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**Caretaker/Gardener**  
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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.*

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# 1. PRESIDENT'S INTRODUCTION TO ANNUAL REPORTS

At the commencement of our term in office, the Board of Directors for 2011-2013 pledged to develop a closer relationship with our affiliates and raise the profile of persons with disabilities. I am pleased to say that we have kept the faith and we have achieved our stated objectives and more.

Since our AGM of 2012, BCD has made some very positive strides in several areas. Most notable among these is the success of our petition to the Government for the **Ratification of the UN Convention on the Rights of Persons with Disabilities**. With the successful ratification in February of this year, all persons with disabilities must feel a sense of accomplishment, though ratification is not an end but another corner we have turned in a long road.

We are pleased to report that shortly, the committee for the Monitoring and Implementation of the CRPD will be established. In accordance with Article 33 which states:

1. States Parties, in accordance with their system of Organisation, shall designate one or more focal points within government for matters relating to the implementation of the present convention, and shall give due consideration to the establishment or designation of a coordination mechanism within government to facilitate related action in different sectors and at different levels.

2. *States Parties shall, in accordance with their legal and administrative systems, maintain, strengthen, designate or establish within the State Party, a framework, including one or more independent mechanisms, as appropriate, to promote, protect and monitor implementation of the present Convention. When designating or establishing such a mechanism, States Parties shall take into account the principles relating to the status and functioning of national institutions for protection and promotion of human rights.*

*3. Civil society, in particular persons with disabilities and their representative organizations, shall be involved and participate fully in the monitoring process.*

This committee will be charged with examining how Barbados is progressing towards the realisation of the articles set out. The Council will have a critical role to play in the life of this committee and we eagerly look forward to shouldering the responsibility with the full participation of our affiliates and the wider community of persons with disabilities.

In a small culture such as ours, it is imperative that civil society and Government work closely in order that we are afforded opportunities to ensure that needs are considered and included. As further outlined in our report, we are heartened by the number of areas in which we have been both consulted and welcomed by government agencies.

The relationship with the National Disabilities Unit continues to strengthen with the Council undertaking joint activities. Plans have been put in place to encourage other similar collaborative efforts. Other agencies which we have engaged in this year include: National Assistance Board, Barbados National Standards Institute, Ministry of Tourism, HIV/Aids Commission, Queen Elizabeth Hospital and others. These relationships were fortified with the representation of the disabled on several committees of national significance.

In the meeting held with the Honourable Prime Minister in October 2012, the delegation stressed among other concerns, that the community of persons with disabilities should have representation on the boards of statutory bodies in order to ensure that our interests are considered. The council also participated in similar dialogues with the Barbados Association for Non-Governmental Organizations who posited a similar view to the representation of NGOs at this level. We eagerly await further developments in this area.

As earlier stated, the Board and staff have tried even more diligently in the past months to strengthen our work and closeness with the seventeen affiliates of BCD. Our commitment in this area can be evinced by the doubling of our financial, Administrative and technological support to those affiliates who have

sought such aid. One area with which we are most pleased is the level of involvement with our deaf and hearing impaired members. The New Life Deaf Club has long been an active member of the Council, however in these past months we have worked even more intimately with them and we look forward with great excitement to their upcoming International Week of the Deaf activities; slated to take place in September of this year.

The Council is guided by its duty to its members to liaise and solicit feedback on their concerns as well as to assist with their organizational development. In our ongoing attempt to ensure that all of our members are equipped to battle with the difficult waters in which we find ourselves, we encouraged our Affiliates to share their financial reports, audited statements and other documents with us. Sadly, some of our members felt this request was intrusive, but this was not our intent.

Recognizing the atmosphere in which business is conducted, it is imperative that we exercise the highest levels of accountability. Many of our affiliates find themselves in awkward positions when seeking financial aid from outside funders as close scrutiny of their record keeping demonstrates a sometimes lax approach which is often the result of a lack of awareness. It was our hope that by requesting such documents from our members we could encourage them to further their own development.

The numerous social activities we have had in the past year have been characterized by a level of comfort and togetherness which is quite enlivening. As we gather together to relax and socialize, the bonds of unity continue to be forged; families must work, pray and play together in order to remain strong.

To date, there have been three Strategic Planning retreats conducted under the guidance of Mrs. Rosalind Jackson. The 3<sup>rd</sup> of these retreats embraced our membership with a view to strategically planning the course for the future. We are charting some very uncertain waters financially. The level of donations has fallen off substantially and the spirit of volunteerism appears to be experiencing its death throws. It is therefore imperative that new avenues for growth continue to be explored.

As we look towards the future, emphasis will be placed in the development of entrepreneurial endeavours for persons with disabilities; presenting opportunities and strengthening the level of awareness in this area. Coupled with the above will, is added emphasis placed on discovering new opportunities for funding.

As our emphasis shifts to building the capacity of our community, the Council must work on leadership and realistic succession planning. The future needs to be one in which a cadre of persons with skills are developed to take point positions within the organisations in order to further advance the cause.

The Barbados Council for the Disabled, its affiliates, and indeed the wider community of Barbados stands at the threshold of new endeavours. In order to realize these goals, we must continue to work together.

***Senator Kerryann Ifill***  
***President***

## 2. ORGANIZATIONAL STRUCTURE

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

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

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

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



We are indebted to those persons who thirty seven years ago formed the Council and those committed volunteers and selfless individuals who gave of their time to ensure that the mission and vision of the Council is upheld

The Board of Directors of BCD is elected to serve for a period of two years and reflects the interest groups that we serve. Members of the board are all volunteers, some of whom has served for years in various capacities.

The present Board consists of a **President and 10 directors, 7 of whom have a disability**; also joining the current board are 2 Co-opted members with disabilities from among our Affiliates. In addition we have three ex-officio members representing the National Disabilities Unit, the Ministry of Health and the Ministry of Education.

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

Without overemphasising the effects of the global economy on non-governmental organisations such as ours, the Council cannot ignore the fact that the supporting climate which we enjoyed over the past years has been challenging.

The prudent guidance of the **Council's Board** has helped to maintain the stability of its financial resources. Recognising the unpredictable climate facing Barbados, the Council focused heavily on trying to elevate its level of efficiency while managing to keep a close rein on its finances,

The **administration** of its operations must also be credited to the dedicated staff who continues to manage and implement the Council's annual budgetary proposals and work plan. The anticipated increase in staff which was proposed last year to assist with the increased demand on the Secretariat was not possible due to a number of issues presented.

Having undergone a replacement of its entire computer system through the kind support of a committed donor, the high level of efficiency that has become the hallmark of the Council has continued to grow and ensured that measurable successes during this period was achieved.

### 3. ADVOCACY

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

The Barbados Council for the Disabled has over the last two years been taking its fight for equality a step further. When the current President of the Council took over its reins it was with a resolve to ensure that further steps be taken to solidify the work that had already been done to advance the rights of persons with disabilities.

#### ***Ratification of the United Nations Convention on the Rights of Persons with Disabilities (CRPD)***

Having set the groundwork in 2011 in pursuit of the ratification of the UN Convention on the Rights of Persons with Disabilities by Barbados, the Council seized the opportunity to further heighten awareness of the CRPD with the appointment of Senator Kerryann Ifill to President of the Senate.

Since signing the CRPD in July 2007, much has been put in place for Persons with disabilities by both the Barbados Council for the Disabled and the Ministry of Social Care, Constituency Empowerment and Community Development. However, it had become necessary for our Government to signify to Barbadians and its visitors with disabilities that they were willing to take the issues that affect the inclusion of persons with disabilities a step further by ratifying the Convention.

