around the world. At the same time, it will record that this pandemic has brought out the best in many people.

By assisting others, humans are better able to make some sense of the crisis, of their own role in it and to try to add meaning to their lives.

Its impact at this time is uncertain but what is certain is the call to action of so many people willing and eager to help all those who happened to be in a less fortunate positions than they were. Within our 166 Sq Miles, the Government leapt into action immediately through its **Ministry of People Empowerment and Elder Affairs** to garner support for a distribution of emergency Food items to those in need. The National Disabilities Unit (**NDU**) collaborated with the Council to ensure as many persons as possible with disabilities benefitted.

Recognizing at the time that the need for Food was a number one priority with many people with disabilities, **The Church of Jesus Christ of the Latter-Day Saints** wasted no time in providing Care Packages on two occasions within the past year.

Shortly after, with these needs still very evident, along came a previous Care Package delivery **Volunteer Bibi Suleman** who in her spare time started to put together packages of food items that most people would need.

The delivery of these weekly Care Packages begun in late February 2021 and to date this collaborative effort of Bibi Suleman and the Council continues.

However, this could not continue without a monthly commitment of financial aid from **Barbados Community Foundation** and the **Canadian Women's Club**.

The BCD has committed a monthly input of \$500 which would contribute towards approximately 50 persons/families receiving Care packages each month for the next 6 months.

SPECIAL ENVOY FOR PERSONS WITH DISABILITIES, Roslyn Hurley – Response to St. Vincent Disaster Relief

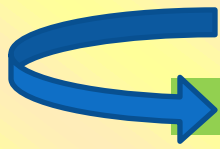
It is not uncommon immediately after any disaster emergencies in Barbados or throughout the Caribbean to receive a call to action from the Special Envoy seeking support for Relief Items to ship to persons with disabilities affected.

This year with all its Covid challenges was no different and when La Soufriere erupted in St. Vincent Ms. Hurley found a way to send her relief shipment. With the help of Pastor Dale from the Seventh Day Adventist, many persons benefitted from this caring gesture.

3.6 VACCINE DISTRIBUTION FOR PERSONS WITH DISABILITIES

With the collaboration and support of the National Disabilities Unit, the Council agreed to have the Ministry of Health through a cadre of volunteer Doctors administer the Covid Vaccine (Astra Zeneca) to persons with disabilities who had registered with the NDU and those members who had registered through the Council.

To date the Council facilitated two first shot sessions and one second shot. It is expected that we will soon be preparing to facilitate the last of the sessions for the Vaccines specifically targeting persons with disabilities and deaf.



4. PARTNERS ON THE JOURNEY

The importance of working closely with our many stakeholders is critical. 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 have supported its programs to create a society that is inclusive and participatory.

The following are some of those entities who we partnered with on a consultative and collaborative basis.



4.1 UNITED NATIONS POPULATION FUND (UNFPA) - Produced Key Sexual Reproduction Health and Gender Based Violence messages for Persons with Disabilities in the context of Covid19 response for the Caribbean

The Council is very pleased at the successful outcome of this project that targeted vulnerable populations. It sought to address the secondary impact of the COVID19 outbreak with the objective to minimize the human consequences specifically for persons with disabilities.

Through the UNFPA's collaboration with the BCD, key SRH and GBV messages have been adapted, produced, and disseminated to PWD in Barbados and the Caribbean including PLWHIV and LGBTQI.

This will contribute towards achieving the specific Results which are: Increased awareness of PWD on SRH, GBV and COVID-19 and impact on the disabled community AND Increased knowledge on where and how to access available SRH and GBV services.

All the material produced are currently being shared on almost all available social media platforms in Barbados and the Caribbean. The Council is very proud of this awareness project.

4.2 BARBADOS HOST TOURISM PROGRAM (BTMI)



Disability Sensitivity Training (DST)

In this unequal social system we live in there is often unfair treatment directed against certain individuals. We refer to this as discrimination. One of those characteristics that we have been championing for ages is “attitudes towards persons with disabilities”.

Fortunately, the Council has established a partnership Program with the National Host Tourism Program (Barbados Tourism Marketing Inc.) which addresses the training of service providers who work in the tourism and hospitality environment.

