Council for Intellectual Disability

Annual Report 2025 to 2026

Council for Intellectual Disability



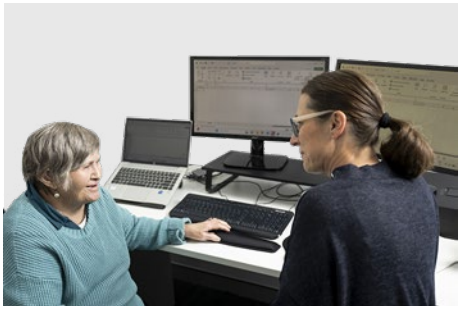
Annual Report from 2025-2026

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Chairperson report by Fiona McKenzie



It has been another great year at CID.



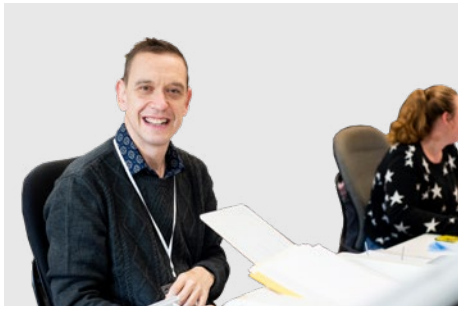
All CID staff have done so much good work.



The I Can Decide in My Language project helped families learn how to support their family member with intellectual disability to make decisions.



Our employment projects did great work talking about jobs with people with intellectual disability and employers.



Having a job helps people feel part of the community.



I know because I love my job.



Our Advocacy and Driving Change teams have been very busy.



They keep asking the important questions.



They have made submissions to government about ways to make things better for people with intellectual disability.



This makes a big difference and they should be proud of what they do.



The Young Leaders project has supported young people with intellectual disability to learn about self determination.

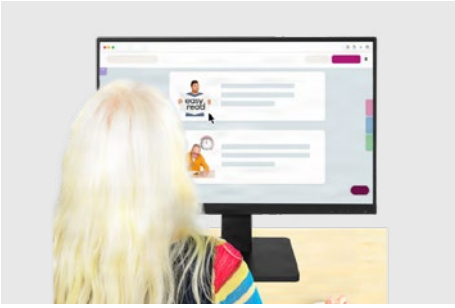


CID has done lots of exciting work about health for people with intellectual disability like

- Accessible information about good sexual and reproductive health for women.

- Ran workshops for health professionals so they can give better health services for people with intellectual disability.

- Made information about death and dying.



The Inclusion Services team has done a lot of great work.



They have made Easy Read for organisations and government.



This is important as CID advocates for accessible information for people with intellectual disability.



Thank you to the administration and communications teams who do so much work behind the scenes.



Thank you to all our Board members who give so much time to CID.



Their leadership helps CID stay strong and ready for the future.



We could not do our work without our members.



They give so much to CID.



Special thanks to Heath our CEO.



He is doing a great job and supports us all.



Congratulations to everyone for such a big year.



We have achieved so much together.

CEO report



There have been a lot of changes this year.



We have also had the chance to do new things.



We finished some big important projects.



We started some exciting new projects.



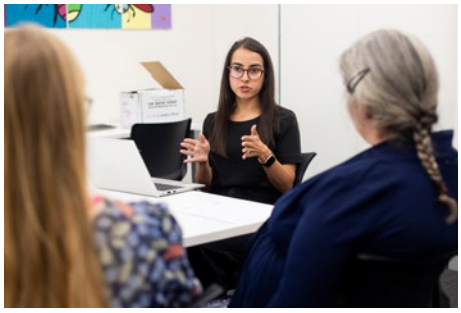
We worked with new communities across different topics and issues.



We have done new things to make communities more inclusive.



We continue to advocate for the things that are important for people with intellectual disability.



This is all needed when there is so much reform and change in the disability sector.

CID has an important job working with



- People with intellectual disability

- Government



- Stakeholders



- The broader community.



We want to help make good changes for people with intellectual disability.



The way we work to influence change is important.



It is always guided by people with intellectual disability.



CID can keep achieving good outcomes for people with intellectual disability for many years.



I want to thank CID

- Members



- Staff



- Board.



They are all committed to our values and purpose.



This is the heart of CID and what makes us strong.



Thank you.



Board members



Fiona McKenzie AM

Chairperson



Elizabeth Young

Vice Chairperson



Tracy Wright

Vice Chairperson



Ariella Meltzer

Secretary



Alex Hitchcock

Treasurer



Gina Andrews-Zucker



Alison Carr



Shu Hua Chan



Robert Lewis



Nina Magrath



Judy Harper



Anthony Mulholland



Quang Nguyen



Jack Stewart



Emily Wailes



Heath Dickens

CEO





Board subcommittees





CID has 2 Board **subcommittees**

- Advocacy Group
- Learn 2 Lead.



A **subcommittee** is a group of CID members with intellectual disability.

