



Council for
Intellectual Disability



Annual Report 2021–2022

Council for Intellectual Disability



INCISION

Contents

Page 2 Chairperson's report

Page 5 Make change

Page 15 Empower people

Page 19 Connect with communities

Page 30 Audit report 2021–2022



Report by Chairperson Fiona McKenzie



I want to start by thanking all the staff, members and Board members at CID for another year of great work. Everyone has pulled together to get some great results.

We have done a lot of important work about health, including a campaign about better health care for people with intellectual disability.

We worked to train health professionals to communicate better and understand the needs of people with intellectual disability.

The Advocacy Group has been busy with their advocacy work. They did media training to create confidence when speaking to the media, and help them have their say.

Our long running group Speak Out Reach Out changed its name to Learn 2 Lead. The members of the group have learnt how to be leaders in meetings and encourage each other to step up.

CID visited Peat Island and will be talking with the Indigenous owners of the land about the best way forward. It was a very moving visit that revisited difficult times for people with intellectual disability, but CID has welcomed making new friends with more First Nations leaders.

Perhaps learning about Peat Island and similar places should be part of Australian history?

Inclusion Services have been very busy indeed doing lots of work including Easy Read trainings and translations.

We have done work on important topics like supported decision making with the My Rights Matter project. We talked about getting and making jobs for people with intellectual disability in our More Than Just a Job project.

CID met with the chair of NDIA to let him know what we think is working and what needs to be worked on. It is important that we keep having input into the NDIS.

Again thanks everybody, you've all done a great job.

Fiona McKenzie AM

Chairperson

CID Directors 2021-2022



Alison Carr



Elizabeth Young



Fiona McKenzie AM
Chairperson



Gina Andrews
Secretary



Irena Reiss
Resigned November 2021



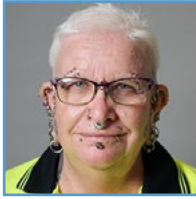
Jack Stewart



Jennifer Newman
Vice Chairperson



Judy Harper



Judith Lavender



Quang Nguyen



Robert Strike AM



Shu Hua Chan



Sonya Sinclair
Treasurer



Steven Cooke
Vice Chairperson



Tracy Wright

Make change

Our goal: Break down barriers to inclusion for people with intellectual disability.

Better health care for people with intellectual disability

People with intellectual disability often have bad experiences in hospitals and with other health services.



Before the Federal election we ran a health campaign. CID and our supporters asked the major parties to back the National Roadmap for Improving the Health of People with Intellectual Disability.

All parties agreed to \$8 million for a Centre of Excellence in Intellectual Disability Health.

Another \$20 million has been promised for research grants.

“How hard have we been fighting for this! I’ve got happy tears running down my face. This is such good news. It is really going to help us end deadly disability discrimination.”

Fiona McKenzie, CID Chairperson

Health Projects



“Health professionals need to value the person’s life experience and our experience of our own health history.”

CID Project Worker

We ran 2 projects about improving the health outcomes for people with intellectual disability.

Both projects train health professionals to

- communicate better
- understand the needs of people with intellectual disability.

We co-designed training and resources with people with intellectual disability.

We also worked with health experts, universities, families and support workers.

Primary Health Networks

Primary Health Networks coordinate health care in their area.

We made face-to-face training and videos for people who work in the Primary Health Networks.

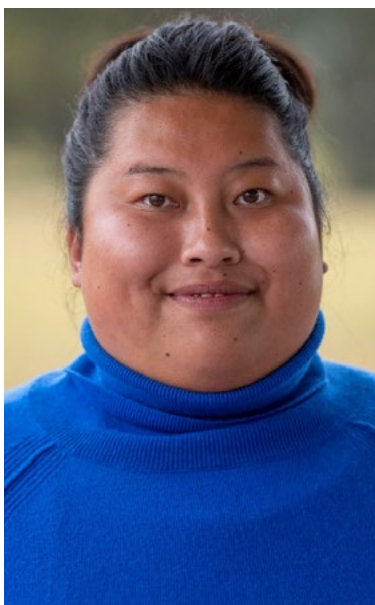
They now run our training with doctors and other health professionals. A person with intellectual disability co-facilitates the training.

Health Resources

We made new Easy Read resources for

- health professionals
- people with intellectual disability.

The resources will help people with intellectual disability when they have health appointments.



“I am excited that one day people with intellectual disability can access health care and not feel worried or afraid.