Barriers that create social exclusion comes in many ways that oftentimes most people are not aware of. This Sensitivity Training provides an insight to levels of communication and interaction that totally dismantle myths that have been inculcated into our society about how to respond to persons with disabilities. Service Providers are better able to respond to the needs of a variety of clients.

Most of the year the Training was on hold but is set to restart in July 2021.

THE CHURCH OF
JESUS CHRIST
OF LATTER-DAY SAINTS

4.3 THE CHURCH OF JESUS CHRIST OF LATTER-DAY SAINTS (JCLDS)– WHEELCHAIR CLINICS

Having almost completely exhausted the 2019 Stock of Mobility Devices donated by the JCLDS, the Council is again embarking on a third (3rd) shipment of wheelchairs and other walking Aids.

The Council has once again prepared the required documents needed to apply for the Tax Waivers and expects the shipment to arrive within the next 6 to 8 weeks.

Training is scheduled to be provided by the JCLDS technicians to our local assessors. It is important to note that the Council adheres to an international protocol recommended by WHO in the distribution of its wheelchairs. Each recipient must be assessed and fitted before they receive the chair.

Understandably the wheelchair distribution had to be halted when the Country suffered from a national lock down. However having experienced a number of challenges in distribution over the past year the Council is heartened and pleased that the following mobility devices were administered in 2020-2021

**Wheelchairs – 55, Walkers – 19, Gel Cushions – 2, Canes – 4, Quad Canes - 16
Crutches – 12, Forearm Crutches – 4, Walker -3.**

This year, the Barbados Council for the Disabled and over 113 persons with disabilities that benefitted from these devices is indebted to The Church of Jesus Christ of Latter-Day Saints for the opportunity to become more independent.

4.4 THE MARIA HOLDER MEMORIAL TRUST (TMHMT)

The Maria Holder Memorial Trust continues to make an impact on the lives of persons with disabilities through its ongoing support of the Councils projects.

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 twelfth year. Ms. Sue McMillan, a Speech-Language Pathologist facilitates this program. More Than Words 2020-2021 began in December 2020 with a total of 8 children drawn from 7 families (i.e., one family with two children diagnosed with Autism).

Families attended the Program Orientation session, and 6 assessments were completed. The remaining two families were unavailable due to family illness and were scheduled to be assessed in Module 1 in January-February 2021.

When the program resumed a total of 6 families continued. The seventh family withdrew, explaining that they felt unsafe being exposed to the facilitator considering the pandemic.

Ms. McMillan implemented all Covid-19 safety protocols that she had been using in her practice in Canada since June 2020. These protocols were in accordance with the Ministry of Health in Ontario, Canada, the Barbados Council for the Disabled and the Ministry of Health in Barbados. Parent-child video coaching sessions for Module 6 were held in the BCD office rather than in families' homes.

The 2019-2020 attendees concluded in October 2020. As is usual practice, this group of families would be seen for a follow-up clinic appointment within 6 months of completing the program. To date, this has not occurred due to cancellation of all flights between Canada and Barbados from late January 2021 until May 2021.

As a result of increased COVID-19 restrictions in both Barbados and Canada, the program has not proceeded to date. New program dates have yet to be established due to the uncertainty surrounding travel restrictions.

The BCD and Ms. McMillan remains committed to resuming all aspects of the program and further developing the program to continue to improve services available to families at such time that restrictions in both Canada and Barbados create an environment that makes it possible to do so.



The partners involved in executing the **Calypso Project** are still very much anticipating that this exciting and groundbreaking project conceptualized by Audiovisability (UK) to give deaf Barbadians a 'voice' through music and visual arts is imminent soon. One of those key partners is **The Maria Holder Memorial Trust**.

No one on this Project is about to be fazed by the delays due to the worldwide Pandemic. It is way too important to those involved as the benefits to be derived will resonate within the deaf community for years to come. Change is inevitable and change is what is needed to achieve an inclusive society for all.

4.5 SANDY LANE CHARITABLE TRUST

Neuropsychology for All (NSA) Program facilitated by Dr. Toni Nicholls

This program once again benefitted by a grant support from Sandy Lane Charitable Trust. However due to the number of Covid Lockdowns and disruptions the program has recently begun its first clients assesments.

