



Council for
Intellectual Disability



Annual Report 2022–2023

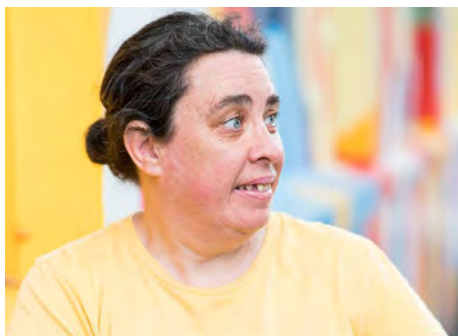
Council for Intellectual Disability



Annual Report 2022 – 2023

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Chairperson Report

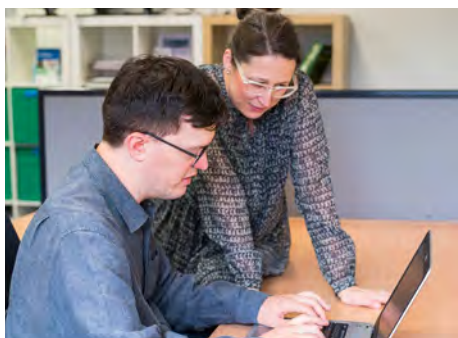


My name is Fiona McKenzie.

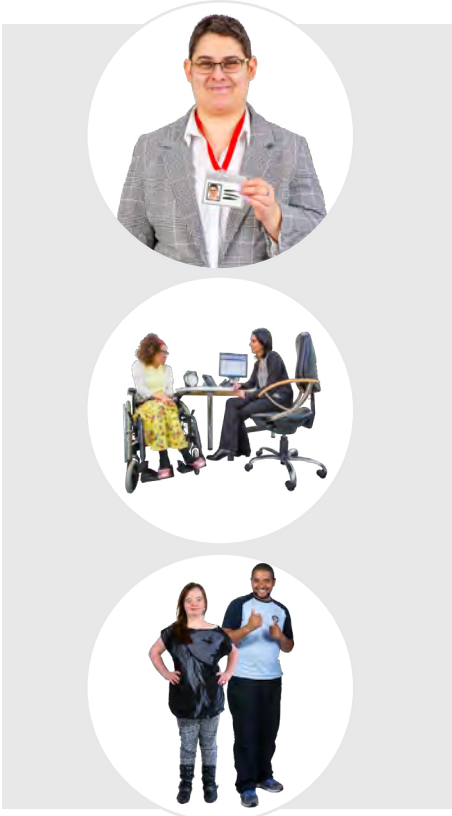
I am the Chairperson of CID.



I want to tell you about what a great year CID has had.



All the staff did an amazing job.



Staff have been working very hard on their projects about

- Employment
- Health
- Supported decision making.

They have had great outcomes.



Our CEO Justine O'Neill left CID in September 2023.



Thank you to Justine for all her hard work over 5 years.

We will miss her.



Welcome to our new CEO Georgina Reynhout.



Thanks to the Board for all their hard work.
Board members are volunteers.



They give a lot of time to CID.



Our members have done a lot this year.

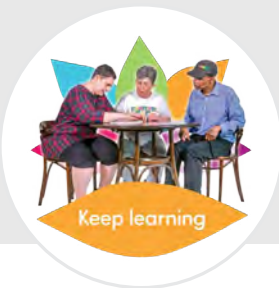


Learn 2 Lead member group

- Talked about the best way to work together to become leaders



- Talked about what they want as leaders



- Learned new skills.



The Advocacy group worked on big issues like good and safe housing.



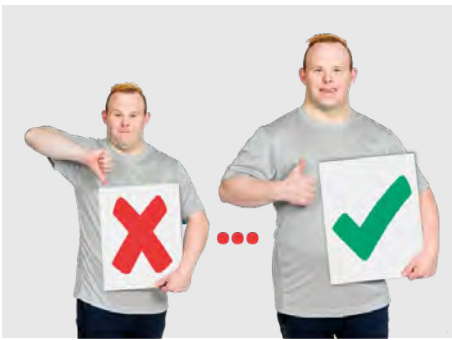
Thank you to everyone for all your work for CID.

Our Goals



All the work we do helps us meet our goals.