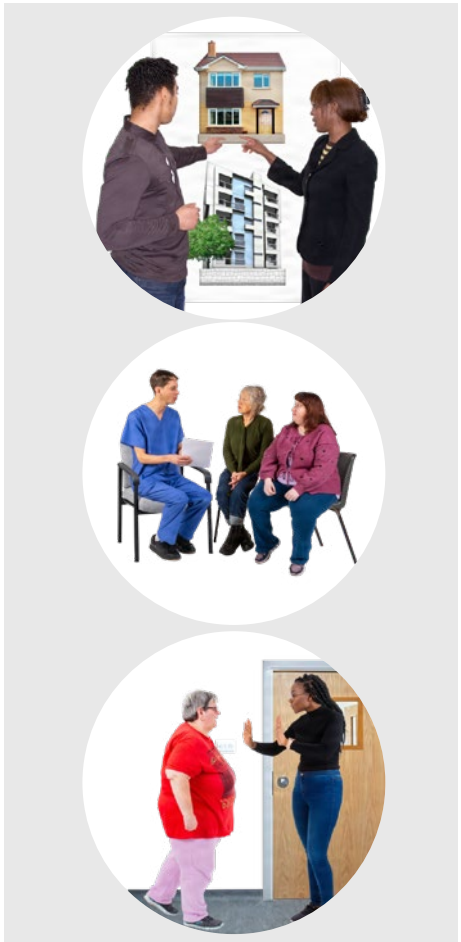


They tell the Board what they talk about.

Advocacy Group



The Advocacy Group talked about big issues for people with intellectual disability.



Some important things they talked about were

- Why people with intellectual disability have people appointed to make decisions for them like a guardian

- What needs to be done to make the health system better

- **Discrimination**
  Discrimination is where a person is treated unfairly because of their intellectual disability.



They also learnt how to do systemic advocacy with their local Member of Parliament.

The Advocacy Group met with members of the **NSW Parliamentary Committee on Ageing and Disability**.

We call them the **Committee** for short.



They told the Committee why supported decision making is important for people with intellectual disability.



The Committee is now doing an **inquiry** into how the government can do supported decision making better.



An **inquiry** means they will talk to a lot of people and make a report to Parliament.

Learn 2 Lead



Learn 2 Lead members learnt how to be leaders.







Some things they talked about were

- What is an advisory group and how are they different to boards
- How to act in meetings
- How to do public speaking well.

Advocacy and Driving Change

Advocacy



Our Advocacy team worked to make government and other systems better for people with intellectual disability.

We worked with the Department of Communities and Justice to get more Easy Read information across NSW Government services.

We worked with NSW Trustee and Guardian on a project about supported decision making for people who had a guardian appointed.



We talked to people with intellectual disability about how the guardian supported them.



We supported a member to be part of the NSW Accessible Transport Advisory Committee.

They work to make sure public transport is accessible and safe.



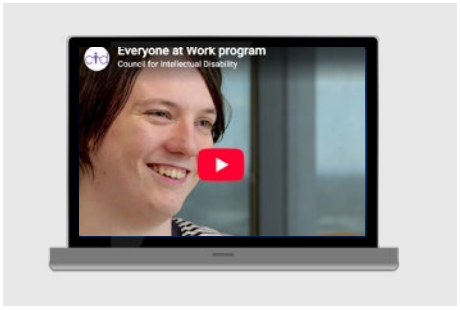
We supported Revenue NSW on the Everyone at Work program.



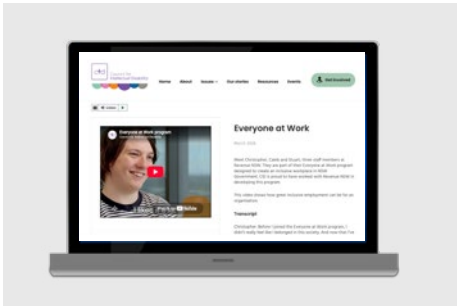
This program employed people with intellectual disability in good NSW Government jobs.



We want other parts of government and businesses to learn from this program.



We made a video about Everyone at Work.



You can see it here

www.cid.org.au/resource/everyone-at-work



The Advocacy team worked with the Department of Communities and Justice to do a report on how the Court Diversion Program was working.



We worked on a project about how we should remember what happened in disability institutions.



Submissions

We wrote **submissions** to government.

A **submission** is where we tell the government what we think about something.



We wrote submissions about things like

- The Anti-Discrimination Act



- The Community Visitors Scheme



- Better funding for the NSW Specialised Intellectual Disability Health Teams.



We are very happy that the NSW Government has given CID Advocacy funding for 5 more years.



This means we can keep advocating with people with intellectual disability to make things better.

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.



The Driving Change team advocated for funding for the **Primary Care Enhancement Program**.



This program trains doctors so they can give good health care to people with intellectual disability.



The government agreed to fund it for 2 more years.