Since its inception, the (NSA) program has met and surpassed clinical target goals in terms of the number of children (up to age of 18 yrs)evaluated and diagnosed.

In addition to clinical goals, Dr. Nicholls has made an effort to bolster the NSA program with a number of non-clinical goals. There is more to care delivery than conducting evaluations. Education and empowering with information and advocacy are critical components of care delivery.

In an effort to increase awareness about the psychological / neuropsychological consequence of neurological conditions, Dr. Nicholls continues to engage with various community members, be they persons affected with a condition, associations, teachers, and the healthcare community.

Though the number of clients for 2021 will be less than before due to funding shortfall, we are assured that Dr. Nicholls will achieve the same level of success as in her last five Program years.

4.6 ASPIRE FOUNDATION (Barbados) Inc.

Even though the Council completed its Cohort assignment with ASPIRE Foundation which started in 2018, the Team led by Fabianna Alexander continued to offer their support to assist the Council in completing its Governance Pillar and Strategic Plan.

Unfortunately follow up meetings could not be held after the first Strategic Planning Session on October 03rd 2020 . However a lot of useful and pertinent information was compiled at that meeting that should guide the BCD in fulfilling its objectives.

A great deal of work has already been done on the current document by Ms. Fabianna Alexander and BCD staff which included Terms of References for Directors.

The restructuring of the By Laws will have to be worked on concurrent to the Strategic Plan as a matter of importance.

4.7 KIWANIS PRIDE OF BARBADOS /NATIONAL HIV AIDS COMMISSION

Building Back Better...starts with the Children

The Barbados Council for the Disabled, in partnership with **Kiwanis Pride of Barbados** Organisation and **HIV Aids Commission** commemorated the United Nations International Day for Persons with Disabilities, through the launch and distribution of Colouring Books, depicting Children with Disabilities inclusive of other children.

These Colouring Books have been and continue to be distributed to all Primary and Nursery Schools to encourage children to open their minds to how they perceive Disabilities and Children with Disabilities.

The launch and first presentation of the books took place on Thursday, December 3rd 2020, 10.00 am, at Arthur Smith Primary School, St. Matthias, Christ Church. The BCD PRO **Christopher Gilkes** was on hand with **Dr. Nicola Yard and Members of the Kiwanis Pride of Barbados**. Some of the books have also been sent to St. Vincent.

4.8 INSTITUTE FOR GENDER AND DEVELOPMENT STUDIES: NITA BARROW UNIT (IGDS:NBU)

The Livity Project – Co-cordinators- Rose Ann Foster Vaughan and Roseanna Tudor

The second phase of the Livity Project recently got off to a resounding start after being delayed for just over a year.

The concept of groundings represents coming together as siblings, comrades and colleagues to learn and share with each other in a non-hierarchical space Following a successful start to its activities which began in Barbados and followed by continued success in St. Lucia, the Livity Project resumed and its central focus was Sexual Reproductive Health in the Caribbean.

The Grounding was set for two days of Virtual presentations.

Day 1 Reverend Patricia Sheerattan-Bisnauth, CEO, Caribbean Family Planning Association gave an overview of SRH in the Caribbean. A Virtual Tabletop Discussion folowed - Key SRHR issues in the Eastern Caribbean.

Lightning Talks were shared by Jesse Turner (Canada), ECADE, Marilyn Rice-Bowen (Barbados Association of Retired Persons) Kristina Neil, We Change Jamaica (Jamaica) and Daryl George, CARIMAN (Antigua and Barbuda.

Day 2. Education & Awareness - Youth Speak on Health and Family Life in the Eastern Caribbean. Participants were Emerald Als , Jaliyah Rock, Kezia St Brice, Ranako Bailey This session was hosted by: Asha Nelson. The final session on Love, Erotic Autonomy and Disabilities: Women Speak was Hosted by Eudalie Wickham. The Panelists were: Dr Christina Hendricks, Executive Director, Jamaica Council for Persons With Disabilities

Persons with Disabilities, Ms Waveney Reid-Davis, first president of the Barbados Horizon Deaf Charity, Ms Rose Ann Foster-Vaughan, Administrative Project Officer, BCD, Ms Janeil Odle, Secretary, National United Society of the Blind.