Our goals are



- Make Change



- Empower People



- Connect with Communities.

My Rights Matter



My Rights Matter is a project about **supported decision making**.

Supported decision making means to support someone to make more of their own decisions.



It is about people being at the centre of their own decisions.

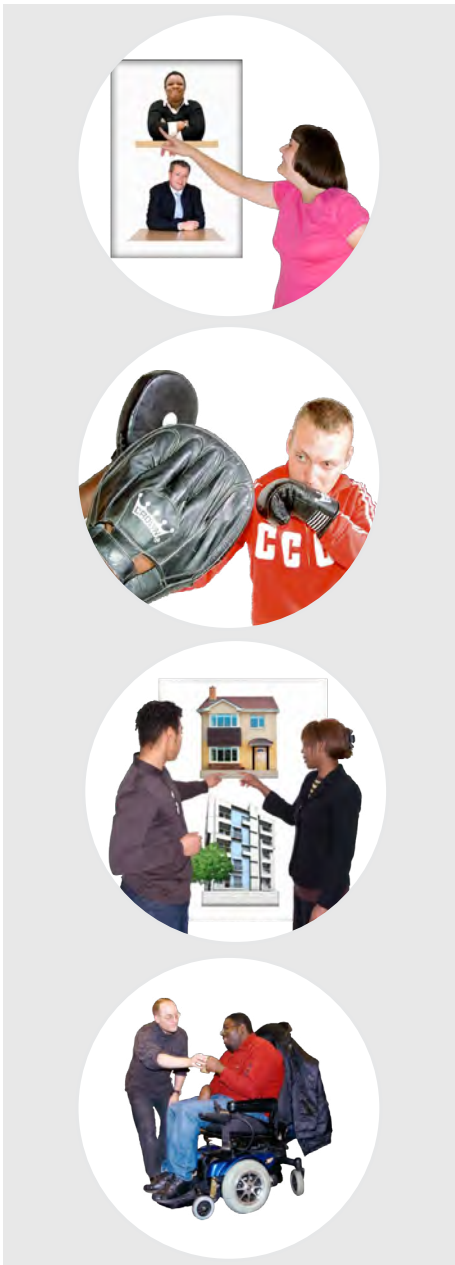
Supported Decision Making Framework

Everyone has the right to make decisions	Everyone has the right to take risks	Everyone has the right to support	Everyone should respect what a person decides
<p>The supporter needs to:</p> <ul style="list-style-type: none"> Assess whether the decision-making capability includes the decision-maker's capacity to understand the consequences of the decision and to make their own choice. Be aware of and minimise your influence in the decision-making process. Reflect on and learn from the decision-making experience. Identify what the decision-maker would like to change for their next decision. 	<p>The supporter needs to:</p> <ul style="list-style-type: none"> Consider risks for the decision-maker and others. Work with the decision-maker to explore the positive or negative consequences of the decision and to support their choice. Explore ways to manage the risk and related harm. Offer support and help that are in line with what is important to the decision-maker. Provide opportunities to reflect and learn from mistakes. 	<p>The supporter needs to:</p> <ul style="list-style-type: none"> Work with the decision-maker to identify what supports and arrangements they need and want. Assist the decision-maker to identify and connect with people who can support their decision-making. Assist the decision-maker to explore and implement options that are important to the decision-making process. Ensure the decision-maker's unique choices of supports and arrangements. 	<p>The supporter needs to:</p> <ul style="list-style-type: none"> Work together to communicate, understand and act on the decision-maker's goals and preferences. Create opportunities to explore decision options, while respecting the decision-maker's autonomy. Take the necessary steps to implement the decision. As a decision representative to uphold rights in certain cases when people may require to be fully supported.

We made a supported decision making framework with people with intellectual disability.



It helps everyone understand what good supported decision making is.



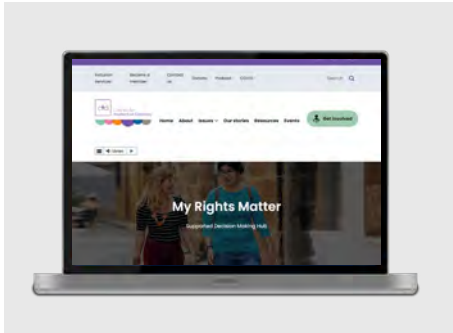
It says

- Everyone has the right to make decisions
- Everyone has the right to take risks
- Everyone has the right to support
- Everyone should respect what a person decides.

