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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

For the past three years, it has been my privilege to serve as President of the Barbados Council for the Disabled competently assisted by a committed Board and an industrious selfless secretariat. As we all live in our beloved country, it is unnecessary to reiterate the various challenges with which all Barbadians are battling.

It is however, essential to turn attention to the strategies for survival in these uncertain times. Though the council has maintained its emphasis on advocacy and membership support, the strain of our reduced financial security hampered several of our initiatives which had been proposed for the period under review. However, with the customary undaunted approach, the council worked within the confines and managed to accomplish several of its stated objectives.

As I enter, the final year of my term as President, the attention of our Board is firmly focused on achieving a higher degree of self-sustainability for the BCD and its affiliates. To this end, in the coming months, heavier emphasis must be placed on strategies for succession planning and self-support. Among the intended programmes are:

Providing training in organizational management and development

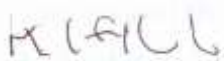
Developing FAB as an income-generating programme

Further strengthen ties to other agencies

Increased pressure on Government and other entities to continue the implementation of the CRPD

With the date drawing near for the first report on the period of implementation, BCD and its affiliates have a commitment to drafting and submitting our shadow report – which is necessary as a civil society entity. Thus, work in this area will shortly commence.

With the waters of uncertain financial futures and decreasing support raging around us, we must hold fast to our mission and vision. Most importantly, the council, its affiliates and associate members must continue to strive together to achieve the truly inclusive society which we envisage for our island.



Senator Kerryann Ifill
President

2. ORGANIZATIONAL STRUCTURE

The Council is presently comprised of 17 Member and 2 Associate Organisations as outlined in the appendix.

During the past year, BCD has had the privilege of admitting two new associate members; the Sunshine Early Stimulation Centre and the Christian Learning Clinic. With a future made uncertain with the several difficulties to be faced, it is important that organisations band together to strengthen the possibilities of survival.

The daunting task of having to maintain a steady growth path in the next couple years has placed the Council in a crucial position. Not only will we be focusing on our current sustainability but a great deal of emphasis will have to be placed on capacity building and succession planning.

As the main Non-Governmental Organisation advocating on behalf of persons with disabilities it is imperative that we maintain the momentum we have achieved otherwise it will be difficult to recover from any decline.

Last year presented some challenges to the Council in its operating methods due to the substantial reduction in our financial support from government as well as some shortfalls from other funders. However, with 38 years of advocating on behalf of Persons with Disabilities the Council remains committed to utilizing all available channels in order to maintain its gains over the years.

As the strongest national advocacy body working for and on behalf of persons with disabilities, the Council will continue to work with all the relevant Government Agencies and all sectors of Society including its membership in maintaining and strengthening our programmes. The BCD continues to be supported by the National Disabilities Unit in an advisory position and receives a subvention from the Ministry of Social Care, Constituency Empowerment and Community Development.

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, 6 of whom have a disability**; also joining the current board is Co-opted member from the Barbados Chamber of Commerce and Industry. In addition we have three ex-officio members

representing the National Disabilities Unit, the Ministry of Health and the Ministry of Education. The secretariat at Harambee House presently consists of **6 persons in addition to 2 drivers and 1 full time attendant for the School bus.**

Urgent refurbishment of the Harambee Secretariat had to be undertaken after some years of wear and tear. With the support of the Ministry of Transport and Works and an adequate balance saved in the Harambee Account from its inception, the repairs were conducted during the latter part of December into January of the New Year. The entire building including the offices of the staff was displaced as the extensive restructuring and termite treatment of the walls and roof had to be undertaken. However, the staff must be complimented for minimizing any inconvenience to our members.

3. ADVOCACY

Advocacy continues to be the main tool that drives the machinery of the Barbados Council for the Disabled to address issues that affect persons with disabilities. Lobbying and protesting though different forms of action are both required in most non-governmental organisations.

Protest either done individually or through mass mobilization, whether a single event or a sustained campaign is obviously attempts to create a pause in the on-going flow of the status quo in order to attempt the reversal of some decision made or to force a decision to be made. Though it is often felt that a protest is a reactive move to gain a response to a situation, it is an attempt by the less powerful to exercise their only real power over the “business as usual” attitude to marginalized groups.

Lobbying works by providing a decision-maker with something of value like new information, supportive constituencies, gains that convinces them to agree with your belief. To be a successful lobbyist, you have to have something to give in exchange for the decision-maker’s support.

Therefore it is obvious that advocacy combines elements of both protest and lobbying, but with a little twist. Research shows that the most effective advocacy has the following strategic ingredients – *a clear vision, a solid foundation, a respect for processes, inside allies, broad coalitions and patience. The Barbados Council for the Disabled has secured most of these ingredients and will pursue the ones that may be at times illusive in order to achieve our mission as advocates.*

1. United Nations Convention on the Rights of Persons with Disabilities

Having successfully lobbied for the Ratification of the United Nations Convention on the Rights of Persons with Disabilities, a meeting was held with the Ministry of Social Care, Constituency Empowerment and Community Development and members of the Council to establish a Committee for the Monitoring and Implementation of the Rights of Persons with Disabilities.

The recommendation for the compilation of the Monitoring Committee will comprise of the following: 2 Representatives of BCD (one Board and one elected from among the membership), a designee from the NDU,, a representative from the Ministry of Social Care, the Special Envoy for PWD, a representative of the Government Opposition, a representative of the Welfare department, a Young Adult with a disability, a member of BCD staff, a representative of Ministry of Health, a representative of the Ministry of Education, a representative of the Faith-Based Organisations, a representative of the legal community. The Chairman will be selected from among its members

In addition, the Council invited its member Organisations to select one or two areas of the Articles in the CRPD and have their membership develop activities which would highlight and educate both people with and without disabilities on the Treaty. This initiative of the Council is intended to have the members become more involved in and supportive of the work of the Council in promoting the CRPD.

The attendance this year at the UN Conference of States Parties (UNCOSP) in New York suffered to some extent due to financial constraints as two of our member organisations BARNOD and the MS Society had hoped to attend. Fortunately, the BCD President was invited to another event in the USA and managed to schedule her attendance at the Conference for two days. As a result, this opportunity effected a saving and enabled the BCD to maintain its presence at the UNCOSP. We were also informed that Lloyd Springer the Director of the National Disabilities Unit and Roslyn Hurley, Special Envoy for Persons with Disabilities also attended.

Month of the Disabled

In Barbados, organisations representing persons with disabilities commemorate March as the Month of the Disabled. Advocacy projects are usually designed to highlight the work of the individual organisation or as the case with the Council, events that covers all of our members.

The Council began the month with its annual Church Service at the Abundant Life Assembly. This inspiring Service was attended by the Honourable Steven Blackett and Mrs. Blackett, Senator Kerryann Ifill, Special Envoy for Persons with Disabilities, Roslyn Hurley, members of the Board of the BCD, Staff and member organisations. Our Treasurer, Maria Holder-Small delivered an emotional rendition of 'Hold On, Help is on the Way' which touched the heart of everyone in attendance.

The Special Envoy for Persons with Disabilities held her Annual Picnic/ Scenic Ride at Farley Hill National Park St. Peter. As usual this was a success. On Gold Cup Day the Myasthenia Gravis Assoc. hosted their Fundraiser in an effort to assist with their attendance at an International Conference. On that same day the BCD under the coordinating efforts of Rose Ann Foster Vaughan launched the Breakfast Club at Harambee House.

The Learning Centre and Special Olympics both held their Annual Sporting activities during this month. At the Annual Track and Field events at the National Stadium, the President of the BCD, Senator Kerryann Ifill along with staff members Gaylene Mohammed and Randy Mathurin presented Mrs. Thelma Brathwaite with an Award Plaque for her service and commitment to Special Olympics as well as to celebrate her birthday.

Barnod held a One Day Seminar on Human Rights issues at the Grande Salle, while the Autism Association held its 10th Anniversary Church Service at Calvary Moravian. OPOD visited Holy Innocent School and held a fundraising cake sale at Jordans Supermarket.