With the creation of a Petition to the Government during the visit of Senator Floyd Morris in March 2012 reaching over thirteen hundred signatures, the Council's Vice President and Secretary made an appointment to deliver the Petition to the Prime Minister. Following the delivery a meeting was held in October 2012 with the Prime Minister to discuss the current status of the Convention. Having given the Council his commitment to progress the groundwork that would lead to the ratification; the Council was notified in February 2013 that the Government had ratified the Convention on the Rights of

Persons with Disabilities. This human rights treaty was another major milestone for the Barbados Council for the Disabled and its members.

The support of the United Nations Resident Representative to Barbados and the Caribbean, Michelle Gyles McDonnough in helping to attain this achievement has been immeasurable.

### ***UN Day for Persons with Disabilities (Dec. 03<sup>rd</sup>)***

**“Removing barriers to create an inclusive and accessible society for all”**...the theme for the annual internationally recognized year for persons with disabilities has been our daily focus for many years.

Over one billion people worldwide should not have to be removing barriers to enjoy what other human beings enjoy. There are so many barriers to remove and the Barbados Council for the Disabled in recognizing that persons with disabilities have been extremely marginalized in the area of **HIV/Aids** and its impact in comparison to the rest of society took the initiative to address this inequality.

The Council was supported with a grant from the HIV Commission to produce two (2) Public Service Awareness Advertisements involving young persons with disabilities. The PSA's were produced with the support of Daniel Coulthurst and Danielle Depradine among others. The HIV Commission also supported the promotion of the Ads on TV through the Government Information Service.

The PSA's were launched on December 03<sup>rd</sup> at a ceremony at UN House and was live streamed through the Internet to other organisations worldwide.

### ***Disability Awareness Day (Dad 2013)***

**Disability Awareness Day “DAD”**, now in its 5<sup>th</sup> year is usually commemorated within the Primary Schools as part of our national disability awareness initiatives.

Since the start of the Council's Annual Literary Competition the main focus was on academia, at the levels of Primary and Secondary Schools. However, it was thought that there was a need to embrace other mediums which tap into the talents of our young generation.

The Art Form was pursued and the recommendations by teachers were that the competition be expanded to include secondary school students. The Schools Poster Competition was launched in January 2013 at Harambee House

The response from the Primary Schools were encouraging, however only a small number of Secondary Schools participated. The focus of the topic for the Competition was “Your vision of a Fully Accessible Barbados”. The winning entries were thought provoking to the judges who consisted of John Walcott, Susan Alleyne-Forde, Marguerita Jordan, Shelly Mayers, Terry Applewaihe and Allison Chapman-Andrews; they were ably guided by the Committee chaired by Dorien Pile and assisted by Patricia Taylor and Ryan Dalrymple. It is hoped that a 2014 Calendar can be produced with the winning entries.

The Awardees were presented with their prizes at an Awards Ceremony on Disability Awareness Day. This Ceremony was held at the United Nations House and the UN Resident Representative, Michelle Gyles-Mc Donnough gave the Feature Address.

### ***“Harambee Puppetry Programme”***

During the Month of the Disabled, the Harambee Puppets did a number of performances at schools throughout Barbados.

The use of the life size puppets have been an effective advocacy tool in getting the message of disability awareness to the schools. Using scenarios depicting various disabilities, the Harambee Puppeteers often attract the attention of the children who are so receptive to the messages and do not hesitate to ask questions.

During the Month of the Disabled, performances were held at Graydon Sealy Secondary, Springer Memorial Secondary, Hindsbury Primary, St. Pauls Primary, St. Elizabeth Primary, St. Joseph Primary and St. Bernard’s. In addition the Team also did another performance for the Ministry of Family and Youth Affairs. A member of the New Life Deaf Club accompanied the Puppeteers to Springer Memorial School to present on behalf of the deaf.

## ***Fully Accessible Barbados (FAB)***

As the Fully Accessible Barbados (FAB) Programme continues to grow, the Council is even more confident that the path we have taken over the years to ensure that persons with disabilities living in Barbados and visitors are able to access facilities and services that are available to the rest of society.

This national accessible programme is exceeding our expectations as not only is it capturing the attention of the Tourism Industry but it is now beginning to involve Education, Health and Housing.

In the tourism sector, the demand for accessible information on how to make facilities inclusive to all persons with disabilities has increased. With the Ministry of Tourism ongoing support, Barbados is being promoted as a destination of choice for visitors with disabilities. Businesses continue to recognise that it makes good business sense. We are aware that we still have a way to go in offering full inclusion; however the Council is committed to its members and other persons with disabilities in Barbados to achieve this end.

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

Having ratified the **UN Convention on the Rights of Persons with Disabilities on February 27<sup>th</sup> 2013 by the Government of Barbados**, the Council will be swiftly moving to ensure that the rights of persons with disabilities to take part on an equal basis with others in cultural life is addressed in accordance with Article 30 – 1C which states that persons with disabilities shall:

**“Enjoy access to places for cultural performances or services, such as theatres, museums, cinemas, libraries and tourism services, and as far as possible, enjoy access to monuments and sites of national cultural importance”.**

### ***FAB Assessments***

The Council continues to receive requests from a number of facilities that provide tourism related services, in addition to those from the retail commercial sector. Within the past year FAB Assessments have been conducted on Dover

Beach Hotel, Courtyard Marriott, Plum Tree Club, Radisson Aquatica and all of the TRIMART Supermarkets.

We are heartened that the Barbados Light & Power Company as well as the Port Authority, in addition to a number of hotels is also on our list of request for future Assessments.

Having submitted recommendations to TRIMART, they have begun to address the issues identified and have assured us that they will be seeking our approval when all are completed. The Council is particularly encouraged that after we suggested they look at packing their items on the shelves vertically instead of horizontally, in order that persons in wheelchairs or physically challenged people can reach the items; TRIMART have begun to gradually arrange their shelves to suit.

We are mindful that the human resources available within the Council to adequately deal with the constant request for FAB Assessments continue to be limited. The Operations Manager is currently the main staff member assigned to FAB and is accompanied by a wheelchair user on every Assessment.

In addition to our Assessments, the Council continues to receive almost daily, enquiries from the public for information on how to make their properties or facilities accessible. We continue to rely on members of our community who keep us up to date on construction and personally lend assistance wherever possible. We have also facilitated persons requesting Beach Wheelchairs through the National Disabilities Unit. The Council will have to pursue the acquisition of owning a few of these chairs as it can be time consuming to have to borrow the NDU's beach wheelchair.

Consultations were held with the **Barbados National Standards Institute** in an effort to have the FAB Assessments standardized; this is being presently worked on. As FAB gains recognition and credibility, the Council has been offered to sit on a Regional Technical Committee with focus on tourism services. The mandate is to provide harmonization of requirements for tourist accommodation establishments throughout CARICOM and be used as a benchmark against the minimum international requirements.

The magnitude of the Fully Accessible Barbados programme will eventually necessitate the formation of a department that is solely responsible for the successful implementation and future growth of FAB.

The Council remains confident that Fully Accessible Barbados(FAB) which is rooted in its mission to effect full integration into society for all persons with disabilities, 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.

### ***National Host Tourism Programme***

The soon to be introduced National Host Tourism Programme by the Ministry of Tourism will consist of an inclusive element of Training for its implementing partners. After preparing and submitting the Sensitivity Training Manual which was required by the project, the Programme will utilize the services of two of the Council's staff members to facilitate this specialised Training which will be offered to front line service providers in the Tourism Industry. The Council looks forward to further participation as this is indicative of the growth of the Fully Accessible Barbados Programme.