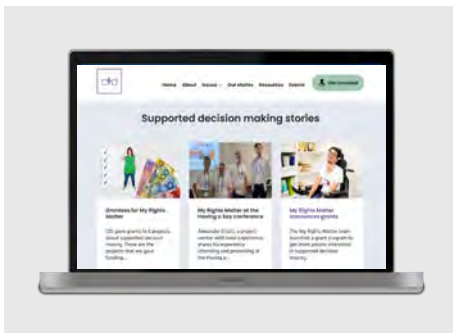


People with intellectual disability can make more of their own decisions when they have things and people to support them.

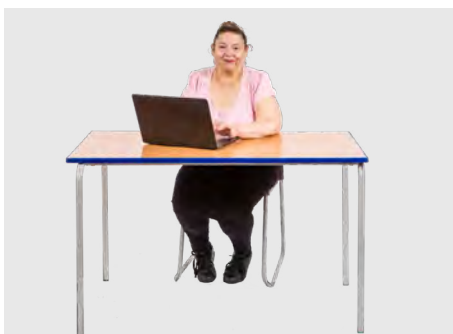
Supported Decision Making Hub and Resources



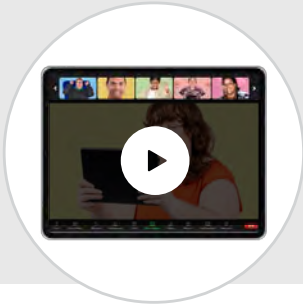
We added the supported decision making Hub to the CID website.



The Hub has lots of information about supported decision making.



It means lots of people can find out about supported decision making.



It has

- information
- stories
- videos.

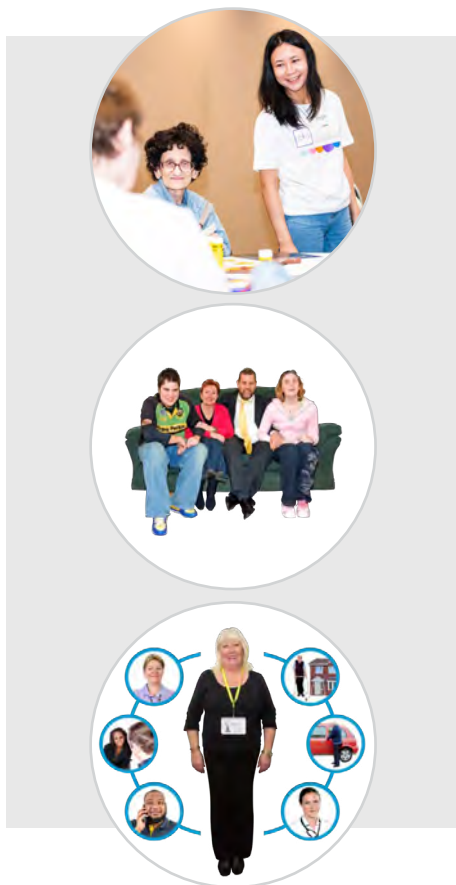


Over 3,500 people visited the hub in its first year.

“I LOVE the My Rights Matter SDM Hub. I hope it is okay with you if I include it in our courses.”

– SDM hub visitor from a university.

Supported Decision Making Workshops



We ran supported decision making workshops for

- people with intellectual disability
- their families and friends
- professionals like service providers.



People learnt about their rights to make decisions and get support while making them.



**“I remember last week and I speak up.
I love this workshop!”**

– Participant from decision makers workshop.

Supported Decision Making Peer Mentor Group



We ran a supported decision making peer mentor group in Sydney.



The group is run by and for people with intellectual disability.



They talk about the things that are important to them.



“One of the topics we discussed was moving out.

I gained confidence to make my own choices.”

Supported Decision Making Grants



We gave grants to people with intellectual disability and organisations.



They were for projects that get more people to do supported decision making.