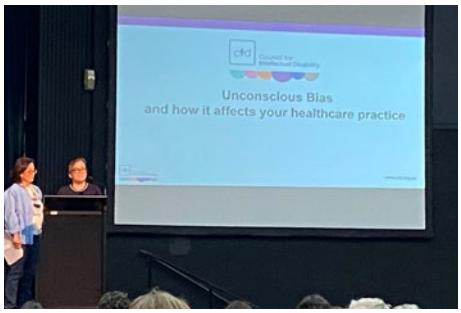
We advocated for My Health Record to be more accessible for people with intellectual disability



Driving Change ran training for the Centre staff on how to do advocacy well.



We were part of a conference in Dubbo for Western NSW Local Health District.



We talked about how to give good health care for people with intellectual disability.



We advocated with the government to make sure the National Roadmap on Intellectual Disability Health happens.

Projects

More Than Just a Job

Our More Than Just a Job project finished this year.

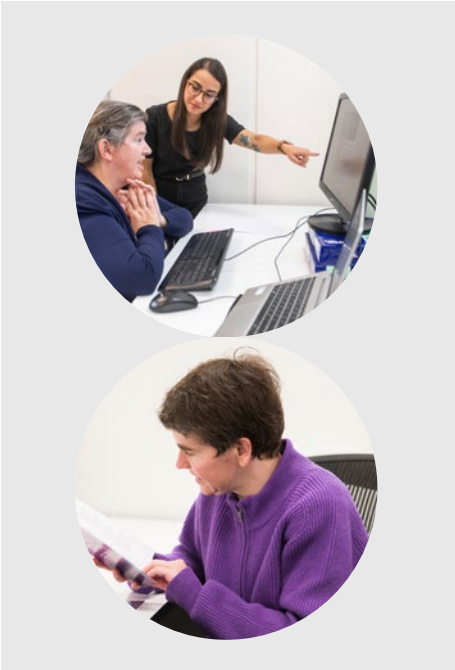
The project ran for more than 6 years.



It supported people with intellectual disability to think about work.



It taught employers how they could employ people with intellectual disability in good jobs.



This year the workshops helped people

- Learn about work
- Think about jobs they want to do.



75 people with intellectual disability came to the workshops.

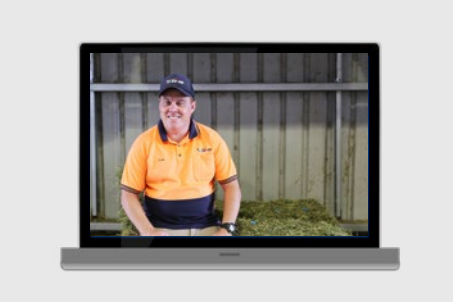


“At the end of that second session, I came to the conclusion that I want to get back into the hospitality area — something that I had a lot of experience in the past.”

Person with intellectual disability who attended a workshop.



We also worked with 5 employers so they can be inclusive employers.



We made resources so that people can think about jobs they would like to do.



We made information so employers can be more inclusive and employ people with intellectual disability.

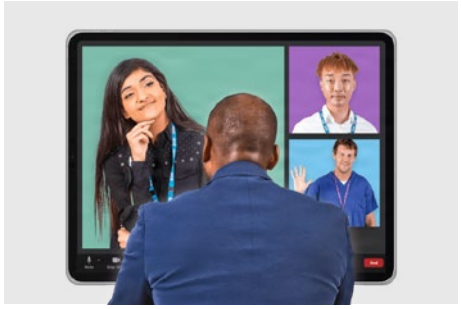


We are proud of all the work we did and how many people we could talk to about jobs for people with intellectual disability.

Inclusion Works



The project worked with councils in NSW.



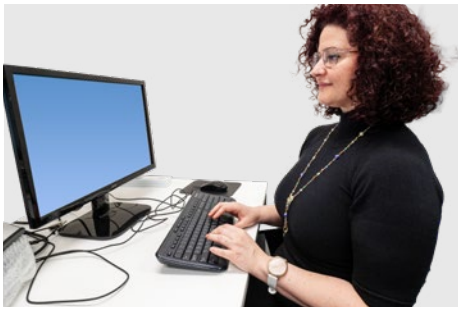
We trained and supported 5 councils to be inclusive employers.



More than 70 people came to our workshops to learn how to employ and support people with intellectual disability in councils.



We updated our free online course called Inclusive Employment Practice.



Anyone can do the course on the CID website.



We sent our Inclusive Employment Guide for Councils to all 128 councils in NSW.



We hope this will make them think about how they can employ people with intellectual disability in good jobs.



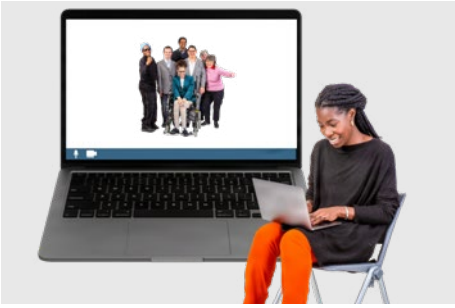
The Inclusion Works project finished in June 2026.



