# Centre for Disability Studies ANNUAL REPORT 2017 GELEBRATING 20Years

Providing expertise in disability knowledge and practice



# Welcome

# **Building Capacity For Change**

Our mission is to create and disseminate knowledge that improves the lives of people with disability. We focus on designing and developing research, teaching and workforce development initiatives, and clinical practice that informs disability policy and practice. Our work is guided by the lived experience of people with disability, and we strive to meaningfully engage people with disability in the creation, development and execution of our programs.

We work with a range of stakeholders including people with disability, non government organisations across the sector, government, and families. Through our close links with research communities worldwide we have both an Australian and international focus.

We consist of a multi-disciplinary team from diverse backgrounds including medicine, health sciences, education, psychology, speech pathology, occupational therapy, physiotherapy, sociology and law. Our approach is person-centred and based upon the social model of disability.

### **Professor Patricia O'Brien**

Director | Centre for Disability Studies

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# **Chair person's Report**



Jo-Anne Hewitt Chairperson

The end of 2017 marks another successful year for CDS. This report is written with mixed feelings as I step down as Chairperson after just over 7 years in the role. I am incredibly proud of the work of CDS and although sad to be stepping away from the Chair, I am pleased to remain on the CDS Board and thus continue to contribute to the future of this wonderful organisation.

This year has been one of great celebration, as CDS marked its 20 year anniversary. The achievement of this milestone gave cause to honour the work of current and past contributors who have been key to the success of CDS including Professor Emeritus Trevor Parmenter, whose vision and tenacity saw the establishment of CDS as a world leader in Disability research and practice, and Professor Patricia O'Brien whose innovation and leadership has taken CDS from strength to strength over the past 8 years, setting CDS on a sustainable path for the future in the current changing policy landscape. We celebrated the work of past and present staff and supporters and the significant body of work CDS has, and continues to produce, including a specific focus on uni 2 beyond.

A flagship initiative of CDS, uni 2 beyond, was honoured at this years' National Disability Services conference with an International People with Disability Day award. CDS won the award in Leadership in accessibility and inclusion in November in Canberra. Our recent "Crowd Funding" campaign has generated financial support from a wide cohort and will contribute to the ongoing success of the program

As in other years, our CDS staff have been the recipients of prestigious awards throughout this year. Clinical Professor Vivienne Riches was honoured

with a Fellowship Award from the Australasian Society for Intellectual Disability (ASID). Vivienne has made an immense contribution to international research across her substantial career and has been a key contributor to the work of ASID for many years, making her a fitting recipient of this honour. In addition, our own Professor Patricia O'Brien was bestowed the Senior Scholar Award at the recent Inclusive Education Summit in Adelaide. Congratulations to both Vivienne and Patricia on your achievements!

CDS owes its continued success to our committed and hard-working staff and the exemplary leaders of our four strategic pillars under the tireless leadership of Professor Patricia O'Brien. On behalf of the Board of Directors I would like to extend my thanks to the staff and leaders of CDS for your passion and excellence in the pursuits of CDS's mission.

My sincere thanks goes to the CDS Board of Directors who have given freely of their time and expertise throughout the year to support and grow the work of CDS. In particular I would like to thank and acknowledge Professor Karen Fisher who is stepping down from the Board after 7 years of service. Karen has provided expertise in the area of research and evaluation, as well as wise counsel to Patricia and to her fellow board members over the course of her tenure. I'm confident that Karen will remain a friend and supporter of CDS.

Final thanks go to Dr Amanda Mead, who stepped in as Interim Chairperson upon my recent resignation. Amanda brings extensive experience in Board Governance and Chairpersonship and I am confident she will take CDS from strength to strength in the future.

# **Message from the Director**



Professor Patricia O'Brien Director

Maori have a saying "by acknowledging the past and laying down the foundations for the future, past, present and future are brought together in one space' (Marsden, 1990). Such a quote seems to be very relevant in the 20th anniversary year of CDS. As a result my report for the year past is one that focuses on activities that can be traced to the past, and activated over both the last financial and calendar year, with potential for future growth.

### STRATEGIC PLAN 2017- 2020

In 2016 CDS introduced a new strategic structure to capture its vision of 'Building Capacity for Change'. Objectives for the following four pillars were introduced under the titles of: Pillar 1: Clinical and Consultancy Services –Existing Clinical Services; Pillar 2: Disability Access, Clinical Education, NDIS Initiatives; Pillar 3: Education and Training; Pillar 4: Research, Evaluation and Development. I will now highlight how throughout the time period under discussion the foundations of CDS have been strengthened with a view to its future. My commentary will also capture ongoing challenges.

### PILLAR 1: CLINICAL AND CONSULTANCY SERVICES - EXISTING CLINICAL SERVICES.

Throughout the last year both the Northern Sydney Intellectual Disability Health Team (NSIDHT) at Cremorne; and the NSW Developmental Disability Health Unit (DDHU) Ryde, have continued to provide much demanded health assessment and allied health services under the leadership of Dr Seeta Durvasula.

# The multi-disciplinary team at Cremorne has delivered the following number of consultations:

- 81 adult comprehensive health assessments, including 1 transition client
- ▶ 39 adult review assessments
- > 27 adult psychiatry consultations
- 68 paediatric consultations with paediatrician and/or psychologist, including 23 school clinic consultations.

# I would like to acknowledge the work of the Cremorne team comprising:

- Clinic Director, Developmental Disability Physician
   Dr Seeta Durvasula
- Staff Specialist Developmental Paediatrician
   Dr Yvette Vella
- Staff Specialist Rehabilitation Physician
   Dr Elizabeth Thompson
- Paediatric Psychologist Mr Ashwin Singh
- Staff Specialist Psychiatrist Dr Keith Johnson followed by Dr Luisa Butler
- Clinic Coordinator Ms Elizabeth Hammond
- Project Officer Evaluation and Database
   Dr Sam Arnold
- Social Worker Kate Flannery
- Clinic Nurse Rebecca Stack.





# **Message from the Director**

# Similarly at DDHU, I would like to acknowledge the team involving

- Clinic Director, Developmental Disability Physician
   Dr Seeta Durvasula
- Psychologist Dr Vivienne Riches
- Clinic Coordinator Ms Nicky Shellard
- Non- salaried staff Dr Jane Law, Dr Diana Merhi, Professor Ian Cameron, Dr Avanti Karve
- Social Worker: Christine Papangelis.

### The team at DDHU has delivered

- ▶ 369 consultations including 65 new clients
- 291 medical consultations
- 12 Ageing and Dementia Clinic consultations
- 48 psychologist sessions
- ▶ 18 dentist sessions.

Further the staff of both clinics are recognised through the reports they deliver, not only to their patients but also to both referring medical and allied health professionals. In doing so they transfer much needed knowledge to the generic medical and allied health fields. The value of their specialisation has been validated by family members who over the 20 year history have found answers for their sons and daughters undiagnosed health issues, enabling them to cease the ongoing search, going from one Professional to another.