The grants were for projects that include



- training



- information

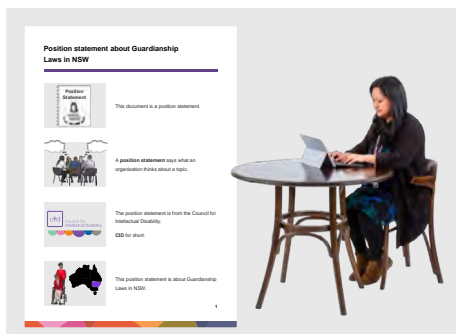


- podcasts



- new ideas.

Supported decision making advocacy



We wrote about supported decision making and NSW guardianship law.



We said the NSW government should make a new law.



The new law would say people with intellectual disability have the right to support for decision making.



They can then make more of their own decisions.

The new NSW government agreed to set up a group to talk about changes to the law.

Supported Decision Making in Positive Behaviour Support



CID worked with Flinders University and other organisations on a project about positive behaviour support.



We made a website.



It has information to help people who need behaviour support to be a part of decisions

- about their life



- the behaviour support they receive.



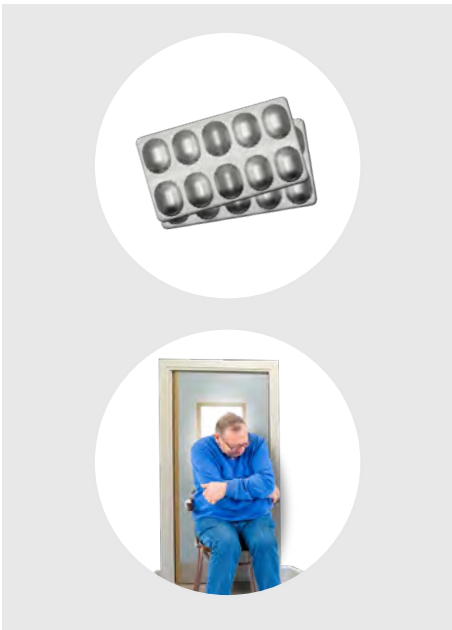
It has information on what good behaviour support can look like.



It shows how more support for decision making can mean less **restrictive practices**.



Restrictive practices are when people are given things that stop them moving around.



This might be things like

- medicine

- being kept away from other people.



There is information for

- People with disability

- Families

- Support workers

- Behaviour support experts.

My Life My Choices



CID and SACID in South Australia developed information with people with intellectual disability.



We made resources including

- Decision Making Conversation Cards
- My Life My Choices supported decision making video.



We ran workshops about decision making.

70 people with intellectual disability went to the workshops.



CID had a conference for people with intellectual disability.

It was about having choices.



The conference was led by people with intellectual disability who did things like

- MC
- Present their stories.



“I wanted to learn more about supported decision making for people with disability and I learnt that my decisions shouldn’t be controlled by other people”.

– Conference Participant

My Right to Decide



This project helped people with intellectual disability who live in group homes learn to

- speak up
- make their own decisions.



We ran information and training workshops for

- 76 people with intellectual disability
- 220 supporters.

This included families and professionals.



We co-designed information including

- Decision making workbook
- Wellbeing information guide
- Peer Facilitation Practice guide.



“... the support worker I had at my home. And she used to come, and decide what we were going to do...it happened right at a good time the My Right to Decide training because it made sure I was able to know how to speak...”

Visibility Podcast



We talked to people with intellectual disability about the big and little decisions they made in their lives.



The podcast was downloaded 1800 times.



People from all around the world listen to our Visibility podcast.

Your Service Your Rights

Your Service, Your Rights

Your Service Your Rights (YSYR) workshops are where people can learn about their right to get good service from their provider.



People learnt how to speak up about the service they get.

“I am normally really shy but I felt like I could speak up after the workshops.”

– Workshop participant



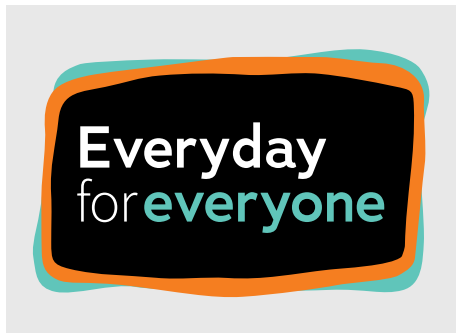
We ran YSYR 38 times.



We ran it across NSW and online.