The media supported most of these events and one that especially caught their attention was the Awareness Walk along Hastings road by the MS Society

members. This drew attention to the inaccessible sidewalk and hazardous stretches of roadway a person using a wheelchair or mobility aid can encounter.

The CBC TV provided the Council with four weekly spots which highlighted among others the some of the work of the Council including the FAB program and the MS Society Walk. Appearances were also arranged on other Talk Shows for other members.

Disability Awareness Day (DAD)

This 'day' is usually commemorated within the Primary Schools as part of the national disability awareness initiatives.

Over the past six years, schools have been encouraged to help create their own initiatives among the students that would address disability issues.

A promotional 2014 Calendar Campaign planned by the Literary Competition Committee had to be put on hold this year as funding sources which would generally have supported the project was unavailable due to the prevailing economic climate. This blueprint will be utilised hopefully in the coming year.

The 'Day' however was used this year to seek support from the children of the Secondary Schools through a collection of a "Dollar for Dad". This support will go toward the "Accessible School Makeover" (ASM) Project and any initiative focusing on inclusive education in Barbados. The Council is presently in discussion with the Ministry of Education to further collaborate in getting this project restarted once funds become available.

"Harambee Puppetry Programme"

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

It is unfortunate that due to the lack of volunteers for the puppetry Team, the Programme is not reaching its full potential. The present group is barely maintaining their original role as the first puppeteers. Efforts to attract persons have been lukewarm as many volunteers who start training usually cannot commit to a schedule performance of the Puppets. However, the use of the life

size puppets have been an effective advocacy tool in getting the message of disability awareness to the schools; primarily younger children who easily relate to these entertaining characters.

Using scenarios depicting various disabilities, the Harambee Puppeteers often attract the attention of the children. Performances were held at Roland Edwards Primary, Battaleys, St. Peter, All Saints Primary, Pleasant Hall, St. Peter, A Da Costa Edward Primary (St. Andrew Primary) Belleplaine and Chalky Mount Primary, St. Andrew

I. FULLY ACCESSIBLE BARBADOS (FAB)

Fully Accessible Barbados (FAB) has felt the effects of the challenges of an uncertain environment which many sectors of society is evidently experiencing. Continuing as the implementers of FAB, which has a huge potential to create an inclusive environment as well as an income generator for the economy, the Council remains focused and have managed to maintain a level of local awareness though somewhat reduced.

This national accessible programme is taking root in the direction intended. In spite of the limited resources available during these financially challenging times, the areas of housing; health and education are beginning to include the needs of people with disabilities. 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 parts of the built environment and older buildings which though may never be fully accessible, can still offer some level of access to services.

Without a doubt, inclusive tourism is growing rapidly internationally and the demand for accessible information on how to make facilities inclusive to all persons with disabilities has increased. With some measure of support from the Ministry of Tourism in maintaining the FAB Website and Sensitivity Training, FAB is gaining some prominence as an accessible destination of choice for visitors with disabilities.

A group of visitors with disabilities were able to enjoy Barbados in January through a tour facilitated by the BCD and the Ministry of Tourism.

The Council arranged a two-hour plus tour for the group of 23 people with disabilities at the request of Maureen Sinkule, co-founder of the Polio Group in Boca Raton, Florida that arrived at the Bridgetown Port. Travelling in three accessible vans, the visitors got a good idea of the general make-up and

landscape of the island stopping for pictures and sampling some of the culinary delights of Barbados, before heading back to the Port.

Speaking to the media before the tour started, Sinkule said she was happy the accessible vehicles were available in Barbados, giving the members of her group the opportunity to comfortably tour the island and not have to stay on the ship, as was the case in other countries. She said she found out about the accessible vehicles through the Fully Accessible Barbados website.

The guests expressed their happiness just to be able to have a sight-seeing tour, and have the vendors come to the bus when they could not access places.

World Summit on “Destinations for All” –

The Council submitted an Abstract proposal to the 1st World Summit on ‘Destinations for All’ to be held in Montreal in October 2014.

Out of over one hundred and fifty entries and over thirty eight countries, the **‘Fully Accessible Barbados...the gateway to access in the Caribbean’** presentation was accepted. Though submitted as a poster abstract, it was accepted to be delivered as a 90 minute Oral Presentation. With this opportunity Barbados stands to gain even more recognition internationally while the FAB program continues pursuing its goal of opening up the minds of our own society to the realization that an inclusive society can and will benefit everyone.

With the ratification of the **UN Convention on the Rights of Persons with Disabilities on February 27th 2013; the Government of Barbados is obligated to ensure it addresses all the Articles including 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 has continued to conduct a number of assessments of buildings and facilities within the past year. Though we would have liked to escalate these, it has been somewhat challenging with our limited resources. However, we have assessed requests which were made and recommendations submitted to the facilities. The Operations Manager is currently the main staff member assigned to

conduct the FAB assessments and is always assisted by an assessor with a disability.

Barbados National Standards Institute

Training for Assessors is a necessity, however further plans will have to be finalized with the Barbados National Standards Institute in an effort to develop the necessary standardized Training programme.

The Council as a Sub-Committee member that contributed to the development of the Building Code 2013 Edition, will be holding further meetings among our members, the public and BNSI personnel in relation to Section 8 and 9, which most relates to access for persons with disabilities.

Caricom Regional Organisation for Standards and Quality (CROSQ.)

The Council was appointed on a Regional Technical Committee (RTC 6) for Tourism Services – Subcommittee for Hotels.

The RTC 6 for Tourism Services Subcommittee for Hotel is responsible for standardization in the field of tourist accommodation, which shall include specific requirements for hotels

The RTC for Tourism Services Subcommittee for Hotels is assigned to the Barbados National Standards Institution, which is a national body of a Member State of CROSQ. The membership of the RTC shall meet the requirements for broad representation of relevant stakeholders.

FAB's input on this committee will lend to further developments in paving the way for standardised accommodation for guests with disabilities throughout the Caribbean.

The Council remains confident that this **Fully Accessible Barbados** programme 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 National Host Tourism Programme by the Ministry of Tourism which was scheduled to be launched in the early part of the year has now been rescheduled for the latter part of 2014. This programme 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 ID

Supporting Private Sector partnership played an instrumental role this year in assisting the Council to continue its Parking ID programme and to heighten public awareness.

Through the support of WALL OF SHAME advocacy Facebook Page, CARTERS General Stores and GLOBE Finance Inc. the Council was able to produce another batch of Parking ID's and two standing promotional billboards. A presentation Launch was held at Harambee House in March 2014 which preceded a "Wheelchair Blocking" awareness campaign at the CARTERS Wildey Store.

This activity created quite a stir in the media as the action of a Traffic Cop parking his bike in the "disabled parking space" at Carter's was captured by all the media present. Needless to say it appeared on front pages of the leading newspapers next day. This unplanned action did give some extra mileage to our "block parking". Resulting from this activity, the Wall of Shame group headed by Brett Barber and Bruce Lambert Lambert has plans to mobilise a group of volunteers to paint/highlight 'disabled parking spaces' that are already being provided at facilities in an effort to assist in ensuring that the 'spaces' have the correct measurement and colours.

Over the past 12 years, numerous meetings and discussions were held with various government personnel in advocating for parking rights. However, a recent meeting was held with Transport and Works to determine the status of the changes to the Road Traffic Act.

The Council was informed that the Amendments relating to parking and the processes leading to the changes were completed and the Act had only to go before the Cabinet and then Parliament to be voted on. This was anticipated to be done in the latter part of the year.

It must be reiterated that having ratified the UN Convention on the Rights of Persons with Disabilities, the Government has signified that it has to pursue legislation to deal with this grave injustice to the people with disabilities in Barbados.

COMMUNICATIONS

Social Media

BCD Website

The Council continues to be challenged in maintaining its BCD website. We are still to determine whether to redesign or try to maintain in its present format. Though we are aware that this is a critical medium of our communication tool, the lack of human and financial resources seem to be our setback as the staff of the BCD is already stretched to its limit.