We worked on it for 4 years.



We think it has helped to make councils more inclusive.



The online training and guides mean councils can still find out how to be more inclusive.

Supported Employment Advocacy project



The **Supported Employment Advocacy** project helped people with intellectual disability learn about work.



We call it the **SEA** project for short.

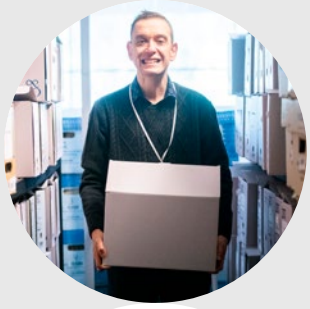
Inclusion Australia

We worked with Inclusion Australia and other advocacy organisations to make workshops.



We did 7 workshops.







At the workshops people with intellectual disability learnt about

- Their rights at work

- Types of work they can choose

- Making their own decisions about work.







People who came to the workshop said they liked learning about their rights in a job like

- Safety

- Fair pay

- Privacy.

Health

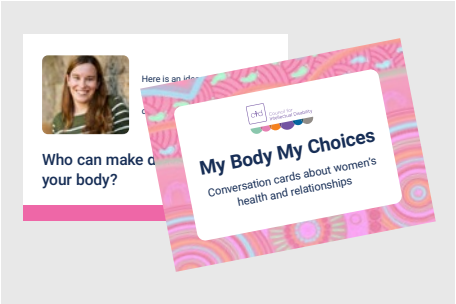


CID has 3 projects for people with intellectual disability and supporters about health.



My Relationships Matter

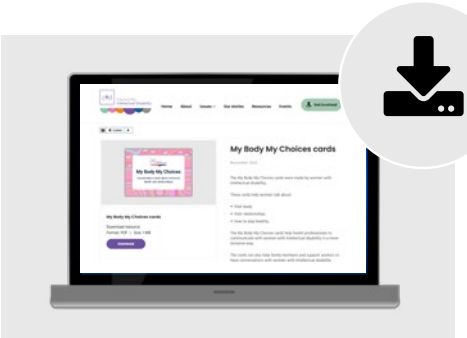
My Relationships Matter is about good sexual and reproductive health for women with intellectual disability.



We made My Body My Choices Conversation cards.



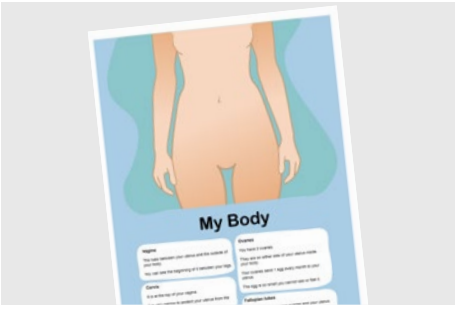
We gave out 400 copies of the cards



500 copies have been downloaded from our website.



These cards will help people have good conversations about sex and relationships.



We also made a poster called My Body.



The poster helps women and girls learn about the private parts of their body.



39 women and girls with intellectual disability came to our **You CAN Ask that!** workshop.



People who came to the workshop said it was good to have a safe place to talk about sex and relationships.

End of Life project



The End of Life project gives people with intellectual disability the chance to learn about

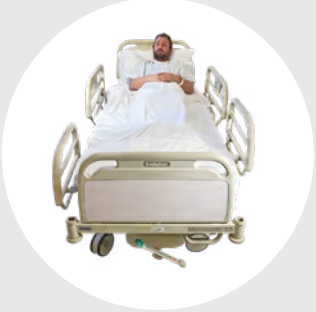
- Dying



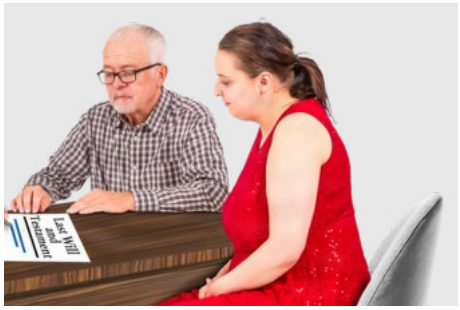
- Death



- Grief



- End of life support. This is also called **palliative care**.



It helped people learn about how to make end of life decisions with support.



We talked to more than 30 health and disability organisations.



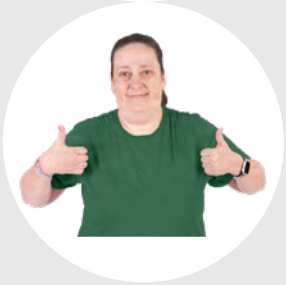
We talked about how they can support people with intellectual disability well when someone in their life is dying.

Just Include Me



The Just Include Me project was about making health better for people with intellectual disability.





We want people with intellectual disability to get support to

- Get healthy

- Stay healthy.

