



Annual Report 2024 to 2025

Council for Intellectual Disability



Annual Report from 2024-2025

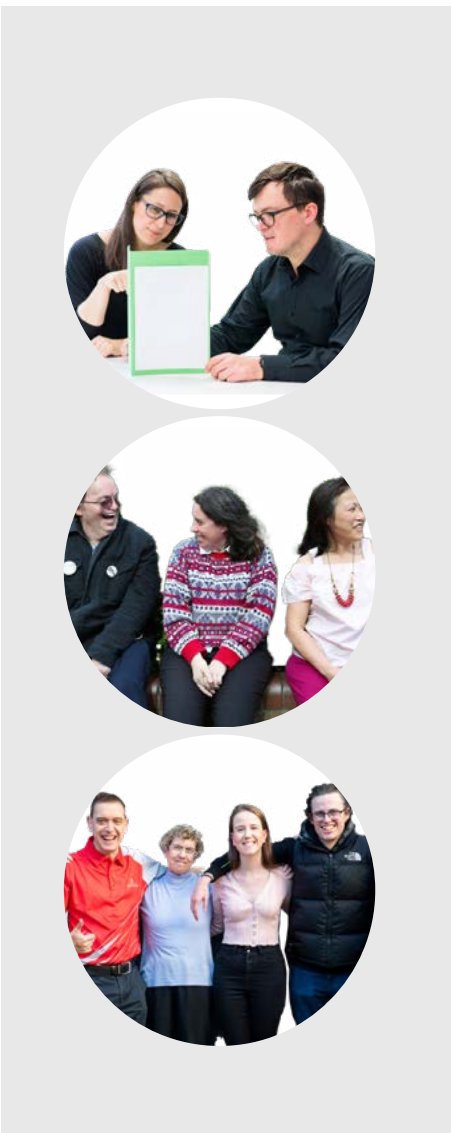
Chairperson report	2
CID Board	10
Advocacy and Driving Change	16
Projects	25
Inclusion services	43
Communications	52
Conferences	54
Audit report from 2024 to 2025	58



Chairperson report by Fiona McKenzie



CID has had a great year.



Everyone has worked well together

- staff
- board
- members.



Thank you to all our staff who do such a great job.



I want to especially thank our CEO Heath Dickens.



He has brought everyone together.



CID has worked on important projects that make a difference for people with intellectual disability.

Our projects do great work on things like

- health
- jobs
- young people
- CALD community
- advocacy.



You can read about all this great work in this report.



We have learnt a lot from our staff with intellectual disability.



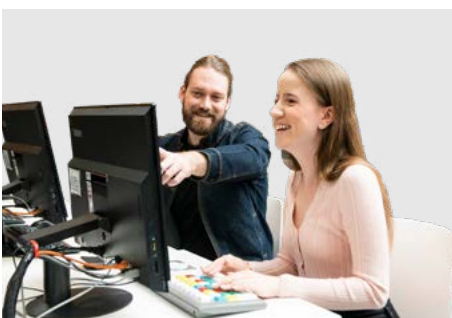
This helps CID be more inclusive.



The Board and the Governance Committee came together really well.



Our members give a lot of time to CID.



Knowing what they think helps us in our work.



The Advocacy Group has done a lot of campaign work.

They make sure everyone knows what is important for people with intellectual disability.



The Learn 2 Lead group learnt about leadership.



This supports them to go from self advocacy to being leaders in the disability community.



Thank you to everyone for a wonderful year.

Tribute to Michael Sullivan



In April long time advocate and former Chairperson Michael Sullivan died.



Michael was an amazing person.



He was there for everyone.



He was ready to speak out when things were wrong.



Michael was a great public speaker.



He talked about big issues for people with intellectual disability.



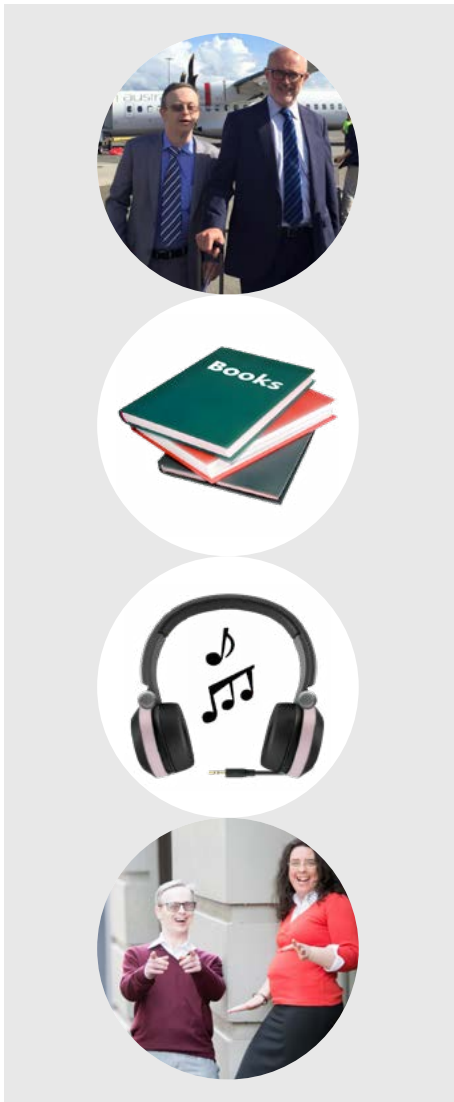
People would listen to him.



He thought carefully about issues.



Michael wrote to people in government to advocate for change.



He loved to

- Travel
- Read
- Listen to music
- Hear a good joke.



Michael worked hard for CID and people with intellectual disability.



He was a wonderful Chairperson and Board member.