FAB Website

This site www.fullyaccessiblebarbados.com has continued to be supported by the Ministry of Tourism. Nicole Lavine of Creative Cycle has worked with the Council to ensure that this site continues to be a beacon for information on the Fully Accessible Barbados programme. It is now linked to the BCD Facebook posts so visitors can be directed to the site for further information.

Face Book Pages – BCD / SRH/FAB

In an effort to capture the growing cyber users, the Council has Three (3) Face Book Pages. One focuses on the Council and related issues, the SRH Window Page is dedicated to the UNFPA/BCD Sexual Reproductive Health and related issues. The FAB Page is growing rapidly especially since we have acquired the Beach Wheelchairs and Creative Cycle developed an AD which generated over 300 new 'likes' to this page in one week. It has also reached over 161,000 posts within two weeks. 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". This method of promotion has certainly increased an even greater awareness of the Council and its work.

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.

Once again, this year the Council had a great deal of coverage through numerous articles highlighting our events and programmes; this was especially so during the month of March.

4. EDUCATION, RESEARCH & TRAINING

More Than Words © - Autism Caregiver Programme

MTW® is a program developed by a The Hanen Centre, a Not-for-Profit Organization in Toronto, Canada. It must be delivered by a Speech-Language Pathologist who has been trained and certified as an MTW® instructor by The Hanen Centre. Ms. Sue McMillan has provided MTW® in Barbados since 2008.

The 2013-2014 MTW programme resumed this year with parents and caregivers after successfully delivering the modules over the past two years to the teachers from The Learning Centre, Irving Wilson School and Challenor Creative Arts and Training Centre School. This decision to have the teachers trained in MTW was not only for the benefit of present and future participants but also it was to add to some of the past MTW participants children who would have received the training.

The Speech Language Pathologist, Ms. McMillan had acquired a growing list of prospective participants during that period and not much choice was available but to have the Programme delivered to the participants on the waiting list.

At the point of reporting; having covered 6 of the 7 modules to complete the training, Sue McMillan and the Operations Manager managed to fit an all day Workshop in July 2013 to bring together as many past participants as possible of the MTW program. This provided them with an opportunity to share a status report or seek further assistance with any challenges they may be encountering with their child/ward. Dr. Jennifer Campbell shared some insights on developments within the local health system and provided some guidance to the caregivers.

Through attending MTW®, parents meet other parents who understand the challenges they face on a daily basis. This support is a valuable outcome. It is hoped that as a result of the successes achieved so far from the MTW program, that the development of a facility for the continued growth of the MTW participants can be achieved. This would offer an opportunity to encourage the children to reach their full potential and parents/caregivers the much needed reassurance that their loved ones with ASD will have a much better chance at survival if and when they are unable to care for them.

During this reporting period, the Ministry of Education (MOE) requested the support of Ms. McMillan to assist the Ministry in ascertaining the eligibility of some of their autistic children who were pending entry into school. The workshop was held at Harambee House and approximately 18 participants attended. As a result some of these parents was short listed for the upcoming MTW 2014-2015 Training. The Council is pleased that the MTW program will be a training tool that would assist the MOE in facilitating inclusion of children in the school system.

This program continues to be funded mainly by The Maria Holder Memorial Trust, Paloma Foundation, Because of Jenna and Diana Edghill in kind. Support has also been received in some instances from Air Canada.

UNFPA/HIV Commission– Sexual Reproductive Health Programme

2013-2014 saw the BCD using all possible resources at its disposal to ensure that the program which we started in 2008 continued to grow; and at the same time strengthen the partnerships established.

Recognizing the restrictions that PWD face in accessing SRH information and services was the impetus for the BCD to develop the UNFPA-funded project. The aim of which is to “develop and implement a comprehensive programme to educate all persons with disabilities on their sexual and reproductive health rights and responsibilities”.

The project has four main goals: Eliminating the high levels of stigma and discrimination that PWD encounter; ensuring improvements in the provision of SRH services to PWD; facilitating the empowerment of PWD through the provision of counselling, training and other initiatives aimed at their personal development; and collaboration with decision makers and other programme implementers in order to ensure developments in the project and its long term sustainability

The Annual Work Plan for the reporting year focused on a number of areas designed to address the above.

Women’s Group

The contractual services of two Counsellors, Eudalie Wickham-Ashby and Perro Holloway were engaged for a second year. Their role was to coordinate and support the needs of the participants of the SRH Window. A group of ten (10) women with various disabilities were identified and invited to participate in the twelve week group therapy sessions. The ages of these women ranged from nineteen (19) to forty-two (42). During these two hour sessions held fortnightly, several issues were presented and necessitated individual counselling in some cases.

Men’s Group

The SRH men’s support group was also restarted with eight members, the ages ranged from 20 to 50 has members with different types of disabilities and life experiences. As part of the SRH program the psychologist attached to the program was used to address individuals assessments to address issues they would identified in the group session.

The SRH Window

The first Women's Health Forum was held on September 20, 2013. A total of twenty eight women of varying ages and disabilities were in attendance. A discussion on several sexual matters was facilitated by Dr. Tracey Archer of the Barbados Family Planning Association.

Individual counselling over the period has become an extremely important aspect of the SRH Window, where four new clients were provided with this service.

As a result, other social issues were raised, and, efforts were made to guide the clients in developing stronger problem solving techniques. Some referrals were made to other social service agencies on behalf of these clients.

After a year of lobbying the National Housing Corporation, the council has achieved approval for an accessible unit in St. Michael for one of the programme's clients. She is now settling in to her new home which now provides her with the ability to look after her children independently as a person with a disability.

Assistance was sourced through private and government collaboration. The staff of the Barbados Council for the Disabled must be complimented in achieving this successful outcome.

The annual men's clinic continues to be a success. This year's clinic took place on the 16th October 2013, with a larger attendance than in the previous year. Twenty men were present, with various disabilities.

Although an attempt was made to invite the Heart and Stroke foundation, Cancer Society, and the Diabetes Association, no one was able to attend.

Dr. Christopher Warner once again agreed to facilitate this year's session. The topic for this year men's clinic was *Diabetes and Sexual Performance a Spotlight on the Disabled Man*. A proposal was made by Dr. Warner to include a pharmacist to cover the area of medications.

The role of the electronic media is a key part in getting the message out about the fight for equality of persons with disabilities. In collaboration with United Nations Population Fund – UNFPA, the Council focused on the Articles of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) in the form of still ads, to create awareness. The Ads ran from December 1st – 7th were

relevant to the equality of Healthcare, Education, Work, sexual and reproductive health, safety, etc. using the Republic Bank of Barbados electronic billboard and Caribbean Broadcasting Corporation TV.

During the early part of 2014 period the draft **Sexual and Reproductive Health Counselling Strategy for Persons with Disabilities** was prepared by Ms. Makela Davis a UNFPA Intern, and is presently being finalised with the hosting of stakeholders meetings.

While the overall focus of the UNFPA is on the improvements in the health and development of the population, there is an increasing emphasis on accountability and the success of initiatives at the regional and global levels. Therefore; in order to outline the strategies used by the BCD to implement the various activities and to determine the levels of effectiveness, the UNFPA commissioned **Nicole Hazel** to conduct an assessment of the SRH Project. It was also envisaged that the assessment would identify any good practices for replication by other disability related organisations. The review was conducted from August to November of this year.

National HIV Commission

As we continue to develop our partnership with the **National HIV Commission which is integral to the success of our SRH program our work plan for this period focused on HIV Training for our Peer Educators and Counselors as well as Individual and Group Counseling sessions.** The program also targeted young adults who are marginalized within the mainstream schools.

Developing the Peer Educators

Two workshops to identify and train the peer educators for the SRH Window were held on July 29 and 31st. A total of 15 participants were in attendance each day. A mixture of students and young adults made up a composition of this specific training

In recommencing the Peer Educators Training Program in September; six Peer Educators (PE) from the present and past clients of the SRH Window were identified (Three men and three women). The Counsellors worked closely with the PE in guiding their understanding of the principles of social work.

The Peer Educators were exposed to more information on domestic violence, human rights and other topics via resource persons conducting presentations and video presentations.