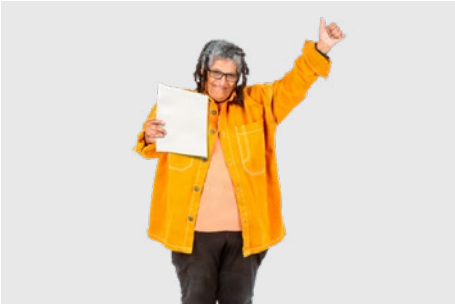




We made 2 Easy Read guides

- How to choose your contraception

- After visiting your doctor.



These guides helped people with intellectual disability get accessible information about health.



We ran workshops to show people how to use the My Health Matters folder.



“You feel like you have a voice, that you’re heard. I tell my doctors I prefer Easy Read, and not to use jargon words.”

Person with intellectual disability



We did online workshops for health workers.



More than 430 health workers came to the workshops.



They learnt how they can support people with intellectual disability well.



“I have learnt that I should allow more time for the person to make decisions and consider changing my communication and using more communication aids if needed.”

Health worker who attended the workshop



3,664 health workers did our Just Include Me eLearning.



We added sections for health workers to learn about **unconscious bias**.

Unconscious bias is when health workers think things about a person without knowing they are doing it.

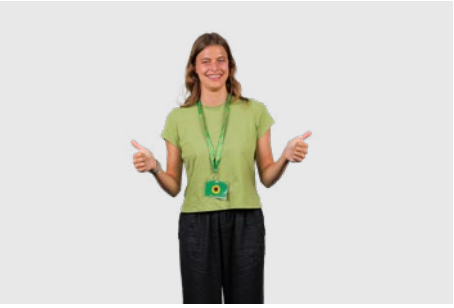


“At first, I thought understanding people with intellectual disability was just easy and purely common sense. (…) There is so much more to it. I was so impressed how it was all shown in these modules.”

Health professional



Young Leaders



Our Young Leaders project supported young people with intellectual disability to learn about **self determination**.



Self determination means you take charge of your life and make things happen.

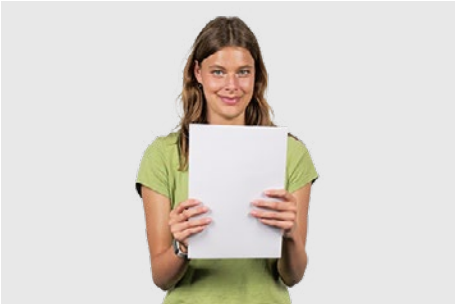


We worked with 31 young people.

They thought about things like

- What a good life is
- Planning a goal
- **Barriers**.

Barriers are things that might stop you being able to get to your goal.



“Before I felt I was not able to speak up, but now I can speak up more.”

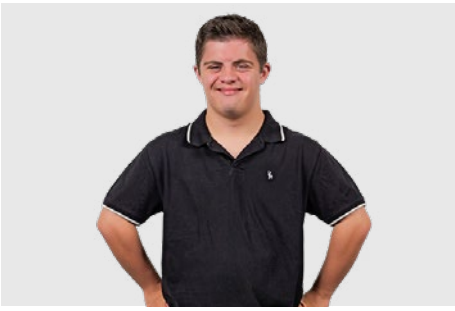
Young person who attended workshops



We had workshops for 47 supporters.



They learnt how they can support their young person to be self determined.



“I have made progress towards my goal because I was able to take steps to achieve it. With the help of my family, I was able to achieve my goal.”

Young person who attended workshops

Young Voices, Big Choices project



We started a new project called Young Voices, Big Choices.



It will help young people and their families plan for a good life.







We talked to

- Young people with intellectual disability
- Their families
- Teachers and disability support workers.



We asked them what would help young people have a good life.

They said things like



- Do not make decisions for young people without asking them what they want



- Families need to know where to get good support



- Young people need support to practise making decisions.

I Can Decide in My Language



I Can Decide in My Language is 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.

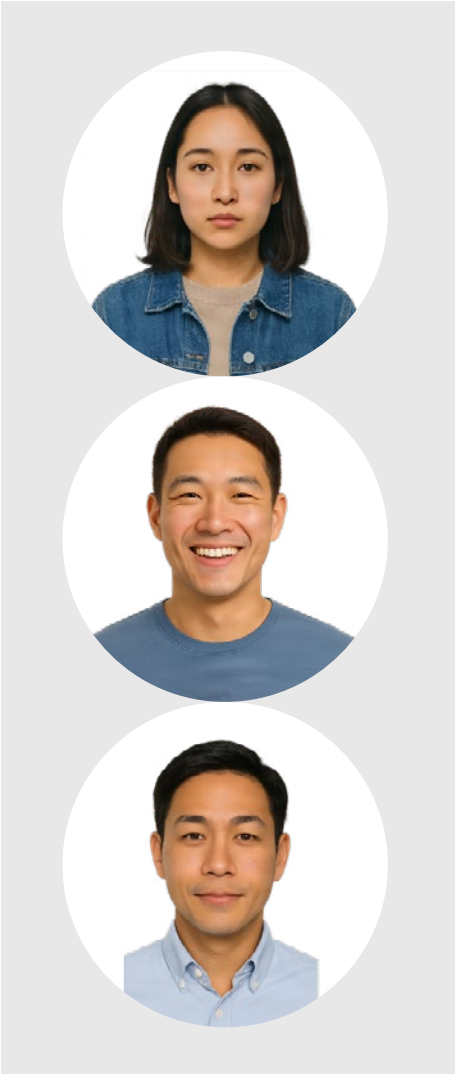




CALD communities include people who

- Were born overseas

- Speak a language that is not English.