# PILLAR 2: DISABILITY ACCESS, CLINICAL EDUCATION AND NDIS INITIATIVES

### Person Centred Active Support (PCAS)

Throughout 2016/ 2017 the work of this new pillar under the leadership of Laura Hogan has seen the completion of a major contract to train over 200 direct support staff and managers in Person Centred Active Support (PCAS) funded by ADHC. Not only does this leave a legacy from ADHC within the field but it has also laid the foundation for CDS to now introduce a PCAS Instructor Model Program where the training will focus on certifying Instructors through the delivery of a PCAS train-the-trainer program.

### I-CAN v5

This pillar has also seen regional training in the I-CAN needs assessment tool delivered by Laura Hogan, Sam Arnold, and David Ackling- Jones in Dubbo and Grafton. Building upon this success a hub and spoke model has been developed where CDS will have certified licensed trainers in hubs (external to Sydney) running commercial workshops once again linking the development work of previous years to a future where I-CAN training is more accessible throughout Australia. A USB stick with I CAN program on it is also soon to be launched. Staff member, Jemima MacDonald, has also recently joined the team of I-CAN trainers from CDS.

### **NDIS Readiness**

As an overall organisation CDS is registered with the NDIS but in order for individual staff to provide services under the scheme much work coordinated by Sarah Wagstaff is being done to gain Third Party Verification (TPV) for the organisation.

### **Social Networking Group**

Another aspect of this pillar that has continued to play its part in fostering community inclusion as well as natural relationships is that of the work of the Social Networking group (SNG) led by Jemima MacDonald and supported by Jessica Buhne and Sarah Wagstaff. On a monthly basis this inclusive group meets to build networks, friendships, as well explore new social activities experiencing pub culture, concerts, walking, picnics and beach activities. Travelling to and from venues, meeting new people on a regular basis, trying out new social activities has enabled the members of the group to grow in social confidence and build inclusive networks between people with and without disability.

### **PILLAR 3: EDUCATION AND TRAINING**

Here I would like to acknowledge the work of the co-leaders Emma Doukakis and Friederike Gadow with Kate Flannery taking up maternity cover for Friederike since May 2017.

An area where the past has come full circle is the return of CDS staff teaching on the Masters in Developmental Disability through School of Health Sciences, University of Sydney. In 2016 Dr Seeta Durvasula taught a unit in 'Physical health, developmental disability' and this year an online unit of study titled 'Positive Behaviour Support Promoting Quality of Life' was delivered by Clinical Professor Vivienne Riches and Laura Hogan.

### Training workshops and Bespoke courses

Apart from formal qualifications 2016-2017 has seen the refinement and further development of CDS Professional Development workshops in a range of areas, such as medication management, crosscultural awareness training, anxiety and depression management, relationships and sexuality, and research fundamentals for human services. Collectively these workshops have attracted a range of participants from Sydney, regional NSW and interstate (Queensland and Victoria), and breadth of participant roles ranging from direct support professionals to executive staff. A highlight was the return of a breakfast meeting where AI Etmanski and Vickie Cammack from Vancouver, Canada, encouraged discussion and reflection on Achieving Impact and Caring, Leading and Impacting in Turbulent Times which was attended by senior executives from across Sydney.

In terms of bespoke training programs building upon the leadership that CDS has given in personcentred practice, CDS won two major contracts to deliver person-centred training respectively for the Rainbow Centre, Singapore and the Northern Territory Government. Within the Northern Territory, workshops have been delivered by Emma Doukakis and Laura Hogan across multiple sites inclusive of Darwin, Katherine, Nhulunbuy, with Jemima MacDonald joining the team in Alice Springs in December. In Singapore a 7-day workshop was facilitated by Professor Patricia O'Brien, Ray Murray, Emma Doukakis and Deborah Espiner for Rainbow Centre School and members of its consultancy team.

### uni 2 beyond

The education and training strand also incorporates the uni 2 beyond initiative coordinated by Jemima MacDonald, supported by Jessica Buhne and Kate Flannery. The 2015 uni 2 beyond cohort of students completed their two year experience at the end of 2016 with a ceremony of awards in the grandeur of the MacLaurin Hall. The 11 members of the 2017 intake are carrying on the tradition of presenting their work on a six monthly basis through oral presentations to their peers, family members and university staff. 2017 has also seen the uni 2 beyond students collaborating with their peers in the School of Education and Social Work across a series of service learning projects built around the strengths of the students with intellectual disability. Such collaboration is indicative of how students with intellectual disability can contribute to university scholarship versus being seen only as recipients of traditional services.

This last year has seen the uni 2 beyond initiative reap the benefits of its founding vision to gain public recognition inclusive of: NDS Industry Innovation Award; Professor Patricia O'Brien receiving the Senior Scholar's award from The 2017 Inclusive Education Summit (TIES); and at the time of this meeting uni 2 beyond is a finalist in the National Disability Awards celebrating International Day for People with Disabilities, which will be announced in the first week in December.

In terms of the theme of this report that the past, present and future are interconnected, much energy has been placed in locating funding including a crowd funding campaign for the uni 2 beyond initiative to continue post 2018 arising from loss of core funding with the closure of Ageing, Disability, Home Care (ADHC). Corporate sponsorship





packages have been developed and are being distributed; fund raising events, such as, a luncheon attended by insolvency lawyers, facilitated by Hall & Wilcox, a Melbourne- Sydney based law firm, have seen senior staff and students attend and speak about the value of the initiative. Within this context CDS was pleased to win for the first-time competitive funding from Sydney City Council to fund employment internships for uni 2 beyond students. Our corporate sponsors including Crown Development, MI Engineering, Commonwealth Bank, Hall and Wilcox continue to support uni 2 beyond. New funding strategies continue to be developed and promoted by Kate Flannery and Jemima MacDonald.

### NDCO

This year the position has been co-shared by Vera Laptev and Jessica Buhne. A highlight was the series of lectures well attended on 'Return to Work' with three sessions that covered topics including: Starting your own Business, Advocacy in Education and Return to Work.

# PILLAR 4: RESEARCH, EVALUATION AND DEVELOPMENT PILLAR

Key to the theme of the relationship between past and present research and the future is sustainability of ongoing relationships illustrated below:

# Improving Employment Outcomes among People with Autism Spectrum Disorder (ASD)

This project was led by Clinical Professor Vivienne Riches and supported by Dr Tanya Riches & Vera Laptev in 2016. CDS was funded by NOVA Employment to investigate the employment outcomes for people with disability and key evidence based practices and processes that enhance employment outcomes. Following on from this highly successful research project, in 2017 CDS was again contracted by NOVA to study the employment outcomes among people on the Autism Spectrum and the barriers and facilitators impacting these outcomes. A literature review was completed that indicates significant unemployment and underemployment among people with ASD worldwide. Australian data also indicate huge variations in placement and retention outcomes achieved among Disability Employment Service (DES) providers.

The study is investigating key barriers and facilitators for improving valued economic and non-economic employment outcomes for and with people with ASD, and aims to identify evidence based practices and support strategies to assist people gain and retain valued employment. Strategies include an online survey of DES providers, interviews with key stakeholders, and identification of key evidence based practices. Data will be used to design a prototype program that could be trialed with a group of jobseekers with ASD.