The HIV/AIDS program was identified as one of those key areas which would provide the peer educators with some experience. With the support of Dr. Anton Best, Senior Medical Officer with the HIV/AIDS Program, Ministry of Health the following were recommended and accepted;

1. A tour to the Ladymeade Reference Unit (LRU) and food bank
2. Volunteering time to assist in the food bank
3. Training in Voluntary Testing and Counseling to assist in the HIV/AIDS region testing day and to provide pre and post HIV counseling to persons with disabilities.

On November 6th the first phase was implemented. Mrs. Dawn Jackman domiciliary Care Social Worker, Dr. Nicholls Clinical Psychologist, and Ms. Stacy Whittaker Coordinator of the food bank facilitated the tour of both institutions. The two Counsellors and four Peer Educators were given an insightful and comprehensive explanation of the available services. This tour was followed by a briefing on the different aspects of the National HIV/AIDS program including how the different areas function.

Between the months of June – August, three of the four scheduled workshops were conducted; two (2) workshops targeted children within the secondary school system and the other one were geared towards the peer educators. Approximately thirty (30) students from the Special Education Unit and students with disabilities within the regular secondary schools participated in these workshops. This was followed by a presentation to the Barbados Association of Guidance Counsellors at their Guidance Counsellors monthly meeting.

The topic of sexual abuse was facilitated by Mary Thompson Forensic Nurse and building self-confidence was facilitated by Therese James a clinical counsellor/Social Worker. These sessions were very informative and interactive.

The workshop for the Children in the Special Education Unit was structured basically around the same lines with Mr. Clayton Springer who dealt with Positive Self Confidence. Twenty participants attended this workshop; from five (5) Educational Units; Ann Hill, Learning Centre, Challenor Creative Arts and Training Centre, Irvin Wilson and First Base.

The final scheduled activity which was not completed in the 2013 period was an HIV Workshop with the Peer Educators. However, on Saturday, January 25, 2014, 5 Peer Educators attended. Dr. Antoinette Rock and Alexis Nurse – National HIV Commission were the Facilitators.

It is anticipated that the planned phase 2 of the training which will deal with enhancing access to comprehensive SRH services, in HTC for the BCD Peer Educators and educational sessions on HIV and STIs for Persons with Disabilities will be realised in the continued work plan for 2014-2015. Phase 3 is designed to create opportunities for the Peer Educator (s) to be exposed to VCT training

In February The Commission requested permission to have Rose Ann Foster Vaughan's Abstract which was done for the HIV/AIDS 2012 Symposium placed on the National HIV/AIDS Commission's Virtual HIV Research UNIT (VHRU).

Our partnership with the HIV Commission has been very beneficial to the growth of our SRH program. Many issues affecting persons with disabilities have been brought to the fore and it is hoped that the Council will continue to find solutions that would continue to empower persons with disabilities

Disability Sensitivity Training

This training seeks to address the fundamental concerns that employers have with regards to their employees having knowledge on how to serve Persons with Disabilities, within a service delivery environment.

A wide cross Section of recipients benefitted from the BCD's Sensitivity Training. Among those entities were the Urban Development Commission, Caribbean Aircraft Services, Seawell Aircraft Services, Women's Group of Dalkeith Seven Days Adventist, and two sessions with the Ministry of Tourism Industry workers. Sensitivity Training was also done within the other programs of the BCD.

Proposals have been submitted to other entities and we are awaiting confirmation of their acceptance and schedules. This Training continues to be an important area of our work and the Council expects to soon begin an aggressive promotion of this service to encourage private and government sectors to offer Sensitivity Training to their employees. We will also provide the necessary training for our present facilitators and engage the services of additional facilitators as we are limited in expanding this service as a result.

University of the West Indies Student Research

It is always encouraging for us when students contact us for information which would assist them in their studies, even more so when those studies include disability issues.

Again, this year, we were interviewed by a number of students seeking out disability and accessibility information; as well as sourcing the wide range of material in our library. In addition the staff is always called upon to provide local information which is always relevant to dealing with the issues affecting disabilities in Barbados.

Panel Discussion on Disabilities

A panel discussion entitled “Break Barriers, Open Doors for An Inclusive Society for All” was held on Tuesday December, 3, 2013 in the Solutions Centre at the University of the West Indies.

The panel discussion provided persons with disabilities the opportunity to share critical information about the challenges faced by the disabled community in all spheres of society. It also explored some of the key ways the University can move toward being a more inclusive institution and further inform the development of a disability policy.

Invited panelists were the moderator, Miss Eudalie Wickham of BARNOD, Mr. Meltia Hamilton, Mentor in Residence, University of the West Indies, Mr. Elvis Maloney President of the Barbados Association for the Blind and Deaf and Rose Ann Foster Vaughan of the BCD. Students on the panel included Miss Felicia Balgobin and Miss Tanya Fowler.

“BREAKFAST CLUB” Empowering Women with Disabilities

The “Breakfast Club” initiative originated as a result of participation by Rose Ann Foster Vaughan, BCD Admin Project Officer to Mobility International USA’s 2013 Women’s Institute on Leadership and Disability (WILD); which is sponsored by the American people through the United States Agency for International Development (USAID)

As a result the participants were encouraged to develop an activity intended to share some of the ideas that were captured in, Eugene Oregon, USA.

In developing the Breakfast Club, Mrs. Foster Vaughan collaborated with the Business and Professional Women's Club to introduce twelve women with disabilities to the following empowering areas:

Becoming Empowered – which dealt with believing in one self, Goal-Setting – Conquering one step at a time, approach to opening doors that leads to Opportunities and meeting obstacles head-on. The facilitator was **Lorna Barrow**.

Being A Self-Advocate – This segment dealt with what is Self-Advocacy, and how to develop your voice to be a powerful tool; and prioritizing the issues. The facilitator was **Peter Lorde, Psychologist**.

Personal Imagery/Etiquette – dealt with observing good Hygiene Practices/Personal Grooming, Cleanliness attracts a positive outlook, Brimming and overflowing in Self Confidence. The facilitator was **June Blackman**.

Getting Pumped – focused on Physical Activity where exercise was introduced as a mood regulator and a healthy alternative. This was enhanced by a workout session at the Beach which included the sea. This activity received quite a bit of attention as the media was captivated by the fact that one of the members Tracey Lorde ventured into the sea for the first time using the Council' new Beach/Sea wheelchairs. In addition, the other activities introduced by **Dr. Diane Brathwaite the Facilitator**, had everyone pumped up.

Sexual Reproductive Health – this area touched on the difference between Sex and Sexuality, Critiquing Restrictive Gender Roles, Safer sexual experiences and taking care of your reproductive health and planning your family- Deciding If/When to have children. The facilitator was **Keriann Hurley, Social Worker – Barbados Family Planning Association**.

It was hoped that each Participant went away with new found confidence in themselves; being fearless in their approach to life, and guided by the UN Convention for the Rights of Persons with Disabilities. The Closing Ceremony feature address which was delivered by Ms. Christine Arab – UN Representative of UN Women was punctuated by her message of... **Belief in Self, and be determined to follow one's dreams**.

The other distinguished persons on the programme were **Nia Daniel** who welcomed everyone, **Patricia Padmore Blackman**, who delivered remarks on behalf of the BCD, **Nicole Alleyne** of the Business and Professional Womens Club delivered Remarks, **Tracey Lorde** offered prayers, **Ann Marie Goddard** read a Poem, **Elviston Maloney** performed a song in tribute to the women backed by Pat Blackman and Lisa Williams. The Master of Ceremony was **Janeil Odle and Lisa Williams** did the vote of thanks.

Mrs. Foster Vaughan was very encouraged by the project and commended everyone who contributed to its success and anticipated further growth among the women.

5. FUNDRAISING / SUPPORT

Barbados Community Foundation

It is organisations such as the Barbados Community Foundation that are positively impacting on so many vulnerable groups in Barbados. NGO's like the BCD play an important role in identifying issues which affect persons with disabilities and recognise that without the support of private funding groups, our goal of achieving an inclusive society would be very negligible.

