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### *Mission*

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

## 1. PRESIDENT'S INTRODUCTION TO ANNUAL REPORTS

Over the past year the Barbados Council for the Disabled has continued its mission to bring public awareness to the challenges that Persons with Disabilities face, and also to sensitize the public that we are all only a step away from ourselves facing the prospect of becoming disabled. Even with initiatives by the BCD to create this awareness there are still many among us who still exhibit a casual indifference to the needs of this highly vulnerable sector of our many communities.

The Council in its quest for equity between the abled and disabled continues to plead when needed, and to be confrontational when the circumstances force us to be. The powers that be need to do more than listen but they must act. I must admit that over the just ended year in review, there has been little need to take the second course of action.

The response from corporate Barbados to our many initiatives has been positive; many have enthusiastically embraced our projects to make Barbados Fully Accessible for Persons with Disabilities. Hotels, business places large and small, restaurants have worked to make their places of business accessible to Persons with disabilities. They have accepted the challenge not only so that they can have the FAB plaque placed on their building, but to ensure that no one is disadvantaged when conducting business.

There is a feeling that Persons with disabilities are asexual or even gender neutral, nothing can be farther from the truth, Persons with Disabilities have all of the emotions and desires of the abled community and these feelings travel with them through life. The BCD being aware of this, have worked in conjunction with the UNFPA to promote a disability friendly program on Sexual Reproductive Health specifically directed to this vulnerable sector. I would like to congratulate Mrs. Rose-Ann Foster-Vaughn and her team for the effort they have put into this program. One which is intended to make Persons with Disabilities aware of the many requirements that are needed to ensure their physical and sexual well being is taken care of.

Finally the serious question of creating a sustainable job market for Persons with Disabilities continues to be one of the major challenges faced by school leavers and persons graduating from University, who are in even a minor way disabled. Looking for and securing employment opportunities has many challenges. In a very competitive labour market job seekers have to ensure that their skills and abilities, as well as their personal attributes, meet the required needs of the employer.

Marketing yourself to ensure that you stand out above the rest is in and of itself a challenge. Now incorporate a disability and the challenges become greater. The Council is aware of the challenges that Persons with Disabilities face in securing employment and in these recessionary times the challenges are even greater. If there is one thing that the BCD hopes to achieve is an equitable job market where at the introductory level, job seekers are not discriminated against simply based on the fact that they are differently abled. We must come to grips with the reality that people with disabilities are capable of providing the same level of skill and dedication as people without disabilities.

There are many challenges that people with disabilities face when they are seeking employment opportunities. One of the major challenges is attitudinal barriers. Attitudinal barriers are one of the main reasons that people with disabilities are underrepresented in the workforce. Negative stereotyping can contribute to a person with a disability not even getting an interview, their skills and abilities are underestimated before they have an opportunity to market themselves. Some of the attitudes that employers may have, are that people with disabilities cannot do the same type of work or at the same level of efficiency as people without disabilities. Attitudes about people with disabilities can govern how we relate and respond in all aspects of social interaction. Continuing to educate employers in these areas is key to breaking down attitudinal barriers. This has been a slow process but there has been positive movement in education of employers through the development of practical tools for creating an inclusive workplace and workforce.

The Barbados Council of the Disabled would like to thank the Private and International Agencies for their assistance; as well as the Government of Barbados for its continued support and promises to remain committed to the fight for persons with disabilities; to stand behind its affiliates and work with them to achieve goals that were once seen as beyond their capabilities, and continue to live and stand behind our motto.

# **WE WILL BECAUSE WE CAN**

**David 'joey' Harper**  
President

## **2. ORGANIZATIONAL STRUCTURE**

The Council has a current membership of 19 organizations. Almost fifty percent have over twenty years experience working with or advocating on behalf of various disabilities.

There is no doubt that our membership shares the same common broad objectives, which are equality of opportunities for persons with disabilities. These include, access to employment, housing, transport, recreational activities, an accessible environment, education and health care.

Each organization has its own directors that cater to the needs of its membership. These needs are based on specific challenges such as, sensory impairment, learning challenges, support, health issues, education, care, physical challenges and public awareness.

We support the need for the organizations to be stringent in meeting the requirements necessary to be recognized as viable groups with sustainable projects. With this in mind the Council offers its members a number of training opportunities and workshops to address this need.

Having a National Disabilities Unit representative on its board, **the BCD will continue to share its projects, programmes and resources with the NDU.** We feel that as a government agency responsible for persons with disabilities, the NDU must work closely with the relevant stakeholders to ensure the society is aware of the important contribution persons with disabilities can make to the development of our country.

The Board of Directors of BCD is elected to serve for a period of two years and reflects the interest groups that we serve. Membership of the board is made up of a President and 10 directors, 7 of whom have a disability; in addition we have three ex-officio members representing the National Disabilities Unit, The Ministry of Health and the Ministry of Education. A young adult with a disability has been co-opted to sit on the board for the present period as the Council seeks to empower the youth.

The secretariat at Harambee House consists of a staff of 8 persons, four of whom have a disability. We also employ two drivers and a full time attendant who ensures the safety of our children that travel on our accessible buses.

The BCD staff values their team mates and pride themselves on leveraging everyone's strengths, while providing support whenever and wherever needed. This is how the team work on making the right choices each and every day. The Council is committed to a vision of success that involves doing the right thing. Through team work we will embrace the future and help to create an environment that includes **ALL**.

Though the team has recently lost one of their links, Senator Kerryann Ifill, who has been with the Council for nine years, the strength of the chain, will not break. With the experience of facing challenges with limited resources, the rest of the team, guided by the directors will succeed, because we know we can.

Harambee House is presently being adjusted in some areas to accommodate the CBR Project. However this is not being done in any way to disrupt the services the Secretariat already offers to its members.