### **Inclusive Research Network (IRN)**

The work of the Inclusive Research Network has now been sustained since 2010 with its co-ordination moving from Dr Marie Knox and Professor Patricia O'Brien to Dr Tanya Riches. This year its work culminated in four presentations at the 2017 ASID Conference, Hobart, as outlined below:

### 1. Two of Us Project

This project was inspired by the Good Weekend column called the Two of Us and examines what makes for good individual relationships between people with intellectual disability and those that they choose to relate to, such as family members, mentors, long-standing friends. The project was a team effort between Jack Kelly, Sarah Wagstaff and Emma Doukakis. The stories were on display at the CDS 20th Anniversary celebration and were thematically analysed for a presentation at the 2017 ASID Conference.

### 2. Reporting Back Project

This year Dr Marie Knox, who I would like to acknowledge as my colleague who shared the initial CDS vision of 'No Researching Without Us' back in 2010, worked with a team of inclusive researchers. Together they collected data on the inclusive researcher experience of reporting findings to management on how person-centredness was implemented within their respective services.

This project has documented the experience of bridging the power divide between service-users and management. The findings were also presented at the 2017 ASID Conference.

### 3. Publishing Project

This group project co-led by Dr Tanya Riches and Professor Patricia O'Brien involved well known international and national university inclusive researchers being interviewed by members of the CDS Inclusive Research Group. The aim was to identify their views on what they saw as inclusive research and if and how they had gone about publishing with people with intellectual disability. The outcomes of this project were also presented at 2017 ASID Conference. In 2016 the IRN published its first article in the *British Journal of Learning Disability*, reaping its work of the past in developing a publication record for the future.

# Down Syndrome Singapore Adult Enhancement and Infant Toddler Projects

Both of these projects continue with ongoing consultancy. Several visits have been made to Singapore in 2016-2017 by Professor Emeritus Trevor Parmenter, Clinical Professor Vivienne Riches and Professor Patricia O'Brien to support staff of the Adult Enhancement Program to both individualise and personalise the program and to promote community inclusion for its adult members. The Infant Toddler program has flourished since its introduction at DSA in 2016 under the guidance and mentoring of Maureen Corby. Maureen is contracted as a CDS early intervention consultant advising on the development of a play-based, family-centred approach to early intervention for infants between the age of 0-6 years and their families.

### **Ministry of Education - Singapore**

In 2017, Clinical Professor Vivienne Riches was again contracted by the Special Education Department (SPED), Ministry of Education, Singapore to provide further consultancy and professional development in Transition from school to post-school planning and implementation and the school-to work (S2W) initiative. A number of professional development workshops were provided in May 2017 for staff from SPED schools across the four phases of the project. These focused on understanding the purpose and elements of the Transition Planning process and best practices for students with special needs; how to customize the curriculum to meet transition goals; and understanding the importance of and working in collaborative partnerships with parents and caregivers and SG Enable.

# Review of FACS assessment procedures for identifying residents that need specialist nursing support in group homes

This project was led by Clinical Professor Vivienne Riches with team members Dr Seeta Durvasula, Dr Tanya Riches, Professor Patricia O'Brien with support from Dr Lani Campbell. The report is being finalised with implications for assessing the type and level of nursing and medical care in the devolution of people with high and complex health, behaviour and ageing needs from large residential services into the community.

### ARC Independent Supported Living Project (ISL)

Professor Patricia O'Brien, Friederike Gadow and Dr Tanya Riches were involved in bringing the ISL Grant to fruition with a final report submitted, a film illustrating the value of individual living for a young man with intellectual disability, and an updated evaluation tool. CDS is now involved in a further application to the ARC with a view to exploring the learning of independent living for the devolution of the group home model.





### CRC Bid

Professor Patricia O'Brien has also joined a team to develop an application for a Cooperative Research Centre Grant (CRC) entitled Integrated Health and Human Services for Australia and Asia Pacific. The University of Sydney has contributed \$10,000 seed funding for CDS and the Menzies Centre to join the team led by Dr. Robbie Lloyd of Port Macquarie Community College.

### **PhD Students**

Several students, Peter Smith, Emma Gentle, Jing Li, Friederike Gadow, Adel Suda, Sharon Kerr and Rachel Wotton continue with supervision from Professor Patricia O'Brien, Professor Emeritus Trevor Parmenter, Clinical Professor Vivienne Riches and Dr John Gilroy. In 2018 Dr Tanya Riches will also be joining the PhD supervision team. Congratulations must go to Ali Al-Alosi who graduated with his doctorate in December entitled: '*The Right of Political Participation for People with Disability*'.

### Recognition

Over the 20 year history of CDS it has played its part in leadership roles within ASID, IASSIDD and within this context it was very pleasing that Clinical Professor Vivienne Riches was recognised at the recent ASID Conference with a Fellowship Award recognising not only her service to NSW ASID, also her contribution to disability research.

Over the last year the CDS Board has invested its energy and resources in ensuring that the organisation is commercially viable. The introduction of the strategic pillars with senior leaders appointed has had the full support and strategic guidance of the Board. As an organisation over the last seven years CDS has been fortunate to have leadership within the Board from both Jo-Anne Hewitt as Chair and Professor Karen Fisher as a Director. Both have given freely of their time and wise counsel arising from depth of knowledge within the disability field and deep commitment to the role that CDS plays in making a difference for its stakeholders. I wish to thank them both as they step down, Karen from being a Board Member, and Jo-Anne from CDS Board Chair.

Personally I would like to thank Jo-Anne Hewitt, who as Chair has always been available to me to discuss and problem solve ongoing issues associated with keeping CDS on the path of its mission, solvent and a place that staff liked to be. In going forward we are very fortunate that Amanda Mead has picked up the mantle as Chair capturing the present and embracing the future with the full support of both Board and CDS staff members.

A further farewell for CDS occurred in February 2017 with the resignation of Dr Sam Arnold after 10 years of service to CDS. Sam's contribution spanned all areas of the work of CDS, with involvement in both training and research, particularly associated with the I –CAN and Active Support. I know that staff join me in thanking Sam for his valued contribution and we wish him well in all his future endeavours.

In closing I would like to acknowledge the work of the CDS staff. Their commitment and professional competency ensures that the contribution of CDS over the last 20 years now goes into a third decade. I would also like to mark my appreciation of the work of the administrative staff of CDS, Peta Hurst and Bruce O'Brien for their support to myself and staff and for their good nature, creative problem-solving and unfailing commitment to meeting deadlines. Thanks also to Glenn Murray and his team from Accounting for Good, Rose Zhao, and Jane Chen for smooth financial management and to Vaia and John Webster, Your HR Manager, for their sound advice across all HR matters.

In conclusion as we move into 2018 we can learn from what is reported here in the 2017 Annual Report in preparing for another year actively engaging as our mission indicates in:

*Providing expertise in Disability Knowledge and Practice'.* 

# "WE ARE ONLY HUMAN THROUGH THE HUMANITY OF OTHERS AND IF WE ARE TO ACCOMPLISH ANYTHING IN THIS WORLD IT WILL BE IN EQUAL MEASURE DUE TO THE WORK AND ACHIEVEMENTS OF OTHERS."

### Nelson Mandela, 2010

In Preface of Stengel, R., *Mandela's Way: Lessons for an Uncertain Age* Broadway Books, United States of America.