The necessity for accessible transportation continues to be ignored on the agenda of the policy makers. It always seems as if some other national priority takes precedent and no futuristic goals are set to deal with issues affecting disability issues. Transportation continues to be a major expense to the Council's operating budget and thankfully the consistent support of the Barbados Community Foundation ensures that the challenges already faced by families of children with disabilities would not be further disrupted.

Maria Holder Memorial Trust Project Support

Another of the Council's staunchest supporters is the Maria Holder Memorial Trust (MHMT). Over the past six years the MHMT have had major input into a number of the projects of the Council and its members. Not only have they assisted in financing our now aging school bus but they have recognised the importance of maintaining this critical service to our school children with disabilities and have purchased a new bus; this is expected to arrive sometime in July/August 2014.

In addition, the MHMT have continued to recognise the significant impact that our More Than Word Autism Caregiver Programme is having on the lives of families with children with Autism. Our Speech Language Pathologist Sue Mc Millan has provided an exemplary service since the implementation of the MTW program and has also managed to encourage a number of other professionals in this field to benefit from her training.

The Council has prudently managed assigned budgets each year and reports are submitted on scheduled. MHT Management Committee can be assured that the ongoing assistance to the MTW programme will be well spent and beneficial to the needs of caregivers of children with Autism.

Canadian Women's Club (CWC)

The Canadian Women's Club continues to demonstrate their confidence in the work of the Barbados Council for the Disabled. This group has been another strong supporter and this year the members of the CWC understood the importance of sustaining our accessible transportation especially after we had experienced a reduction in our government subvention. As a result the Council will be able to maintain its quality service that we have been providing to a number of persons with disabilities.

The Council is aware that its role is that of an advocate on behalf of persons with disabilities; however there are areas where the balance of creating the awareness and providing assistance becomes necessary. We recognise that our work must be consistently relevant and efforts must be made to ensure that our projects benefit all people with disabilities. A Thank you plaque was presented to the CWC on receiving their donation.

Kiwanis Silver Dollars Project

WE applaud the efforts of the Annual Kiwanis Silver Dollars for Children Committee in these challenging economic conditions which Service Clubs must face in trying to raise funds to support NGO's like the Council and numerous others. The Silver Dollars Committee tried this year to revive the spirit of the project by including new initiatives; however it is still uncertain whether the initial drive is the core of the project.

All of the Charities try their best to support the organisers but it can be challenging for some who have limited human resources to effectively seek collections. The event this year was held on Saturday May 03rd 2014.

It was unfortunate that more of our members were unable to adjust to the day change and location. One of the BCD Directors, who has consistently been in the forefront of assisting in the collection, took part on the day and represented the Council and the Learning Centre.

The Council is however appreciative to be one of the beneficiaries and will continue to support the Kiwanis in every way possible.

Paloma Trust Project Support

Having benefitted by the support of Paloma Trust in various projects, the Council is indebted to them in the recent past for the purchase of all of its new Internet Technology and supporting equipment. This has certainly assisted in maintaining the efficiency and results necessary for the Council to implement its work plans on behalf of persons with disabilities.

This past year the Paloma Trust felt convinced to support the More Than Words Program as the Directors recognised the direct impact the program was having on families of children faced with the challenges of Autism.

With the program set to further support the parents through collaborating with the Ministry of Education, the Council anticipates that in the 2014-2015 periods, the scope of the program is set to widen its targeted recipients. This augurs well for the success and goals of MTW as continue to maintain our objectives.

Because of Jenna

Anna Clarke is an excellent example of what giving back to the community means. There are a number of areas that this charity supports, however one of the main ones with the BCD is the More Than Words. If there is a critical need of an individual with disability, the Because of Jenna Committee would assess the needs and if possible lend support.

Rotary Club of Barbados

The Rotary Club of Barbados is certainly no stranger to assisting with the needs of persons with disabilities in our society. We have been involved with Rotary Club Inclusive Play project from its inception as the President at the time; Katrina Sam ensured that the Council's input was important.

Having brought to the attention of Elvin Sealy of the Rotary Club of Barbados the need for us to obtain a couple Beach/Sea Wheelchairs for our Fully Accessible Barbados Program as well as for our members; he wasted no time in acting on this request. Prior discussions were held with Dr. Carol Belgrave before Mr. Sealy was assigned to oversee the acquisition of the new Chairs. In March, the Council was officially presented with the Beach Wheelchairs and have since been meeting numerous requests from visitors and locals. This asset will undoubtedly enhance our FAB Program in creating the inclusive environment we are set to achieve.

JCI Barbados

Committed to a cause is the description best suited to this Service Club. For the past 15 years the Jaycees have been hosting their flagship project Special Day for Special Children. Each year the children and young teens with disabilities look forward to this event with anticipation as there are not too many social activities designed to meet their needs. The Council will continue to work with the organising teams to ensure the success of these annual events is achieved.

Barbados Light and Power

During last year's hurricane season, the Barbados Council for the Disabled were grateful recipients of the Customer Appreciation Day Team and by extension to the Light & Power Company family for their donation of Emergency Items for the members of the Council. These items were distributed to members who are most vulnerable.

The Council was pleasantly surprised to also receive a Television Set for which we are absolutely grateful. This kindness shows the level of corporate responsibility that the BL&P Company has undertaken in its efforts to reach out to the community.

St. Paul's Fiesta Committee of St. Paul's Church

Since adopting the Barbados Council for the Disabled as its charity for the years 2013 – 2015, the Council has received two monetary donations which was part of the memorandum of Understanding between the Fiesta Committee and the Council. The Council's PRO, Elviston Maloney and the Operations Manager attended the Annual Church Service at which the cheque presentation was made. Mr. Maloney thanked the congregation and the committee on behalf of the Barbados Council for the Disabled.

Nation Publishing Company 40th Anniversary Support

The **Barbados Council for the Disabled** was pleased to partner with the **Nation Publishing Company Limited** in their **40th Anniversary Celebratory activities**. The Council was chosen as one of the main beneficiaries by the Nation who indicated that they were encouraged by the work being done on behalf of persons with disabilities. A Cheque from part proceeds of the Fun-a-talon was received by the PRO, Elviston Maloney at Harambee House.

6. GOVERNMENT, PRIVATE SECTOR AND INTERNATIONAL RELATIONS

Government

Positive outcomes are more likely if an NGO's proposals for change is backed by solid reasoning, rather than just a string of complaints against government policy or action that offer no idea of what could sensibly be done instead.

Even when there are no major issues to be dealt with; which in our case is almost always, constant dialogue is important. What seems to happen most times with many NGO's like the Council, is the fact that we only seek to communicate when there is a pressing and potentially controversial issue at hand. As a result there is less likelihood of a positive resolution.

Engagement, however, is a two-way street. It requires dialogue and not monologue. The onus cannot be on the NGOs alone, the government must also to be willing to cooperate with the NGO's. This then begs the question, how has the government fared in its engagement with NGOs knowing that there is a need to work with the NGO rather than against them; after all we are working for the same goal which is the long term good of Barbados.

For our part as an NGO, success is not only measured by outcomes alone but also by how effective we can engage and sensitize the government to the concerns that affect persons with disabilities.

The Council continues to collaborate and involve most of the Government Agencies as possible in our work. The increased awareness of the issues affecting persons with disabilities is gradually gaining their attention.

We are also beginning to see some of our members actively engaging Government Agencies and we are encouraged by this support. The Council is fully aware that its scope of representation covers a wide cross section of disability organisations each with its own unique needs. We understand these needs and this is the reason why our goal is to advocate for a fully accessible Barbados...for ALL.

Having a representative from the National Disabilities Unit (NDU), Ministries of Health and Education on its board allows for transparency and sharing of ideas does strengthen our relationship. Other Ministries and Government Agencies continue to work closely with the Council especially in promoting the Fully Accessible Barbados Programme.

- **Ministry of Tourism**

It is expected that during this challenging economic period that support to our Fully Accessible Barbados program would be reduced. However, we have still managed to maintain some level of collaboration to ensure FAB continues to grow. It is obvious that FAB is gaining recognition from the various areas of involvement within the tourism industry which require our support.