### ***Accessible Parking***

For over eleven (11) years, the Council has been providing Parking ID's for persons with disabilities. This service is provided free of cost to the public on provision of a Doctor's certificate. Since being re-elected to Government, the Council has written the Minister of Transport and Works appraising him of the status of the Road Traffic Amendments relating to parking and the Parking ID Service which the Council has been providing to the public.

**Having ratified the UN Convention on the Rights of Persons with Disabilities,** the Government has signified that it intends to pursue legislation to deal with this grave injustice to the people with disabilities in Barbados.

### ***More than words® - Autism caregiver programme***

The 2012-2013, MTW programme was delivered this year to 7 teachers from Challenor Creative Arts and Training Centre School.



After the fifth Group Training Session participants reported that they continued to observe changes in their students as they implement MTW strategies learned. Changes noted included use of new words by students, increased sentence length, increased frequency and duration of joint attention between students and teachers, reduction in some challenging behaviours and increased frequency of initiation of communication by students.

Each teacher and student participated in a video coaching session consisting of a one-to-one student-teacher interaction that was videotaped. This was followed by a video feedback session with each teacher in which the S-LP and teacher reviewed the video interaction between the teacher and student.

Teachers showed an increase awareness of both their existing use of MTW strategies and identified opportunities of additional situations in which they could apply those strategies

Due to the on-going requests from caregivers for MTW, the Council will return the focus group of the programme to caregivers in the 2013-2014 delivery. In an effort to obtain an evaluation and status report of the past participants of the program, the S-LP will be hosting an all day Workshop in July with all the recipients of the MTW since its inception.

### ***BCD/UNFPA/HIV Commission- Sexual Reproductive Health***

The Council said farewell to its former SRH UN Programme Coordinator Isiuwa Iyehen and steadfastly held the programme together until the reassignment of the UN staff was completed. In the mean time we were ably guided by a UN Admin Officer to UNFPA, Karis Grosvenor.

With the appointment of De Jane Gibbons to head the local UNFPA Office in Barbados, the Council was happy to begin working with Ms. Gibbons especially as we had a prior relationship with her. UNFPA has recommitted funds to the programme however with an expected reduction due to the prevailing overall world economy.



In the six (6) year collaboration of the UNFPA/Barbados Council for the Disabled Sexual Reproductive Health, the programme has continued to grow especially since the introduction of the SRH Window. Group and individual sessions continue to be held with the two Counsellors assigned to the Programme.

A number of training workshops were also held and targeted a number of students within our Special Schools (The Learning Centre, Challenor School, Ann Hill and Irving Wilson School), and young adults with disabilities. The purpose of the training was to encourage these young people to respect themselves as well as others; assist them in understanding their bodies and how the body function, as well as helping them to understand the impact on their lives when making certain decisions. The program also helped to identify those young persons who had the potential to be Peer Educators.

The main component of the SRH Program this year continued to focusing on counseling services. On the resumption of the Men's and Women's group sessions participants were engaged in dialogue critical to their overall self-development. One of the Counsellors, Perro Holloway initiated a judicial component where contact was made with representatives of both the Health and Law Enforcement Services to get their support in helping to execute this aspect of the program.

The Group visit to Her Majesty Prison, Dodds, District F Police Station and Magistrate Court were very insightful as they saw first-hand the consequences of negative behaviour and its impacts on the life of a Prisoner with a Disability.

The programme also included the Council's affiliated organisations through a Health forum which was facilitated by a retired nurse of the Barbados Nurses Association who presented on the topic Good Hygiene for Better Health.

The Men's Clinic was launched within the month of October and was facilitated by Mr. Christopher Warner FRCS, where the introductory session focused on the topic "Care of your Manhood – Myths vs. Facts. This proved to be of great interest to those who attended and a repeat has been requested.

Having extended the SRH Program to the Learning Centre (an educational institution that caters to students with intellectual and learning disabilities) the

two Counsellors worked with the Teachers to execute a training module developed by the Council, to provide students between the ages of 13 and 18 with pertinent information on key SRH issues; sessions were conducted once a week, and 20 and 35 students benefited per session.

The focus for the rest of the year will be targeting sensitivity training for health care providers and advocacy around the Ratification of the UN CRPD. Some additional counselling will also be required as the programme continues its work at BASE and Learning Centre. This will also extend to the continued development of the Peer Educators.

### ***HIV/AIDS Commission Project***

The Council was pleased to welcome on board the National HIV Commission for the 2013 period.

Such a partnership with the Commission is indeed a timely intervention. Following discussions with the Commission, it was recognised that there has never been a conservative effort to include persons with disabilities in public service advertisements championing the HIV awareness cause. The Commission funded the production of two (2) PSAs which were launched on December 3<sup>rd</sup> 2012 – United Nations International Day for Persons with Disabilities.

Along with forging partnerships with the National HIV Commission, the Council has also been working closely with the **National Council Substance on Substance Abuse (NCSA)**, who facilitates a Program which marries the concept of drug use to the increase risks of HIV/AIDS. The theme “**Stop, Think, Choose**” targets the Deaf and Hearing Impaired community. NCSA has invited the Council to consider adopting the program as an initiative to introduce an SRH component; negotiations are ongoing. This is a key partnership for the involvement of the deaf community.

The program has brought to the fore the many issues affecting persons with disabilities and the realization that they have been sadly left out of mainstream Sexual Reproductive Health Programmes.

## ***Communications***

### *FAB Website*

This site [www.fullyaccessiblebarbados.com](http://www.fullyaccessiblebarbados.com) continues to receive the support of the Ministry of Tourism. Nicole Lavine of Creative Cycle is the Administrator and is presently working on a number of upgrades which will ensure that this site continues to receive the large amount of visits that have been directed to the Fully Accessible Barbados Site.

Since the site was developed just over a year ago, it has seen 2,922 visits up to end of March. The top four countries visitors to the site are coming from Canada, United States, Barbados and the United Kingdom.

Most visitors are looking at accessible hotels and places in Barbados – Accra have seen 371 visits and Amaryllis 258 visits. This shows that persons are very interested in the island as an accessible destination.

### *Face Book Pages – BCD / SRH /FAB*

In an effort to capture the growing cyber users, the Council created three Face Book Pages. One focuses on the Barbados Council for the Disabled and related issues another is dedicated to the UNFPA/BCD Sexual Reproductive Health “Window”; and the other is dedicated to FAB. This forum seems to reach a wider audience as many of the present generation prefers the social media. It is also a great way for us to send out immediate postings and also receive a wealth of information from our colleagues and “Friends”.

It is also encouraging to the Council that a group of concerned citizens have created a Face Book page titled “WALL OF SHAME”. The Group manages the page and the majority of postings highlight vehicles throughout Barbados that are parked indiscriminately in spaces assigned for Persons with Disabilities. This demonstrates to us that there are people out there who are advocating on our behalf even though they are not directly involved with the Council; people who are caring and concerned advocates.

### *Voice of our Own*

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

### *Media*

The importance of the media in our work can never be understated. Their reporting on the issues affecting persons with disabilities is important to the success of our work. All of the various Media Companies continue to cover the Council’s events and programmes.

## **4. RESEARCH & TRAINING**

### ***Research***

WE continue to facilitate students seeking information which would assist them in their various studies. One that was very relevant to our current Fully Accessible Barbados programme was a paper prepared by a student entitled “The Prospects and Challenges of Developing a Barbadian Niche Market in Accessibility and Disability Tourism”. Upon completion, the student shared her paper with the Council.

Many enquiries are directed to the Council on a daily basis as government and private sector agencies seek out relevant information that would assist in the development of a more inclusive society.

### ***University of the West Indies – Kerryann Ifill Unit***

The University of the West Indies demonstrated this year how serious it takes the matter of Inclusive Education.