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### ► Jo-Anne Hewitt Chairperson



• Dr Amanda Mead Interim Chairperson



Jo-Anne Hewitt is Executive Director Disability at The Benevolent Society.

Jo-Anne has over 35 years' experience in the notfor-profit sector and has held senior executive roles in a number of large NGOs including at Uniting, where she previously held the role of Director Disability, and more recently, as General Manager Client Services at Cerebral Palsy Alliance.

Jo-Anne was the Board Chair for Centre for Disability Studies until July 2017. She is a former Board Director of Mater Dei School (Camden) and is the founding chair of the Futures Alliance, a collaboration of community representatives from the disability and aged care sectors in NSW seeking better futures for people with disability who are ageing. Amanda has been a Board Member of CDS since 2015 and became Interim Chair in July 2017.

Amanda has been a Director of Variety Australia since 2012 and Variety NSW since 2004 and has been the Chair of Variety NSW/ACT since 2015.

Amanda came to CDS with senior-level strategic marketing and organizational change experience, both nationally and internationally. She mentors, researches and advises in corporate strategy and change management. Amanda's work focuses on the food and humanitarian supply chain sectors and her research interests are in organizational transformation, disability and social impact.

### Professor Patricia O'Brien Board Member



In 2009 Patricia returned to Australia from Trinity College Dublin to take up the position of Director at the Centre for Disability Studies (CDS), and Professor of Disability Studies, University of Sydney.

At Trinity College Patricia was the Foundation Director, National Institute for Intellectual Disability where her work supported a mission of Inclusion through Education, Research and Advocacy. Prior to Ireland, Patricia worked at the University of Auckland where she taught both graduate and post graduate courses in human services and special education. Patricia has co-edited two books that promote the needs for disability services to be value-driven and personcentred organisations.

Since taking up the position at CDS Patricia has led a team of researchers, educators and clinicians in implementing the vision of the organisation, 'Building Capacity for Change'. At CDS Patricia promotes research that is inclusive of people with intellectual disabilities as researchers. Craig Gallagher
 Board Member



Craig is a consultant at Hunt & Hunt Lawyers, North Ryde and practices in the property, estate, planning, commercial law and commercial litigation areas and has acted for many clients within the Parramatta Local Council area for a period of 33 years.

He is Chairman of Western Sydney Venues Council and Director Venues NSW. Craig was a former trustee of The Parramatta Stadium Trust for thirteen years, and Chair of that Trust for six years.

He was also a Trustee of The State Sports Centre Trust for fifteen years. Craig served on both trusts as Chair of the finance and audit committee for many years. Craig lives at Meadowbank and is involved in the local community having been a member of Epping Rotary for 15 years and also being a director of Bendigo Community Bank, North Epping.





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### Professor lan Cameron Board Member



Ian is a Rehabilitation Physician who holds the Chair of Rehabilitation Medicine at the University of Sydney and is Head of the John Walsh Centre for Rehabilitation Research. He has broad interests in disability and rehabilitation issues, and provides health services to people with disabilities.

### Professor Karen Fisher Board Member

• Dr Phillip Morath Board Member



Phillip has nearly 30 years' experience in senior management of non-government organisations providing services to people with disabilities.

Phillip is currently the CEO of a community housing provider. He has extensive experience in implementing organisational change and has been a participant in several Commonwealth and State Government committees that have reviewed key service areas. He has held directorships in several service and peak organisations.

Phillip has a PhD in organisational change, a Company Directors Diploma, and is a fellow of the Australian Institute of Company Directors.



Karen is a Professor in the Disability Research Program at the Social Policy Research Centre, University of New South Wales. Her research interests are the organisation of social services in Australia and China; disability and mental policy; inclusive research and evaluation; and social policy process.

Karen retired from the CDS Board in November 2017.

### • Tim Connell Board Member



Tim is a founder and currently the Managing Director of Quantum: Reading, Learning, Vision. For over 30 years Quantum has been working with people who have a print disability including blindness, vision impairments or reading disabilities such as dyslexia, providing assessment, support and the latest assistive technology products.

Tim has been a regular presenter at international disability conferences including CSUN, Closing the Gap, ICEVI and AER. More recently he was a member of Federal Governments Dyslexia Working Party.

Prior to joining Quantum, Tim worked with the Innovation Centre at the University of New South Wales.  Professor Gerard Goggin Board Member



Professor Gerard Goggin is the inaugural Professor of Media and Communications at the University of Sydney, a position he has held since 2011. Previous appointments include Professor of Digital Communications at University of New South Wales (2007-2010), the University of Queensland, Southern Cross University, and, as visiting professor, at the University of Barcelona.

Gerard's research focusses on social, cultural, and political aspects of digital technologies, especially the Internet and mobile phones and media. He has published 13 books and over 140 journal articles and book chapters.

Gerard has been a CDS Board member since November 2016.





# **CDS Leaders**

### Clinical Professor Vivienne Riches Co-Leader - Research, Evaluation and Development

CLINICAL PROFESSOR & PSYCHOLOGIST BA, Dip.ED, MA (Hons), PhD, M.A.P.S., FASID



Semester 1, 2017 involved sharing the Unit of Study Coordinator role with Laura Hogan for the Post Graduate Program in Developmental Disability Unit GSDD5012 – Positive Behaviour Support and Quality of Life (QOL).

Active Support Training was provided to the staff of the Adult Enhancement Program (AEP), Down Syndrome Association (DSA), Singapore, and this has been followed up with ongoing consultancy in conjunction with Professor O'Brien and Professor Emeritus Trevor Parmenter.

Mentoring and teaching has been provided to Lifeline psychologists and counsellors via a number of mentoring and supervision sessions, while several training workshops were provided.

In the research space, Professor O'Brien and I are currently sharing the leadership role of the research pillar and many changes are occurring Australia wide in the research space with an increasing emphasis being placed on collaboration with industry.

I have also continued to provide psychological services to clients through the NSW Developmental Disability Health Unit this year.

 Dr. Seeta Durvasula Leader - Clinical and Consultancy Services
 DIRECTOR, HEALTH CLINICS (DDHU&NSIDHT)
 MBBS, DCH, MPaed, MPH, PhD



I am a developmental disability physician, Clinic Director of two multidisciplinary health clinics for people with intellectual disability, and a Senior Lecturer at the Sydney Medical School. In 2017 I continued direct clinical work, development of clinical services, research and teaching.

I continue to teach medical, dental and pharmacy students at the University of Sydney in the area of developmental disability health.

I am supervising four medical students in their MD Research Project that will be completed this year. This year, I have undertaken field supervision of a Master of Social Work student in her final year.

My colleagues and I have started clinical research into frailty in people with intellectual disability, and aim to develop a Frailty Index that will be used to monitor people attending the clinics. I am the co-chair of the Research and Development Subcommittee, Intellectual Disability Network, Agency for Clinical Innovation; a member of the Executive Committee, Australian Association of Developmental Disability Medicine; and an editorial consultant and reviewer for a number of journals including, Journal of Intellectual and Developmental Disability, and the Medical Journal of Australia.