Board members



Fiona McKenzie AM
Chairperson



Jack Stewart
Vice Chairperson



Tracy Wright
Vice Chairperson



Ariella Meltzer
Secretary



Alex Hitchcock
Treasurer



Gina Andrews



Alison Carr



Shu Hua Chan



James Condren



Steven Cooke



Judy Harper



Anthony Mulholland



Quang Nguyen



Elizabeth Young



Emily Wailes



Heath Dickens
CEO



Robert Strike
Patron

Board subcommittees

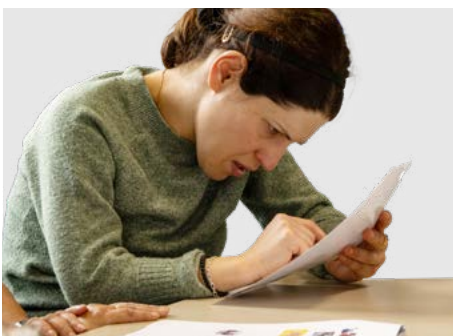


CID has 2 Board subcommittees

- Advocacy Group
- Learn 2 Lead.



These groups are made up of CID members.
They meet each month.



They give a report to the Board on what they talk about.

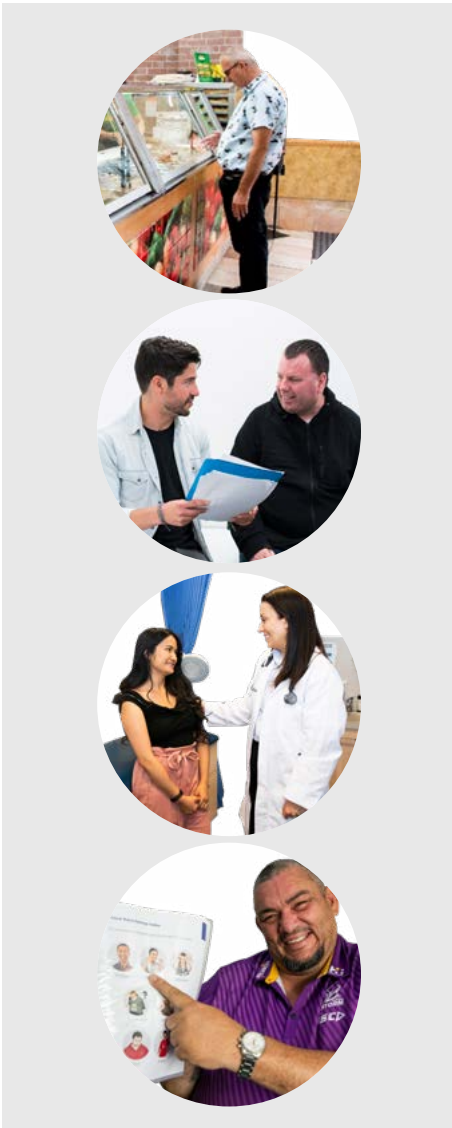
Advocacy Group



Our Advocacy Group talks about big issues for people with intellectual disability.

Some of the things they talked about were

- Discrimination when buying things
- Supported Decision Making and changing the Guardianship Act
- Health and what doctors can do to make things better
- Accessible information.



The Advocacy Group help our Advocacy team know what is important.

Learn 2 Lead



Learn 2 Lead is a group of CID members with intellectual disability who want to become leaders.



'I like that the meetings are very active and I learn new skills.'

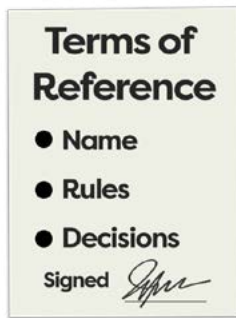
I like being a good role model to others.'

Learn 2 Lead member



Learn 2 Lead did lots of things this year.

Some of the big things Learn 2 Lead did were



- Made a **terms of reference** for the group to follow.

Terms of reference are the rules for how Learn 2 Lead works



- Listened to CID Chair Fiona talk about being a good Board member



- Talked about using their leadership skills in the community or on boards.

Advocacy and Driving Change



Our Advocacy and Driving Change projects advocated to make

- government

- the community

better for people with intellectual disability.

Advocacy



The Advocacy team worked on lots of big issues.

Easy Read



We worked with NSW Government on how to make their information more accessible.

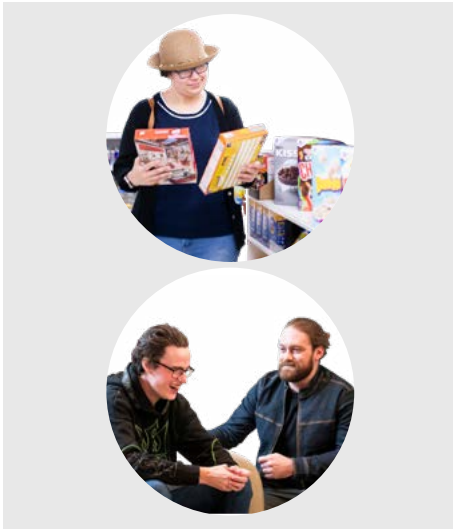
Better health for people with intellectual disability



We did a campaign before the Australian election. We advocated for

- better health care for people with intellectual disability
- better training for doctors
- more time and supports for people with intellectual disability at the doctors.

Supported decision making



People with intellectual disability want to

- make their own decisions
- get support if they need it.



This is called **supported decision making**.

We call it **SDM** for short.



We spoke about SDM with

- Minister Washington
- Attorney General Michael Daley.



We advocated for Guardianship Laws to change so people can make their own decisions.