Advocacy

Everyday for Everyone - Make Inclusion Happen



We ran a campaign for the NSW State election.

It was called Everyday for Everyone.

“It is not innovation if it leaves me behind.”

– CID member.



We met with politicians from the major parties.



We talked to them about how important inclusion is for people with intellectual disability.



The new State government agreed with lots of the things we asked for.



They said they will make sure more people with disability are employed in government jobs.



The also said they will

- make important government information in Easy Read
- make public transport more accessible.

Disability Royal Commission



We went to the Disability Royal Commission roundtable on supported decision making.



We gave evidence at a Disability Royal Commission hearing.

We talked about guardianship and supported decision making.

Advocacy Group



The Advocacy Group meets every month.



They talked about the big issues.



They worked on the Everyday for Everyone campaign.



The Advocacy Group told the government transport needs to be accessible for people with intellectual disability.



They wrote a submission to the National Standards for Accessible Transport Inquiry.



The Advocacy Group talked about the NDIS.

They talked about what works and what can be better.



They wrote submissions to the NDIS Senate inquiry and the NDIS Review.



They did media training so they can speak up on TV or radio.

Disability Health



The Australian Government agreed to fund the National Centre of Excellence in Intellectual Disability Health.

We call it the Centre for short.



The Centre will advocate for better health services for people with intellectual disability.

It will do health research and share information.



CID and other organisations have been campaigning for this for a long time.



CID is part of a group of organisations that will work with the Centre.

It will be at the University of NSW.

Inclusion Services



Inclusion Services does work like

- Easy Read translations
- Training
- Focus groups.



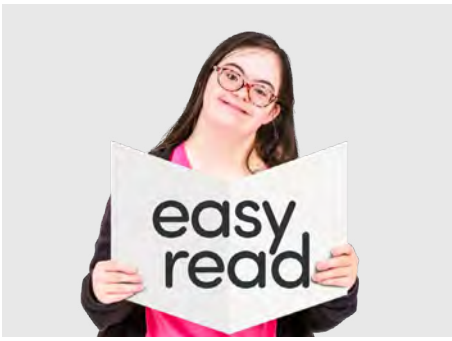
We worked with organisations including

- Department of Ageing and Disability
- People with Disability Australia
- NDIS Quality and Safeguards Commission



We did Easy Read translations for

- The New Year's Eve Guide for City of Sydney
- NSW government submission to the Disability Royal Commission.



We did 132 translations all together.

“Easy Read makes me feel good because I can understand it.”

– CID member



Lots of organisations want Easy Read training.



We ran 45 sessions of Easy Read training.



We did Easy Read training in New Zealand.

We ran training for people with intellectual disability on how to test documents.



Organisations asked us to do focus groups so they could hear from people with intellectual disability.



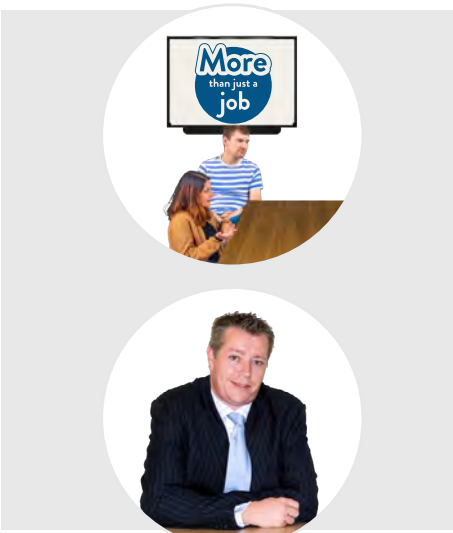
We did some focus groups for

- NDIS commission on serious medications
- The Trustee and Guardian Service.

More than Just a Job



More than Just a Job is a project about employment for people with intellectual disability.



We ran 11 sessions and training for businesses.

The project helps businesses think about how to

- make their workplace inclusive
- be confident to employ people with intellectual disability.



We did workshops with people with intellectual disability.

45 people came to these workshops.



3 workshops were in schools.

Students got to think about what they want to do with their lives.



We gave information to employers about employing people with intellectual disability.



We gave information to a government department so they could work out a good new job for a staff member with intellectual disability.

Inclusion Works – Inclusive Employment for Councils



Inclusion Works is a project about local councils employing people with intellectual disability.