We did workshops for people with intellectual disability and their families from the

- Mandarin speaking community
- Cantonese speaking community
- Vietnamese community.



53 people with intellectual disability came to our workshops.

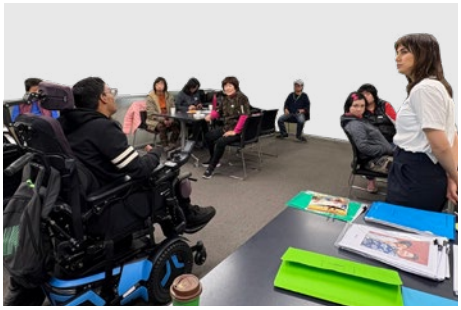


They practised how to make decisions with support.



“I want my mum to help me make decisions, not make them for me.”

Person with intellectual disability



56 families and supporters came to our workshops.



Families learnt how to support their family member to make more of their own decisions.



“We let him take the train alone. The first time he missed the stop, but he solved the problem.”

Parent who attended a workshop



We also ran 4 **peer groups**.

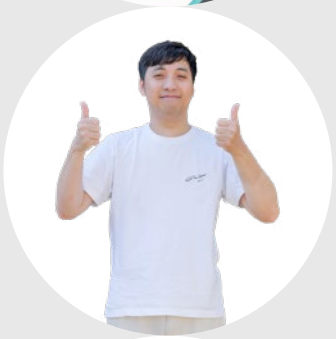




Peer groups are meetings where people come together to

- talk about things that are important to them
- support each other.







The peer groups talked about

- Education
- What makes a good life.
- **Guardians**

  Guardians are people who make decisions for you if you cannot make them yourself.

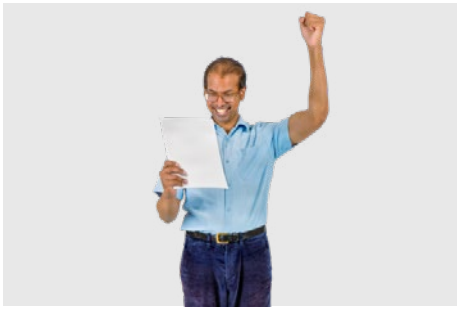
Speaking up in the bush



We started a self advocacy group of people with intellectual disability in Inverell NSW.



We supported the group to think about topics that mattered to them.



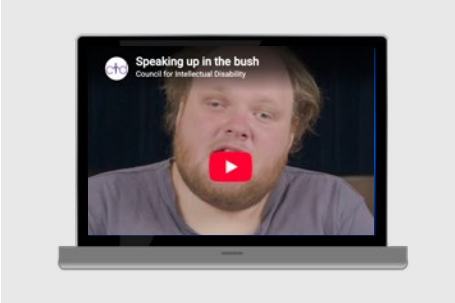
They learnt about **self advocacy**.



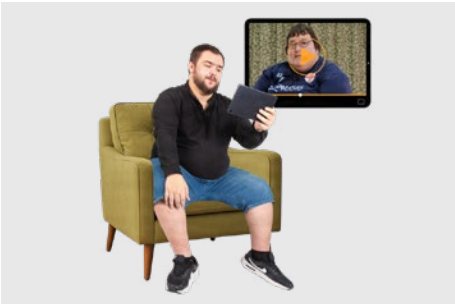
Self advocacy means speaking up for yourself and your rights.



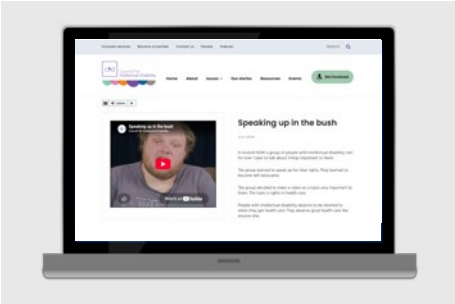
The group decided they wanted to make a video to tell doctors they need to talk to the person with intellectual disability at an appointment.



The members of the group spoke up in the video.



They shared the video with people in Inverell.



You can see the video here

www.cid.org.au/resource/speaking-up-in-the-bush

Inclusion Services



The Inclusion Services team makes information and services easier to understand and use for people with intellectual disability.



We made a lot of hard information easy to understand.