We want to be included in our health care, feel safe, empowered and confident.”

CID Project Worker

More Than Just a Job

More Than Just a Job is our project about employment.

There are 3 parts to More Than Just a Job

- More Than Just a Job for Me - we trained people with intellectual disability to find and keep a job they enjoy.
- More Than Just a Job for Business - we trained employers on how to make their workplaces more inclusive for employees with intellectual disability.
- More Than Just a Job for Staff - we trained staff in schools and disability services to support people with intellectual disability to plan for careers in open employment.





We did training online as well as in person.

This meant people could still do training with us during COVID restrictions.

15 people with intellectual disability did our online training.

20 people attended in-person training.

We also worked with 8 family members and supporters.

“More Than Just a Job helped me realise I have choices and I can get a job in open employment.”

More Than Just a Job for Me training participant

We delivered online training to 15 businesses.

We provided consultations to 9 businesses.

The businesses we worked with included Sydney University, Service NSW, NSW Revenue and Sydney Opera House.

We ran training online and in-person at 11 schools and services in Sydney, Coonamble and Wagga Wagga.



“We so enjoy our collaborative working relationship with CID for the betterment of all of us and especially for our students.”

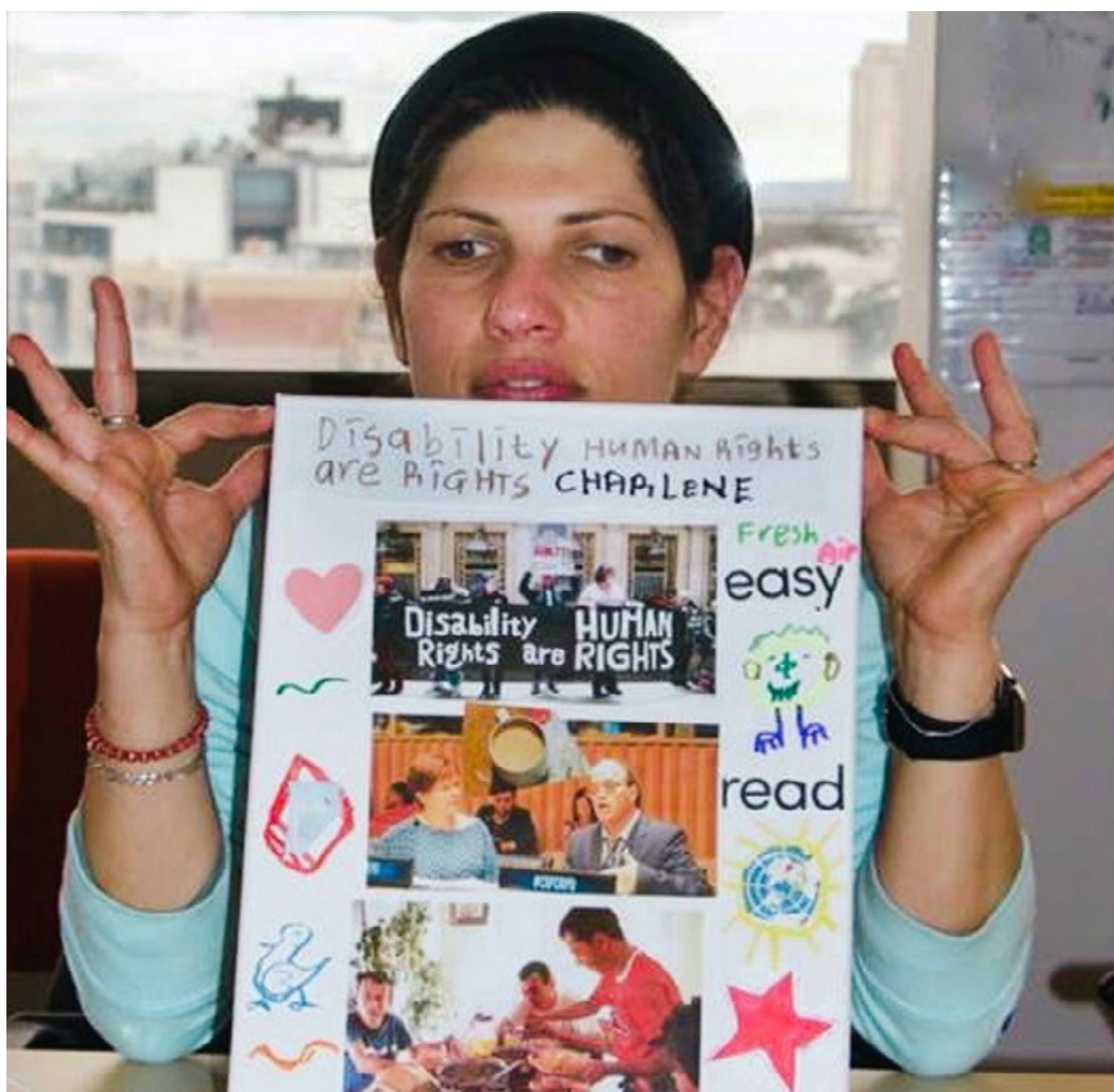
More Than Just a Job for Staff training participant