In order to address the concerns of an uncertain economy, we will have to adjust and implement cost effective measures in any areas which may result in savings. These can then be channelled to other vulnerable areas of the sector we represent.

### **3. ADVOCACY**

- **DISABILITY AWARENESS DAY (DAD 2010)**

“DAD” 2010, celebrations on Wednesday March 24<sup>th</sup> focused on students attending Special Needs Schools. The students were encouraged to identify their “DAD Pal” and explain in a specially formatted entry form why they were their “Pals”. The winning entries, their Pals, a guardian or teacher were awarded and treated by the Council at the TGIF Restaurant.

Children are amazing. They are so enthralled with life and so curious about their world, that they do not waste needless worry in judging others. They accept people with their differences until adults teach them to judge others by the adult’s standards. Children learn from each other and this will be encouraged in a positive way.

Each year through our Disability Awareness Day “DAD” programmes the Council will continue to heighten awareness among all children to see all people as equal and valued as contributing members of our community.

- **“HARAMBEE PUPPETS”**

To compliment Disability Awareness Day, the “Harambee Puppets” were requested to make guest performances at a number of schools across the island. These schools included St. George Primary, Ann Hill School, Workman’s Primary, Ellerton Primary, St. Luke’s Primary, Ministry of Education – Presentation on Special Needs, Reynold Weekes Primary, St. Philip Primary, Bayley’s Primary and Hilda Skeene Primary.

As the “Harambee Puppet Troupe” continues to play an integral role in the Public Awareness of Persons with Disabilities especially among young children,

the responsive expressions registered on the faces of the audiences tell the stories of progress which we are working to achieve.

- **THE UN DAY - NATIONAL LITERARY COMPETITION FOR PERSONS WITH DISABILITIES**

The inaugural **National Literary Competition** for Persons with Disabilities which was launched on December 03<sup>rd</sup> 2009 to commemorate the United Nations Day for Persons with Disabilities culminated on March 30<sup>th</sup> 2010 with the awarding of the winners at the UN House, Hastings

The competition was conceptualised to provide Persons with Disabilities with a platform to present their opinions on issues which impact their daily lives, and to give the winner the opportunity to be a part of the experience of observing policy making decisions in an international forum.

Opened to Barbadians with Disabilities, the competition's theme and topic areas coincided with the United Nations Day for the Disabled, **UN Millennium Development Goals**; participants were invited to submit a literary entry of prose, drama/play or poetry.

The Competition Committee which comprised of personnel from within the disability movement brought a diversity of expertise. In addition, members of the judging panel represented the teaching fraternity of Barbados's notable learning institutions.

At an official ceremony held at United Nations House, the following winners were honoured:

- 1<sup>st</sup> Place – Ms. Dionna Browne
- 2<sup>nd</sup> Place – Mr. Barry Weekes
- 3<sup>rd</sup> Place – Ms. Ann-Marie Lee
- Special Prizes – Ms. Mildred Bushel and Ms. Nasiya Springer

The Council congratulates and looks forward to the participation of Miss Dionna Browne (1<sup>st</sup> Prize Winner) as part of the Council's delegation to New York to attend the International Conference of State Parties to UN Convention on the Rights of Persons with Disabilities in September 2010.

- **CENTRAL BANK HEALTH FAIR**

The Council continue to participate in the Central Bank's Annual Health Fair. This opportunity which has been afforded to the Council and its members since its inception six years ago enables us to share with the general public all the relevant information available on disabilities and to promote our accessibility programs.



This offer each year by the Central Bank is very much appreciated by the Council and we will continue to work with the Bank and other agencies such as this to promote our advocacy.

- **POVERTY ERADICATION “Stand Up And Be Counted” Market Day**

In October 2009, the Council was invited by Ms. Undine Whittaker, Advisor on Poverty Eradication to participate in the “Stand Up and Be Counted” Millennium Development Goals Market Day event. In addition to portraying the information and the work of the Council and its members, the Harambee Puppet’s also performed. We will continue to support the events which will help us to achieve the MDG’s.

#### **4. ACCESS**

- **PARKING AWARENESS**

Since 2002 when the Council partnered with the Pan American Health Organisation to promote the need for equal access to parking for Persons with Disabilities; it has continued to lobby present and successive governments to address this inadequacy.

Numerous meetings and correspondence led to the point where just under two years ago we were invited by the Ministry of Social Care, Constituency Empowerment, Urban and Rural Development to examine and comment on an **amendment to the Road Traffic Act**. Having held an urgent meeting with our members, our comments were submitted and we await its outcome. It is anticipated that this major and universal right which the Council has been assiduously working for almost eight years to accomplish, will soon become a reality.

In the meantime, we will continue to distribute our Parking ID’s to those persons who qualify. The Council again draws to the attention of all members of the public that the clearly identified parking spaces for persons with disabilities must be universally respected in Barbados.

- **FULLY ACCESSIBLE BARBADOS (FAB)**

It was a small but amazing accomplishment for the Council to finally see its first set of **Fully Accessible Barbados Accreditation Awards** distributed in May 2009.

Since the FAB program was started by the Council in 2004, there have been numerous challenges. It was recognised that though a campaign had started to encourage new facilities to conform to the International Access Standards;



there were also older buildings which could not be left out. These were offered the opportunity to make the necessary adjustments where possible and were given an opportunity to qualify for a FAB Award in some of the categories.

Under the distinguished presence of the Prime Minister, the Honourable David Thompson and Mrs. Thompson, the Council created an evening of nostalgia at the Barbados Hilton, one of the FAB recipients. As the Honourable Prime Minister said in his address *“Tonight’s ceremony is a classic example of how “Team Barbados” can take a good idea and create a win-win situation for us all”*, this truly captures the intent of FAB.

