



Council for
Intellectual Disability



Council for Intellectual Disability Annual Report 2019–2020



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Chairperson's report



Hello everybody, I am Shu Hua Chan, Chairperson of CID.

Although COVID-19 has been a very serious time for everyone, CID has worked really hard to keep doing all our work.

Staff have been working from home and working with members online.

We are very proud of all our members who have been learning new skills to join in.

Knowing how to use the internet is really important for everyone.

We don't want people with intellectual disability to be left out.

We can see that people can do many jobs from home. Hopefully this will be a good thing for people with disability who sometimes cannot get jobs because employers say they cannot work from home.

At the beginning of COVID-19 many people with intellectual disability were very scared. CID has really helped people to understand what is going on and what they need to do to stay safe.

We have also made podcasts talking to people with intellectual disability about their experiences of COVID-19.

CID has done excellent work in projects including More Than Just a Job and a Leadership Project working with peer groups. In the Inclusion Point project we made information guides to make sure really important information is accessible for people with intellectual disability.

CID has been doing lots of advocacy in the last year about public transport and health. Members and staff gave evidence about the health system at the Disability Royal Commission.

I want to say thank you to all our members, board members and staff for doing such a good job.

COVID-19

COVID-19 affected everyone including CID. We had to close the office and our staff worked from home.

We found new ways to work so we could keep doing what we needed to do.

We listened to people with intellectual disability about what COVID-19 information they needed.

We thought of new ways to keep in contact with members.

These are some of the things we did.



Easy Read information

People with intellectual disability told us they could not get accessible information about COVID-19.

“The TV was confusing and all the messages were confusing. They kept using graphs and big numbers, it made me scared.”



We made Easy Read information about

- Staying Safe from COVID-19
- Looking after your mental health during lockdown
- Staying happy and healthy during lockdown
- The CovidSafe app

We made videos including

- Stay safe at the shops
- Stay safe while at home
- Look after your mental health

Podcasts

We made our first podcasts. We thought it was important that people with intellectual disability talked about how COVID-19 affected them.

We talked to Jack Kelly about working while living in a group home during the lockdown. We talked to Fiona McKenzie about working in a supermarket during the lockdown.

We put all our information on our website at

www.cid.org.au/covid-19



COVID-19 and health

We asked the Australian Government to make sure people with intellectual disability were not forgotten during COVID-19.

CID was part of a health advisory group. The group put together a plan for government action.

The NSW Government also set up a committee to help them understand what support people with disability needed during COVID-19. We were on this committee too.

We talked to people with intellectual disability to find out what they needed during COVID-19.

We wrote a report on the consultation called Leave No One Behind.

**“I am a bit unsure about what I have to do if I go to hospital.
I don’t know what will happen. How sick would I feel?”**



Online training

Being able to go to meetings online has been important for everyone since COVID-19 started.

We supported staff with intellectual disability to work from home and take part in online meetings. We worked with the CID board and members so they could meet online.

Increase the skills and knowledge of people we work with and for

Information guides

We wrote Easy Read information guides about things that people with intellectual disability told us were important.

There was no Easy Read information available about bushfires, so we wrote a bushfire information guide. The guide included

- What is a bushfire
- Where bushfires happen
- Fire Ratings and emergency fire alerts



The guide was downloaded from our website over 600 times.

We translated information about the Disability Royal Commission into Easy Read. We wrote 14 Easy Read blogs to make news about the Royal Commission's work accessible to everyone.

Peer groups

We supported peer groups in Illawarra, Casino, Glen Innes, Wagga Wagga, and the Mid North Coast.

The peer groups talked about issues that were important to them and worked in their communities to improve inclusion.

Speak Out Conference

Our board member Jack Stewart went to the Speak Out Conference in Tasmania to talk about our leadership research project. Jack talked about his experience in learning how to be a leader.



“I wanted people to be able to show me some of their life stuff and for them to take the next step and to work out for themselves what skills they have for leadership.”

VALID Having a Say Conference



The Having a Say Conference is for people with disability.

CID staff with intellectual disability presented on two of our projects - Your Service Your Rights and More Than Just a Job

“We talked about staying safe.