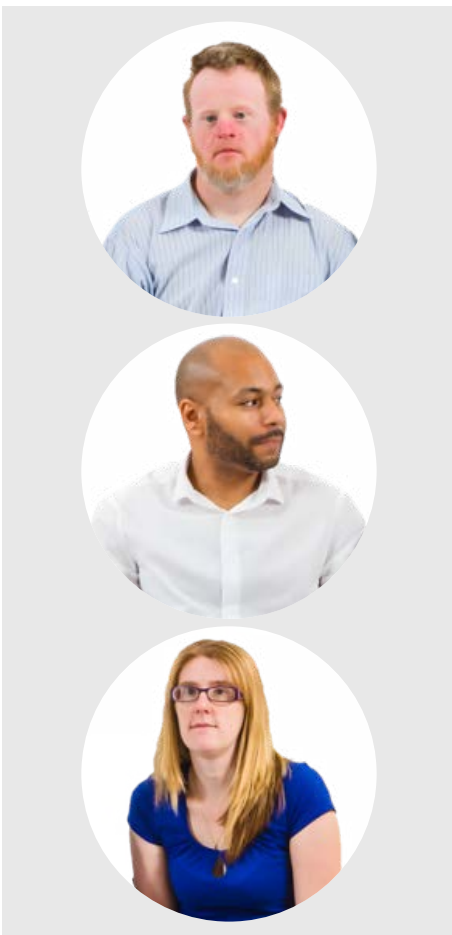
Restrictive practices



Restrictive practices are things done to a person that stop them from moving freely.



We say restrictive practices should only be used if there are no other choices.



We told the government a person who needs restrictive practices should

- get support so they can decide if they consent to the restrictive practice or
- have an unpaid trusted person decide about consent for them or
- have a legal Guardian decide about consent for them.



CID advocated for the Government to bring people who understand restrictive practices together.



They can share ideas about what will work best for people with disability.

Remembering disability institutions



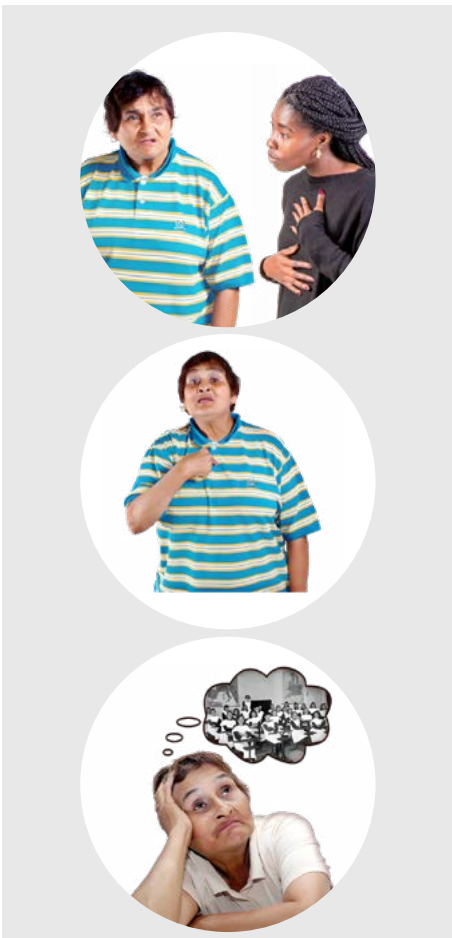
Many people with intellectual disability are still affected by the abuse that happened in **disability institutions**.



Disability institutions are big places where many people with disability lived.



CID wants to make sure the bad things that happened in institutions never happen again.



CID has told the government it is important to

- say sorry for the things that happened in institutions
- hear stories and truth about the institutions
- have a place to remember what happened.



CID wants people with intellectual disability to be included in deciding what happens to these old institutions.

Driving Change



The CID Driving Change team is part of the **National Centre of Excellence in Intellectual Disability Health**.

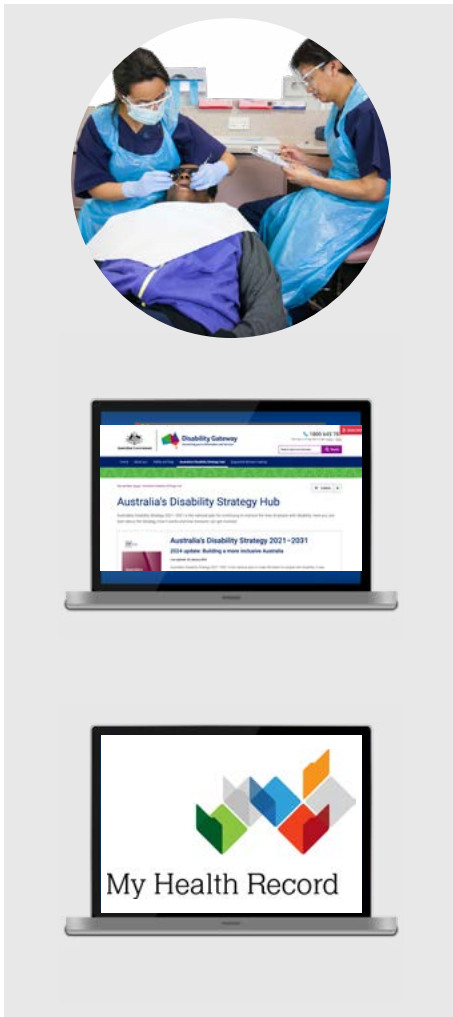
We call it **the Centre** for short.



Driving Change advocated about the health of people with intellectual disability.

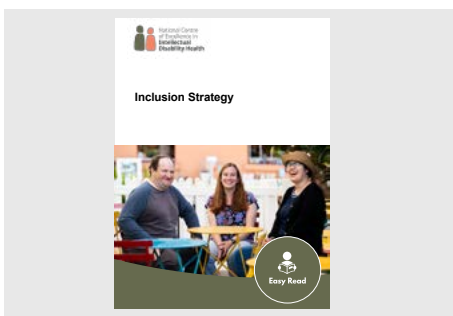


We met with people in government to talk about action on the Disability Royal Commission.