It was a great honour for the Council’s President to have a Room in the Library of UWI named the **Kerryann Ifill Unit** at a ceremony in her honour.

This room is fitted with almost every piece of equipment that a blind or visually impaired student would need to be able to access the same level of education as other students. The Council and its members applaud the efforts of the UWI, as inclusive education is a right which we have been advocating for on behalf of persons with disabilities.

### ***UWIHARP Support***

Once again the Council facilitated a UWI student on assignment to its Sexual Reproduction Health Programme. The student's focus was directed to Peer Education in Response to HIV/Aids. It was a mutually beneficial collaboration as continued awareness of our SRH programme and the need for services to include persons with disabilities still has a long way to go.

### ***Sensitivity Training***

Among the various entities requesting Disability Sensitivity Training is the Tourism Sector. The Council facilitated a number of Sensitivity Training Courses with key service providers in the hotel and restaurant industry. The Training was held at Divi Southwinds and was well received by all participants. This type of Training is an extension of the requirements for the Fully Accessible Barbados Programme. Providing an accessible physical environment is not the only prerequisite for persons with disabilities; being aware of the various disabilities helps service providers to be more comfortable and confident in how they serve their guests. Sensitivity Training has also been offered to other service providers.

## **5. BCD PARTNERSHIPS**

### ***Government***

As advocates, the Council continues to collaborate and involve as many of the Government Agencies as possible in our work.

The increased awareness of the issues affecting persons with disabilities is gradually gaining the attention of most of the government agencies, as they seek out the Council for information and collaboration.

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

Since assuming the Presidency of the Council, Senator Ifill has made a determined effort to develop stronger relations with the relevant Government Agencies with the intention of ensuring that the services offered to the public are accessible to persons with disabilities. Several letters were written to various departments requesting that our concerns be addressed. As a result we received favourable responses that indicate our inclusion will be considered in the decision making bodies.

Affiliates have been strengthened with the NDU through the support of Lloyd Springer Acting Director NDU. The Council will continue to build on those strengths to ensure that the channels for increased participation of persons with disabilities are improved.

### ***Ministry of Tourism***

This year the supportive role of the Ministry of Tourism focused on Sensitivity Training promoting of the FAB Website and advertising.

Having a Tourism Development Officer, Maureen Bridgeman assigned to work on the promotion and development of Fully Accessible Barbados has proved to be very beneficial. The ongoing support of the Ministry of Tourism reinforces that FAB promises to play an integral role in attracting the Inclusive Tourism market which most tourist destinations are redesigning their product to include.

Ongoing consultations have taken place with the architects of the **National Tourism Development Plan**. This participation ensures that the development of our future tourism products will be inclusive. The needs of various disability groups are being considered as Barbados prepares to develop its infrastructure to widen its competitive tourism market. The future also augurs well for the inclusion of our local clientele with disabilities who are also beginning to recognise that they have a right to enjoy the same services offered to the rest of society.

## ***Ministry of Education***

The Council heard the voices of the deaf and hearing impaired community when they requested the Council to facilitate a meeting with the Ministry of Education (MOE). For years the Deaf have been struggling with the lack of support provided in accessing higher education as well as other services. A meeting was held on March 28<sup>th</sup> 2013 with Karen Best, Acting Chief Education Officer and other Officials of the Ministry of Education along with the President of the New Life Deaf Club, Lionel Smith, Waveney Reid Davis, Senator Kerryann Ifill, Dorien Pile and Roseanna Tudor at the MOE.

Following that meeting, a focus group session was held between at Harambee House David Clement, Deputy Chief Education Officer (Schools), Juanita Brathwaite, Senior Psychologist, Kaye Sargeant, Education Officer- Nursery and Primary Section, Janice Gibbs -Education Officer, Student Support Services and a large group of deaf persons.

Among the issues that were presented for discussion and the MOE's attention were:

- The Irving Wilson School needs a desperate overhaul to rearrange the way the deaf are being educated.
- Assignment of teachers to the school who are skilled in Sign Language
- Preparation of students for Barbados Secondary Schools Entrance Examination (11 +) – e.g. signed Composition, Mathematical skills, acquisition of Numbers, calculations
- Mainstreaming of children who are able to be included into general education
- Training of Interpreters

Other areas of skills training are required at the Irving Wilson School. Adults need an opportunity to be like their peers but do not have the higher education e.g. CXC's in order to do so

- Need for the deaf to be able to get their drivers license



The Ministry of Education stated that the information they received from the deaf was very valuable and insightful. The officials promised that the MOE would do everything in its powers to correct the inadequacies the deaf faced in attaining a higher standard of education. They also promised that the structure of the Irving Wilson School would be revisited in light of the information gathered from the deaf.

### ***National Assistance Board (Vulnerable Committee)***

In addressing the vulnerability of persons with disabilities, the Council was invited once again to participate in the planning of the events of the Vulnerable Committee of the National Assistance Board. Under the Chairmanship of Andrew Browne, Deputy Director of the National Assistance Board, the Vulnerable Committee played an active part this year in mobilizing the committee. A Sub-Committee headed by Selwyn Brooks spearheaded an Outreach Programme that targeted the Communities. The Council's members played a major role in this effort. A skit was developed by staff member Rose Ann Foster Vaughan depicting the proper techniques for evacuating persons with disabilities. This was portrayed live at various venues by members of the community of persons with disabilities. Since its first performances, the Team has enlisted the talented guidance of Winston Farrell with a view of preparing the skit for a video production that would be able to reach a wider audience.

This committee also encouraged the Disaster Emergency Management Agency to conduct a detailed assessment of all schools. These assessments were done with the support of committee members, Ministry of Education and a Council's Representative Ryan Dalrymple. The findings hopefully will be shared with the Vulnerable Committee.

### ***Queen Elizabeth Hospital***

After a number of requests from the Council to meet with the management of the Queen Elizabeth Hospital to discuss various issues affecting persons with disabilities, a meeting was held with the Director of Patient Services Louise Bobb. Requests were made for submissions from our membership on health related issues which they wanted the Council to direct to the QEH.



Members of the Board were represented by the President, Senator Ifill, Elviston Maloney, Sandra Carter, Patrick Forde and Waveney Reid Davis; the latter was facilitated by Interpreter for the Deaf, Heather Grazette Corbin.

Constructive and enlightening discussions were held on the issues experienced by the disabled community who access services at the QEH. Ms. Bobb expressed her appreciation to the Council for the opportunity to understand certain issues, and consequently to pursue the most appropriate solutions.

Within a couple weeks an Action Plan was received by the Council which outlines the issues raised and the approaches to which consideration may be given, in bringing resolution to the challenges expressed. Ongoing necessary consultations will occur among the relevant personnel, and the action plan could be updated at a review meeting to be scheduled in the near future.

The Council will continue to develop a robust partnership with the QEH and other relevant stakeholders, as we seek to strengthen and sustain the confidence of persons with disabilities in the services offered at the QEH.

### ***National Insurance Scheme***

Again the Council reached out to another important Agency, the National Insurance Service. A request for a meeting to discuss the archaic NIS Benefit Policies related to persons with disabilities was sent to the Director (Ag.), Jennifer Hunte.

Our concerns were that over the years there has been no significant change in policy as it relates to the disabled even though the environment is rapidly changing.

Following discussions with the NIS officials, the Council was invited to send a representative to sit on a Committee to review legislation and recommend amendments to enhance collection of contributions, provide for more efficient reimbursement of benefits and to prevent/reduce social fraud. The Committee is wide ranging and the key areas in the Terms of Reference which should concern us most are the following:

- *Incentive to seek work while receiving Unemployment Benefit, Invalidity Benefit.*
- *Review to increase the sums that can be earned by Blind and Deaf without them losing entitlement to benefit.*
- *Outstanding areas of the Legislation in need of being reviewed arising from the 2006 amendments – such as a definition for the word ‘disabled’ as used in the Benefit Regulations.*

The Council looks forward with interest to sitting on this committee to ensure that the interests of persons with disabilities are met.