We learnt that people with disability get taken advantage of.

We talked about relationships.

It is important to learn to speak up.”

Ella, CID Project Worker



Improve services, the community, policy and laws

Our health counts!

We worked with the Australian Department of Health on a roundtable on the health of people with intellectual disability.

The roundtable wrote a draft 10 year plan to improve the health of people with intellectual disability.

Our chairperson Shu Hua Chan told the roundtable



“Let’s all work together today to make sure the government has the best advice on keeping us healthy and letting us live long lives like other people.”

Action has already started on the plan. 4 primary health networks will be funded to work with health services to provide better health care to people with intellectual disability.

The Disability Royal Commission



“Doctors need to communicate properly to people with intellectual disability. For me, it helps when doctors asked me short questions in plain English, speak clearly and be patient. This helps me to make decisions.”

Kylie Scott, CID Member, to the Royal Commission

People with intellectual disability, parents and staff from CID gave evidence at the Royal Commission on

- Abuse and neglect in the health system
- How the health system could be fixed

We also told the Royal Commission how to make the hearings more accessible for people with intellectual disability.

Your Service Your Rights

It is important people with intellectual disability understand they have rights and

- Can speak up
- Know the difference between good and bad service
- Know when to make a complaint

We made resources for service providers so they can involve people with intellectual disability in making services better.

We made Your Service Your Rights cards. The cards are conversation starters about service quality and making complaints.

We also designed workshops and a video.



More Than Just a Job



82 people with intellectual disability attended our More Than Just a Job for Me workshops. They

- Thought about the kind of work they would like
- Connected with services to help them find a job
- Developed skills in decision making and leadership

“There are many jobs out there that can match lots of strengths. I am so ready for work now! I cannot wait!”

“We can all be leaders in our own way.”

– Participants of More Than Just a Job for Me



We ran More Than Just a Job for Staff at a school leaver employment support service in Wagga Wagga.

We co-designed with staff with intellectual disability a booklet called More Than Just a Job for Business – Tips for Employers. It has

- An inclusion checklist
- Top communication tips for working with a person with intellectual disability
- Tips for making organisations more inclusive

We gave information or training to 39 businesses about how to make their businesses more inclusive.

We recorded a webinar for the NSW Public Service Commission about employing people with intellectual disability and making the recruitment process and workplaces inclusive.

More Than Just a Job for Councils

We trained council staff to make their workplace inclusive of people with intellectual disability.



We worked with people with intellectual disability to design our training sessions. This training is also based on our experience of employing people with intellectual disability in roles in training, facilitation and administration.

The project includes Easy Read training and helps councils translate their documents into Easy Read.

We have been working with 5 councils - City of Sydney, Canterbury-Bankstown, Waverly, Central Coast and Glen Innes Severn.

Support for decision making



We received funding for two exciting new projects

My Life, My Choices, which will give people with intellectual disability information and skills for supported decision making.

My Choice, My Decisions, which will be working with people living in group homes to improve their

- Decision-making capacity
- Capacity to speak up

Inclusion training



It is important that mainstream services include people with intellectual disability. We ran inclusive practice training with

- University of Western Sydney
- Ryde Hospital
- Royal Prince Alfred Hospital
- Vinnies Bankstown
- Sydney University
- A domestic violence service

We also ran information sessions for people with intellectual disability on consumer rights, Facebook safety and mental health.

Information enquiries

Our Inclusion Point Service helped people with intellectual disability, family members and supporters, and service providers find important information.

The main areas people asked for information on were the NDIS, legal issues, health and accommodation.



Reaching out to the community

We reached out to the community through our social media posts, website and eNews.

We now have over 13,000 followers on our Facebook page and more than 4,200 followers on Twitter.

We sent our eNews to more than 7,000 people every month.