# **CDS Leaders**

### Laura Hogan Leader, Education, Training & NDIS

BAppSc (Occupational Therapy), MHlthSc (Developmental Disability), Cert IV TAE



This year has been diverse and busy. Training in the I-CAN and Person-Centred Active Support (PCAS) has taken me to Dubbo (3 times), Grafton, Newcastle and numerous locations around greater Sydney. The redevelopment of the CDS training calendar and workshop series has allowed me to develop and deliver sector training in the areas of Supervision, Sexuality & Relationships, Anxiety and Depression and the practical application of Person Centredness for clinicians.

CDS continues to work towards being an active provider of NDIS services to individuals across many of the areas of our business and I have been grateful of the support from Sarah Wagstaff with this work, especially her diligent approach to third party verification preparations.

The changing disability sector has required us to be responsive in the way we deliver services. I am looking forward to launching some of our new approaches in the near future including: the I-CAN USB, the I-CAN member's network and the Active Support and I-CAN Instructor Certifications. These new and innovative approaches have been well received by our pilot and potential partnership organisations.

I have continued in the role as Vice President of ASID Ltd over the past 12 months which has been a challenge but also a career highlight.

### Emma Doukakis Co-Leader - Education & Training

B.Econ (SocSci), LLB, GDipLegPrac, Cert IV TAE



This year my focus has been on developing CDS' education and training opportunities, including a diverse public workshop calendar and in-house training offerings for organisations. In April 2017, CDS was awarded a Northern Territory Government sector development grant to deliver Person Centred Practice and Planning Workshops across the Northern Territory in the 2017/18 financial year. To date this project has taken CDS staff to Darwin, Katherine, Alice Springs and Nhulunbuy. This has been an exciting piece of work for CDS to branch into a new geographical location and the staff, including myself who have worked on the project have reported positive individual outcomes through the challenges of tailoring the content and delivery of the training package to a whole new target population.

CDS continues to expand our in-house training and education program. This includes domestic and international contracts, one example of this is the series of workshops run by myself and colleagues in Singapore across the year, taking person centeredness to disability specific schools, accommodation providers and services. Our inhouse training and education programs enable CDS to work with providers to tailor our material to meet their individualised needs, ensuring participants receive the best possible learning opportunities.





# **CDS Leaders**

### Kate Flannery Co-Leader - Education & Training

BSocWk, MA (DevelStuds), Grad Cert SocResearch



### I joined CDS in May 2017 to cover Friederike Gadow's maternity leave. It has been a great opportunity to work with the uni 2 beyond team at an exciting and challenging time.

My focus has been on developing the initiative's strategic direction and future sustainability, creating internship placements and putting in place evaluation measures. I have also been engaged as a Social Worker at the CDS Clinic in Cremorne, as well as developing and co-delivering a sector training workshop on *Supported Decision Making for Young People.* 

# Friederike Gadow Co-Leader - Education & Training

MA (Special Education, Speech Pathology), PhD candidate



In 2017 I have split my time between coordinating the NSW research component for the ARC Linkage Grant study "Quality and outcomes of individual supported living (ISL) arrangements for adults with intellectual and developmental disabilities" and uni 2 beyond, which facilitates opportunities for people with intellectual disability to experience university life.

I am currently on maternity leave and will return to the office in 2018.

ARTICLE 24, CLAUSE 5 INDICATES ITS RESPONSIBILITY TO "ENSURE THAT PERSONS WITH DISABILITIES ARE ABLE TO ACCESS GENERAL TERTIARY EDUCATION, VOCATIONAL TRAINING, ADULT EDUCATION AND LIFELONG LEARNING WITHOUT DISCRIMINATION AND ON AN EQUAL BASIS WITH OTHERS."

The United Nations Convention on the Rights of Persons with Disabilities, 2006.







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### Jessica Buhne

National Disability Coordination Officer (NDCO) and Education & Research Officer

BSocSci, DipCouns, DipBus (Legal Services)



Here at CDS I work within the uni 2 beyond initiative and in the National Disability Coordination Officer Program. Funded by the Federal Department Education and Training, the National Disability Coordination Officer role involves working with educators, employers and other people in the community to identify and address the barriers faced by people with disability in relation to education and employment, and to raise the awareness of rights and responsibilities in these areas.

My role within the uni 2 beyond initiative has been to facilitate the connections between uni 2 beyond students and their mentors. This has given me the opportunity to work closely with uni 2 beyond students and bear witness to the developing relationships that have grown with mentors.

Between both of these roles, there have been a number of projects that I have worked on, with the common theme being the full inclusion of people with disability in education and employment. Vera Laptev National Disability Coordination Officer (NDCO) BSW/BA



My role at CDS is the National Disability Coordination Officer (NDCO) for Sydney Region. This position is funded by the Federal Department Education and Training until June 2022. The NDCO Program works strategically to assist people with disability access and participate in tertiary education and subsequent employment, through a national network of regionally based NDCOs.

I am involved in projects and events related to transition for people with disability into education and employment in the Inner City, Eastern Suburbs and St George-Sutherland.

Currently I am undertaking a Masters Degree in Arts and will be on maternity leave in 2018.

### Jemima MacDonald **Education. Development & Research Officer**

BAppSc (Speech Pathology), MHIthSc (Dev. Disability)



Over the year my focus has mostly been around the coordination of uni 2 beyond. There have been a few key highlights of the year with this initiative. We have seen a new cohort of 11 students, and have engaged 40 mentors, our highest number yet. We have also begun to roll out internship opportunities for the students. I also led a crowd funding 'Creating Futures' campaign, raising \$20,899 for the initiative, which was then featured in the Sydney Morning Herald Newspaper and in The University of Sydney website.

I really enjoyed coordinating the Social Networking Group (SNG) for another year, as I can see the benefit for both members of the group (people with and without disability) and local businesses. In July we were successful in securing a grant with the City of Sydney Council to support us in accessing venues in the City of Sydney area.

Over the year I have also delivered training sessions such as a one day workshop on Relationships & Sexuality for disability support staff in Sydney, along with a 'Person Centered Practice and Planning Workshop' and 'Supervision, Mentoring and Peer Support' in the Northern Territory. I look forward to 2018 and the new and exciting challenges it will bring.

Dr Tanya Riches Training, Development & Research Officer BA (Psych/Pol Econ), MATS, M Phil, PhD



Within my role at CDS, I have contributed to a range of different projects, working with a number of government and industry partners. The research pillar at CDS has various bespoke research projects to answer pressing questions that investigate solutions to needs that have emerged within the new disability landscape. Our team has contributed to a number of important projects including: gaining understanding of how the NDIS rollout affects public health providers in one of the public health regions; evaluating the determination of the level of support in accommodation for people with disability; and assessing the contributions of peer support workers that have children with disabilities. We also completed the work associated with an ARC grant on Independent Supported Living (ISL) with Curtin and Melbourne Universities. I travelled to Bougainville, Papua New Guinea and was able to witness the formation of a disabled person's organisation (DPO) within this very vulnerable region.

Within my role as facilitator of the inclusive research network (IRN) it was exciting to publish our first paper this year. The group continued to build their skills in coding data, and in writing.