Fifteen facilities were awarded with their Accreditation in various categories after being assessed by a panel of persons with various disabilities.

The Categories for FAB Accreditation are:



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



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



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



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



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



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

- **CARIBBEAN TOURISM ORGANISATION –CTO**

Following discussions with CTO, the Council was invited to Participate in the Caribbean Tourism Association's Annual Conference at the Lloyd Sandiford Conference Centre In May 2010. Our involvement initially was to be a part of the exhibition; however we were excited to have been given an opportunity to deliver a presentation on FAB at the Opening Ceremony. Senator Ifill was chosen to deliver on behalf of the Council. This was well received and created some interest among the Caribbean Tourism counterparts as was evident from the requests for more information on FAB.

- **PUBLIC CONSULTATION ON ACCESS**

As the public become increasingly aware of the social and economic benefits of an accessible environment through our promotion of "FAB", more businesses are enquiring about getting accredited with the Fully Accessible Barbados programme. Since our first Awards ceremony in May 2009, we have received a number of requests for assessments. Due to limited resources, these properties are being assessed on an average of one per month. It is hoped that discussions with Ministry of Tourism and the Barbados Tourism Authority will provide some support to increase these awards.

In the meantime, we are encouraged by the fact that new businesses e.g **Lanterns at Hastings** have approached the Council to have their property assessed for a FAB accreditation. This has been done and they will shortly be receiving their FAB Plaque. **Harrison Caves** has also been assessed since the completion of their recent renovations and will soon become FAB Accredited. The **Goddard Group of Companies** have also indicated their interest in having some of their facilities reviewed. These businesses are beginning to recognise the spending power of persons with disabilities and see the increasing revenue earnings that can be derived from this growing niche market, especially within the tourism industry.

The **Queen Elizabeth Hospital**, having recently completed some renovations to their public canteen, has sought the advice of the Council on some aspects of mobility access to the Hospital. These recommendations have since been put in place.

FAB has always been intended to create an environment for our citizens with disabilities in Barbados to be able to benefit in the same way as the rest of society. To achieve this, it meant that we had to focus the initial "FAB" implementing phase towards the tourism industry; which gains most of our attention. To this end we have begun to have discussions with the relevant tourism stakeholders to gain their support

We recognise that this process will lead to a Barbados that will eventually have an infrastructure which will provide access for persons with disabilities to Housing, Health, Transportation, Education and Employment. We will, because we can.

## **5. COMMUNICATIONS**

“A Voice of Our Own” article has been a major advocacy tool of the Council, offered by the Nation Publishing Company for the past 5 years. This important medium enables the Council and its members to continue to advocate on a number of issues affecting persons with disabilities. Our messages are slowly beginning to capture the attention of the public as we are seeing signs of improvement in a number of areas.

Articles on Fully Accessible Barbados has been published by The Barbados Tourism Authority Publication (The Trident) and the Barbados Association of Retired Persons (BARP) Magazine. A two page feature on FAB was also published in the Nation Newspaper.

With the MEDIA support we are reassured that we are not in this struggle alone. The Advocate, Nation, CBC, Starcom Network and more recently Barbados Today (an online news medium) have all joined in our struggles to advocate with us for equal rights and an inclusive society for all.

## **6. EDUCATION / TRAINING**

- **NISE SENSITIVITY TRAINING**

It is being recognised that in order to deliver quality service, that service must be equally delivered to all customers. In supporting our advocacy for this type of service the National Initiative for Service Excellence invited the Council to present training modules on disabilities in their program of Training the front line staff of the National Conservation Commission.

The 10 workshop sessions which ran for a period of ten weeks was facilitated by Ms. Eudalie Wickham, Mr. Atibo Aluko, Mrs. Patricia Blackman, Ms. Jacqueline Mayers and the Council staff.

The success of these training sessions was evident at the conclusion of each day when participant’s comments reflected the knowledge they gained which they were unaware of. Opportunities for this type of training will be pursued as the Council strongly feels that “Nothing about us, without us” is very relevant to our advocacy.

- **EFFECTIVE PRESENTATION TRAINING - BCD AFFILIATES**

The Barbados Council for the Disabled has been acutely aware of the harsh economic times currently plaguing not only the world in which we live, but the impact it has had in the day to day functioning of its affiliates.

To support our members in this area the Council invited Miss Elaine Bourne – Executive Director of Applied Performance Solutions Inc. to conduct a one (1) day Training for its staff and directors as well as a (2) two day workshop for members which provided them with an opportunity to design and deliver presentations which are relevant to their needs and those of their organisations and the Council.

The Objectives of the workshop were:

- ✓ Assist Council members with designing presentations that inform and persuade
- ✓ Use presentational tools and techniques to keep audiences engaged
- ✓ Deliver presentations which are informative, persuasive and achieve desired aims.

The one (1) day session provided the directors and staff with the relevant training needed to confidently embark on the overseas promotional tours.

The two (2) days session saw a high level of participation by 12 participants, representing 7 organisations. The information which was done in accessible format for the blind provided the avenue for their valued participation in the group exercises; this was further demonstrated in the individual presentations on the final day.

All of the presentations delivered spoke to the passion which each person had on their particular issue; in fact one of the presentations has the potential to be turned into a funding possibility with assistance rendered.

In addition persons expressed their feelings of being empowered to overcoming their fear of speaking in a public forum. The Council will seek to provide more of this training to other members.

#### • **DISASTER PREPAREDNESS WORKSHOP**

The Disaster Preparedness Management for Persons with Disabilities Training initiated by the Barbados Council for the Disabled two years ago (2008), was designed to provide all disaster management service providers with the necessary skills associated with Disaster Preparedness Management, as it relates to Persons with Disabilities.