### ***Welfare Department***

In October 2012, the Council wrote the Chief Welfare Officer requesting a meeting with the Department to discuss a number of issues that continue to affect persons with disabilities.

Of special concern was the difficulty the deaf continues to experience due to the lack of effective communication between them and the Welfare Officers. The Council is often called to liaise with the deaf on their behalf with the Department. Another issue also is the level of assistance determined for persons with disabilities.

We are presently awaiting a scheduled meeting after the Welfare Department called to inform us that they were in the process of relocating and as soon as they were settled they would meet with the Council.

### ***GIS HIV Committee***

The Government Information Service HIV Committee reached out to the Council, particularly its Sexual Reproductive Health Programme to host a Workshop for the participants. Entitled ‘Tek Care of Yourself’, the workshop was held on March 25<sup>th</sup> 2013 at Harambee House and was facilitated through a wide variety of topics.

The following topics covered were HIV and AIDS 101 –presented by *Alexis Nurse (NHAC)*, Resume Writing - by *Randy Clarke (NEB)*, Business Etiquette and Personal Branding by *Lorna Barrow (Impact Training & Development Services)*,

HIV Intervention - *by Alexis Nurse & Paula Harper-Grant (BGIS/NHAC)* and finally a Makeup Session presented by *Sabrina Newsam (MAC) and her Team*. The entire participants found the Workshop very interesting and relevant as they are often not included in these workshops offered to the public.

### ***Central Bank of Barbados***

Over a year ago, the Officials of the Central Bank's Money Review Team met with members of the Council to consult and seek advice on the design of new family of notes for Barbados. It is with pleasure that on completion, the notes are user friendly to the blind and the visually impaired. This is a step in the direction that the Council has been advocating for years; for all sectors to see the need to provide access to services to persons with disabilities. Independence usually leads to self reliance which leads to a lack of dependence on the government and others

### ***Non-State Actors Panel (NSA)***

The Council has been invited to be a member of the NSA Panel 2013-2015 for the implementation of the Cotonou Agreement. This will provide the Council with further opportunities to get disability issues on the agendas.

### ***Private Sector***

It is understandable that everyone, especially NGO's are experiencing a reduction of support from the Private Sector at this time. Projects are being prioritised and equitably distributed for financial support. The Council has been able to maintain a limited financial support from this sector and was extremely fortunate to have had the support of some major benefactors over the past two years. This has been able to cushion the impact of our expenditure this and helped the Council to maintain the level of efficiency in implementing our work.

In recognising the challenges of our Affiliates to survive especially in these trying times, the Council has continued to offer financial and administrative support to our members upon request.

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

### ***Civil Society***

Though the Council is aware that its role is that of an advocate on behalf of persons with disabilities; there are areas where the balance of creating the awareness and providing assistance becomes necessary. However, many times this cannot be done without the necessary financial support of local charitable organisations.

#### ***Maria Holder Trust Project Support***

When the Directors of the Maria Holder Trust recognised the need for the More Than Words programme in Barbados and its efficient implementation and management over the past four years, they felt that it was in keeping with their policies to lend some financial aid to assist with the growth of the programme. The need for more people to benefit from this specialised training was shared by MHT and the Council; therefore it was in keeping with our shared goals that the programme continued to receive support for the Special Education teachers over the past two years.

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

#### ***Paloma Trust Project support***

The Paloma Trust has established a longstanding relationship with the Council. Their confidence in our programs has been evident through their ongoing assistance not only to the More than Words Programme but especially within the past year to the entire upgrade of our technological equipment. The upgrade was necessary as the magnitude of the work being done at the Secretariat was rapidly growing. The BCD will continue to ensure that the confidence placed in its work by the Paloma Trust will grow to their satisfaction and to the benefit of all persons with disabilities in Barbados.

### ***Barbados Community Foundation***

The Council's accessible transportation services continue to be indebted to the Barbados Community Foundation. Accessible Transportation remains the lifeline for almost everything we do. This is one area where sadly persons with mobility challenges are experiencing a further decline in this type of transportation being provided by the government agencies.

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

### ***Canadian Women's Club***

The Canadian Women's Club is another consistent supporter of the Council's projects. Having presented us last year with a number of special Photoelectric Strobe Fire Alarms for the Deaf and Hearing Impaired, they saw the need for more and donated another set which is presently being installed in the homes of mostly the deaf members. These Strobe Alarms are more costly and as a result, the deaf have been left out of the distribution by other agencies. The Council is deeply grateful to the Canadian Women's Club for recognising this inadequacy and contributing to achieving an equal society.

### ***Kiwanis Silver Dollars Project***

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

### ***Jaycees Annual Fun Day***

Once again the Jaycees under the Chairmanship of Sallyann Critchlow and ably assisted by past Chairpersons and members, held there much anticipated Childrens Fun Day on September 24<sup>th</sup> 2012 at Illaro Court.

This Annual Fun Day now in its 15<sup>th</sup> consecutive year demonstrates the type of social commitment that is exemplary to so many other clubs. Though some of the members who started the Fun Day may not be around, the obvious significance has passed on to other JCI members who every year put so much effort into organising this event for the special children.

This year under the President Kevin Hinds, the JCI met with the Council to further collaborate and assist the BCD in more ways. The Committee is planning a week of activities to culminate with the Fun Day. The Council has recommitted to assisting the members in any way possible.

### ***Inclusive Play Project***

The implementing Team of Inclusive Play met with the Council in October 2012 to bring us up to date with the latest architectural plans. They have assured us that though the progress is slower than they had anticipated, they have been continuing with the plans to implement the project and have received a number of critical supports necessary to progress the project. The Council will continue to advise and collaborate wherever necessary to ensure that Inclusive Play becomes a reality.

### ***St. Pauls Anglican Church - Fiesta***

At the Barbados Council for the Disabled Month of the Disabled Church Service held at St. Paul's Anglican Church on March 03<sup>rd</sup> 2013, a Memorandum of Understanding was presented to the President of the BCD engaging the St. Paul's Church and the Council. The framework of the MOU identifies ways that the Congregation of St. Paul's will support the work of the Council over the next three (3) years. It also appoints the BCD President, Senator Kerryann Ifill as Patron of the St. Paul's Annual Fiesta for 2013.

The Fiesta which was scheduled to be held on April 29<sup>th</sup> 2013 had to be partially cancelled due to the heavy rain that fell on that day. However we will work with the Team at St. Paul's in an effort to reach some of the intended goals of the Fiesta.

## ***International Relations***

Last year we reported that it was the intention of the Council to actively pursue the Ratification of the Convention on the Rights of Persons with Disabilities (CRPD). With the support of our members and the UN Resident Representative, Michelle Gyles McDonnough, this landmark achievement was accomplished. Along with ratification of this significant Treaty, the Council continues to work closely with the UN especially within the UNFPA Agency. It is also imperative that we work closer with the UN and its agencies to ensure the effective implementation of the CRPD.

The Board of the Council has already met with the assigned UN Human Rights Commission Officer who has shared the framework for the establishing of a monitoring committee as well as reporting stages for the CRPD.

Prior to the Ratification of the CRPD, the President and the Operations Manager attended the UN Conference of States Parties (COSP) to the CRPD in September 2012. A report was shared with all of our members to begin the process of involving them in their role as advocates and what the ratification of the CRPD would mean to persons with disabilities.