We did work so we can understand how inclusive councils are.



We made a video and information sheet that was sent to every council in NSW.



We connected with 23 local councils.



We met with 10 councils to talk about how we can support them to be more inclusive.



“..we would like to be guided how to provide the best support for staff with a disability and be a good role model for our local businesses and community.”

– NSW Council

Learn 2 Lead



“Coming to Learn 2 Lead lets me learn new skills and make new friends.”

– Learn 2 Lead member



Learn 2 Lead is a group of CID members who meet every month.



We talked about:

- Why people might come to Learn 2 Lead and why they might not
- How to get new members to join
- What to put on a webpage for Learn 2 Lead.



Inclusive Governance



Inclusive governance is when people with intellectual disability are decision makers in organisations.



This might be on

- Boards
- Advisory groups.



We made training for Boards and organisations.

The training helps them understand how people with intellectual disability can be part of Boards and other groups.

Health



Just Include Me is our project about health and people with intellectual disability.



We want health professionals to communicate better.



We want them to understand the health needs of people with intellectual disability.



We have a Health Resources Group with

- People with intellectual disability
- Support workers and family members
- Health professionals
- Medical students.

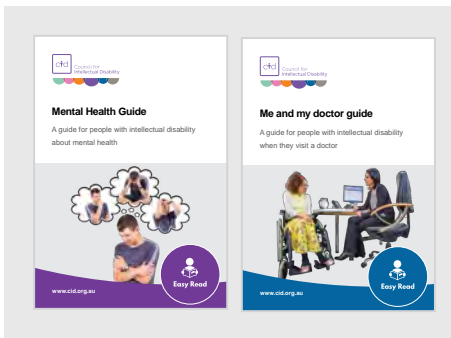


The group talks about problems people with disability have when they need good health care.



“The different stories of people with intellectual disability have helped me realise that health care is not a one size fits all.”

– Health professional



We made 2 Easy Read fact sheets

- Mental Health Guide
- Me and My Doctor.



We made 6 Easy Read letters for health workers to use.



These letters include

- getting ready for an appointment
- referrals and treatments
- understanding prescriptions.



We did training with Aboriginal Health Workers.



44 Aboriginal Health Workers came to our training.



They said the training helped them understand the health needs of people with intellectual disability.

Phone system



We changed our phone system.



We did not have to change our number.



The new phone system costs less so we are saving money.

Keeping our information safe



We have made some changes to our IT systems.



We made our computers more secure.



These changes help us keep CID information safe.



Conferences and talks



CID talked at lots of conferences and meetings.



These are some of them

Inclusive governance: what it takes – ASID Conference

Key Note – ASID Conference

Australasian Society for Intellectual Disability (ASID) Conference

Supported Decision Making panel - Australian Guardianship and Administration Council Conference

Inclusive Governance –NDIS

Supported Decision Making -Disability Royal Commission.



Conferences and talks



Developing resources to help support children, young people and families with disability - ACWA Disability Good Practice Symposium

Australian Association of Special Education National (AASE) Conference

My Life My Choices Supported Decision Making Conference

Carers NSW Conference

Supported Decision Making NSW roundtable co-sponsored CID and Ageing and Disability Commission

USYD Indonesia Disability & Inclusion Course - Fighting for the rights of people with intellectual disability.

Thanks



We would like to thank these organisations for their support this year.

MinterEllison

Gilbert+Tobin

University of Technology Sydney

Canva

Beaumont People

IHC New Zealand

SAL Consulting

All our funders

Audit report 2022–2023

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



Our Assets

Money in the bank	\$3,876,367
People who owe us money	\$129,798
Things paid for early	\$71,675
Things we have	
Property plant and equipment	\$53,820
Right of Use of Assets	\$427,145
Total Assets	\$4,558,805



Total Liabilities

Money we owe	\$207,781
Government money in our bank	\$2,012,000
Tax to pay	\$141,091
Staff holidays and Super to pay	\$203,075
Provisions	\$121,236
Total Lease Liability	\$439,348
Total Liabilities	\$3,124,531

Provisions – things we might have to pay in the future



Equity

Retained Earnings	\$1,210,911
Current Year Surplus/deficit	\$223,363
Total Equity	\$1,434,274



