



Council for  
Intellectual Disability



Council for Intellectual Disability  
**Annual Report 2020–2021**







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This year we made a new Strategic Plan. The sections in this report are the goals we decided were important for CID.



## Report by Chairperson Fiona McKenzie



Hello everyone, I am Fiona McKenzie the Chairperson at CID.

We had a very busy year at CID despite the difficulties because of COVID.

I want to start by saying that communication has been the key in our success this year. Communication with members and people we are doing projects with.

The staff did a really good job staying in contact with members. That was very important because it was a difficult year for many of us.

We tried to make things feel normal and give everyone a voice.

Speak Out Reach Out and the Advocacy group kept meeting but mostly online. All our members still did their best for CID.

People listened to information and stories from CID in new ways including our podcast. The podcast is very inclusive and we welcomed more people into the CID community.

Our staff continued to do all the projects that CID committed to. They found new ways to do this work. I am very proud of all the staff for their hard work and good ideas.

Our CEO Justine has been doing a great job too.

One of the things we have all been thinking about is getting a vaccine. It was hard for people with intellectual disability to get a vaccine this year, which is what everyone wants. We should have been vaccinated by now so we can protect others and ourselves. I hope this happens more in the coming months and we can finally get back to meeting in person.

The reason we have all been able to do such a great job this year was teamwork. Supporting each other and working as a team.

So let's keep this up into the next year and we will continue to do good work.

Thanks everybody.

## CID Directors 2020-2021



Alison Carr



Fiona McKenzie  
Chairperson



Gina Andrews  
Secretary



Irena Reiss  
Vice Chairperson



Jack Stewart



Jennifer Newman



Judy Harper



Judith Lavender



Michael Sullivan



Quang Nguyen



Robert Strike AM



Shu Hua Chan



Sonya Sinclair  
Treasurer



Steven Cooke  
Vice Chairperson



Tracy Wright

## Make change

Break down barriers to inclusion for people with intellectual disability.

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### Disability Royal Commission

The Disability Royal Commission (DRC) had a hearing on the justice system.

Justen Thomas, CID Project Worker gave evidence at the hearing about his experiences.



The DRC asked why too many people with cognitive disability are in the justice system.

“This is what I recommend, we need CIDP and JAS Program running throughout Australia so we, all of us vulnerable disability people, can get that kind of advocate or help within the system.

Because if you don’t, things can seriously go wrong later on. And the more we can do things, the better our country can be living together instead of being isolating and judging each other and things like that.”

**Justen Thomas to DRC**



The DRC also had a hearing about the health of people with intellectual disability. CID Project Worker Laura Naing gave evidence.

Laura talked about ways to improve training for health professionals so people with intellectual disability get better health services.

“Doctors need to explain information to me and explain again if a person does not understand...Being more aware of disability and not just assume I am ok...doctors need to listen to people with intellectual disability.”

**Laura Naing to the DRC**





## **More Than Just a Job for Business**

In this project we trained businesses and staff to make their workplaces more inclusive for employees with intellectual disability.

We gave information and provided advice to 25 businesses.

We developed online training about employing and working with people with intellectual disability so we could continue to train people during COVID lockdown.

This is a valuable training tool for organisations that have not worked with people with intellectual disability.

## **More Than Just a Job for Staff**

Through this project we trained staff in disability services to

- ensure employees with intellectual disability are doing meaningful work
- create pathways to open employment
- support people to have choice, voice and control

We ran sessions at an Australian Disability Enterprise in Sydney, a school leaver employment service in Wagga Wagga and Broken Hill High School.

We also provided information and consultation to Koorinal High School in Wagga Wagga.

## **More than Just a Job for Councils**

We completed this project in September 2020.

We worked with 5 councils – City of Sydney, Canterbury-Bankstown, Waverley, Central Coast and Glen Innes Severn.

We delivered training to the councils about how to make their workplace more inclusive.