Subsequent to the 2009 training period a Nursing Assistant who visited the Council from the Elayne Scantlebury Centre seeking information, remarked on the ills of the environment in which she worked and the need to be aware of

how to adapt in an emergency; as a result this training was offered to the Elayne Scantlebury Centre.

A total of 36 Participants were drawn from the Elayne Scantlebury Centre, St. Lucy District Hospital, Gordon Cummins Hospital and St. Phillip District Hospital for the 2009 training workshops.

The Council continues to fill the void in an area which would not have been a part of many of the participant's professional training curriculum.

Again, the Council employed the personnel to do the training from among the competent persons with disabilities within the Council's membership. This opportunity will only build the confidence and skills of the Trainers, who did a remarkable job

- **POVERTY LAW LECTURE SUPPORT**

For the past 3 years, the Council has been invited by Professor Clifford Halls to deliver a 2-hour lecture on disability issues for the poverty law course of the UWI. The lecture was conducted on Thursday, October 29, 2009.

The past lectures have focused heavily on matters related to abuse and on what currently obtains in Barbados as relates to persons with disabilities in the Justice system. It was suggested that for this year's lecture we amalgamate the upcoming "Access to Justice" project and use this lecture as a sort of test run.

In this case, students were invited to view the programme as it relates to what obtains in the Caribbean and how they would cope with various situations if called upon to do so

## **7. EMPLOYMENT OPPORTUNITIES**

- **HARAMBEE ENTERPRISE SCHEME**

The 2009-2010 Annual Harambee Enterprise Scheme Awards were once again administered under the HES Committee led by Mrs. Dorien Pile, Vice President BCD. The rest of the committee comprising of Mrs. Peggy Inniss, Ms. Linda Walcott, Canon Noel Burke, Mr. Ken Harewood, Ms. Eudalie Wickham and Ms. Cheryl Bell along with Ms. Emily Lynch, staff member met and examined the entries submitted. They however lamented the fact that members were not taking advantage of this excellent support base offered by the Council to assist them with their skill or business pursuits.

The recommendation going forward is to open access to the Harambee Enterprise Scheme to more persons outside of the membership.

## **8. FUNDRAISING SUPPORT**

- **BARBADOS COMMUNITY FOUNDATION**

The Council remains very appreciative of the continued financial support that the Barbados Community Foundation has given towards our Bus which transports children with disabilities to schools.

The Foundation's generous donation of \$12,500.00 has continued to make an impact on this important service we have been providing to children with disabilities for the past eight years. Not only do the children benefit but their parents are able to lead productive lives.

- **BARBADOS INTERNATIONAL FAIR (BIF)**

### **Overseas Awareness Promotional Tours**

The mandate of the Social & Recreational Committee of the Council is to develop projects for the benefit of its members. This is actively being pursued by the team. Having developed an A-Z plan for achieving specific goals, the Social & Recreational (S&R) Committee started an active implementation schedule in September 2009. The set goals of the Committee are:

- 1. To Promote the work of the Council and its Affiliates to the Diaspora in the UK/USA and Canada**
- 2. To assist the Affiliates in achieving their goals**
- 3. To acquire a Multi Functional Facility**

Having benefitted by the generous support of two Corporate Entities, Mc Enearney Quality Inc and Consolidated Finance Inc. the Council was able to negotiate for the auction of two vehicles which were granted duty free concessions by the Ministry of Finance.

The funds received enabled the Social & Recreational Committee on behalf of the Council to start implementing their three point goals.

**Promotional Tours** were undertaken in the UK, USA and Canada. Utilizing the skills of the Committee as well as the staff, support was sought and readily attained from the Barbados Consulates in these three countries. All of the Consulates representatives were extremely supportive and provided most of the accommodation and transportation to meet the needs of the teams. Some support was also given by overseas Barbadians. All of the tours were intensive and at times very rigorous as the teams attended numerous meetings which were arranged through the Barbados Overseas missions. The Toronto Team

also included in their visit an event hosted by the Reach for the Rainbow Charity and a visit to their integrated Camp.

A number of contacts were established through these tours and it is envisaged that these will be strengthened in the coming years. Varying donations were received from each Country.

The second part of the S&R Committee plans which began simultaneously with the Promotional Tours, was the hosting of the **Barbados International Fair (BIF)**. The fair was scheduled for March 2010 but due to a number of unforeseen circumstances, had to be rescheduled to **August 28<sup>th</sup>, 2010**. This event to be held at the **Gardens of the Governor General's Residence**, has caused the Council to engage the services of an Events Planning Specialist.

The venue of the fair will be the gardens of the Governor General's Residence and is expected to attract a number of participants. The Council's Affiliates are also being given the opportunity to participate. It is anticipated that the funds raised will assist with the plans identified by the S&R Committee.

- **KIWANIS SILVER DOLLARS FOR CHILDREN**

The KIWANI's annual "Silver Dollars for Children" charity event continues to assist the Council through its generous donation with its transportation service for children with disabilities. This year the members of the Club worked extremely hard to improve on the efforts of last year and the Council benefitted in the amount of \$10,000.00. The efforts of the KIWANI's are highly commended, especially in these uncertain times. The Council is encouraged by this support and commit our resources to assisting the vulnerable persons whom we represent.

- **LIONS CLUB OF BRIDGETOWN**

An important element of the Sexual & Reproductive Health program encompasses accessible information. Posters depicting relevant awareness messages were produced by the Council with the funds donated by the Lions Club of Bridgetown through the generous offer of their President, Mr. Edmund Hinkson. These SRH Posters will be distributed to all the Special Schools and places where young adults with disabilities frequent.