We talked about health issues like

- the National Oral Health Plan
- Australia's Disability Strategy
- My Health Record website.

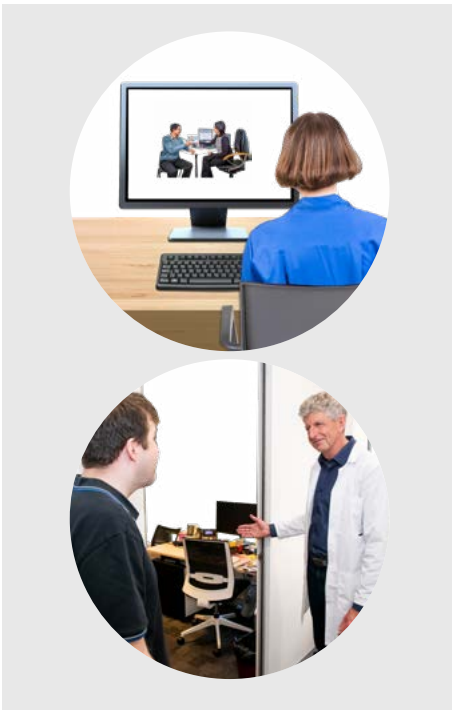


We made an inclusion strategy for the Centre.

It said how people with intellectual disability can be included.



We made resources about systemic advocacy for the Centre.



We spoke up about the need for health professionals to get training in

- health issues for people with intellectual disability
- unconscious bias.



We worked with Western NSW Local Health District about this training.



We worked with other organisations before their state elections so they could do health advocacy

- Queenslanders with a Disability Network (QDN)
- Developmental Disability Western Australia (DDWA)
- South Australian Council on Intellectual Disability (SACID).

Projects

Just Include Me – ILC Health project

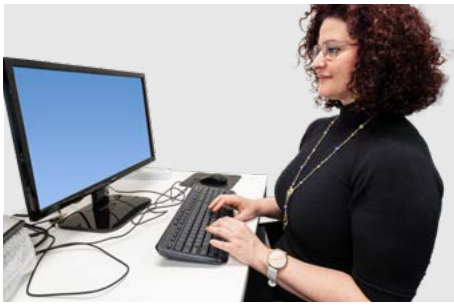


We want people with intellectual disability to have better health.



We made training so health workers can

- give people with intellectual disability the health services they need
- support people with intellectual disability to make their own health decisions.



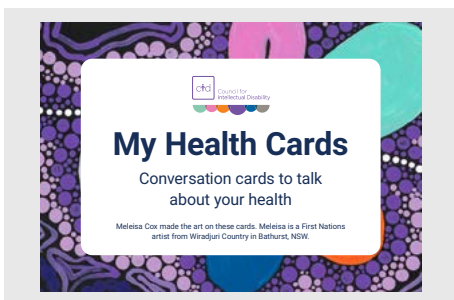
More than 1,000 health workers did our online training.



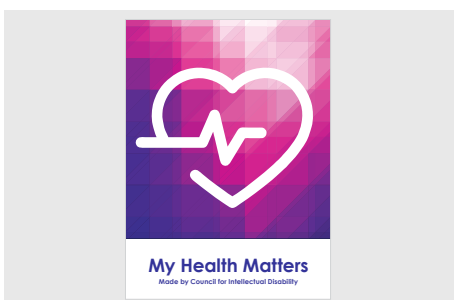
250 health workers came to our workshops.



Health workers said that it was good to learn from people with intellectual disability.



We gave out 300 sets of My Health Matters cards.



We gave out over 350 My Health Matters folders.

End of Life project



This project is about

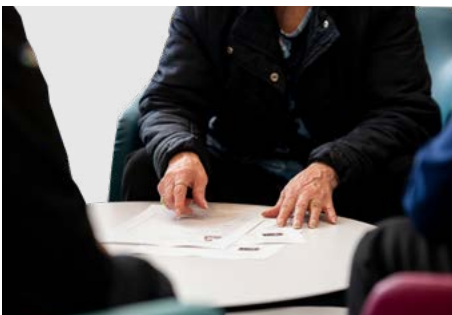
- **end of life**

End of life means dying.

- **grief.**



We started an Advisory Group with experts in death and grief.



The group included people with intellectual disability.



People with intellectual disability told us they want to know more about

- what happens when someone dies or is dying



- what care a person can get at the end of their life



- what happens when a very sick person asks their doctors to help them die.



People told us they want to make their own decisions about end of life.

To do this they need

- information



- support.



They told us we need to make end of life information for everyone with intellectual disability.



People told us sometimes it is hard for parents to talk about death with their children.

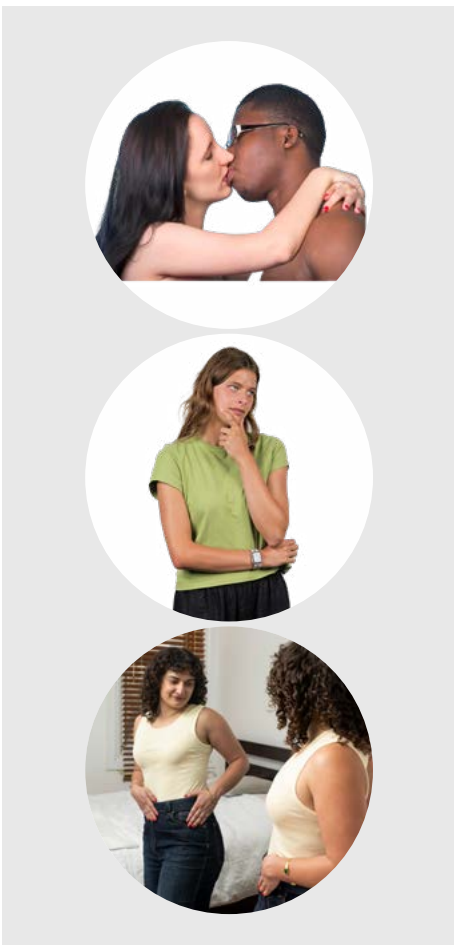


The information we got from people with intellectual disability will help to make this project better.