We delivered Easy Read training and translated councils' policy documents into Easy Read.



“I already knew that people with intellectual disability could work in open employment but this training gave me some practical strategies of how I could support it as a colleague or manager.”

**Participant of More than Just a Job for Councils**



## Health

CID has 2 projects about health.

Both projects aim to improve health care for people with intellectual disability by giving health professionals training and information.

We found out what kind of training health professionals need to improve health outcomes for people with intellectual disability.

We reviewed existing resources and sent a survey to health professionals.

We also talked to people with intellectual disability, family members and supporters.

We involved people and health workers from the First People's community so the work is inclusive.





We developed training for people who work for the Primary Health Networks.

These people will then train doctors and other health professionals.

We are making online training for health professionals.

Our Health projects are also making resources for

- health professionals
- people with intellectual disability

The training and the resources are co-designed with people with intellectual disability and health professionals.

“I am working on this project because things aren’t equal.  
I am making things better and changing health.”

**Laura Naing, CID Project Worker.**



## Our Health Counts Campaign



CID's Our Health Counts campaign was run with Inclusion Australia.

We also worked with

- Australian Association for Developmental Disability Medicine
- Down Syndrome Australia
- Department of Developmental Disability Neuropsychiatry UNSW

Our campaign was successful. The 2021-2022 Federal Budget allocated money

- to improve annual health assessments for people with intellectual disability
- for co-design of a National Centre of Excellence in Intellectual Disability Health
- to include training in university and TAFE health courses about the needs of people with intellectual disability

## Justice Matters campaign

The Cognitive Impairment Diversion Programme (CIDP) and the Justice Advocacy Service (JAS) provide support to people with cognitive disability and mean fewer people end up in jail.

The State Government stopped funding the CIDP in June 2020 and JAS was also at risk.

We ran the Justice Matters campaign to tell the government that these services were important and needed funding.



Members and supporters contacted the Attorney General, the Premier and their local MP.

We won our campaign. The Attorney General announced funding for 4 years for JAS and a new diversion program.



## Empower people

Support people with intellectual disability to run their own lives.

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### My Life My Choices project

Decision making is important for everyone. My Life My Choices is about supported decision making.

Our goal is to support people to be independent and live better lives.

We co-designed information to build skills for people with intellectual disability to make decisions with good support. We shared information about rights.

This helps people to make decisions for themselves.

We shared stories of lived experience and shared decision making.

The project is tracking how we do co-design. We want to do it well and for people to learn from us.



“It was good to be in the group – I could give my opinions and I could hear from other people, and because everyone’s different they had a different perspective.”