Equals

Liabilities plus Equity	\$4,558,805
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Audit report 2022–2023

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



Revenue

How much money we got

\$5,133,070



Expenses

How much money we spent

\$4,909,707



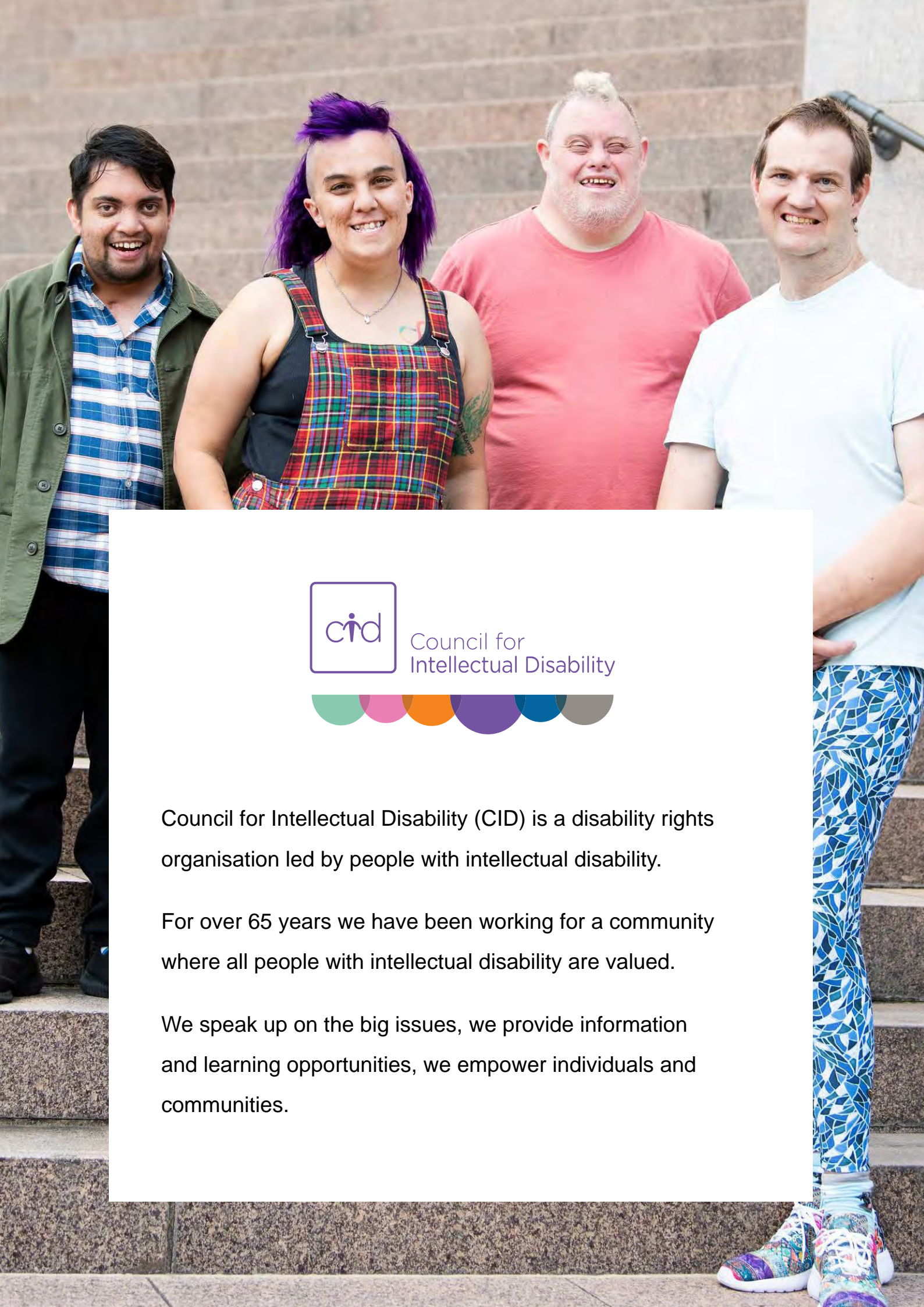
Surplus

How much money is left over

\$223,363

To see the whole Audit Report

- go to www.cid.org.au/Report2023
- 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