Since the momentous achievement of the ratification of the Convention on the Rights of Persons with Disabilities by the Government of Barbados, the Council is looking to involve and educate our members on the processes and the environment of the COSP. Every year a Conference of States Parties to the Convention is held at the United Nations Headquarters in New York; generally in September. The 6<sup>th</sup> meeting will be held from July 17<sup>th</sup> – 19<sup>th</sup> 2013. This is in order to facilitate the High Level Meeting on disability slated for September 23<sup>rd</sup>, 2013.

At a meeting of the Board of Directors of the Council on 09<sup>th</sup> April 2013, a decision was taken that it would be of importance at this time to invite representatives to attend the UN COSP this year.



The Board also agreed that of the five participants allocated by the UN to the Barbados Council for the Disabled as an accredited NGO, the Council will send two participants and allocate the other (3) three places to its members. This invitation was extended and discussed with our Affiliates at our President's Meeting which was held on 30<sup>th</sup> April 2013.

The Council maintains a close relationship with Disabled People's International (DPI) as an associate member and will continue to support its work on behalf of people with disabilities.

## **6. MEMBER ORGANISATIONAL DEVELOPMENT**

### ***Member Role and Support***

Our members, like many other NGO's are feeling the effects of a downturn in everything, not just the economy. Unless an organisation was built on a solid foundation it will invariably find that the environment has become unfriendly.

Today, NGOs address every conceivable issue and they operate in virtually every part of the globe. Though international NGO activity has grown steadily, most NGOs operate within a single country and frequently they function within a purely local setting. Some concern themselves with narrowly-defined interests. Many important NGOs, such as those working for human rights and social justice, campaign for broad ideals. At the international level, thousands of organizations are active with an estimate of some 25,000 qualifying as international NGOs (with programs and affiliates in a number of countries).

**In trying to understand our individual organisation's roles, it is wise to have a clear picture of the various forms of organisations to better understand where we fit.**

Political scientists often refer to NGOs as "pressure groups" or "lobby groups," but this concept does not do justice to these organizations and their broad public influence.

NGOs are often seen as synonymous with non-profits, but a distinction between the two is useful. Non-profits include a very wide range of organizations,



including museums, universities, and hospitals, that focus on services and rarely (if ever) engage in advocacy. By contrast, NGOs always have an important advocacy mission.

In the field of international relations, scholars now speak of NGOs as "non-state actors". This term suggests NGOs' emerging influence in the international policy arena where previously only states played a significant role. Though NGOs have few formal powers over international decision-making, they have many accomplishments to their credit.

The Council as the leading NGO for persons with disabilities feeds off of the issues affecting its members and champion their cause through advocacy. This is why it is so important that locally, we function as a coalition with our members. We cannot achieve success unless we each define our roles and support the structure that has been established to achieve our collective goals.

In beginning to address these issues, the Council has started to encourage its members to operate within the parameters of what is required for them to function at a level where the local and international community as well as government will have very little difficulty in supporting the various issues that affect them. Everyone who offers support is going to look to see which organisations help themselves and have an efficient operating system in place; even if it's on a small scale.

The Council recognises that our members are gradually beginning to understand the importance of their roles and the fact that fewer and fewer volunteers are committing to causes unless it impacts their lives. By pooling those resources, we give ourselves a fighting chance to achieve our goals. Within the civil society community, if we do not seek out measures by which we can work together and derive maximum benefits for all, then we can be assured of a premature death."

**Again, this year the Council doubled its annual budget allocation to its members to support their requests for assistance with their various activities. However we will have to look at more ways of maximizing our resources as the environment is still very uncertain.**

In keeping with her commitment to meet with the Presidents of the BCD Affiliates every quarter, the President ensured that this commitment was upheld. However it is unfortunate that some members still do not recognise the importance and strength of a united force.

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

### ***Board & Staff Retreat***

When the new Board was formed they were presented with a term of office that was short of two months. This unprecedented occurrence was one of the factors that led to an internal audit of the Council's operations. A number of issues needed to be addressed and one that was of concern was the seemingly lack of a strategic policy direction. Though the Council managed over the years to achieve a number of goals, this was guided by annual work plans. An attempt was made over eight years ago but never materialised. Having secured the services of Rosalind Jackson of Caribbean Catalyst, the process of developing a Strategic Plan for the Council began.

After the BCD Board and Staff participated in the all day retreat to begin discussions on a new Strategic Plan in October 2011, a follow up was done in 2012 to identify owners for specific areas.

The involvement of the BCD member organisations was imperative and subsequently, an all day Retreat was held at the Marriott Courtyard on February 16<sup>th</sup> 2013. It was encouraging to have an almost 100% turn out as the intent of the meeting was for the members to be in sync with the role of the Council and the goals of its members. The role of the Board and the Staff was also examined and the results of the day were very productive.

During this restructuring period, the Council's By-Laws which had some contentious grey areas, was amended and ratified by its members. The Council will now finalise its strategy document for taking its work forward on behalf of all persons with disabilities.

## ***Group Therapy Service***

The Council's Group Therapy Sessions are conducted twice weekly. Some of the participants have been benefitting from this service since it began. Others have joined whenever a space becomes vacant. Retired physiotherapist, Ms. Pamela Maxwell continues to conduct the sessions.

There are twenty registered participants. Two of the persons have Myasthenia Gravis, one has Cerebral Palsy and the other seventeen have Multiple Sclerosis. Twelve persons attend regularly on Fridays and eight on Tuesdays.

## ***Breast Screening & Prostate Tests***

The Barbados Cancer Society again provided Breast Screening Examinations to our members on Tuesday 12<sup>th</sup> June 2012. Along with the Mobile Unit, the Council's accessible facility also provided additional room for persons who were not able to access the mobile bus. A greater number of persons benefitted this year than last, which included both men and women and their immediate family members. The tests were offered free to persons with disabilities.

With the Support of the **Barbados Family Planning Association**, the male members of the Council were given the opportunity to visit an onsite clinic at Harambee House to benefit from Prostate Tests. This was well attended.

## ***Employment Opportunities***

### ***Harambee Enterprise Scheme***

The Harambee Enterprise Scheme was conceptualized in 2005. The prime objectives of this award were to assist in developing the skills, the educational level, and the access to training and by extension the employability of those persons with disabilities.

To date 24 persons have applied for the Award; 10 females and 14 males of whom 7 males and 5 females were awarded. In 2012, there were 3 applicants.

The Committee once again was chaired by Dorien Pile. She was ably assisted by the Vice President Roger Vaughan, Sonia Wilson-Mwansa, Canon Noel Burke, Patricia Taylor and staff member Emily Lynch. The two (2) successful applicants were Mrs. Anne Marie Goddard, and Mrs. Brenda Bradshaw Boyce. Each Award was up to a maximum of BDS\$1,500.00.

This year the Barbados Council for the Disabled offered in addition to the regular two Awards, an academic scholarship tenable at the Open Campus of the University of the West Indies. The scholarship was awarded to Patricia Padmore Blackman to undertake the Certificate in NGO Management which is of 15 months duration. However, Mrs. Blackman was able to secure a scholarship through the European Union in collaboration with the Non State Actors Panel of Barbados. This covered the cost of the Certificate Course and as a result the Council made a decision to purchase a Lap Top Computer to support her with her studies.

### ***Employ-Able Workshop for Members***

The Workshop on **Employ-Able** opportunities was held for our members, with the support of the National Disabilities Unit (NDU), on the 28<sup>th</sup> April at the NUPW Headquarters. Prayers were said by Mr. Elviston Maloney and the welcome and Introductions were done by Mr. Lloyd Springer Director ag. NDU and Senator Kerryann Ifill, President of the Barbados Council for the Disabled.