The entire Grounding sessions were a resounding success. Plans are currently active in preparation for the Launch of the LIVITY CSO Coalition & LIVITY Leadership Academy.

The Teach-In Video that was produced from the second Groundings is being edited to be used for the event in August.



4.9 NATIONAL DISABILITIES UNIT (NDU)

The Council continued its supportive relationship with the NDU. This year the NDU was fortunate to have Mr. John Hollingsworth appointed to the position as Director of the NDU.

Mr. Hollingsworth has a wealth of experience and the necessary passion that is required to fulfill his role. His task is by no means an easy one as it requires not only servicing the needs of persons with disabilities nationally but also leveraging the support from the Council and its Members.

One of the key areas the Council has started a collaborative discussion on with the NDU is the Barbados System of Peoples Assemblies.

The **Thorne Commission on Local Governance** began its mission of public consultation in the month of November 2019, guided by the conviction that our country was in an extremely precarious economic, social, cultural, and psychological condition, and that the critical task facing us as citizens and residents of Barbados was to carefully steer our nation away from the metaphorical precipice and unto a secure, positive, and healthy developmental path.

As a result, through the NDU the Council was invited to participate in joint consultations with the Commission. Following initial discussions, the Director of the NDU has submitted several recommendations to the Draft.

From its inception, the Council's role has been to collaborate with and **support** the NDU in defining the needs and issues that affect persons with disabilities to effect change through the development of projects and programs. The Council anticipates an even stronger participatory role under the guidance of Mr. Hollingsworth and his Unit in the future.



4.10 MINISTRY OF HEALTH & WELLNESS – PATIENT EMPOWERMENT COMMITTEE (QEH). BCD appointed

Representative is Ms. Roslyn Hurley

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. - BCD Representative is Mr. Sean Cooke

This Committee was on a hiatus for the past year and recently renewed contracts for Committee Members. Sean Cooke was reappointed as the BCD representative for the upcoming 2-year period.

The Committee under the guidance of the Honourable, Colin E. Jordan, Minister of Labour and Social Partnership Relations held its first consultative meeting with the Transition Advisory Committee to address the Move to Republic Status for Barbados.



MONITORING COMMITTEE ON THE RIGHTS OF THE CHILD (CRC) – BCD

Representative is Ms. Emily Lynch

The National Committee for Monitoring the Rights of the Child reconvened the monthly Meetings on the ZOOM Technology Platform with the first, being held on April 21st, 2021, with subsequent meetings in May and June.

The Chairman, Mrs. Faith Marshall - Harris stated that the National Committee for Monitoring the Rights of the Child (NCRC) is recommending that a National Action Plan be drafted as soon as possible. The United Nations Convention on the Rights of the Child (UNCRC) had made this recommendation for the creation of the Action Plan in previous Concluding Observations on the second Periodic Report adopted by the Committee, at its Seventy-fourth Session 16 January – 3 February 2017.

Barbados as a signatory to the UNCRC had committed to the preparation of the Country Report for presentation every five years and the next Report would be normally due in the year 2022.



MONITORING COMMITTEE ON THE UN CONVENTION ON RIGHTS OF PERSONS WITH DISABILITIES- BCD Rep: Kerryann Ifill & Roseanna Tudor

The current committee led by the Chairman, Ms. Felicia Inniss had spent a great deal of time discussing its roles and responsibilities in the first year.

Another attempt was made to reach out the UN Resident Human Rights Coordinator to assist in guiding the Committee on the guidelines on preparing and submitting the UNCRPD Barbados Report. The first report was due since 2015.

Recognizing that there was some delay due to the pandemic, the committee is finally underway in addressing its role in the preparation of the Report. It is hoped that some headway will be made as the recommendations made to seek a designated consultant that would assist in the compilation of the UN Report was adopted by the Committee.



THE ADVISORY COMMITTEE OF THE ALBERT CECIL GRAHAM CENTRE (ACGC)

The BCD continues to have representation on the ACGC. However, they have not met for the year.