 David Taylor Research Assistant

BA (Hons)



I obtained my Bachelor of Arts with Honours majoring in philosophy from the University of Sydney in 2014. I then went on to do a Master of Arts (Research) where I completed my thesis looking at areas of legal abandonment called 'sacrifice zones.' Throughout my postgraduate studies I was employed St George's Anglican Church to run an ongoing lecture series called PEACEtalks which focused on issues around; politics, ethics, the arts and culture. I also have served for three years (2014-17) on the UNSW Human Research Ethics Committee as a pastoral representative. Prior to finishing my undergraduate degree I also worked as a youth worker for Barnardos Australia.

I currently work with the research pillar of CDS, offering research and administrative support for various projects. I am involved in data collection, assisting with ethics applications, and conducting interviews for research purposes. Most recently I assisted Professor Patricia O'Brien in completing an in-depth report on the use of peer-support facilitators to assist parents of children with disabilities in a Sydney based community organisation. Peta Hurst Personal Assistant/ Office Coordinator

BA Cert TESOL



I work on a full-time basis at CDS, supporting Patricia and the Team, as a Personal Assistant and Office Coordinator. I have really enjoyed the variety of work I have been exposed to, and working with the supportive and caring staff here.

The highlight of my time this year at CDS, was helping to organise and coordinate the CDS short course program which included international presenters. I also enjoyed attending the ASID conference in Hobart, where CDS had an information booth.

 Bruce O'Brien Administrative Assistant



I am a member of the CDS administration team where I support staff with conferences, photocopying, binding, coordinating mailouts and general office work. This year I really enjoyed being a part of the CDS Inclusive Research Network and I enjoyed going to Hobart and presenting at the ASID conference. I am also a life member of Self-Advocacy Sydney. I am also currently the President of Self-Advocacy Sydney.



Dr Michelle Bonati, Sydney University with Jemima MacDonald, CDS



Past and Present NDCO Staff- Timothy Hart, Vera Lapev and Jessica Buhne



Ray Murray, Jessica Buhne, Friederike Gadow, Prof Patricia O'Brien, Dr Michelle Bonati and Jemima MacDonald





 Jack Kelly Administrative Assistant Inclusive Research Coordinator



I have worked at CDS since January 2016 and worked one day a week on the FACS ADHC Change Action Project in 2016 and this year I have been working on 'The Two Of Us Project'. I have also been part of the Inclusive Research Network for three years and presented in Melbourne at the ASID Conference in 2015 and at the IASSIDD conference in 2016 I also presented this year at the ASID Conference in Hobart. Sarah Wagstaff Research Support Officer/ Project & Training Officer

BA (Psych)(Hons.), M. Teach(School Counselling)



I have been a jack-of-all-trades at CDS this year. I work two days a week as a Project & Training Officer supporting the delivery of I-CAN training, coordinating CDS's registration as an NDIS provider, and applying for grants to expand CDS's scope and services.

I also work alongside a colleague as a research support officer. This year, we have completed a project called 'The Two of Us' which investigates effective relationships that people with intellectual disability have with others. Two big successes that have occurred as part of this project were people's stories being presented on banners at CDS's 20th anniversary and presenting the project's findings at the ASID Conference held in Hobart. In addition to these bigger roles, I am also a member of the Inclusive Research Network (IRN) and have roles in organising the Social Networking Group and the Disability Research Students' Group for research students in the disability field at the University of Sydney.

Currently I am undertaking a Master Degree in Health Sciences (Developmental Disability).





### CDS Centre for Disability Studies

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# **CDS Clinic Staff**

# Ashwin Singh Paediatric Psychologist

BSc/BCom, GDipSci (Psych)



I am the Paediatric Psychologist at Northern Intellectual Disability Health(NSIDH) in Cremorne. In 2017, Dr Vella and I continued to provide comprehensive health assessments and reviews with young people who have an intellectual disability and other complex needs. I have also really enjoyed my work with young people and their families to develop some ways of improving their lives.

I have recently completed training in providing comprehensive autism diagnostic assessments (the gold-standard ADOS 2 assessment) and look forward to providing a broad range of assessments, including non-verbal intelligence, sensory processing, attentional, emotional and behavioural measures to families in the coming year.

# Elizabeth Hammond Clinic Coordinator, Northern Intellectual Disability Health (NIDH)

Justice of the Peace



I have worked at the Northern Sydney Intellectual Disability Health (NSIDH) Clinic for four days a week, since it opened five years ago. It continues to be a privilege to work for the clinic, as I believe that the dedicated and hard-working team, continue to make a positive difference to the lives of our clients, who are living with intellectual disability and complex health needs.

# **CDS Clinic Staff**

# Christine Papangelis Social Worker BA (Hons), MSW(Q)



I began working at the NSW Developmental Disability Health Unit in September 2017, following a student social work placement. I work with service users with intellectual disabilities, their carers and other clinic staff. Using person-centred and strengthsbased approaches, it is a privilege to use my social work education to assist people to thrive and gain the best outcomes possible. I am involved in case management and psychosocial assessment and support for clients, and assistance with access to the most suitable NDIS services. I also support families and carers, and facilitate access to a range of health-related, community, financial and respite services. recommendations and necessary supports for the health requirements of the clients.

Rebecca Stack Clinic Nurse BSc (Hons) Intellectual Disability Nursing



I joined the Northern Sydney Intellectual Disability Health Team (NSIDHT), based in Cremorne in August 2017. I work primarily within the adult clinics in Cremorne and Ryde at the Developmental Disability Health Unit (DDHU). My role involves liaising with families and/or care providers to gather health, functional and social information about client's prior to their appointment. In addition I obtain relevant patient medical records external to the clinic as required. Together with Dr Seeta Durvasula we have completed comprehensive health assessments, providing information, recommendations and necessary supports for the health requirements of the clients.

It's a pleasure to have joined such a passionate and supportive team and I look forward to the year ahead.





# **CDS Clinic Staff**

### Dr. Yvette Vella Developmental & General Paediatrician BAppSc (OT), MBBS, FRACP, MPH



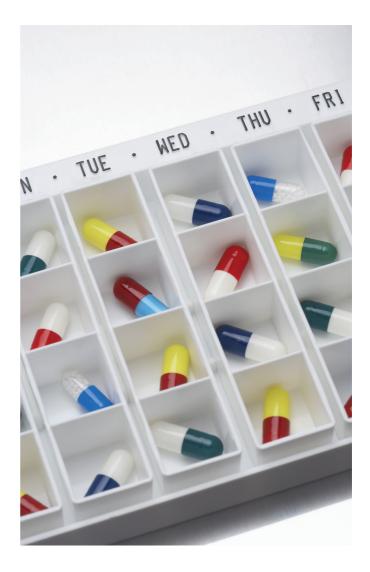
I am the Developmental and General Paediatrician at Northern Intellectual Disability Health (NSIDH) in Cremorne. I joined the team in June 2015. I work with school age children and young people who have an intellectual disability and other complex needs. I provide health assessments and attend multidisciplinary clinics in schools for specific purposes in the Northern Sydney Local Health District.

The team has continued to enjoy a collaborative relationship with teachers and families through our school clinic model and we are now attending Clarke Road School in Hornsby twice each school term. The school clinic continues to provide an opportunity to discuss and plan management to support children with very complex behavioral presentations that are impacting on school and family function.

We have continued to see patients regularly at the paediatric clinic at Cremorne, maintain our connections with local paediatricians and community health services to care for young people with complex behavior needs.