With thirty persons present representing eleven Organizations, one School (The Ann Hill School), Director of the Unit, Special Envoy and Directors and Staff of the Council, the Facilitator Wendell Callendar, took the members through realistic scenarios.

A Presentation was made by Mr. Ferdinand Straughan from the Enterprise Growth Fund on what is required to access funding and the entities that could be tapped into for such funding.

From sourcing Finance, creating a business plan and marketing the business through to Customer Relations. Mr. Callender reiterated the importance of Costing and efficient Record Keeping. Feedback from the participants was that this workshop was very timely, informative and relevant to all persons present. It was noted that Costing and Record Keeping were very vital in all Organizations.

With the Employment Rights Act, Discipline in the workplace was touched on. By all reports the participants felt that the workshop was very timely, informative and relevant to all persons present.

### ***Members Christmas Luncheon***

Each year the BCD Social & Recreational Committee examine ways in which they can offer a varied Xmas celebration. This past Xmas the Council and the National Disabilities Unit was invited to partner with a Community Outreach Group, the “We Care Community Club” within the Seventh Day Adventist Church, to host the Annual Christmas Luncheon in honour of persons with disabilities.

Following a series of planning meetings the event was successfully held at the National Union of Public Workers Headquarters in Dalkeith on December 16<sup>th</sup> 2012. The main contribution from the Council and the NDU was to invite a number of members to the luncheon which was of no cost to them.

This kind gesture offered by Ms. Sonia Trotman is an exemplary standard of how we all as citizens should give back to the community that played a big part in how we grew up and who we are. The Council contributed to the Entertainment and provided prizes for the Christmas Game. Everyone reported that they had a wonderful time and the meal was great.

## **7. TRANSPORTATION**

### ***BCD Accessible Transportation***

A large part of the Council’s operational expenses is its accessible transportation service.

It is a fact that though the Barbados Council for the Disabled, being an advocacy body, is not designed to provide a transport service for persons with disabilities, we have no choice but to fill this stagnated void that infringes our right to public transport.

The Council presently continues to transport sixteen (16) children to and from school daily. However, to try to address some of the other demands being placed on the Council for accessible transportation, two other accessible buses were acquired over the last number of years. These buses provide transportation for the Council's members to and from various appointments, meeting and other activities which require this specialised vehicle. It is with some relief that some private Taxi Operators have installed wheelchair lifts in their vehicles after recognising the growing demand.

With the heightened awareness of a number of our programs the Council is constantly faced daily with trying to schedule requests to meet the demand. The Fully Accessible Barbados Programme and the SRH Programme, both require transporting persons to various venues.

During this past year we have managed to maintain some degree of stability in the maintenance of the buses and this augured well for a more reliable service to our constituents and visitors to Barbados.

### ***School Bus***

Having made a decision over twelve years ago under the then President Clevedon Mayers to have the Council attempt to provide at least some of the critical transportation needs of its members, the first accessible school bus service soon grew into a service where the demand presently outweighs the supply.

The Council has been transporting children with disabilities to and from schools throughout the island. Within that time we have had two (2) accessible buses in succession dedicated to this service. Notwithstanding the times, when any one of these buses would be down and we would have to use another of the Council's accessible buses. This would entail having to take it off of its routine service to the rest of our members and other persons with disabilities.

Our school bus service will soon have to look at another replacement vehicle as the daily wear and tear of travelling to and from, St. Philip, St. Thomas, St. Michael and Christ Church is beginning to take its toll. Recognizing that we are filling a critical void in the lack of this type of transportation for children with

disabilities, the Council will have no choice but to recommit to this necessary support that affects so many families as each year our bus is filled to its capacity.

### *Children Christmas Treat*

The financial constraints and uncertain economic environment did not daunt Uncle Rupee and Auntie Cheryl. Though they did not engage the staff as they did last year in their festivities for the children on the bus, they none the less made sure that their charges had an enjoyable time at Chefette Black Rock. They made sure they were equipped with Santa's gifts for the expectant children who every year ensures that they make it clear that they had been very good on the bus all year.

FEAR

## 8. FINANCIAL REVIEW 2012-2013

Much is being said and written about the global recession. We will only be able to see the full effect of this on funding when we look back in a year or two and can calculate the actual impact. There are reports of reduced funding from corporate donors whose profits are down and whose giving is often based on a percentage of net profits after tax.

Although no one expected a global crisis to the extent experienced, many organisations have been building up reserve funding in any event to see them through cash flow problems caused by, for example, a delay in donor funding, and to take away some of the pressure to fundraise.

Many people view a reserve differently but this crisis has perhaps highlighted the fact especially to the Council that a reserve is now a 'have to have' rather than a 'nice to have'

Some donors view the existence of a reserve as a sign that an organisation does not need further funding. On the contrary, reserves should be seen in a positive light; as a sign that the organisation is in good financial health and so will be in a good position to deliver the results and impact required by the donor. This is where efforts should be made to help donors to understand why it is important for an NGO to still manage to maintain its programmes and balance its budget without tapping into its reserve in any major way.

The Council was able to build a small reserve after having a major fundraising event two years ago which in fact has been able to provide its Board with some level of comfort and confidence when having to make decisions on many of its established projects and programmes; this, along with the fact that the government has maintained the current annual subvention without any serious cuts. Without a doubt though, the existence of a reserve helps ease the pressure during times like these.

Kudos must be given to the careful and prudent management of the Council's finances over the past year by the current Board and Administration. To continue on this path, this effort will have to be maintained without attracting any



disruptive elements which could have devastating impacts and should be avoided in order to fight and withstand an already uncertain economic environment.

In reviewing the finances for this year it is obvious that the areas of increased spending were mainly under BCD member support. Not only through financial assistance but in a huge way through its Administrative services offered at Harambee House. It is necessary to point out that had it not been for the dedicated and selfless staff of the BCD who has continued to give above and beyond the call of duty, the work of our member organizations and that of the Council would have suffered significantly. It is heartening to have this level of commitment in an organization which provided me with a great deal of confidence in my role as Treasurer.

In summarizing the general operating finances of the BCD, the total revenue reported in our Audited Statement for the year **2012-2013** was **\$529,602.00** compared to the previous year of \$529,732.00. Total Expenses for **2012-2013** was **\$503,339.00** compared to the previous year of **\$557,459.00**.

Income for **Special Projects** totaled \$115,842.00 with expenses for the same period at \$97,919.00. The general donations amounted to \$13,341.78. The Council's bus service received a reduced contribution from members of \$7,678.40. Thankfully, our continued support of \$12,500.00 from the Barbados Community Foundation and \$7,200.00 from KIWANI Silver Dollars has helped us to withstand some of the expenses during this period.

### ***Harambee Administration***

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

Harambee Administration increased its projected expenses by \$2,015.00 and this was not surprising considering the increased demand by its members.

Our electricity cost was no different as our increased projection for the year of \$20,000.00 was spot on; just going over by \$321.00.

In addition to the Council assisting our members with their events and administration needs, the staff, which has been working with a reduced staff compliment for over three years, still continues to work on ensuring its current programmes are successfully implemented. The Council remains indebted to the committed employees who have taken on the extra workload without seeking any additional compensation.

In keeping with the demand of our work programmes and those of our members, our stationery increased by approximately \$1,500.00 over last year. All other Administration heads were maintained within budget for the period in review.

The contribution to the Royal Fidelity Merchant Bank & Trust (Barbados) Ltd. on behalf of the Council' staff Pension Plan was \$8,572.00, below our projected annual cost.

### ***Organizational Support***

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

Over \$15,000.00 was spent to assist members with their various events and projects. Support from member's requests for printing, copying, brailing etc has also increased.