My Relationships Matter project



My Relationships Matter is about good **sexual** and **reproductive health** for women with intellectual disability.

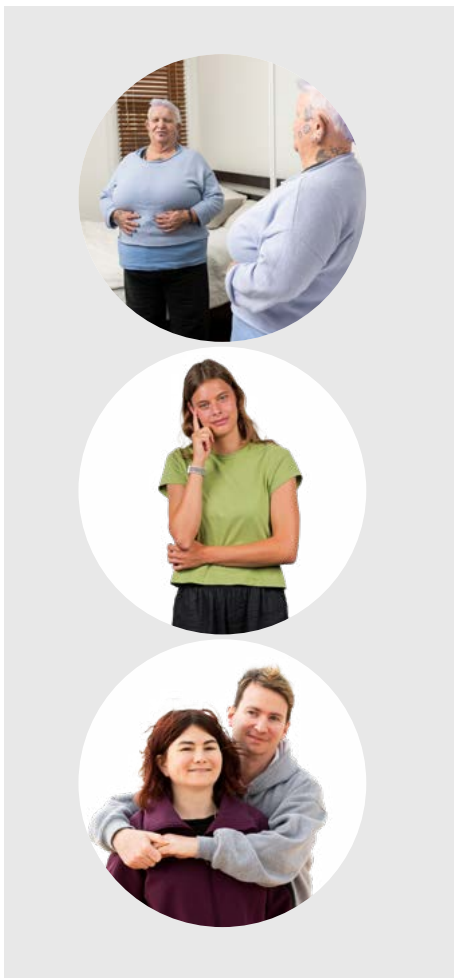


Good **sexual health** means

- having safe sex
- knowing your choices
- keeping your body and mind safe.



Good **reproductive health** means keeping parts of your body healthy if you have a baby.



Women with intellectual disability want to know more about

- their bodies
- their choices
- safe relationships.



We started an advisory group and a co-production group of women with intellectual disability.



We found out what information women with intellectual disability want.



The co-production group started work on conversation cards about

- health
- relationships.

I Can Decide in My Language project



I Can Decide in My Language is a project about **supported decision making** in **CALD communities**.



Supported decision making is when people with intellectual disability

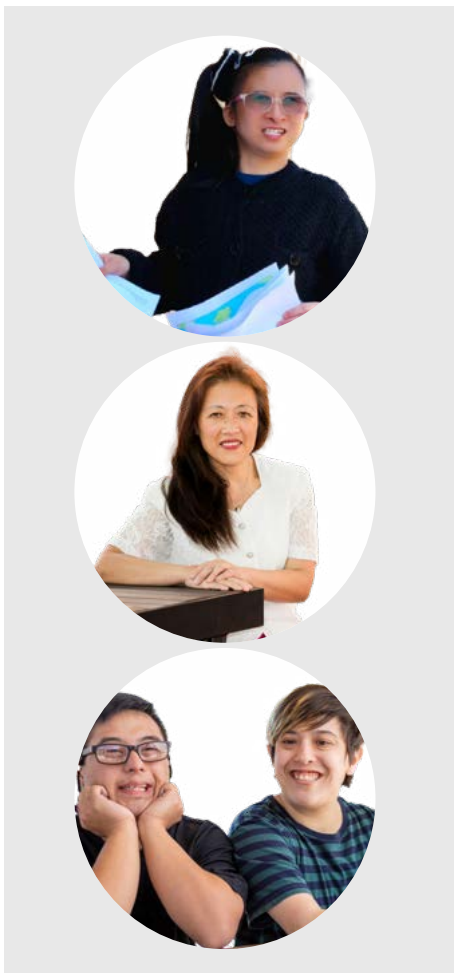
- make their own decisions
- get support when they need it.

We call it **SDM** for short.



CALD communities include people who

- were born overseas
- speak a language that is not English.



We ran 17 sessions with

- people with intellectual disability
- community leaders
- family members and supporters.



85 people learnt about the project or joined a workshop.



We learnt a lot about what people in the Chinese community need.



People with intellectual disability from the Chinese community told us they want to learn more about making decisions.



Family members and supporters want to get more information to help make this happen.



‘I’m interested in making more decisions about work, education, holidays and friendships.’

Participant with intellectual disability



‘Before I had to make decisions for my daughter. Now she knows more and talks more about decisions. Now I respect her decisions.’