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**. There were no meetings for the year to date.



VULNERABLE PERSONS COMMITTEE –

Director Patricia Padmore Blackman represents the Council on this Committee. This is another Committee that has not been able to meet.

The Council has again assigned Ryan Dalrymple to be its representative on the Emergency Shelters Unit of the DEM to conduct its annual assessment of the schools.



UNICEF – developing its global strategy

UNICEF is developing its new global strategy and for the first time, has introduced a consultation process so the strategy truly reflects the voice of children and young people. Most importantly, they wanted to involve children and young people who are usually not heard, beginning with those with different abilities.

As a result, Council was invited to engage 6 of our youth with disabilities (4 females and 2 males) to take part in these discussions. This was the first time our youth with disabilities has engaged in this conversation at this level.

Due to semi-lockdown in Barbados, online sessions were conducted, and the participants were able to express their thoughts from home, through drawing, recording/writing a testimony, etc. They were classified in different age groups.

With the support of the Caribbean Youth Environment Network (CYEN), consultations on **climate change**, was one of the themes covered by the consultation. This however did not eliminate any cross-cutting issues that arose.



CANADIAN WOMEN'S CLUB (CWC)

For over 17 years the Canadian Women's Club of Barbados has been supporting the work of the Council in various ways. Most times the focus has been on the needs of the children.

Our accessible transportation has benefitted. However, this year the CWC was willing to extend that support to our Food Care Packages which has become a critical need for many of our members due to the pandemic.



SOCIAL AND PRINT MEDIA

Most of the Council's Public Relations was channeled through On-line Social Media Platforms. Inhouse advertising became the norm over the past year.

Except for the Month of the Disabled when we had various promotions that required print media. Interviews were done via Zoom and some Morning Barbados Appearances were possible within recent months.

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 the Council's main social media platforms. The Council's Website is a source for all the local disability issues and information. Creative Cycle continues to Administer this BCD site.

The Fully Accessible Barbados site is currently migrating to the Visit Barbados Landing page. This is a collaborative supporting venture with the Council and the Barbados Productivity Inc.

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.



5. Our MEMBERS, the REASON

TRANSPORTATION

i. BCD Accessible Transportation

The Council continues to operate its two accessible buses. One of the buses donated by The Maria Holder Memorial Trust mainly serves the school children. Needs of members and the Public once it is available.

This particular year the buses had to be used in ways that we were totally unprepared for. From Day one of Lock Down, the buses provided a semi shuttle shopping service to persons with disabilities. These were offered on the days when shopping and banking was available to persons with disabilities.

The buses also had to support various agencies with delivering Care Packages. This continued throughout the year. Recently the school bus returned to its normal school shuttle service. The other, which is approaching 10 years old is utilized almost every day and continues to deliver Care Packages every other week.

Thanks to the support of CIBC First Caribbean Bank who contributed Gift Packages for the Children on the School Bus. Uncle Rupert and Auntie Cheryl were delighted that the children were not forgotten this year especially as they had gone through some traumatic changes during the year.



1. MAINTAINING FINANCIAL STABILITY

As the Barbados Council for the Disabled approaches a post Covid era where quarantines are being lifted and life across the nation and globe is beginning to resume some normalcy for many industries; it is not going to be an easy road for NGO's like the Council.

Last year every effort was made to thread carefully with the knowledge that the Council was heavily dependent of a government subvention that facilitates the operations of its work and the uncertainty of maintaining private funding for established Special Projects.

One report reveals that 1 in 5 donors have stopped giving altogether and will not resume until the economy recovers. As we ponder the changes that have recently impacted the Council, its members, and persons with disabilities because of the pandemic; the fact is that it has and will increase the demands of organisations like the Council.

Demonstrating to donors that, though limited, we still managed to operate the services required for the projects and programs of the Council will offer some confidence and assurance that many funders are seeking now. Some clinical and administrative adaptations were required but fortunately the facilitators of these programs were skilled in creating unorthodox means of delivery.

The question the BCD must face 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. The call for action cannot be delayed any longer.

Fortunately, the Councils financial stability stands on some strong pillars. This will augur well for any future growth and change.