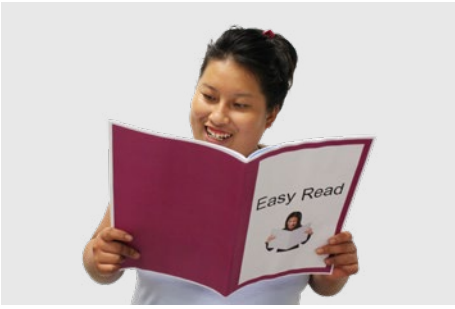
We made over 140 documents into Easy Read.

We did this for more than 60 organisations like

- Healthdirect
- NSW Parliament
- Macquarie University.



Easy Read means people with intellectual disability can get information they need that is easy to read and understand.



All our Easy Read was tested with people with intellectual disability to make sure it was accessible.



We did focus groups so organisations can understand what people with intellectual disability think about things that affect them.



Focus groups help organisations make better decisions because they hear what people with intellectual disability think.

Some focus groups we did were about



- Medicines for the University of Canberra



- A disability inclusion plan for the City of Ryde



- Emergency and climate information for the government.





We supported people with intellectual disability to be part of decision making on things like

- advisory groups
- steering committees.



This means people with intellectual disability can speak up and make a difference.

Corporate Services







Keeping in contact

We set up a system for CID so we can text people to remind them about

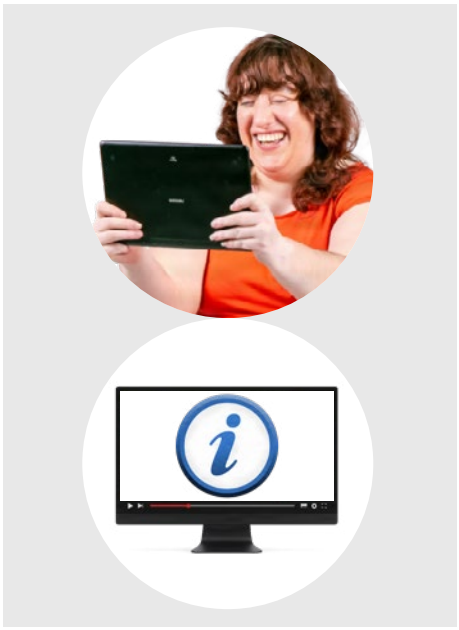
- Focus groups
- Workshops
- Other events.



It helps people get reminders and updates quickly.

Communications

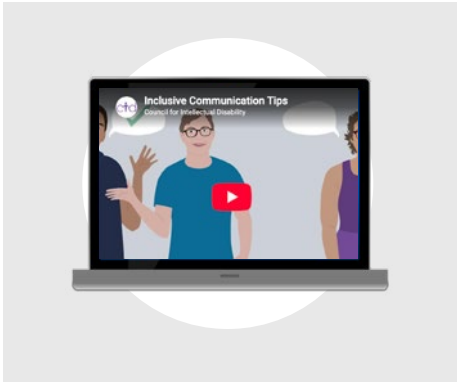
Videos



CID made videos to

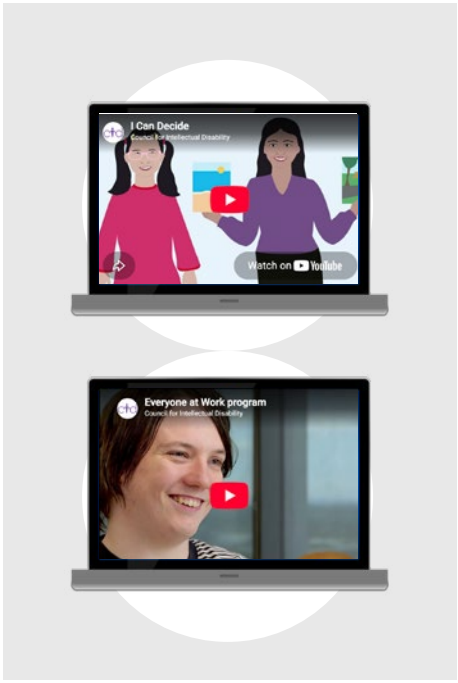
- tell the stories of people with intellectual disability

- give information.



Some of the videos we made this year were about

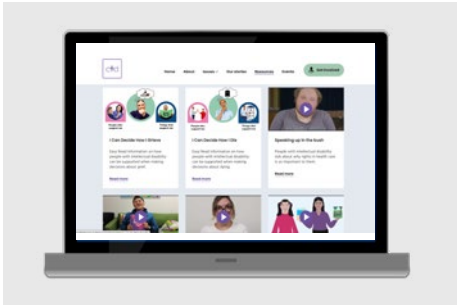
- Inclusive communication



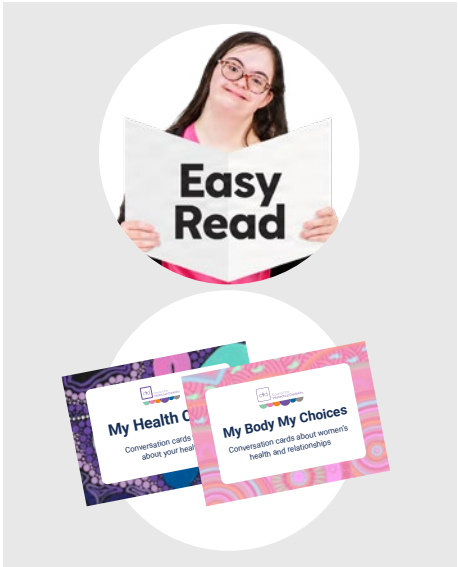
- A video in 4 languages for the CALD community about supported decision making

- Making a workplace inclusive.