The staff Training with Advantage Caribbean for Microsoft 2010 which was part of the new computer system upgrades was completed at a cost of \$4,275.00. The Strategic Planning Workshop held with the members accounted for \$3,285.00 of the Training Budget.

### ***Advocacy & Public Awareness***

An ongoing advocacy programme of the Council is Disability Awareness Day 'DAD'. This was celebrated this year with the Inaugural Schools Poster Competition held at the United Nations on March 28th 2013.

Having received a number of prizes donated by FirstCaribbean International Bank, RBC Financial (Caribbean) Limited, Cloister Bookstore Ltd., F W Woolworth & Co. (B'DOS) Ltd, Kracker Jack Kids, Art Den, The Art Hub, Cave Shepherd and Dacosta Manning Inc. the Council also contributed \$3,456.88 towards prizes and hosting the Awards Ceremony.

Other Public Awareness expenses occurred through various advertisements and the Council's Month of the Disabled activities amounted to approximately \$4,820.0000.

### ***Fully Accessible Barbados***

The BCD with the support of the Ministry of Tourism/Barbados Tourism Authority and the Barbados Hotel and Tourism Association as well as the Ministry of Social Care, Constituency Empowerment and Community Development continued its Sensitization Training to Tourism Personnel. The Council provided the Facilitators. The Council also compensated persons with disabilities to conduct assessments for a number of properties. Another aspect of the FAB promotion was the purchase of the advertising space at a cost of \$6,680.00 for one (1) year, on a Solar Lighted Bus Shelter on the South Coast in front of Bubba's.

A number of recommendations were made to some of the properties that have been assessed and the Council is awaiting further assessments after they have been completed. However three new properties have been added to the list of FAB Accredited facilities. These facilities are now being billed for the FAB Plaques directly from the Company that produces them. The Council is still trying to establish how we might generate revenue for the Council through scheme

### ***Harambee Enterprise Scheme***

This year an increased amount of \$4,117.55 was shared between two more persons with disabilities who qualified for the Annual Harambee Enterprise Scheme in addition to a third person who is presently completing a Certificate Course in NGO Management with UWI.

## ***BCD Transportation***

The main financial support for the Council's Accessible Bus Service came from a donation from the Barbados Community Foundation and a discount on the Vehicle Insurances from Consumers Guarantee Insurance (CGI). This support has been extremely valuable to the Council.

The School shuttle provided to children with disabilities for over eleven years continues to be free of cost to the recipients. The only revenue received towards the bus income was \$7,678.40. This income is marginal when compared to the expenses that are incurred to run three (3) buses.

The two older buses experienced some maintenance issues, however not as major as the previous years. The total maintenance, Insurance and fuel charges for the three buses were \$59,799.64 compared to \$88,088.99 for the previous year.

## ***OTHER PROJECTS***

### **More than Words®-Autism Caregiver Programme.**

The successful implementation of the More Than Words Programme continues to receive its funding from repeat funders who have recognized the importance for this type of service in Barbados. Having delivered the Training again this past year to teachers in the special schools, the programme received \$47,915.00 for this reporting period and expenses of \$31,143.00. It should be noted that the financial budget for the MTW does not run within the same period of April - March as the Council's financial year. Therefore the remaining income – approximately \$16,000.00 will be carried forward to continue the support of the programme and does not form part of the council's operating costs.

### **BCD/UNFPA Sexual and Reproductive Health**

UNFPA has continued to demonstrate its confidence in the BCD's implementation of its Sexual Reproductive Health Programme. Funding assurances have been received from the Programme Head of the Region to

support the continued growth of the programme for the 2013 year of \$12,000.00, a reduction of \$2,000.000 from 2012.

The UNFPA Workplan has seen some delays in starting due to UN Internal issues. Having met with the UNFPA International Operations Manager for the Sub-Regional office to ensure the Council follows their strict reporting procedures, the present activities scheduled to be implemented are underway. It must be noted that all of the activities must be implemented before December of each year, as this is the reporting period for the UN Agencies.

### ***Conclusion***

The past year for the Council has been one of maintaining equilibrium between the high standards in the delivery of its programmes and the reduced income which was not totally unexpected. This year the Council was unable to hold any Fundraising initiatives.

The Council relies heavily on the government subvention, which has always been more or less allocated to the Administration of Harambee House and its services.

As we continue to see rising costs in every aspect of our operations, I again reiterate the importance of maintaining and building a reserve in finances. In an NGO such as the Council, it is essential that programmes which affect the lives of people are not interrupted; and if faced with a crisis, this is when the reserves of an organization become important. Strong linkages must be maintained with the Private Sector and International lending agencies.

As I complete my second year as Treasurer of the Barbados Council for the Disabled, I must compliment the Council's Finance Officer Gaylene Mohammed and the Administrative Team for their high level of accuracy and efficiency which is necessary for the accountability standards required by our Auditors Ernst & Young. I am confident that the financial structures put in place by the Council plus work on new fundraising and private sector initiatives, will augur well for the future success and growth of the Council.

Benjamin Crayston  
Treasurer

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 mission.

Thank you

FEAR

## THANK YOU

Airlines Associations (B'dos) Ltd.  
Ansa McAL (BARBADOS) LTD.  
Badminton in the Caribbean  
Barbados Community Foundation  
Barbados Family Planning Association  
Barbados Fire Service  
Barbados Tourism Authority  
Because Of Jenna Trust  
Canadian Women's Club  
C. L. Gibbs & Co. Ltd.  
Care Community Group  
Carrusel Ltd.  
Central Bank of Barbados  
Consolidated Finance Co Ltd.  
Consumers' Guarantee Insurance  
Courts (Barbados) Ltd.  
Dacosta Mannings Inc  
D.E. Computers Unlimited Inc.  
Ernst & Young Caribbean  
Ethiopian Orthodox Church  
European International Reinsurance Co. Ltd.  
FAB Review Team  
First Caribbean International Bank (FCIB)  
Government Electrical Engineering Department  
Harambee Enterprise Scheme Committee  
*(Dorien Pile GCM, Canon Noel Burke, Pat Taylor, Roger Vaughan, Sonia Wilson-Mwansa)*  
Harambee Puppeteers  
*(Heather Grazette Corbin, Hazel Alleyne, Debbie-Ann Weekes, Nakeisha Sealy)*  
Insurance and General Services Ltd.  
JCI - Junior Chamber International Barbados  
Joel Bannister  
Kracker Jack Kidz  
Kiwanis Club of Bridgetown  
Lions Club of Bridgetown  
Literary Competition Committee  
London Life & Casualty  
Maria Holder Memorial Trust  
Mary Mahabir QC - LEX Caribbean  
May Hinds Consulting  
Media (Print & Electronic)  
Michael Weetch

Mike Ramsey – SOJE/Lonsdale  
Ministry of Education  
Ministry of Health  
Ministry of Social Care, Constituency Empowerment and Community  
Development  
Ministry of Tourism  
National Cultural Foundation  
National Disabilities Unit  
National HIV/AIDS Commission  
Patricia Taylor  
Patsy Howard  
Permanent Secretary - Ministry of Finance  
RBTT  
Rotary Club South – Inclusive Play  
Royal Barbados Police Force  
RBC Financial (Caribbean) Limited  
Sagicor Life Inc.  
Scotiabank  
SIGNIA Financial  
SOL (Barbados) Ltd.  
SRH Presenters  
St. Lawrence Primary School  
Staff and Affiliates BCD  
Susan McMillan  
The Art Hub  
The Paloma Charitable Trust  
Triple R's Cakes & Catering Services  
Troy Graham- Systems Analyst  
UN Agencies  
UNFPA  
UWI  
Variety The Children's Charity