As I report on the financial year **2020-2021**, I am not aware of any adverse effects on the financial statements for the year ended March 31, 2021, except for deferred revenue

mainly due to delays caused by Covid-19 and expected reductions in expenditures for almost every budget head.

Reporting as prepared by our **Auditors M.P Ashby & Co. Ltd.** at the end of this financial years as follows:

INCOME

	<u>2021</u>	<u>2020</u>
General Fund	455,164	518,547.
Bus Fund	20,910	19,030
<u>TOTAL</u>	<u>476,074</u>	<u>537,577</u>

EXPENDITURE

General Fund	399,832	535,369
Bus Fund	32,950	47,447
<u>TOTAL</u>	<u>432,782</u>	<u>582,816</u>

DEFICIT

General Fund	55,332	(16,822)
Bus Fund	(12,040)	(28,417)

As of 31st March 2021, the Statement of the BCD Financial position is as follows:

<u>ASSETTS</u>	2021	2020
Cash at bank and in hand	- 297,268	181,518
Accounts receivable	110,612	129,233

Prepayments (CGI Ins.Bus Donation)	5,235	6,325
Property, plant and equipment	<u>34,846</u>	<u>29,320</u>
	<u>447,961</u>	<u>346,396</u>

LIABILITIES

Accounts Payable and accrued liabilities	9,913	7,640
Deferred revenue	<u>139,650</u>	<u>83,650</u>
(Hear My Text/Calypso/NSA)	<u>149,563</u>	<u>91,290</u>

FINANCED BY:

General fund	1,037,255	981,923
Bus fund	<u>(738,857)</u>	<u>(726,817)</u>
	<u>(298,398)</u>	<u>255,106</u>
Total liabilities and equity	<u>447,961</u>	<u>346,396</u>

Our main source of Income comes from the government subvention which is mostly allocated to the administration of the Council’s projects and programs

1. SPECIAL PROJECTS

Special projects accounts for large part of its income after the government’s subvention. However as expected, this period saw a reduction for the first time and accounted for a total of **\$56,323**. This is represented mostly by the following reoccurring programs.

- The two main projects, The **Neuropsychological Services for All (NSA):** Pilot Project and the **More Than Words Project** reported no direct income for this year.

- **However, the expenses which occurred utilized the balance of the allocated project funds for the period.**
- **Disability Sensitivity Training (DST)** which was limited during the year received an income of \$6,160.00 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 has been deferred and appears in the auditor’s financial statement.

- **Latter-Day Saints Charities Wheelchair Project** – A third consignment is expected during this year. Expenses totaling \$2,980.00 was incurred for payment to the Wheelchair Assessors. It is anticipated that the taxes will once again be waived by the Ministry of Finance.
- **Disability Parking Permits** – Processing and distribution by the BCD of the Barbados Licensing Authority Parking ID’s for this period saw a reduction of Income for the Administration cost. Revenue for 2021 was \$6,580.00 compared to the previous year of \$15,840. The staff handled the administration of the ID’s during and following the Covid impact.

2. HARAMBEE OPERATIONS

The following accounts represents the Council’s Administration budgets. It should be noted and expected because of the lengthy lockdowns that all the budgeted heads were under its annual estimates except for office supplies. This was because of purchasing JAWS, the Screen Reading Program, the Hand Sanitizer Station, Temperature Monitors and Computer Accessories to accommodate remote working.

- HARAMBEE ADMINISTRATION & SERVICES

EXPENSES - The **annual utilities** represent the electricity and telephones. These totaled **\$26,936.00**. The building and contents as well as public liability is reported at **\$1,270.00**.