A mother of a person with intellectual disability

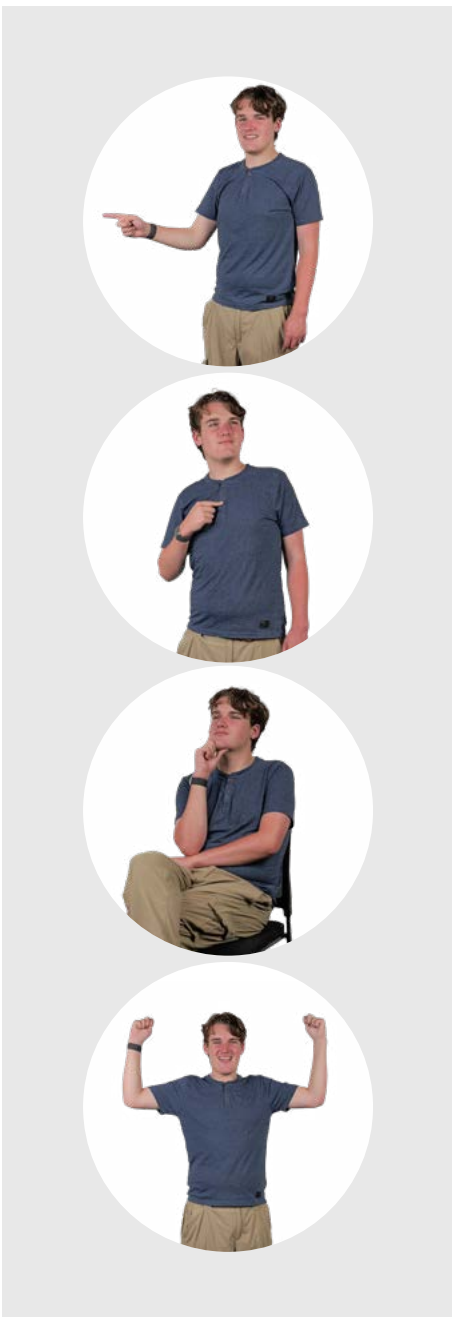
Young Leaders project



Young Leaders supports young people with intellectual disability to learn about **self determination**.

Self determination means you

- choose what you want to do
- say what you need and want
- make your own decisions
- set goals that are important to you.





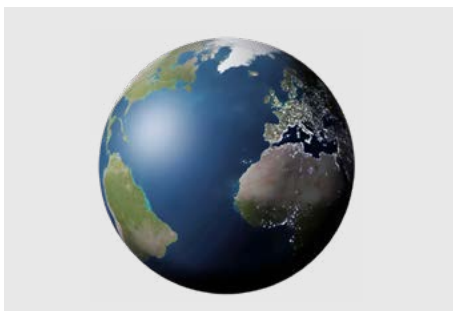
We worked with 7 young leaders with intellectual disability to co-produce the project.



We talked to 120 young people and their families and supporters about the project.



We will use the self determination guide in this project.



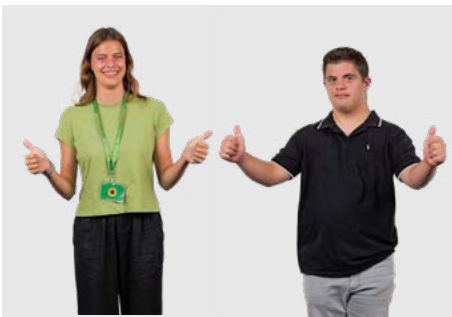
This guide has been used all around the world.



CID has made the guide into Easy Read so it is accessible.



This is a good way for young people to learn about self determination so they can live the life they want.



'I can be trusted to make my own decisions. Even when my parents might not completely agree.'

Young leader

More Than Just a Job project



More Than Just A Job helped people with intellectual disability to think about work.

We ran workshops for 102 people with intellectual disability.



The workshops helped people learn about jobs and working.



'I love working with animals. I also love my child and want to work with kids. I want to teach kids how to ride horses.'

Person who attended a workshop



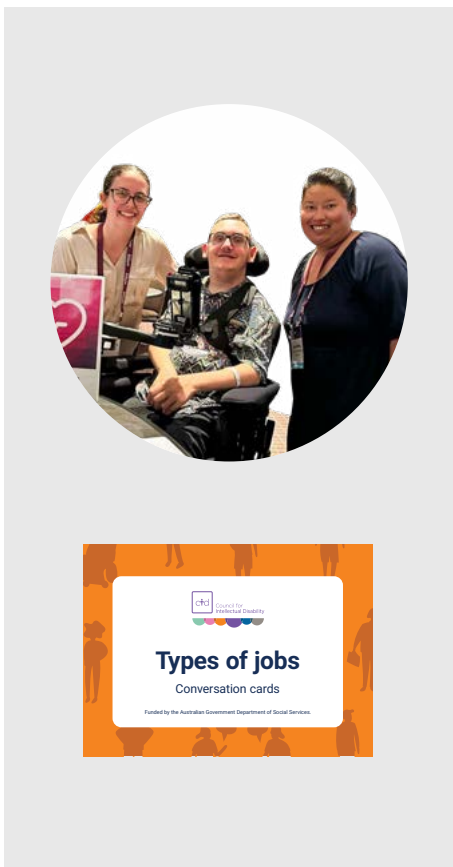
We worked with 5 businesses to help them be more inclusive employers.



We trained 5 Disability Employment Services to support people with intellectual disability to find work.

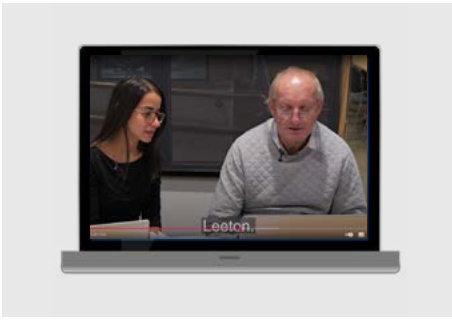


We went to 12 disability expos.