Learn 2 Lead

Learn 2 Lead is a group for CID members with intellectual disability.

Members of Learn 2 Lead learn together how to be better leaders.

The group made a leadership framework. It will help guide their leadership work and build their skills to become Board or committee members.



The Future of Peat Island

From 1911 to 2020 the NSW Government had an institution for people with disability on Peat Island.

Some people who lived there were abused. Some people were neglected or had to work for no pay.

The people with disability who lived on Peat Island were also strong and resilient.

The government did not consult with people with intellectual disability about what should happen to Peat Island. It wanted to sell the island and make it a place for tourists. CID did not agree with this plan.

Linda Steele and Phillippa Carnemolla from the University of Technology helped CID tell the government what was wrong in their plans.

We told the government to talk to people with intellectual disability about the best way to remember what happened at Peat Island and other places like it.

In January the Government announced they planned to transfer Peat Island to the Darkinjung Aboriginal Land Council.

CID is happy that Peat Island is returning to the traditional custodians.

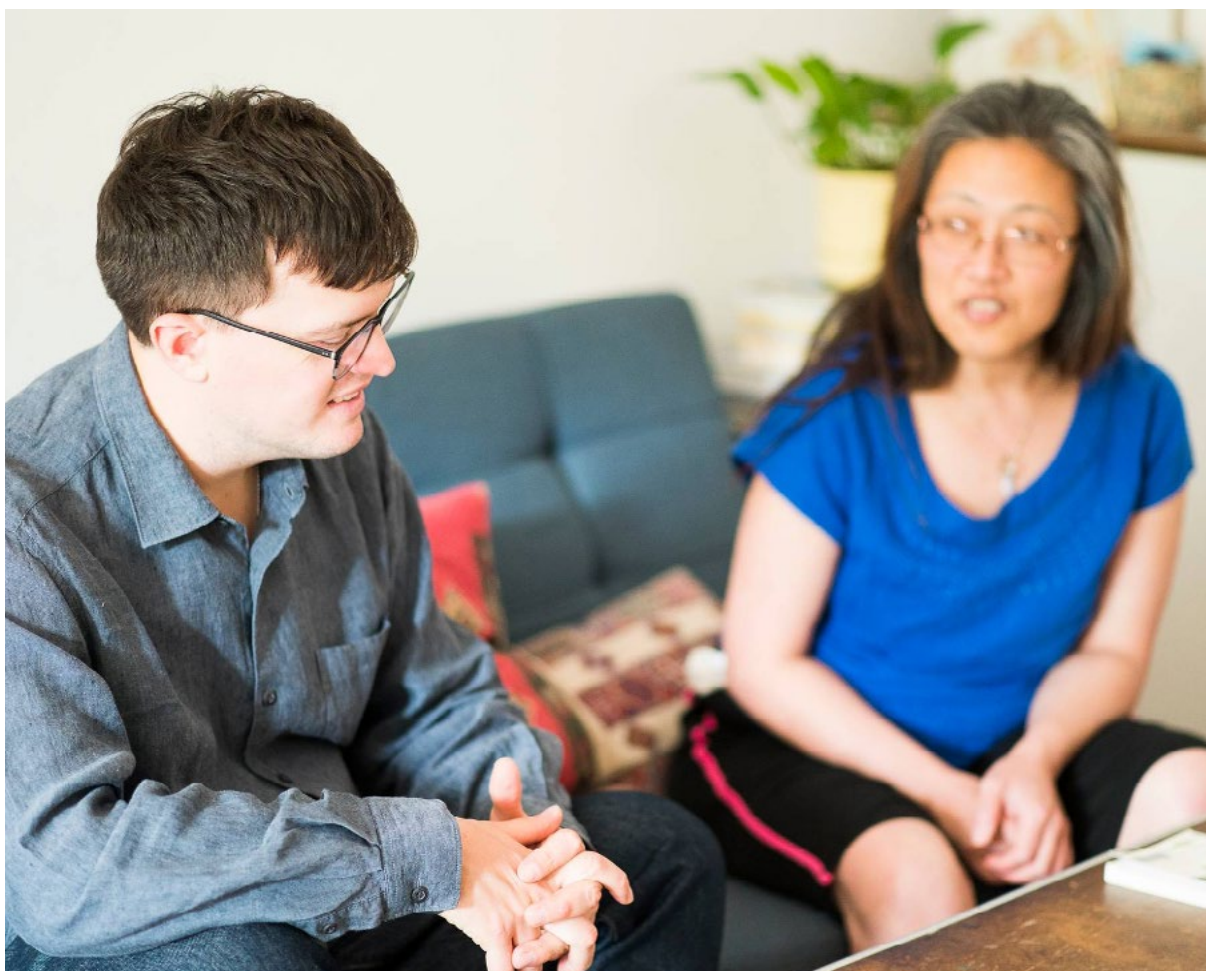


Towards Inclusive Practice

This is a project with Inclusion Australia.

People with intellectual disability came together and talked about important issues they want government to work on. We had groups in Wagga Wagga and Canberra.

They told the government how to make services more accessible for people with intellectual disability.



Empower people

Our goal: Support people with intellectual disability to run their own lives.

My Rights Matter

My Rights Matter is a project about supported decision making.

Supported decision making means support for people to make their own choices.



“Being part of the project allows me and other people with lived experience to take a leadership role and be really part of the team.”

CID Project Worker

We set up the My Rights Matter Hub on CID’s website.

The Hub has information for people with disability, families, supporters and the community. It includes

- Easy Read information about supported decision making
- Tools for making decisions with support
- Video and audio stories about people making decisions in their lives.

My Life My Choices

In this project we co-designed conversation cards about supported decision making with staff with intellectual disability.

We also worked in partnership with South Australian Council for Intellectual Disability (SACID).

We co-designed a supported decision making workshop.

In the workshop people with intellectual disability learnt about their right to get support to make decisions. We talked about what good support looks like.



SACID ran this workshop in South Australia. We got feedback from people with intellectual disability who went to the workshops to help us make the workshop even better.