As a service, a future goal is to develop resources to provide parent and teacher education sessions. We would like to focus on an approach to behavior support and understanding the presentation of learning difficulties in the context of Autism Spectrum Disorder and Intellectual Disability.





# **Farewell to CDS Staff**

### CDS wishes to acknowledge the contribution made to CDS within the last 12 months by:

- Dr Sam Arnold Research Fellow/ Education, Training & Development officer for his 10 years of service to CDS in particular for his contribution to the development of the I CAN needs assessment tool as well as multiple research and training projects.
- Dr Luisa Butler Specialist Psychiatrist for her work at the NSIDH clinic at Cremorne.
- Christopher Christie Research & Administration Officer for the FACS ADHC Change Action Project.
- ▶ Dr Marie Knox CDS Associate & Inclusive Research coordinator.

CDS has gained from the many skills, abilities and talents of these colleagues and we wish them well in their future endeavours.



Dr Sam Arnold at the IASSIDD conference



Dr Marie Knox with family receiving the Lifetime Achievement Trevor Parmenter Award



Chris Christie during an Inclusive Research Network meeting



Dr Marie Knox with Elizabeth Young and Susan Adrian from the Inclusive Research Network





### Professor Emeritus Trevor R. Parmenter AM

BA PhD FACE FAAIDD FIASSIDD FASSID



Looking back over the year Professor Emeritus Trevor Parmenter continued to supervise PhD students, examine PhD theses, participate in an ARC Linkage Project on Ageing and Intellectual Disabilities, and review journal articles. Throughout 2017 Trevor has been involved in the cosupervision with other staff from CDS of six PhD students, enrolled both through Sydney Medical School and Faculty of Health

He also continues to consult with CDS on a project for the Down Syndrome Association (DSA), Singapore, which will extend into 2018. His work is in supporting the DSA to move its Adult Enhancement Program into being more community based while at the same time reviewing its direction to strengthen its record keeping and contact with families.

Trevor was co-chair of the Scientific Advisory Committee for the IASSIDD 15th World Congress, 14 -19 August 2016, held at the Melbourne Convention Centre, Trevor spent considerable time assisting the development of the scientific program. He was also able to attract a significant grant from the Department of Foreign Affairs and Trade (DFAT), which assisted 14 Researchers and 12 Self Advocates with support persons from the Asia/Pacific Region to participate in the Congress. As a follow-up to the DFAT initiative, Trevor cohosted two Roundtables at the 4th Asia-Pacific Regional Congress of IASSIDD held in Bangkok on 13-16 November 2017.

Dr Marie Knox BA (Hons), Dip Ed, PhD



Marie is an honorary associate with CDS. In this role, Marie co-facilitates the Centre for Disability Studies Inclusive Research Network (IRN). The network is a research team consisting of members with and without intellectual disability. An example of the group's work is the recent research on exploring the experiences of people with intellectual disability in giving feedback to organisations on the findings such as the effectiveness of person centeredness within their own organisation. The findings of this study were presented at the ASID conference in Hobart.

Marie also supervises doctoral students, associated with the areas of autism and community living.

### Honorary Associate Professor Barry O'Connor

B.Ed , M.Ed (Special Education), PhD



Dr Barrie O'Connor is a continuing honorary consultant to the Centre. He brings extensive teaching, research and consultancy experience in education and human services, having held appointments at QUT, Deakin and Griffith Universities, Bond University and The University of Queensland. He is currently Student Ombudsman (0.4FT) at Griffith University.

His collaborations with CDS since 2012 include data analysis and writing on several NGO projects, editing documentation for the CDS Breakfast series, teaching and marking in postgraduate courses, development of modules in the Diploma Program, participation in Centre strategic planning sessions, and more recently contribution to a text on inclusion of students with intellectual disability into university settings.

### Noel Atkinson



Noel continues to support CDS by acting as a mentor to participants completing the person centred champions program. Through her advocacy Noel encourages family members to become involved in the research activities, and professional development activities of CDS, by expressing her conviction that people with disability are valued and contributing members of their community.



### Honorary Adjunct Professor Jeffrey Chan

B.App.Sc., M.A. (Hons), PhD



Adjunct Professor Jeffrey Chan is currently the Deputy CEO of Movement for the Intellectually Disabled of Singapore (MINDS). Jeffrey is responsible for allied health services, caregivers support service and applied research. He promotes the work of CDS through linkages and partnerships nationally and internationally, particularly around the use of the I-CAN at organisational levels; positive behaviour support and learning and development. He has recently commissioned CDS to con-jointly evaluate the Carers' Program at MINDS. Ray Murray M.A., Dip. Ed. Psych., Dip. Tchg., F.T.C.



Ray worked on several projects for CDS in 2017. This included workshops on Person Centredness and Employment, as well as joining the CDS team in Singapore at the Rainbow Centre for a 7 day in-service package. The Rainbow Centre workshop introduced both the theory and practice of Person Centredness into the service. He also continues to consult with CDS on the introduction of the PATH process within Down Syndrome Association (DSA), Singapore.

▶ Maureen Corby MHSc. (Hons), Adv Dip Ed.



• Dr Arne Mueller Dipl. Soz.,PhD



Maureen has a background in training early intervention teachers in New Zealand as a lecturer at the University of Auckland. In 2017-2018 Maureen has continued to consult with the Infant Toddlers Program for the Down Syndrome Association in Singapore. The program has grown in both numbers and strength with a special focus on the needs of children aged 0-6 with Down Syndrome. Arne is a sociologist and works in the field of disability since 1999. After being a personal assistant for people with disabilities for 9 years, he started working as a research fellow and lecturer of disability studies at the University of Cologne (Germany,) and as a research assistant at the University of New England (NSW). He gained his experience through a number of research projects analysing qualitative data.

Arne has worked as an associate for CDS since 2016 and throughout 2017-2018 he has worked on a number of projects, including the FACS ADHC Change Action Project, as well as a project on nursing care within residential settings.





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David Ackling-Jones BHIthSc, Cert IV TAE, Adv Dip Mgmt



David is a Training and Development Officer with a background in Positive Behaviour Support for people with Disabilities. He worked for sixteen years with NSW Family and Community Services as a Senior Clinical Consultant and Behaviour Support Specialist. As a contractor he joined CDS in September 2016 and coordinated ADHC funded Person-Centred Active Support training across the state. He has facilitated training of professional staff in the I-CAN.