- **MARIA HOLDER MEMORIAL TRUST CORPORATION**

As our buses increase in age, the Council is mindful of our commitment to our members and children with disabilities to meet some of their transportation needs. The Maria Holder Memorial Trust Corporation has listened and responded to our concerns and approved our proposal to purchase a new bus which will supplement our present fleet of two. It is envisaged that not only will our members and children require accessible transport but also the users of the



upcoming CBR project. Transportation is the link to access for all Persons with Disabilities and with support from charities like the Maria Holder Memorial Trust Corporation, issues affecting PWD will likely see some improvement.

## **9. GOVERNMENT, PRIVATE SECTOR & INTERNATIONAL RELATIONS**

- **GOVERNMENT**

As the umbrella body representing various disability groups, the Council is mindful of the changing environment. Our members are not only being faced with the tough economic environment affecting many persons, but they also have to deal with the additional disadvantages that is associated with having a disability. Partnering with Government and International Agencies has always been an important link for us to help bridge the gap of disparity between the disabled and non disabled.

In November 2009, the Minister of Social Care, Constituency Empowerment, Urban and Rural Development (SCCEURD), the Honourable Christopher Sinckler, paid an official visit to the Council. Discussions were very encouraging and the Council was reassured of the Ministry's commitment to assist with the ongoing work of the Council.

The Council has supported a number of requests from the Research & Policy Department of the Ministry of SCCEURD for assistance in Data Collection and sourcing reports and statistics relevant to disability issues.

The Ministry of SCCEURD was also provided with assistance in their HIV/AIDS Workshops. Ms. Veronica Belle must be complimented for her role in helping to educate persons with disabilities on HIV/AIDS and the associated dangers.

Collaboration has also been on going with Ministries of Youth, Family and Sports, Education, & Human Resource Development, Transport and Works, Ministry of Tourism and agencies such the Bureau of Gender Affairs, National Assistance Board, Child Care Board, and a number of others.

Having begun to feel the impact of a sizeable cut in our government subvention, the Council is focusing on some fundraising ventures. These fundraising initiatives were intended to support and address issues which have been affecting persons with disabilities and children as well. However, we will have to use our resources carefully in order to continue the advocacy and awareness programmes which we have started over the years, as we are seeing some measure of success.

- **THE PRIVATE SECTOR**

The Private Sector continues to be supportive, however we are mindful of the slow economic environment as a result of the world economy; as a result we have had to revise our method of doing business. We know that in these uncertain conditions, the most vulnerable groups are usually the first to feel the impact. Having developed very good relations within this sector, the Council has started to pursue collaborating roles for the Private Sector to work with us to address a number of social issues.

- **INTERNATIONAL AGENCIES**

For years the Council and its members have been supported by many International Agencies. The United Nations, through its various agencies have partnered with the Council to ensure that not only many of their policies are implemented but they have also rendered immeasurable statistical assistance to our staff teams, which have proven to be extremely beneficial when planning programmes for persons with disabilities.

Since last year the Council have also embarked on an awareness campaign targeting our overseas Diaspora in the UK, USA and Canada. Already we have received some donations and we are confident that upon sharing our vision and mission for persons with disabilities in Barbados, the various overseas organisations will want to play their part; thus ensuring an inclusive society waiting for their return.

- **UNITED NATIONS**

Our application for accreditation to the **Conferences of the State Parties to the United Nations Convention on Rights of Persons with Disabilities** was accepted in September 2009; and with the opportunity afforded the Council, we will aggressively work with partners to encourage government to move to ratify the Convention.

In addition the Council continues to partner with a number of UN Agencies on programmes addressing the issues affecting persons with disabilities.

- **REACH FOR THE RAINBOW**

With the support of the Barbados Tourism Authority in Canada, the Council developed a relationship with Reach for the Rainbow, CANADA. Since 1983, Reach for the Rainbow, a non-profit umbrella organization, has pioneered the integration of children and youth with disabilities into the mainstream of society through summer camp programs throughout Ontario. Their programs provide environments of inclusion for kids and youth while offering much needed respite for parents.

Reach for the Rainbow works in partnership with organized children's camps and recreational programs across Ontario to provide integrated opportunities for children, youth, and young adults with disabilities.

In September 2009, the initiative brought a family of a child with a disability from Canada to Barbados; and shortly a reciprocal visit will be made by a Barbadian family to Canada. The Canadian family had a full week of events which included attending the Jaycees Fun Day, The Silver Dollars for Children Fundraiser, where they got an opportunity to meet the Honourable Christopher Sinckler, Minister of Social Care; they also visited a number of places of interest and met with their "twin" counterparts who will be reciprocating the visit to Toronto in August 2010.

## **10. HEALTH**

- **Ministry of Health/BCD - COMMUNITY BASED REHABILITATION**

After almost two years of ongoing negotiations with the Ministry of Health and other relevant stakeholders, the Council's Community Based Rehabilitation Program which was scheduled to commence in April 2009, had to be rescheduled, due to a number of challenges.

Notwithstanding the current economic climate which prevails the program has not only received a budget cut, but was faced with a number of challenges raised by the Environmental Health Department regarding the identified accommodation of the basement area of the Vashti Inniss Empowerment Centre.

As a result it has been proposed to reorganise the current space of Harambee House, the Garrison in order to base the programme there. At present, several rooms in the Resource Centre at the Council are underutilised during the daytime. Therefore with the current proposal the Council's affiliates would not be inconvenienced as bookings will still be scheduled for both the project and the organisations to ensure best use of the programme.

Upon receiving the promised funds, the hiring of staff for the project and purchasing necessary equipment will begin. The Council is eagerly anticipating the commencement of the CBR Program.

- **MORE THAN WORDS (MTW) – Autism Caregiver Program**

This program facilitated by the Council is now into its second year and promises to be expanded to include a couple of the children from the Homes of the Child Care Board. The Speech Pathologist from Canada, Ms. Sue McMillan has been achieving numerous successes with the parents and caregivers of children with autism.