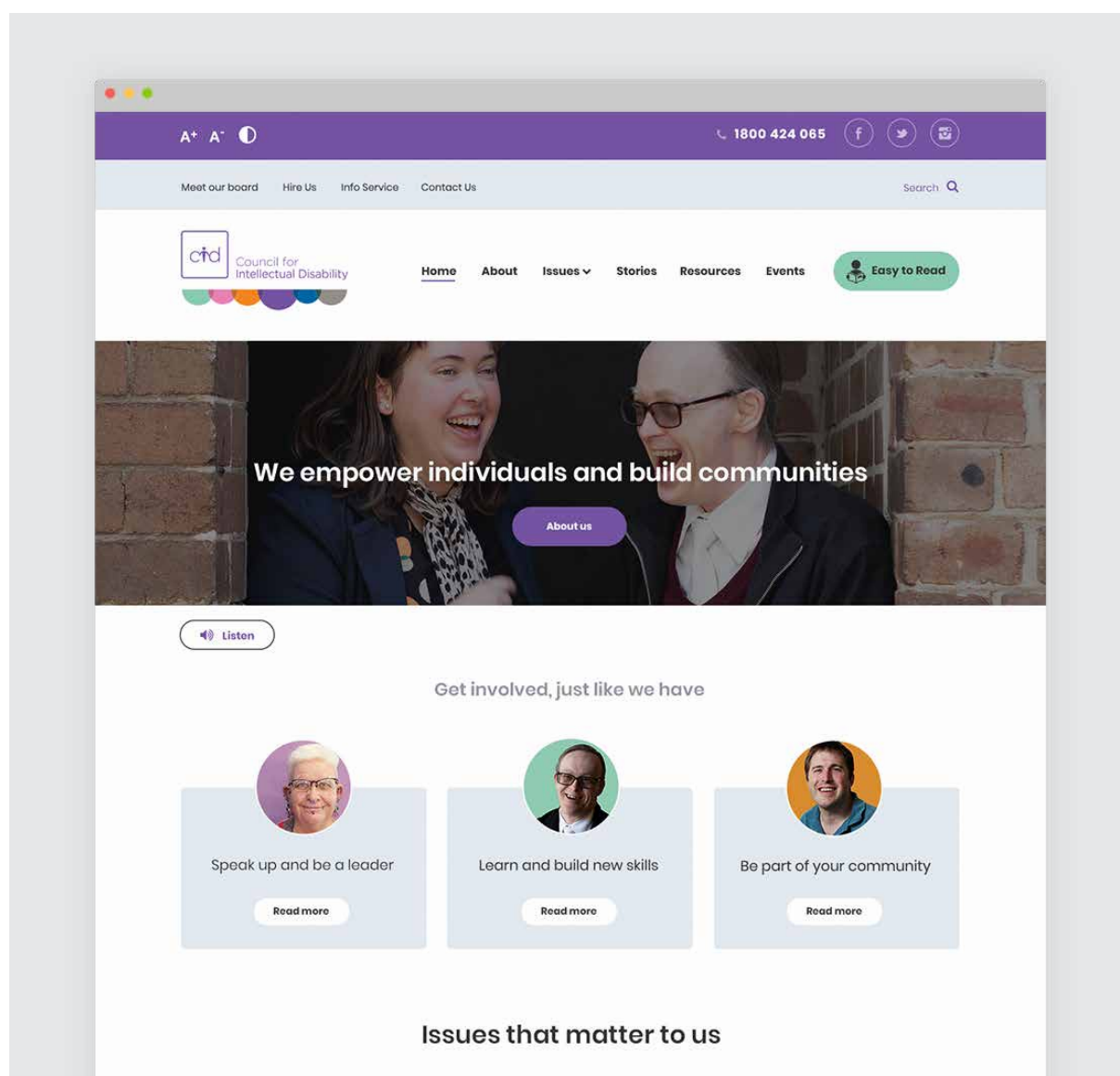
Our new website

We launched our new website.

Views of our website are more than 2 times higher than the old website.

People have told us they like the new site.

They say it is easy to find the information they need.



Create opportunities for people to engage with the work we do

Telling our stories

We supported members and project workers with intellectual disability to tell their stories in videos and blogs for our website.

They shared stories about

- Work
- International Women's Day
- Communication
- Inclusion
- Coronavirus isolation



“Talk to us: the person with the disability is the expert.