Our expected participation at the **1st World Summit on Accessible Destinations** for All will draw on a number of resources as it is imperative we excel in our presentation. With Barbados being the only Caribbean Country leading the way in this area, we will have an exciting challenge trying to impress on over one hundred and fifty countries participating from around the world why “we are the Gateway to Access in the Caribbean”.

The Council continues to work closely with the Ministry of Tourism through its Tourism Development Officer, Maureen Bridgeman as well as the Barbados Tourism Authority and the Barbados Hotel and Tourism Association.

- Ministry of Transport and Works

The Council have held a number of consultations with the various departments of the Ministry of Transport and Works over the past years dealing with numerous issues. However, last November 2013 a team from the BCD led by the President met with a team from the Licensing Authority and their legal advisor. The meeting was very informative as both our members and the Authority's Officials' sought clarity on a number of issues affecting members of the disabled community.

As a result, the following concerns will be addressed:

- Sensitivity Training will be offered by the Barbados Council for the Disabled to all of the frontline service providers
- Promotion of non-discriminatory attitudes towards persons with disabilities including the deaf while seeking to obtain a Drivers Licence. Though the Road Traffic Act states that the Licensing Authority must ensure that the person seeking a Licence must be able to hear, see, of a sound mind etc. It is determined that the Licensing Authority can use its discretion as long as the candidate for the Licence meets the required safety and regulation standards.
- Support the call for the Road Traffic Act Pertaining to Parking for persons with disabilities to be legislated. In this regard the Council has been spearheading this call for over ten years.
- Possible inclusion of a representative of the Ministry of Transport and Works on the Board of the BCD.

Since this meeting we have had positive results in the area of the deaf obtaining their Driver's Licence. However, we continue to remain hopeful that some resolution will soon be forthcoming in relation to the Parking Identification legislation.

PRIVATE SECTOR

It is understandable that NGO's would be 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 benefit from limited financial assistance from this sector and was extremely fortunate to have had the support of some benefactors who we have established a relationship with over the past years.

In recognising the challenges of our Affiliates to survive especially in these trying times, the Council has had to increase its financial and administrative support to some of our members this year.

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. Having a co-opted member of the Barbados Chamber of Commerce and Industry on the present Board of the Council augurs well for furthering relations between these two entities.

INTERNATIONAL RELATIONS

- United Nations

The 6th Conference of States Parties was a watershed moment for the Barbados Council for the Disabled. It was a moment when the issues relating to the rights of persons with disabilities in Barbados were brought to the international stage of the United Nations in an official capacity.

Having played a major role in the ratification of the CRPD by the Government of Barbados, the Council was fortunate to have been represented by Senator Kerryann Ifill, filling a dual role of a representative of the government as well as the President of the BCD. Enhancing Barbados's presence at the Conference were Roseanna Tudor BCD Operations Manager, Cheryl Holder Bertrand of the Learning Centre, Meschel Pinder of Myasthenia Gravis Association of Barbados and Joycelyn Brathwaite representing Challenor Training Centre.

The Conference was held from 16 July – 20th July 2013 so it was not possible to report on this in the previous annual report. The President delivered a Statement on the Status of Barbados at the General Assembly. The BCD team had to split up to attend the various Side Events in order to maximize the vast amount of information shared at all sessions.

Our relations with the UN body continue to be strengthened especially with the United Nations Population Fund Program. This agency is one of the most critical in which we are addressing the need of young people with disabilities as it relates to sexual reproductive health.

The Council will continue to work closely with the United Nations to ensure that the Government of Barbados respects and abide by the principles that govern the ratification of the CRPD.

- **Caricom High Level Meeting**

The President of the BCD, Senator Kerryann Ifill and the Operations Manager, Roseanna Tudor were both invited in their individual capacities to take part in the Caricom High Level Ministerial Meeting on the Rights of Persons with Disabilities held in Haiti during December 05-06, 2013.

Senator Ifill was a part of a three member panel that dealt with “Inclusive Education and Disability” as well as to summarize the first days sessions for all participants.

Roseanna Tudor delivered a presentation on “Accessibility and the built Environment” on the second day in a panel which dealt with “Promoting Participation, Accessibility, Positive Attitudes and Protection Against Discrimination.

CARICOM Member States have continuously sought to increase public awareness of issues faced by persons with disabilities in society, and of the barriers (physical, attitudinal, legislative) that prevent their full participation and integration into society.

There has also been increased awareness of the fact that persons with disabilities were among the most vulnerable in disasters; and had greater challenges in access to health services, education, employment, transport and information. There has also been acknowledgement of the need to improve coordination among key stakeholders that provide support for persons with disabilities, including governments, non-governmental organizations, specialized organizations and civil society.

It is against this background that the High Level Meeting on the Rights of Persons with Disabilities was held. The meeting offered a timely opportunity for Member States of the Caribbean to reengage on an issue of fundamental importance in promoting equity in the provision of an enhanced quality of life for all citizens of the Community, thereby ensuring an inclusive society for all.

The Meeting sought to address issues related to -

- ✓ Situation of Persons with Disabilities in the Caribbean
- ✓ Protection of the Rights of Persons with Disabilities
- ✓ Policies for Disability-Inclusive Education, Training and Employment
- ✓ Habilitation and Rehabilitation, Independent life and Social Protection
- ✓ Policies for Disability-Inclusive Societies: Promoting Participation, Accessibility, Positive Attitudes and Protection Against Discrimination

At its conclusion the Declaration of Petionville was signed. This Treaty is expected to identify and elaborate, *inter alia*

- ✓ *A Strategy for International Cooperation*
- ✓ *Concrete goals for the Caribbean*
- ✓ *Strategies to improve the production, collection and analysis of data on persons with disabilities in the Caribbean*
- ✓ *Monitoring mechanisms for agreed actions*

It was hoped that the meeting will serve to reignite interest and attention in addressing the urgent needs of persons with disabilities, and serve to promote and facilitate enhanced cooperation, exchange of experiences and information among Caribbean States, particularly in terms of policies and legislation adopted.

7. ORGANISATIONAL DEVELOPMENT

It is evident in this day and age, there are NGO's popping up almost every six months or less advocating their methodology and in many cases attracting the 'paid' young volunteer with the degree, which sometimes translate to no more than that; there is also the other volunteer who will initially give of their time but end up expecting meals and transportation. Then there is the other type who through their veins flow the passion to correct the injustices that plague society. The latter is gradually becoming the minority and because volunteers is crucial to the survival of the NGO's the notion of non-paid volunteers is swiftly fading. NGO's that initially were started for the right reasons, that being a representative voice of the masses of people who share similar injustices are more likely to survive than the ones whose sole agenda is to meet an individual's needs.

Their needs to be strict regulations to protect those NGO's who have stayed the course and have made their mission their daily guide, evident in the successes within the community they represent. This should not just be on a country basis, but on an international scale. Rated, ranked, audited with annual reports. Maybe that will add onto the price tag for pay-to-volunteer types; who knows.

- **Representation**

Representing individual bodies of groups advocating for their unique needs can be challenging as it is not uncommon for an individual organisation to want their issues prioritized. However, the role of that governing body is to assure the individual groups that in raising awareness to the common goals shared, this will translate into the establishing of supportive linkages which will and can be channelled to an individual organisation.

Members must be careful how they utilize their limited resources and also attract the necessary capacity to strengthen their role. In many ways, we expend inordinate amounts of energy on protecting our territory. We guard our programmes fiercely in fear that to share with others will be to lose it altogether. However, it must be reiterated, that as we struggle for individual supremacy, believing our cause to be more just than our neighbours, we only succeed in diminishing our dwindling resources.

This is why the Council has within the past year sought to encourage its members to take the lead from their parent body which has laid a strong foundation of awareness programmes and was instrumental in securing the ratification of a human rights treaty; and join with other members to advance even further, the rightful place of persons with disabilities in society.

Persons with disabilities must recognise that without a strong united support we will all perish. Survival is no longer about being the fittest; it is about having the supplies with which to support the journey. By pooling those resources, we give ourselves a fighting chance to achieve our goals.