**Workshop participant**

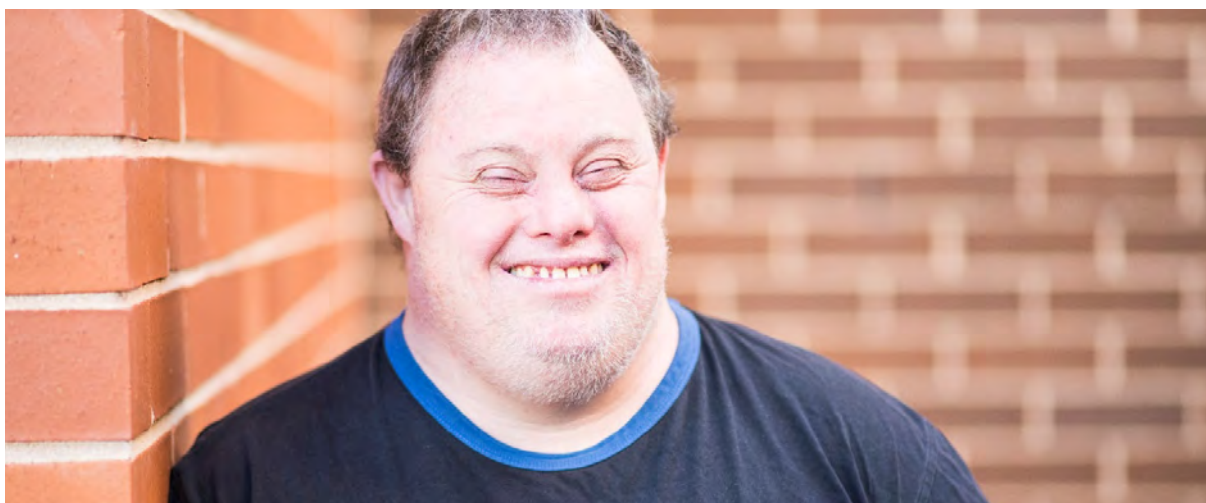
## My Right to Decide

The My Right to Decide project is for people living in group homes and other supported accommodation.

It gives people skills and confidence to speak up and make decisions.

We also work with staff and families of people with disability so they can support people to be decision makers.

We talked with people living in group homes, parents and support staff to understand what they know about supported decision making.



“What really impressed me was that the course is aimed at people whose disability means that their right to decide is often just totally ignored and I think that is where the benefit lies, in showing it to support staff who just take over.”

**Parent**

## More Than Just a Job for Me



In this project we offer training and support for people with intellectual disability to find and keep a job they enjoy.

At our workshops people with intellectual disability

- talked about their interests and strengths
- thought about the kind of work they would like
- made employment goals
- developed skills in decision making

We also created new career planning tools.

56 people attended More Than Just a Job for Me workshops.

“It is good to learn from the CID Project Worker. She has a job that she really likes. I want that too.”

**Workshop participant**



## Advocacy Group

The Advocacy Group are CID members who meet to talk about the big issues.

They also take part in advocacy campaigns contacting members of parliament and writing reports.

The Advocacy Group talked about COVID as the changing rules were very confusing.

They wrote about what the government could do so people with disability could get what they need during a crisis.

The Advocacy Group did a lot of work on the Justice Matters campaign.



## **Your Service Your Rights**

It is important that people understand they have rights, can speak up and know the difference between a good and bad service.

The Your Service Your Rights project held workshops to help people with intellectual disability speak up and get help.

We held workshops in Sydney, Wollongong, Coonamble and Wagga Wagga.

People said they enjoyed

- Learning about rights, how to speak up and how to make a complaint
- Learning that you can go straight to the NDIS Quality and Safeguards Commission to make a complaint
- Having someone with a disability co-facilitating
- The short story videos and 'making my own choice' activities

"I can make a complaint and not get into trouble!

I have the right to do what I want to do. There are people who can help me exercise my rights."

**Workshop participants**

## **Sharing our information**

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

We now have over 16,000 followers on our Facebook page and more than 4,600 followers on Twitter.

We sent our eNews to around 8,000 people every month.



## **Sharing stories**

We were very excited to launch our CID podcast Visibility.

It is a place for people with intellectual disability to share their experiences and stories.

Our first series was about relationships.



There were 5 episodes about different types of relationships



- dating
- family relationships
- sexual relationships
- being LGBTIQ+
- client and support worker relationships

People with intellectual disability also told stories and spoke up through our videos and blogs. They talked about things that matter to them like inclusion and jobs.

Our staff with intellectual disability wrote information for our website on

- what makes a gym accessible
- using the internet
- dating and meeting people
- running online meetings and presentations

## **Supporting staff with intellectual disability**

Our participation support officer and staff with intellectual disability worked together to develop skills. They learnt about lots of areas of work including

- how to take part in online meetings
- how to write, send and receive emails
- how to set up home work stations
- CID's Ethical Framework



## **Speak Out Reach Out**

Speak Out Reach Out is a group of CID members who learn leadership skills and talk about what is important to them and CID.

The group focussed on values. Where values come from and the values of a good leader.

The group is looking forward to meeting in person again.