“Decisions are part of you and what you are doing, you make choices and decisions for yourself and sometimes all of us need to get some support for decision making.”

CID co-design team member

My Right to Decide

The My Right to Decide project ran workshops for people with intellectual disability to build their confidence to make decisions with support. These workshops focused on people who had support workers at home.

We ran workshops for 22 people with intellectual disability, 8 family members and 60 disability support staff.

“It helps me to know what a decision is because I did not really know what they were before. And people used to decide for me but now I can say no I don’t want to do that.”

Workshop participant

The workshops were online and in person. They were flexible to match the needs of different people and groups.

We developed supported decision making posters and booklets for group home staff. They highlighted the important parts of supported decision making to help staff understand how they can provide good support.



Supported Decision Making and Behaviour Support Project

People with behaviour support plans need to be involved in the decisions about their plan.

We worked with Flinders University and other organisations to make information and resources for people with disability, families, services and behaviour support practitioners.

There are no resources or research in Australia or overseas about supported decision making and behaviour support. We are doing something new.

We started a co-design group of people with disability and one with parents and supporters.

The co-design groups have shared stories about their experiences of behaviour support and supported decision making.

They will help us make decisions about the resources we make.



Connect with communities

Our Goal: Work with people we have not reached before.

Inclusion Services

Inclusion Services works with government, services and organisations to help them become more accessible for people with intellectual disability.

We worked with 84 organisations and government departments including

- Commonwealth Department of Ageing and Disability: COVID Easy Read information
- People with Disability Australia: translations and presentations
- NSW Electoral Commission video: 'How to vote in local council elections'
- Federal Department of Health: 'Vaccination Stories' video.



More organisations want to know how to give accessible information.

41 organisations did our Easy Read training and we ran 7 public training sessions.

We ran lots of focus groups for different organisations. We run our focus groups when an organisation wants the opinions of people with intellectual disability.

Some of the topics we talked about in the focus groups were

- important issues for women
- how to make public transport more accessible
- dementia
- website accessibility.



Media Training for CID Advocacy Group

It is important that people with intellectual disability are able to be heard about the big issues.