Organisational Awards

At the last Annual General Meeting, the Council offered its membership the opportunity to honour one of their individual member's for their quality service to their Organisation. This initiative was intended to give our members a chance to show appreciation to those selfless volunteers and encourage potential new ones. Those persons presented received awards of Staycations or dinners at

various facilities; these were either donated or in some cases facilitated by the BCD. It is hoped that this could be a biannual event.

Rehabilitation Therapy Service

The Council's Physiotherapist, Ms. Pamela Maxwell continues to deliver Group Therapy service to the BCD membership.

The sessions are twice weekly and approximately twenty persons are 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. Whenever a space becomes available a new client would be assessed.

Sessions take the form of exercises, counselling and discussions and where necessary referrals made. The Council will continue to monitor this service and if the opportunity arises for expansion, home visits will again be considered.

Harambee Enterprise Scheme

The Harambee Enterprise Scheme was developed in 2005 with a clear objective to assist persons with disabilities in dealing with the challenges faced in finding sustainable employment.

The Council is aware that to effectively achieve a substantial ratio of persons with disabilities in the workforce, the Harambee Enterprise Scheme which was designed to assist our members, can only address a small part of the bigger issue. The collective role that the Council and its members must play in promoting and highlighting employment rights issue will be the solid foundation that is necessary in dealing with this dichotomy.

The Harambee Enterprise Committee was once again chaired by Dorien Pile and assisted by the Vice President Roger Vaughan, Sonia Wilson-Mwansa, Canon Noel Burke, Patricia Taylor and staff member Emily Lynch. However, the Committee decided with the approval of the Board to put a different slant on the Scheme in order to focus and lend support to an entrepreneurship venture.

Harambee Entrepreneurial Challenge 2014

The Barbados Council for the Disabled is this year offering the members an opportunity to benefit from the Harambee Entrepreneurial Challenge, a business project.

This is an opportunity for persons with disabilities to generate self-employment that can be sustainable, income generating and will enable them to showcase and profit from the exposure of their many skills.

Persons must be a member of the affiliated Organizations of the Barbados Council for the Disabled and between the ages of 18 – 55 years of age. It is hoped that members will take advantage of this opportunity.

TRAINING

Conventional '**training**' is required to cover essential work-related skills, techniques and knowledge. However, the most effective way to develop people is quite different from conventional skills training, which truthfully, many employees regard quite negatively. They'll do it, but they won't enjoy it much because it's about work, not about themselves as people.

The most effective way to develop people is instead to **enable learning and personal development**, with all that this implies.

So, as soon as the basic work-related skills training is covered, the focus should be on **enabling learning and development for people as individuals** - which extends the range of development way outside traditional work skills and knowledge, and creates far more exciting, motivational opportunities - for people and for employers.

Many organizations like the Council and its members face the challenge of developing greater confidence, initiative, solutions-finding, and problem-solving capabilities among their people.

Organisations need staff at all levels to be more self-sufficient, resourceful, creative and autonomous. This enables staff to operate at higher strategic levels, which makes their organizations more productive and competitive. It's what all organizations strive to achieve.

However, while conventional skills training give people new techniques and methods, it won't develop their maturity, belief, or courage, which is so essential for the development of managerial and strategic capabilities.

Again, focus needs to be on **developing the person**, not only the skills.

Performance and capability are ultimately dependent on people's attitude and emotional maturity. In this regard though the Council may not always be in a position to employ persons with disabilities, it has certainly done its fair share

over the years by consistently offering various training opportunities to help members to develop on a personal level; and this provides a platform for trust, confidence and subsequent skills/process/knowledge development relevant to managing higher responsibilities, roles and teams.

Training starts with the person, not the skills. It's about attitude and emotional maturity. When people develop confidence, integrity and emotionally, they automatically become more proactive, solutions-focused, responsive, etc., which has a cumulative effect. So many people at work are simply 'going through the motions', acting in a 'conforming' state, often because they feel insecure, lack confidence to do what they think is right, or are nervous about being bold, **whereas boldness is absolutely required for self-sufficiency, initiative, greater responsibility**; in fact all of the behaviours that organizations should strive to encourage. This is the fuel of people's growth and change.

Though the training opportunities available were limited compared to the year before, the Council wherever possible offered Training to our members, one area was through the UWI Cave Hill School of Business under the USAID Job Opportunities for Business Scale-up Project

The two, three hour per day workshop under the acronym C.A.S.H: Cultural Entrepreneurship, Alternative Energy, Social Entrepreneurship and High Tech Ventures focused on **Social Entrepreneurship**: Introduction to Social Entrepreneurship. This opportunity was unfortunately only taken up by three of our Members, BARNOD, Association for the Blind and Deaf and the Learning Centre.

Most of the BCD staff benefitted from the National Initiative for Service Excellence Customer Service Workshops. As we continue to enhance our own Sensitivity Trainers, this Workshop will also be provided to Christopher Gilkes and other potential Trainer of Trainers.

International Week of the Deaf

With the advancement of technology many marginalized segments of our population are becoming more aware of their capabilities. One such segment in Barbados is the deaf who for too long have had limited opportunities which other deaf persons in North America or Europe have access to. In order for us to be in a position to take advantage of these opportunities we must use the medium of the 'Interpreters'.

Interpreters serve as facilitators of communication, thus breaking down the barriers between the deaf and the hearing world. It is important for these professionals to be kept up to date with the latest techniques and training in their field of work.

As a result the New Life Deaf Club (NLDC), the representative body of the deaf in Barbados in collaboration with the Barbados Council for the Disabled facilitated a week of activities; coordinated by Felicia Gaskin and the members of the NLDC.

With a theme- **“Working With Interpreters – Know Your Rights”** funding support was sought from the US Embassy to assist with the necessary costs of inviting Ms. Malia K Johnson of Deaf Talk, Central Florida, a deaf advocate with many years of teaching experience and advocacy to be the feature presenter for the main events of the week. Ms. Johnson was accompanied by a National Certified Interpreter.

Numerous media appearances were held and meetings conducted with the Ministry of Education which focused on adult education and the US Embassy Deputy Chief of Mission, Mr. Christopher Sandrolini.

A public Lecture Panel discussion on the ‘Role Interpreters Play in the Lives of the Deaf’ was held at the National Union of Public Workers. This was well attended. **The Guest Lecturer was Malia Johnson and the Panellists included Ms. Sanella Sanford, Human Resource Officer, Super Centre, Station Sergeant Stephen Ricardo Griffith, RBPF, Mr. Lloyd Springer Director National Disabilities Unit and Lionel Smith, President of NLDC.**

The second major activity was **the Educational Workshop/Training Seminar** held for local Interpreters and some members of the Deaf Community at the Divi SouthWinds Beach Resort; this hotel graciously supported this event by providing the accommodation for the Invited guests.

The Workshop was addressed by the US Deputy Chief of Mission and the President of the Council, Senator Kerryann Ifill. Having the formal ceremony out of the way, Ms. Johnson and her assistant Interpreter Andrea Costa Crosson, delivered an ‘eye opening and handful’ presentation to the participants. This event was streamed live to other participants on the internet.

8. TRANSPORTATION

BCD Accessible Transportation

Accessible transportation continues to be a critical artery that fuels the machinery driving the work of the Barbados Council for the Disabled.

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 had no choice but to address this inadequacy as best we could. The Council presently operates two accessible buses, after having sold one of our older buses.

The need for accessible transport does not only impact on the families of children with disabilities we take to and from school but also the lives of the average adult with disability.

The time for action and less talk has to be now as far as persons with disabilities not being included in the same public service provisions as the rest of society. The government is obligated to honour the United Nations Convention on the Rights of Persons with Disabilities especially as it relates to Article 9 which state that the government has ***“to ensure to persons with disabilities access, on an equal basis with others, to the physical environment, to transportation”*** and this shall apply to inter alia: Buildings, roads, transportation and other indoor and outdoor facilities...”.