Information and resources



We made more than 50 **resources**.



Resources are things like

- Information in Easy Read

- Conversation Cards.

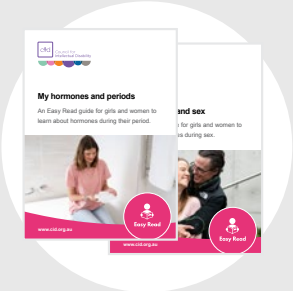






The resources were on topics that are important for people with intellectual disability like

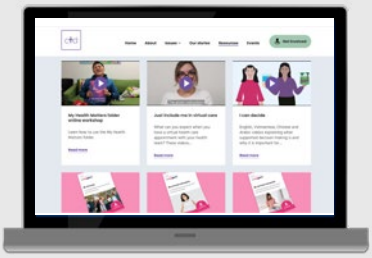
- Health for women
- Supported decision making
- Inclusion.





We also made

- Information guides
- Posters.



You can find the videos and resources on our website

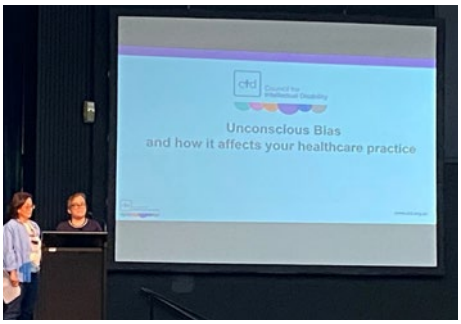
www.cid.org.au

Conferences and Expos



Conferences are a good way to talk to a lot of people about

- the work we have done
- important issues for people with intellectual disability.



CID staff with and without intellectual disability talked at the conferences.

Some conferences we talked at this year were

- Palliative Care NSW Volunteer Conference
- International Dementia Conference
- National Centre of Excellence in Intellectual Disability Health
- Australasian Society for Intellectual Disability (ASID)
- Speak Out



- National Supported Decision Making Community of Practice

- The Vietnamese Family Conference - Safe Family - Safe Community



CID went to 8 expos in city and country areas.



At expos we get to talk to people who might not know about CID or our resources.



We gave more than 700 resources to people about things like

- Jobs

- Health.

Acknowledgements

Thank you to all our funders.

Department of Health, Disability and Ageing – Information, Linkages and Capacity Building Program

NSW Ministry of Health End of Life and Palliative Care NGO Grants Program

Women NSW Investing in Women Grant Program

Department of Communities and Justice – Disability Advocacy Futures Program

NSW Trustee and Guardian – Onboarding NSWTG Customers – An exploration of a Supported Decision Making Will and Preference Approach

Department of Communities and Justice – Site of Conscience Framework – Tomaree Lodge

CID is a member of the National Centre of Excellence in Intellectual Disability Health. The Centre is funded by the Department of Health, Aging and Disability

Also thank you to all the organisations and services that came to Inclusion Services for Easy Read, focus groups and training. This work all makes a difference for people with intellectual disability.

Who did this Easy Read

Council for Intellectual Disability

CID made this information.

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You can email CID at **business@cid.org.au**



To read more about how we do Easy Read at CID you can go to our website at

www.cid.org.au/inclusion-services

Audit report from 2025 to 2026

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

	**Our Assets**	Money in the bank	$3,101,568
		People who owe us money	$97,430
		Things paid for early	$90,929
	Things we have	Property plant and equipment	$1,006
		Right of Use of Assets	$531,561
		Total Assets	**$3,822,494**
	**Total Liabilities**	Money we owe	$366,657
		Government money in our bank	$733,623
		Tax to pay	$ Nil
		Staff holidays	$324,058
		Provisions	$40,000
		Lease Liability	$533,342
		Total Liabilities	**$1,997,680**
	**Equity**	Retained Earnings	$1,430,286
		Current Year Surplus	$394,528
		Total Equity	**$1,824,814**
	**Equals**	**Liabilities plus Equity**	**$3,822,494**

Provisions are things we might have to pay in the future

Audit report from 2025 to 2026

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



Revenue	How much money we got	**$6,976,581**



Expenses	How much money we spent	**$6,582,053**



Surplus	How much money is left over	**$394,528**

To see the whole Audit Report

- Go to www.cid.org.au/Report2026
- Or call CID on 1800 424 065 for a copy



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

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The New South Wales Council for Intellectual Disability

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