They have lived the experience and have the best knowledge.”

Alex in his blog post ‘Want to communicate better with people with intellectual disability?’

Don't Leave Us Behind – Make the Sydney Metro Accessible



The Sydney Metro is a new driverless train service from the Hills area to Chatswood. CID's Advocacy Group decided to test the Metro trains and stations to see if they were accessible.

“We enjoyed testing the new Sydney Metro. We liked it but are very worried about safety. We worry about the doors closing on us.” – Advocacy Group member

The biggest problem was that the train doors opened and closed in less than 15 seconds. This made it very hard to get on and off the train.

We met with Transport for NSW and the Minister for Transport Andrew Constance to discuss this issue.

In March 2020, Transport for NSW told Parliament train doors will now be open for 30 seconds at busy stations.

Inclusive practice



We were part of the group that wrote a report to the United Nations about how well Australia is meeting the Convention on the Rights of Persons with Disabilities (CRPD).

We consulted with people with intellectual disability to find out how well they thought Australia was meeting the CRPD. Their opinions were included in the report.

We also supported the Australian delegation to report to the United Nations in Geneva. We made sure information was accessible and people with intellectual disability were included.

Look for new sources of income and be accountable

Inclusion Services

Inclusion Services is our business area where groups and businesses pay us to help them become more inclusive.

This was our busiest year in Inclusion Services.

We worked with governments, councils, the NDIA, service providers, the Disability Royal Commission and universities.

Our work included

- Translating letters, handbooks and agreements for a service provider who was transitioning accommodation services
- Running a focus group for NSW Health on trauma informed care
- Consulting with a university to make accessible resources about mainstream mental health services
- Translating policies for service providers so support workers and participants can have conversations about how the service operates.



Advocacy funding

We continue to work with other disability advocacy groups to ask the NSW Government for permanent funding for disability advocacy.

The Ageing and Disability Commission did a review of advocacy funding. We told the Commission about the importance of advocacy.

The review said the NSW Government needed to continue funding advocacy, including organisations like CID.

The Government is still thinking about what to do and has only guaranteed advocacy funding until December 2020.

Grants

The project work that is highlighted in this report is paid for through grant funding.

We are thankful to our funders for recognising the importance of the work we do to make the community more inclusive.



Build a productive and positive workplace

Participation Officer

We created a new job called Participation Officer. The Participation Officer supports staff with intellectual disability to develop their skills and capacity.

“My skills have grown from the last 6 to 12 months. I have built my networking and engagement skills since working with employers to be more inclusive. I have also worked on my public speaking and presentation skills.”

– Ben, Project Worker



Ethical Framework




We have been working on an Ethical Framework. We talked to staff, members and the board about what they thought was important.


- It says what CID's values and principles are
- It says how we behave toward each other and the people we work with
- It is a guide to help us do the right thing as CID people


Audit report 2019–2020


This page shows

- how much money CID has
- how much money CID owes
- the value of everything CID owns
- Provisions – things we might have to pay in the future

	Current Assets	How much money we have	\$5,879,350
		How much people owe us	\$177,461
		Total Current Assets	\$6,056,811

	Total Liabilities	How much money we owe	\$342,900
		Government Grants	\$4,836,282
		Provisions	\$564,776
		Total Liabilities	\$5,743,958

	Total Assets	How much money we would have if we sold everything we own	\$6,414,197
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	Equity	How much money would be left if we sell everything we own and pay all the money we owe	\$670,239
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Audit report 2019–2020

This page shows

- how much money CID got in 2019–2020
- how much money CID spent in 2019–2020
- how much money is left over



Revenue

How much money we got

\$2,797,658



Expenses

How much money we spent

\$2,776,144



Surplus

How much money is left over

\$21,514

To see the whole Audit Report

- go to www.cid.org.au/Report2020
- or call CID on 1800 424 065 for a copy



Council for Intellectual Disability (CID) is a disability rights organisation led by people with intellectual disability. For more than 60 years we have been working for a community where all people with intellectual disability are valued.

We speak up on the big issues, we provide information and learning opportunities, we empower individuals and communities.



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