Having provided transportation to persons with disabilities for the past 12 years, it is painful to explain the high maintenance cost that accompanies this service. Though we have benefitted from a government subvention over the past years; it would not have been possible to maintain had it not been for the additional support from the private sector. With a sudden reduction in our subvention, it meant that the Council had to look for additional funding.

If the Council is to continue to provide accessible transport for our members we will only be able to do this through Private Sector subsidies. As it stands now, to have a quarter of your subvention allocated to transportation may call for the possible separation of this service from the administrative role of the Council; which we sometimes need to remember is an advocacy one, or we continue to meet the minimum needs which we are presently doing.

School Bus Service

Twelve years of providing continuous accessible transportation for children with disabilities has brought some measure of satisfaction as well as disappointment. The trials of maintaining this service has not been easy and the disappointment of having to refuse more children due to a lack of available space on the bus can be heartbreaking. Our school bus driver, Rupert Holder and attendant Cheryl Brewster would probably be the first to say the trials were worth it; especially after they have been safely transporting children who they have grown fond of over the years.

This year has been special as Uncle Rupee and Auntie Cheryl got to witness one of their 'boys' Anderson, graduate from Primary School after playing such an important part in his life. This is a true measure of success. Ensuring that children who would otherwise be unable to get to school because of a lack of accessible transportation, is given equal opportunity to access education...a human right.

The bright spark in our future school transportation service is an expected new accessible bus, recently purchased through the kind support of the Maria Holder Memorial Trust. This new bus will replace the old one as our resources at this time limits us to the operation of one bus specifically earmarked for school.

9. Financial Review

If ever there was a doubt that for the sustainability of NGO's such as the Council, it must build up a reserve to see it through periods of cash flow resulting from a lack of financial liquidity in the funding sector, then that doubt is no more

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 managed to withstand the challenges that many other NGO's probably have been experiencing within recent times, as a direct result of our previous fundraising activities three years ago. These savings without a doubt have managed to assist the Council in maintaining its high standards

With an expected reduction in our Government subvention, it was obvious that the Council had to revise some of its programmes by cutting some budget heads. Thankfully the present government still maintained its support towards the Administration of the Council; this was a commitment established by the previous government when the Council acquired its present accommodation at Harambee House.

Kudos must again be given to the careful and prudent management of the Council's finances over the past year by the current Board and Administration. 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 caution in spending was the key word that guided the Board of Directors in its decision making. In addition, one of the main strengths of the Council, which is its staff, undoubtedly contributed to meeting its annual programme.

In summarizing the general operating finances of the BCD, the total revenue reported from our QuickBooks records for the year 2013-2014 was **\$597,798.00** compared to the previous year of **\$529,602.00**. However, this income represents

a donation of **\$120,158.00** received from Maria Holder Memorial Trust for a new Accessible Bus. This total also represented a reduction in the Government's subvention of \$127,000.00. Total Expenses for 2013-2014 was \$554,177.16 compared to **\$503,339.00** the previous year

It must be noted that included in the BCD Income and Expenses is Special Projects Funding. Income for **Special Projects is \$161,442.00 and Expenses is \$140,667.00**. The general donations/income came from various donors and contributions; this amounted to **\$25,341.78**.

\$11,511.00 which represents the cost of the Harambee Repairs was paid for from a Separate account which was assigned to such repairs.

Harambee Administration

The usage of Harambee House continues to be in heavy demand. The staff remains committed to providing the technical and administrative assistance requested by our members while continuing to administer the Council's programmes.

Harambee Administration managed to keep within its projected budget of \$16,500.0 by just over \$700.00 savings. This was an example in prudent management by the staff considering the demand for the services increased.

Our electricity definitely benefited by the cost savings measures implemented by the staff. Though we had increased our budget from 20,000.00 to \$24,000.00, the Council's annual electricity expenses was \$17,785.00. Once again, thanks to the staff for taking this responsible position.

In addition to the Council assisting our members with their events and administration needs, the staff, continues to work on ensuring its current programmes are successfully implemented.

In keeping with the demand of our work programmes and those of our members, our stationery was however kept within budget with a cost of \$2,994.00. All other Administration heads were maintained within budget for the period in review.

Organizational Support

Again this year, the Council's financial support to assist its members with their projects increased, though marginally.

Over \$16,700.00 was spent to assist members with their various events and projects. Support from member's requests for printing, copying, brailing etc has also increased.

Advocacy & Public Awareness

The advocacy programmes of the Council took a cautionary path this year and sought support wherever a cost was not heavily involved. Though it must be noted that the committees that plan Disability Awareness Day and Harambee Enterprise utilize the subdued period to revisit and plan for the next year's events.

One of our major Public Awareness Promotions was the Parking ID's. These were sponsored by Carters General Stores and Globe Finance. They also purchased new Signs for the Promotion..

Fully Accessible Barbados

The BCD mainly focused on FAB Assessments and some Sensitivity Training within this reporting year. At our last Annual General Meeting a number of facilities were awarded their FAB Accreditations. The total expenses for the year were \$4,190.00.

BCD Transportation

The main financial support for the Council's Accessible Bus Service came from a donation from the Barbados Community Foundation of \$10,000.00 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 \$9,245.00. 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.

The oldest bus, the Ford Transit was sold by Auction for \$7,500.00. We are eagerly awaiting a new accessible bus donated by the Maria Holder Memorial Trust to replace the other school bus.

OTHER PROJECTS

More than Words®-Autism Caregiver Programme.

Since the beginning of the More Than Words Programme in December 2008 it has been structurally and financially been successful. As a result most of the initial funders have maintained their commitment to the programme. With the programme being redirected back to the Caregivers after being delivered to teachers the Income received for this reporting period was \$63,600.00 and expenses \$49,000.00.

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 and does not form part of the council's operating costs.

BCD/UNFPA Sexual and Reproductive Health

After completing its work plan for 2013, the Council has been undergoing some strategic planning with UNFPA as it relates to the continuity and growth of the Sexual and Reproductive Programme. It is understandably that UNFPA focus on this area as since the program started, the issues that have arisen merits serious planning.

HIV/Aids Commission program was also successfully completed within budget. The project received it second tranche of \$10,000.00 to complete its work plan. As a result of the project being implemented within the 2013-2014 period, the expenses of \$18,000.00 would include part of the extended activities.

Conclusion

The past year has been a mixture of fortunes for the Council. Maintaining its financial reputation for efficiency and prudent management was the driving force that guided the Directors of the Council in its decision making processes. Equally, the staff who understand and recognize the importance of the work that has and continues to be done on behalf of persons with disabilities stepped up to the plate.

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. With a reduction faced last year, it has reinforced the need for the Council to maintain a reserve at all times.

As we continue experience rising costs in every aspect of our operations, I must stress the importance to all our member organisations that as MGO's, it is essential that programmes which affect the lives of people are not interrupted; and if faced with an economic 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 first 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.



Maria Holder-Small
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.

APPENDIX

1. Barbados Association for the Blind & Deaf (BABD)

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)

Harambee House
The Garrison
St. Michael

6. Barbados Association for Children with Intellectual Challenges (BACIC)

Challenor Complex
Canefield House
St. Thomas

7. Barbados Association for the Correction of Learning Disabilities (BACLD)

The Learning Centre
Orange Hill
St. James.

8. SPECIAL OLYMPICS

Speedbird House,
Independence Square
Bridgetown

9. M. S. Society of Barbados Inc.

Harambee House
The Garrison
St. Michael.

10. Association Aid for the Physically Handicapped

Children of Barbados
Ellerton,
St. George

11. Paralympics Association of Barbados (PAB)

"Union Cot", Hindsbury Road
St. Michael

12. Barbados Cheshire Homes Association

The Thelma Vaughan Home
Glebe Land, St. George

13. New Life Deaf Club

Harambee House
The Garrison
St. Michael

14. Myasthenia Gravis Association of Barbados (MGAB)

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

ASSOCIATE MEMBERS

1. Sunshine Early Stimulation Centre

Parry Gap
Roebuck Street
Bridgetown

2. Christian Learning Clinic

Kew Road
Bank Hall
St. Michael