- **Harambee Management** represents **\$24,316.00**. This consists of Building Maintenance \$6,310.00, Accounting Service \$5,924.00, Miscellaneous \$4,475.00, Water Dispenser \$684.00, Drip Dispenser \$1,340.00, Sanitary Units \$501.00, AC Units \$363.00, Security Service \$229.00, Office Equipment, \$3,385.00 and Toiletries \$1,105.00
- **Meetings and seminars** reported a total of **\$6,684.00 in 2021** compared to **\$22,895.00 in 2020**. A large part of this budget would usually go towards the Annual General Meeting, Interpreters, and refreshments.
- **Salaries, Wages & NIS** - The total amount of **\$225,894** consists of NIS **(23,880.00)**, **Temporary Staff (1,785,00)**, **BCD Staff Pension Scheme (11,223.00)**.
- **INCOME FROM OTHER BCD SERVICES:** Our other **supporting income** is minimal and comes from a few services provided – Beach wheelchair Rentals (350.00), wheelchair Repairs and Loans (1,087.00).

3. EDUCATION & TRAINING

- Expenses incurred for the MONTH OF THE DISABLED amounted to \$2,350.00 to sponsor VOB Starcom for Sunday Brass Tacks on the Topic of SPECIAL EDUCATION in the Current Covid Environment.
- The Council's administration fees for its website was \$3,900.00
- BCD Membership Dues paid to Caribbean Policy Development Centre (CPDC) was \$400.00 and the Disabled Peoples International (DPI) was \$400.00.

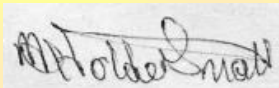
4. ORGANIZATIONAL DEVELOPMENT

- The Inter Organisation Quiz Competition held on Dec 11th, 2020, supported prizes in the amount of \$1,000.00
- The Members Massy Christmas Vouchers totaled \$3,300

5. TRANSPORTATION

- The Council's two buses, the Ford and Maxus recorded an **income** this year of **\$8,410.00 compared to \$11,830.00 in 2020**. This is mainly from within its membership.
- **Operating costs** for the **Ford was \$15,706.00 compared to \$28,740.63 in 2020**, while the **LDV was \$16,712.00 compared to \$16,867.00 in 2020**. These costs include Maintenance, Fuel, Licence and Insurance.

I would like to thank the members and partners who supported the work of the Council over the past years. I especially thank Gaylene Mohammed, Finance Officer and Roseanna Tudor Operations Manager for their dedicated support during my tenure as Treasurer.



Maria Holder Small
Treasurer

Thank you

DIRECTORS AND STAFF

President

Kerryann Ifill - SCM MBA BSc (Hons.)

Vice President

Rev. Dr. Joseph Tudor JP

Secretary

Antoinette Chandler

Treasurer

Maria Holder Small

PRO

Christopher Gilkes

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

MEMBERS AND ASSOCIATES

1.

Association for the Blind & Deaf

Mr. Elviston Maloney

President

C/o Centre for the Blind & Deaf

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Fax 228-0295

E-mail: bafbd@caribsurf.com

2. Barbados Organization of Parents of the Disabled (OPOD)

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3.

BARNOD

Mrs. Eudalie Wickham

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4.

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5.

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Principal

Challenor Creative Arts & Training Centre

Canefield

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6.

Barbados Association for the Correction of Learning Disabilities

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Government Hill Residence 228-0705

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Miss Arlene Arthur
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7.
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Ms Bowen's E-mail: rainbow_635@msn.com

Vernetta Brown – Office Administrator's
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8.
Multiple Sclerosis Society of Barbados Inc.
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9.

Paralympics Association of Barbados (Steering Committee)

Mr. Martin Jackman

President

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10

Barbados Cheshire Homes Association

Mr. Alyson Forte

Chairman

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E-mail address: Thelmavaughan1@gmail.com

Ms. Janice Smitten, Matron

C/o The Thelma Vaughan Home

Glebe Land, St. George

11

Barbados Horizon Deaf Charity

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12.

Myasthenia Gravis Association of Barbados

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13.

The Autism Association of Barbados

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AAB E-mail: autismbarbados@gmail.com

14. The Barbados Association Supported Employment (First BASE)

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Greenwich

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Mrs. Heather Grazette-Corbin

Supervisor

The Barbados Association Supported Employment (First BASE)

Greenwich Chapel

Greenwich

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15. Bajan Stars Dyslexia Support Organization

C/o Mr. Sylvester Clarke

Chief Executive Officer

Cave Land

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16

The Rehabilitating and Enabling Society for Amputees

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17.

Barbados Association for Children with Brain Injury (BACBI)

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