## Connect with communities

Work with people we have not reached before.

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### **LGBTIQ+ peer meet up**

CID has created a space for LGBTIQ+ people with intellectual disability to network and support each other to think about work.

The first meeting was in May.

We consulted with Charitha De Silva who is a disability LGBTIQ+ advocate and peer leader to help us plan.

“LGBTIQ+ people are often isolated and don’t have the same opportunities for work, friendships and relationships. They deserve so much more. Charitha and I are very happy to support this initiative and hope it will be a great success.”

**Mary McMahon and Charitha De Silva**





## **Inclusion Services**

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

Our Easy Read training has been very popular. Because of COVID we made an online version.

We ran over 30 sessions, most of them online.

It meant that people all over Australia learnt about Easy Read.

We did a photoshoot for the Disability Royal Commission. It was a big project and lots of our members and staff were involved.

We made over 70 Easy Read translations for 35 different organisations. Lots of organisations have come back to get more Easy Read from us. This is a sign that we are doing a good job.

We started to work with organisations to create more leadership opportunities for people with intellectual disability.

We have done inclusive practice training with organisations who want to be better at including people with intellectual disability.

We also ran focus groups. One of these was for the National Research Agenda. People with intellectual disability talked about what research they think will be important over the next 10 years.

## **COVID information**

It was hard for people with intellectual disability to get accessible information about COVID.

Our accessible COVID information was very popular and reached people across NSW.

We wrote Easy Read information and made videos about the government rules, how to stay safe and having good mental health during lockdown.



## **Thanks to our funders and other people who have helped us**

We would like to thank

- NSW Department of Communities and Justice
- Department of Social Services
- NDIS Quality and Safeguards Commission
- Department of Health
- Gilbert+Tobin and MinterEllison
- Our members and others who have donated time and funds

## Partner Projects

CID partners with organisations that have similar values to CID.

We are working with UNSW Department of Developmental Disability and Neuropsychiatry or 3DN for short.

This project is making a website to help people with intellectual disability find and use mental health services.

We also work on a project with Microboards Australia.

This project is teaching families of children with disability about making decisions.





## Research

CID works with researchers to make things better for people with disability.

We have worked with UTS on disability institutions research.

We have worked with University of Sydney on how to prepare for natural disasters like bush fires.

We make sure people with intellectual disability are included in the research.

We help run focus groups and make information Easy Read.

CID is also giving advice on the National Disability Research Agenda.



# Audit report 2020–2021

- how much money CID has
- how much money CID owes
- the value of everything CID owns



## Our Assets

Money in the bank	\$5,353,681
People who owe us money	\$90,514
Things paid for early	\$87,521

## Things we have

Property plant and equipment	\$45,075
Right of Use of Assets	\$224,328

**Total Assets** **\$5,801,119**



## Total Liabilities

Money we owe	\$163,239
Government money in our bank	\$4,208,986
Tax to pay	\$49,035
Staff holidays and Super to pay	\$195,985
Provisions	\$88,345
Total Lease Liability	\$259,013

Provisions – things we might have to pay in the future

**Total Liabilities** **\$4,964,603**



## Equity

Retained Earnings	\$670,239
Current Year Surplus/deficit	\$166,277

**Total Equity** **\$836,516**



## Equals

**Liabilities plus Equity** **\$5,801,119**

# Audit report 2020–2021

- how much money CID got
- how much money CID spent
- how much money is left over



## Revenue

How much money we got

\$3,855,910



## Expenses

How much money we spent

\$3,689,633



## Surplus

How much money is left over

\$166,277

## To see the whole Audit Report

- go to [www.cid.org.au/Report2021](http://www.cid.org.au/Report2021)
- 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 65 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.





## Contact CID



1800 424 065



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[instagram.com/council\\_intellectualdisability](https://instagram.com/council_intellectualdisability)

The New South Wales Council for Intellectual Disability  
ABN 25001318967