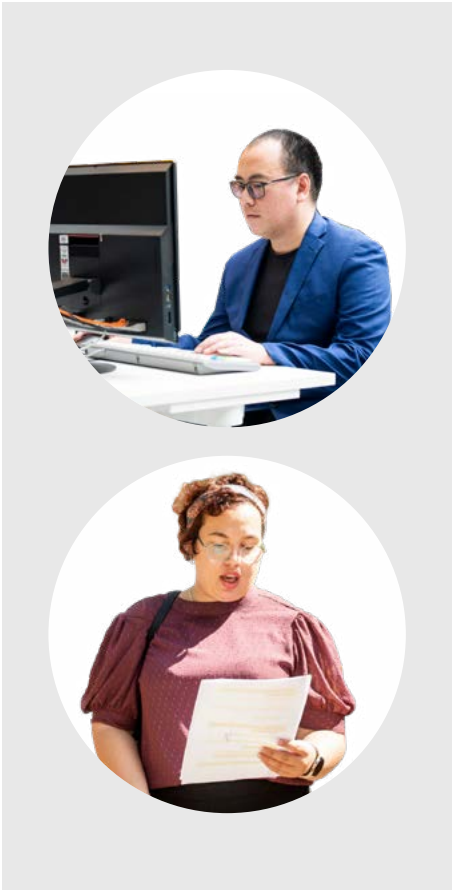


At the expos we

- talked to a lot of people about inclusive employment
- gave out over 400 copies of our resources.



We made a video that shows how people with intellectual disability make a difference at work.



It showed how they used their

- skills

- strengths.



It showed how important it is to be part of their community.

Inclusion Works project

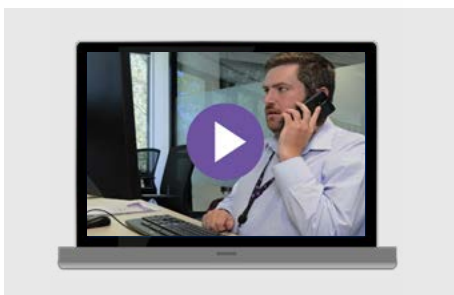


The Inclusion Works project worked with NSW Councils.

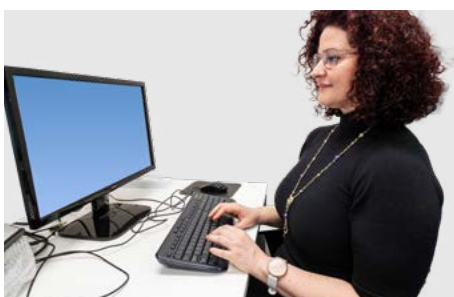


We trained 5 Councils to be more inclusive employers.

After the training 2 Councils hired people with intellectual disability in good jobs.



We made a video showing how a workplace can be more inclusive.



We made a free online course about inclusive employment.

Anyone can do the course on the CID website.



'I love that the training is led by people with disability – it really shows how open employment can work.'

Council worker after attending the training

Inclusion Services

Our Inclusion Services team worked with

- businesses

- government

- universities

To make the community more accessible.



NSW Law Reform Commission

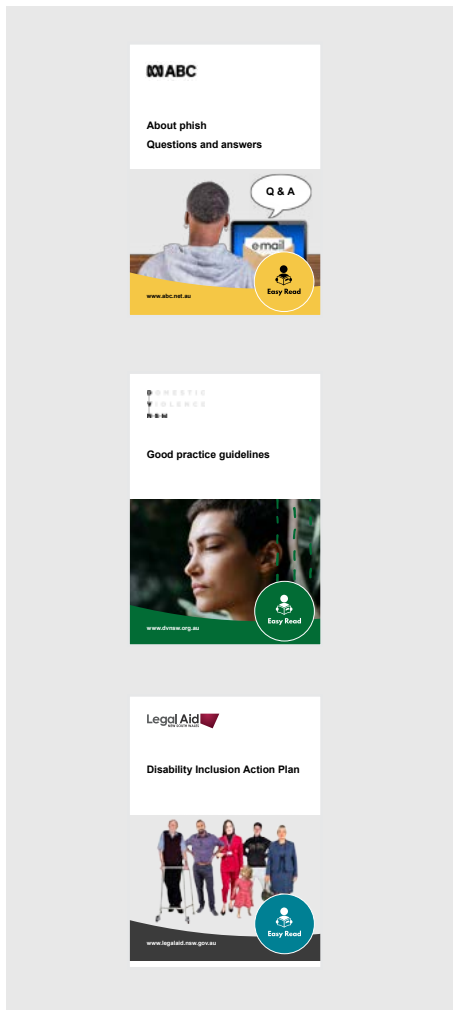


We worked with 68 organisations to help make them more accessible for people with intellectual disability like

- Law Reform Commission
- Department of the Prime Minister
- State Emergency Service.



We ran **44** Easy Read training sessions so more people can learn to make Easy Read information.



We did 223 Easy Read translations like

- security and phishing information for the ABC
- victims support information for Victims Services NSW
- Disability Inclusion Action Plan for Legal Aid NSW.



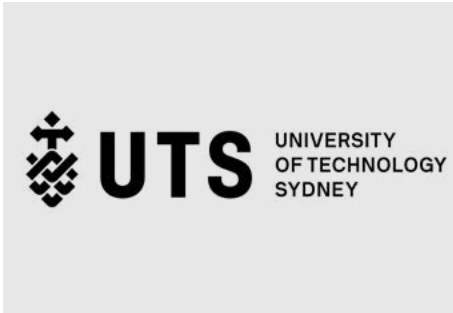
We did focus groups for organisations that want to know what people with intellectual disability think.

We did focus groups about



- virtual reality and health care for people with intellectual disability for UNSW
- Inclusion Disability Action Plan 2025-2029 for City of Sydney
- Restrictive practices for Department of Communities and Justice
- Psychotropic medication for Department of Communities and Justice.

Remembering disability institutions



Inclusion Services worked with the University of Technology Sydney on this project.



Disability institutions were big places where lots of people with disability used to live.



We want to make sure disability institutions do not happen again.