On her recent visit to deliver the last module, which was one of six for the year, Ms. McMillan conducted a number of new assessments including two from the Nightingale Home and Haynesville Children's Home at the request of the Director of the Child Care Board, Mrs. Joan Crawford. It is hoped that the MTW training can be of benefit to these two children as well. In addition the necessary Training for the House parents is being explored in anticipation of offering this special training to assist them in dealing with their children.

The MTW Program in Barbados was further recognised through an article published in the Hanen Centre publication. Sue Mc Millan is a product of this Canadian Based Centre for certified Speech Language Pathologists. It is anticipated that future training opportunities will be pursued to assist the programme.

The Council is satisfied with the success of the MTW program and looks forward to its potential growth in Barbados.

- **SEXUAL & REPRODUCTIVE HEALTH – UNFPA/BCD Collaboration**

The Sexual Reproductive Health Program currently in its 2<sup>nd</sup> phase (January 2010 – December 2010) sought to build on the accomplishments of phase 1, where the focus was on conducting stakeholder focus groups to ascertain the particular sexual and reproductive health needs of the disabled, convening a meeting with parents/guardians of disabled youth to gain support for the activities to be implemented with this group and conducting information and education workshops on sexual and reproductive health and rights for disabled youth.

Phase 2 focused on training a cadre of youth with disabilities to serve as peer educators in their schools and communities to address issues of sexual and reproductive health and rights, while producing IEC materials on SRH and rights for the disabled. This training was executed by persons experienced in the areas of disability, Youth Sexuality and Sexual and Reproductive Health and rights, Gender Equality Issues, HIV prevention among youth, etc.

An important part of the phase was the production of posters. After sending a proposal for assistance to the International Association of Lions Clubs Zone 3A, they were very excited to support the programme.

United Nations Population Fund in its initiative of strengthening Condom Programming and distribution in the Caribbean region has embraced the Council into its program by partnering with us to distribute both male and female condoms to PWD within our organisations. The New life Deaf Club

through its HIV Training Workshop conducted by the HIV/AIDS Commission was the first participants taking advantage of the distribution program.

The Council SRH Program was also strengthened by its representation, through Mrs. Rose Ann Foster Vaughan, at the NGO Forum on Sexual and Reproductive Health and Development in Berlin, Germany as well as the Global Consultation between UNFPA and NGOs, 16-17 February 2010, in New York.

The Barbados Council for the Disabled will continue to collaborate with UNFPA and the Ministry of Social Care, Constituency Empowerment, Urban & Rural Development as we address this important aspect in the lives of young adults with disabilities.

## **11. ORGANISATIONAL DEVELOPMENT**

- **DA COSTA MANNINGS COOK-OFF**

Inclusion is what we aim to achieve for persons with disabilities and this is exactly what DaCosta Mannings offered the Council. An opportunity to showcase the art of cooking by persons with disabilities came off at the DaCosta Mannings, Warrens Branch on Saturday 03<sup>rd</sup> April 2010 with resounding success. The criteria were met by all contestants who presented a high level of participation. Those persons taking part were:

- Sara Ann Persaud – Children’s Development Centre
- Desiree Hinds – Challenor Creative Arts & Training Centre
- Glenroy Wiles – Learning Centre
- Brenda Hewitt – BARNOD Inc.

The Winner and all participants received some wonderful prizes from DaCosta Mannings.

The Council is deeply encouraged by this initiative of DaCosta Mannings to take a lead role in ensuring a future that is inclusive.

- **MEMBER SUPPORT**

A major role of the Council and its Secretariat is to assist our members with their various projects and programmes. Services range from writing letters and proposals to design, printing, arranging workshops and meetings, making bookings, brailing etc. Some financial support is also given to members projects.

Over the last couple years we have been encouraged by the involvement of the **New Life Deaf Club** in events and training. It has not been particularly easy for this group of approximately 40 persons to effectively advocate on issues affecting the deaf in Barbados. The Secretariat at the Council is often called on to assist with the administering of some of their events, though the members themselves design and conceptualise their own projects. This organisation has for some years ceased to benefit from the financial assistance once given to them by the National Disabilities Unit (NDU) and have to depend on fundraising initiatives or support from the Council. However, it is heartening to note that Blind Cricket is receiving considerable support from the NDU which should augur well for the future of this sport.

Other members like the **Myasthenia Gravis Association** are also affected by the lack of finances as well as volunteers to assist with their fundraising and activities.

In addition to arranging numerous meetings and training workshops for the various requirements of the different disability groups, the Council's staff is called upon on a daily basis to address issues that affect the wider population of persons with disabilities. Being able to address the numerous queries has given the team at the BCD an enormous wealth of experience in many areas. As a result it has become quite common for many interest groups and agencies to call us for information or guidance in relation to addressing issues affecting persons with disabilities.

## **12. RECREATIONAL ACTIVITIES**

- **INTER ORGANISATION DOMINOES TOURNAMENT**

The 2010 season for our annual Inter Organisation Dominoes Tournament has been "**Slam Dunked**" because of transportation challenges which both the Council and the National Disabilities Unit vehicles were having.

However, all is not lost as summer approaches plans are being put in place to resume the competition. As soon as our vehicles are back on the road, hopefully in the next week, we will once again be slamming dominoes at Harambee House. This much anticipated organisational rivalry has become an event that brings together our membership for five evenings of friendly competition; though the organisations vie for the coveted Winners Shield. However, the "uniquely tasty" fish cakes usually tend to act as a relaxing stimulant for everyone including the losers.