The members of our Advocacy Group wanted to be able to talk to the media on the important issues.

We ran training so they now feel more confident when they do interviews with TV, newspapers or radio.



Getting Information to the Community

It was another big year of making accessible information about COVID.



We made Easy Read guides and videos on

- COVID rules
- Mental health
- Vaccinations.

On Facebook we shared information about issues that are important to people with intellectual disability. We reached more than 200,000 people.

We did a new series on our podcast called Visibility.

We talked to people with intellectual disability who work in creative areas.

This included

- Jianna Georgiou, a dancer
- Naomi Lake, a children's author
- Rohan, Sam and Rory from Indie band Rudely Interrupted

Visibility has been listened to around the world.

Making our Constitution Easy Read

We translated our Constitution with the help of Mister Ellison.

We want to make the Constitution accessible for all our members.

Improving our IT Systems

We had a review done of our IT and phone system.

We got recommendations about how to make them better.

We now have a plan to support us. We will save money and have systems that help us work better.





Online Training for CID Staff

We introduced an online training system for CID staff.

We made 9 training units in Easy Read.

The training means all staff share the same knowledge about how we work.

Honorary Appointments

Project Worker Jack Kelly and CEO Justine O'Neill have both been appointed as Honorary Industry/Professional Fellows at University of Technology Sydney.

Jack was offered an appointment as an Honorary Industry/Professional Fellow in recognition of his ongoing contributions to inclusive research and strategy.

Justine was appointed because of CID's ongoing contribution to inclusive research and strategy.



Thank You

Thank you to all of these people and companies that have given us their time and expertise during the year.

Minter Ellison

Gilbert + Tobin

Linda Steele

Phillipa Carnemolla

Meredith Martin

SAL Consulting

Daniel Leighton

Jennifer Klause

Leighton Jay

Margaret Spencer

Joanne Watson

Michelle Browning

Nicole Murray

Necta Minas

Jennifer Newman

Anthony Mulholland

Sylvana Mahmic

NSW Department of Communities and Justice

Department of Social Services

Our members and others who have donated time and funds.



Conferences

CID is asked to talk at conferences about issues for people with intellectual disability. These are some of the conferences we spoke at

Supporting justice – the role of disability services in addressing the criminalisation of intellectual disability. Jim Simpson, ASID Conference.

Easy Read at CID. Jemima MacDonald and Ella Darling, ASID Conference.

Voices from the Field: Identifying key topics Automated Decision Making in Disability services and Accessibility: Mapping what is happening and what we know. Justine O’Neill ADM+S Centre.

Innovation for Inclusion panel discussion. Ricky Kremer and Justine O’Neill, Scope + Melbourne University.

Introduction to webinar for disability service providers on consent and vaccination. Justine O’Neill, Commonwealth Department of Health.

Understanding Guardianship and Substitute Decision Making. Ricky Kremer and Justine O’Neill, Upskill webinar, Summer Foundation.

Bringing Supported Decision-Making to Positive Behaviour Support. Julian Vaz and Sabrina Forte, NDS Beyond the Bounds: The Future of Disability Service Provision Conference.



Audit report 2021–2022

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



Our Assets

Money in the bank	\$5,060,419
People who owe us money	\$68,117
Things paid for early	\$68,800
Things we have	
Property plant and equipment	\$49,002
Right of Use of Assets	\$107,288
Total Assets	\$5,353,626



Total Liabilities

Money we owe	\$136,543
Government money in our bank	\$3,540,157
Tax to pay	\$69,998
Staff holidays and Super to pay	\$151,066
Provisions	\$114,901
Total Lease Liability	\$130,050
Total Liabilities	\$4,142,715

Provisions – things we might have to pay in the future



Equity

Retained Earnings	\$836,516
Current Year Surplus/deficit	\$374,395
Total Equity	\$1,210,911



Equals

Liabilities plus Equity	\$5,353,626
--------------------------------	--------------------

Audit report 2021–2022

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



Revenue

How much money we got

\$4,544,248



Expenses

How much money we spent

\$4,169,853



Surplus

How much money is left over

\$374,395

To see the whole Audit Report

- go to www.cid.org.au/Report2022
- 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 over 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



info@cid.org.au



www.cid.org.au



facebook.com/NSWCID



twitter.com/CIDvoice



instagram.com/council_intellectualdisability

The New South Wales Council for Intellectual Disability

ABN 25001318967