We had focus groups to hear the stories of young and older self advocates with intellectual disability.



Some of these stories were very hard to hear.



We made 3 videos with self advocates with intellectual disability.

They told their stories about disability institutions.

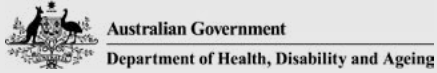


We made Easy Read information about

- disability institutions

- how we can make sure they do not happen again.

Ageing and Disability Commission project



We worked on a big project with the **Ageing and Disability Commission**.

We call them **ADC** for short.



The project helped people with intellectual disability to learn about their rights to be safe from

- abuse



- neglect



- exploitation.



We had focus groups with people with intellectual disability to hear what was important to them.

We made



- a workshop for people with intellectual disability to learn about their rights and the ADC.



- a video about how the ADC can support people with disability

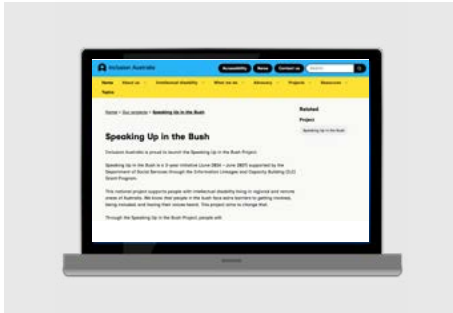


- a video about the right to be safe



- conversation cards for people with disability to use to talk about their right to be safe.

Speaking up in the Bush project



This project supported people in Inverell to be self advocates.



We met with people with intellectual disability to find out what is important to them.



We ran 3 focus groups.

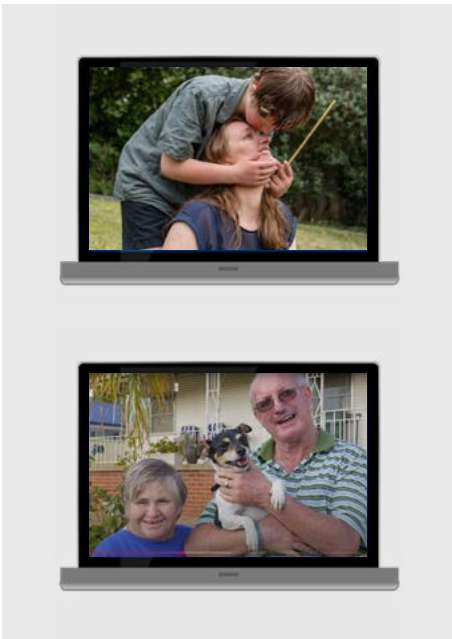


We spoke to over 20 people with intellectual disability who live in Inverell.

Communications



Hearing people tell their stories is really important.

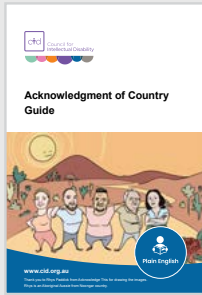


We made videos of people with intellectual disability telling their stories about

- the health system
- their lives in the community.



These stories are used in our work.

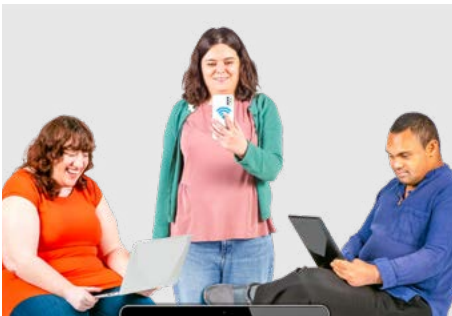


We added a lot of new resources to our website like

- Easy Read Acknowledgement of Country

- My Health Cards

- Our Health Still Counts campaign information.



More people

- followed us on social media
- commented on our posts.



We are getting more people following CID on LinkedIn.

This means we are reaching new people.

Conferences



Conferences and meetings we spoke at include

- Sydney Dental Hospital
- Health Literacy Hub Conference
- National Disability Consulting Conference
- VALID Conference
- PANDDA Conference
- WSLHD
- Social work students at University of Sydney
- CID Parliamentary Forum
- Having a Say Conference
- DSC Annual NDIS Conference



Thanks



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

- Our members
- MinterEllison
- Beaumont People
- All our funders
- Our auditors.



Audit report from 2024 to 2025

- How much money CID has
- How much money CID owes
- The value of everything CID owns



Our Assets

Money in the bank	\$3,576,831
People who owe us money	\$29,700
Things paid for early	\$3,569

Things we have

Property plant and equipment	\$2,169
Right of Use of Assets	\$136,580

Total Assets **\$3,748,849**



Total Liabilities

Money we owe	\$436,321
Government money in our bank	\$1,411,172
Tax to pay	\$ Nil
Staff holidays and Super to pay	\$281,149
Provisions	\$40,000
Total Lease Liability	\$149,921

Provisions are things we might have to pay in the future

Total Liabilities **\$2,318,563**



Equity

Retained Earnings	\$1,113,000
Current Year Surplus/deficit	\$317,286

Total Equity **\$1,430,286**



Equals

Liabilities plus Equity **\$3,748,849**

Audit report from 2024 to 2025

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



Revenue

How much money we got

\$5,574,206



Expenses

How much money we spent

\$5,256,920



Surplus

How much money is left over

\$317,286

To see the whole Audit Report

- Go to www.cid.org.au/Report2025
- Or call CID on 1800 424 065 for a copy



Council for
Intellectual Disability



Council for Intellectual Disability is a disability rights organisation led by people with intellectual disability.

We say **CID** for short.

Since 1956 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



Council for Intellectual Disability



instagram.com/council_intellectualdisability

The New South Wales Council for Intellectual Disability
ABN 25001318967