- **Jaycees Annual Fun Day**

Once again the Council partnered with the Jaycees to successfully host their Annual Fun day for Children with Disabilities. This event came off at Illaro Court on September 2009. This year the family from Reach for the Rainbow in

Canada was able to attend, directly after arriving at the GAIA. They were able to meet with the Prime Minister's wife and mingle with the children. The Jaycees ensured that all the children attending had ample refreshments and entertainment. This has become a fixture in their calendar and one which we are sure will grow even bigger as we have seen over the years. The Council will continue to support this highly anticipated event.

### **13. TRANSPORTATION**

- **BCD ACCESSIBLE TRANSPORTATION**

This year it seems like the prevailing economic climate stretched its long arms to attempt to strangle our accessible vehicles. Our buses seemed to have been plagued by a virus this year. There was much downtime and considerable expenses incurred as a result of mechanical problems experienced by all our vehicles. It is not enough that transportation for persons with disabilities is extremely marginalised and sadly lacking; they have to pay a penalty to access transport at a high cost; where their able bodied counterparts are able to pay the regular low price.

Our transport service to our members and other persons with disabilities as well as children with disabilities will continue to be a priority to the Council as we fully understand the challenges they face in not being able to access services enjoyed by the rest of the public.

The Council is committed to championing the rights of persons with disabilities and recognise that resources are limited. In the meantime we will continue to encourage the Government to carefully examine the mitigating environmental factors which affect the provision of accessible transport and start to address them systematically; at least for the future generation of persons with disabilities. We cannot continue to talk about this situation and not listen to the 'real experts'.



## **14. FINANCIAL REVIEW 2009-2010**

At the beginning of this financial year the Barbados Council for the Disabled knew it was probably about to face some challenges with the effects of the global economy. And, as the well developed countries now know, what a difference a year can make. This is also true for us here in Barbados, which would require strong and decisive measures to ensure the gains we have made over the years do not suffer from stagnation.

Towards the last quarter of the 2009-2010 financial year, the Government's subvention, the Council's main source of income was reduced by \$30,000.00 and again in the same amount for this year. This subvention is generally used for the administration and maintenance of Harambee House as well as some of our advocacy programmes.

The BCD's total revenue for the year 2009-2010 was \$ 577,081.00 compared to the previous year of \$567,248.00. The general donations amounted to \$7,000.00 which does not include financial support for special projects. The Council's donations to its bus service were again supported by the Barbados Community Foundation in the amount of \$12,500.00.

### **HARAMBEE ADMINISTRATION**

The use of the resources at Harambee House has seen an increase within this year as more members begin to utilize the facility at the Garrison which has proved to be easily accessible in terms of its location.

As a result of the increased usage of the Secretariat, \$7,300.00 was spent in stationery and office supplies. Utilities increased as was expected. Electricity was \$15,955 while our telephone expense was \$12,786.00.

The members increased their meetings as if recognizing that there was a need to have more meetings and planning committees to deal with the uncertain economic future and its effects on NGO's. Spending just over \$8,000.00 on meetings and seminars, the Council will have to examine the possibility of teleconferencing and video conferencing in the future. It must be noted that on a number of occasions, Harambee house was also used as a venue for focal point meetings by the Social Policy Department of the Ministry of SCCEURD; as well as other entities because of our accessible facility.

The ensure the maintenance of the building meets health and safety requirements for our members and other users of the facility, our increased expenses of \$14,927.00 understandably rose by over \$2,000.00. Most of our members usually have evening meetings and this would inevitably incur an extra expense; added to the fact that more meetings are being held at Harambee House.

## **ORGANISATIONAL SUPPORT**

As the members of the Council struggle to keep their organizations a viable entity in these harsh competitive environments, they find themselves constantly fighting to justify their rights to equal services. The Council spent just over \$8,000.00 in assisting some members who identified a particular item or proposal where support was required.

In addition, as a result of the increased use of Harambee House by our members our administrative costs have increased as well. Ink, stationery and other associated items are being frequently utilized.

## **ADVOCACY & PUBLIC AWARENESS**

The Council's "DAD" Disability Awareness Day project now into its 3<sup>rd</sup> year explored a new initiative. This year at a cost of \$3,195.00 the programme went into the Special Schools and the culmination brought a number of young persons with disabilities to the TGIF Restaurant to share in the camaraderie with their DAD PALS and other invited guests.

The Fully Accessible Barbados (FAB) Programme finally saw the first set of accreditations being awarded to businesses and facilities who met the identified criteria. We had allocated a budget for FAB of \$10,000.00 within this financial year; however the total expenditure for the entire Awards was \$21,600.00. The board decided that the savings from the allocated budget for FAB over the last two years would make up the short fall for this year.

## **UNITED NATIONS DAY FOR PERSONS WITH DISABILITIES – Launch of National Literary Competition**

Another initiative of the Council to encourage the involvement of the wider population of persons with disabilities was the launch of the National Literary Competition. This competition was implemented within our annual allocated budget of \$5,000.00. It is expected that funding will be sought to facilitate the attendance of the overall winner at the CRPD Conference of State Parties in September in New York.

## **HARAMBEE ENTERPRISE SCHEME**

This annual grant is now into its fourth year. With an award of \$1,000.00 given to two (2) individuals from within its membership, it is hoped that more persons outside of the organisations will participate in this opportunity next year.

## **BCD TRANSPORTATION**

Transportation is a major expense and this year the Council felt the pain of having both of our buses down at the same time. There were numerous challenges to the LDV and Ford Transit and we are only now beginning to resume the services of these two accessible buses. Our maintenance cost this year for the two buses was \$33,169.00 with License and Insurances costing

\$15,197.00; fuel was just under \$10,000.00 excluding a donation from SOL of \$3,795.00. Consumers Guarantee Insurance has also continued to offer the Council a discount benefit of \$3,032.00.

As a result of these challenges our rental cost for transportation for our members and directors increased by almost \$2,000.00 to \$9,921.00 as we had to use other transportation services.

The Council continues to value the contribution of \$12,500.00 from the Barbados Community Foundation towards the operation of our school bus service.

The KIWANIS Silver Dollars for Children this year was able to donate to the Council \$10,000.00. This support also went toward our transportation service.

The subsidy of \$7,759.00 annually, which was granted by the government to our school bus service in 2008, was received in October 2009. The subsidy for 2009 was received in February 2010.

The Maria Holder Trust came to our rescue after accepting a proposal from the Council for the purchase of a new bus. Their donation of \$101,937.00 made it possible for the Council to purchase a new LDV Maxus accessible vehicle which is presently being shipped to Barbados. This tremendous support is deeply appreciated by the Council and its members.

## **IMPLEMENTING PROJECTS**

A number of ongoing and new projects are being implemented by the Council. Some of them are:

### ***MORE THAN WORDS***

This Autism Care Giver Project was started just over two years ago. Having achieved successful results in the first year, the funders of the project was confident to support it for another year. Some of the income received in the last financial year would have been budgeted for the execution of this year's modules. Progress reports are sent to all funders after the completion of each module. With committed donations from the Canadian Womens Club and the Paloma Charitable Trust, the continuation of this project seems assured.

### ***BARBADOS INTERNATIONAL FAIR (BIF)***

This major fundraising venture initiated by the Social & Recreational Committee of the Council is the hosting of an International Fair.

This initiative was designed to raise funds to enable the Council to provide the following three point goals:

- To heighten awareness of the work of the Council through Overseas promotions to the Barbadian Diaspora.
- To assist members of the Council with their projects

- **To acquire a Multifunctional Facility for persons with Disabilities.**

To begin with the implementation of the Fair the Council had to raise funds through the auctioning of two vehicles. This was done through the support and cooperation of two companies, McEneaney Quality Motors and Consolidated Finance Company. Having acquired the permission from the Ministry of Finance for duty free concessions for the two vehicles, the Council was able to receive the funds as a covenant. This allowed the Council to begin the planning and implementation of the Fair which is now scheduled for August 28<sup>th</sup> after being postponed from March. As a result of this event, the Council has had to register for VAT which we have started reporting from March 2010. On the advice of our auditors all of our finances for the Social & Recreational Committee's events will be reported in the next financial year as the event will be held in August 2010; also this would present a clearer review of all transactions.

### ***BCD/UNFPA SEXUAL AND REPRODUCTIVE HEALTH***

Our collaboration with the United Nations Population Fund in implementing this programme has been mostly financed by the UNFPA. To ensure its success, the Council has also had to finance some aspects with a contribution of \$1,247.00 for the catering of the workshop and the interpreter.

The **International Association of Lions Clubs Zone 3A** was also instrumental in supporting this project with a donation of \$5,000.00 towards the public awareness promotion.

### ***DISASTER PREPAREDNESS TRAINING***

As the Council continues to prudently manage our finances in these tough economic times, we still have to commit to our mandate of advocating on behalf of persons with disabilities.

This year our Disaster Management Training was offered to the staff at **Elayne Scantlebury Centre, St. Lucy District Hospital, Gordon Cummins Hospital and the St. Philip Hospital** at a cost of \$2,000.00. With limited resources we have been quietly achieving success in ensuring those first responders are trained to adequately handle our vulnerable group of persons; the Council will continue with this necessary training which we recognize is not available in Barbados.

With our mission to advocate on behalf of all persons with disabilities, the Council is fortunate to have established relationships with local and international agencies. Our accounting procedures continue to be stringent with our Auditors at **Ernst & Young**, who once again prepared our audit without cost.

**David 'joey' Harper**  
**President**

The Council is indebted to the following persons and entities for their support and assistance within this period. We thank you and assure you of our continued commitment to advocate for inclusion and equal rights for all persons with disabilities.

## THANK YOU

Barbados Community Foundation  
Barbados Tourism Authority  
Bureau of Gender Affairs  
Caribbean Tourism Organisation  
Canadian Women's Club  
Caribbean Catalyst Inc.  
Carrusel Ltd.  
Central Bank of Barbados  
Consumers' Guarantee Insurance  
Corporate Barbados  
Dacosta Mannings Inc.  
Days Books  
Dennis & Angela Manning  
Dr. Leroy McClean, Consulate-General of Barbados (Canada)  
Ernst & Young Caribbean  
European International Reinsurance Co. Ltd.  
Events Unusual  
FAB Review Team  
First Caribbean International Bank  
Franklin Vaughan  
Glass Creations Inc.  
Government Agencies  
Harambee Enterprise Scheme Committee  
Harambee Puppeteers  
His Excellency Hugh Anthony Arthur, High Commissioner for Barbados (England)  
Illuminat (Barbados) Ltd.  
International Association of Lions Club –Zone 3A  
Islamic Society  
Junior Chamber of Commerce (Jaycees)  
Kiwans Club of Bridgetown  
London Life & Casualty  
Maria Holder Memorial Trust  
Ministry of Tourism  
Miss Patricia Taylor  
Mr. Lennox O'Brien Price, Consulate-General of Barbados (New York)  
Mr. Colin Seifert Mayers, Consulate-General of Barbados (Florida)  
Mrs. Mary Mahabir QC – LEX Caribbean  
Mr. Mike Ramsay – SOJE/Lonsdale  
Mr. Michael Weetch  
Mr. Terry Ally  
Ms. Patsy Howard  
National Disabilities Unit  
RBTT Bank  
SOL (Barbados) Ltd.  
SRH Presenters  
The Media  
Troy Graham – Systems Analyst  
UN AGENCIES  
UWI