Professor Emeritus Trevor Parmenter with current uni 2 beyond student Kylie Scott



Professor Patricia O'Brien with Associate Ray Murray



Associate  $\operatorname{Dr}$  Marie Knox, with members of The Inclusive Research  $\operatorname{Network}$ 

# PERSON CENTRED PLANNING - THE FIVE ACCOMPLISHMENTS

I. SHARING ORDINARY PLACES - COMMUNITY PRESENCE.

2. MAKING CHOICES - HAVING CONTROL.

3. DEVELOPING ABILITIES - DEVELOPING COMPETENCE.

# 4. TREATING PEOPLE WITH RESPECT AND ENABLING THEM TO HAVE OPPORTUNITIES TO GAIN RESPECT, AVOIDING NEGATIVE IMAGES.

# 5. MODEL POSITIVE INTERACTION WITH PEOPLE.

**O'Brien, J., and O'Brien, L.C., 1998,** A Little Book About Person Centred Planning. Inclusion Press, Toronto.





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### NSW Developmental Disability Health Unit

### Dr Seeta Durvasula

This clinic, funded by NSW Health and based at Royal Rehab outpatients sees adolescents and adults with developmental disability. The clinic remains busy with long waiting periods. A new funding contract for 2017-2020, with indexation has been signed with NSW Health. As well as Adult Medical clinics (Dr Seeta Durvasula and external colleagues Dr Jane Law and Dr Diana Merhi), Memory and Ageing Clinics are conducted by Professor Ian Cameron, Professor of Rehabilitation Medicine. Dr Avanti Karve, Special Needs Dentist conducts dental assessments. Clinical Professor Vivienne Riches consults with individuals for psychological interventions, principally in the areas of anxiety, depression, loss and grief, and relationships. Ms Nicola Shellard, the Clinic Coordinator organises appointments for all the clinicians, maintains clinic files, the clinic database, and word processes medical reports for DDHU and the Cremorne (NSIDHT) clinics.

The introduction of the National Disability Insurance Scheme (NDIS) has had a significant impact on the clinic and its clients. There are more requests for assessments and supporting documentation. Many clients and their families have found it challenging to access the funding and/or services that meet their needs. Ms Christine Papangelis, Master of Social Work student is doing a 4 month field placement at DDHU and NSIDHT and is assisting families and individuals, primarily with NDIS related issues.



### Northern Sydney Intellectual Disability Health Team (NSIDHT)

### Dr Seeta Durvasula

This multidisciplinary clinic at Cremorne Community Health Centre continues to be a busy multidisciplinary clinical service for school aged children, adolescents and adults with intellectual disability and complex health needs. As well as medical, psychology, and adult psychiatry clinics, clinics in special schools are now well established. The clinic is funded by NSW Health, through the Northern Sydney Local Health District, which has a funding agreement with the Centre for Disability Studies. NSW Health has extended the funding of the clinic (and that of the other two pilot multidisciplinary teamsindependt of CDS and located in other parts of Sydney ) until 30th June 2018 while considering the results of the KPMG evaluation and future directions for the teams The Health Department has established an Advisory Committee to consider options.

Dr Yvette Vella, Developmental Paediatrician and Mr Ashwin Singh, Psychologist form the paediatric team have conducted very successful clinics in special schools. Dr Elizabeth Thompson, Rehabilitation Physician left the service early in 2017 and Dr Seeta Durvasula now conducts all medical assessments. Dr Keith Johnson, Consultant Psychiatrist left the service to pursue doctoral studies and Dr Luisa Butler, Intellectual Disability psychiatrist joined the team in early 2017. Ms Kate Flannery joined the clinic as Social Worker in the latter half of 2016. As noted in the DDHU report, Ms Christine Papangelis is completing her field placement in Social Work both at DDHU and NSIDHT. The impact of the NDIS in this service has been similar to that at DDHU. In addition to continuing data collection on Health Related Quality of Life, research on frailty of people with intellectual disability, attending the clinic has commenced. In conjunction with Dr Clive Sun, Professor Ian Cameron and Dr Sam Arnold, a pilot study trialing a Frailty Index is being completed. The results will be presented in research poster format at the Australian and New Zealand Society for Sarcopenia and Frailty Research 2017 Annual Meeting in Adelaide. The aims are to refine the Index, use it prospectively in the clinic to monitor progress and develop therapeutic interventions.





Dr Jane Law with Dr Helen Beange and Dr Seeta Durvasula



Dr Tanya Riches, Prof Patricia O'Brien and Clinical Professor Vivienne Riches



Jo-Anne Hewitt, Professor Emeritus Trevor Parmenter, Glenn Murray and Dr Seeta Durvasula



CDS 20th anniversary celebration - uni 2 beyond alumni student Nalyn Sirivivarnanon



#### **NDIS Registration & Allied Health Services**

▶ **Team:** Laura Hogan Sarah Wagstaff, Jemima MacDonald, Jessica Buhne, Kate Flannery and Professor Patricia O'Brien.

CDS is working towards third party verification compliance to be able to deliver NDIS services for programs and initiatives separate to our allied health services. Once compliance is complete we will be able to work with NDIS participants for uni 2 beyond, social networking, PATH pre-planning and other CDS programs.

#### I - CAN V5

▶ **Team:** Laura Hogan, Dr Samuel Arnold, Clinical Professor Vivienne Riches, Dr Samuel Arnold, Jemima MacDonald and Sarah Wagstaff.

In early 2017 Dr Sam Arnold left CDS, and at this time Laura Hogan took over the leadership of the I-CAN for CDS. Between July 2016 and June 2017, 135 sector workers attended I-CAN training; participants came from across NSW and the Eastern Seaboard of Australia (Tasmania, Victoria and Queensland). The CDS I-CAN team also travelled to provide training in regional NSW three times (Western NSW twice, Northern NSW once).

There is continued interest in the I-CAN as an NDIS pre-planning and plan review tool, feedback from I-CAN facilitators continues to report that NDIS participants are more satisfied with initial plans and plan reviews when they have taken an I-CAN report to their planning/review session.

The CDS I-CAN team continues to work with Bobby Collins (BCWeb) regarding ongoing updates to the tool. In early 2018 there will be a new look website and login portal. The team will also be launching the new I-CAN facilitator network.



#### I-CAN V5 USB Project

▶ **Team:** Dr Samuel Arnold, Laura Hogan and Sarah Wagstaff.

The pilot of the new I-CAN USB has been completed and we are soon to launch the new device with Primary and Community Care Services (PCCS) who funded the development. This is an exciting new product in the I-CAN suite, especially for those who want to enter an assessment directly into the system but may not have access (or working in areas without access) to a stable internet connection.

#### **Active Support**

▶ **Team:** Laura Hogan, David Ackling-Jones, Dr Samuel Arnold, Clinical Professor Vivienne Riches and Sarah Wagstaff.

The end of the 2016/17 financial year marked the official completion of the two year Train-the-Trainer program in Person Centred Active Support (PCAS), funded by Department of Family and Community Services (FACS), NSW. The initial agreement was for CDS to certify 120 disability sector workers as trainers of PCAS within their organisation. At the completion of the program, we had 129 disability sector workers, from 22 different organisations certified as trainers. FACS were agreeable to a 6 month extension to the project, as there were a further 16 people who had commenced but not completed the train-the-trainer, who still wished to certify.

We have therefore ran another two train-the-trainer programs and certified a further 24 disability sector workers, bringing the total number to 153. To keep the program alive and the 153 trainers connected, we continue to host community of practice events, including our largest in June where we also announced the winners of our Active Support Video Contest (People's choice - The Tipping Foundation; Trainee Trainer Award - Clarence Care & Support; Project Award - Karingal). These videos can be found on the CDS website. In early 2018 the team will be launching our new Active Support Instructor Certification Program and some other exciting new initiatives including an online community of practice and a facilitator membership.



#### **Social Networking Group Sydney**

▶ **Team:** Jemima MacDonald, Jessica Buhne and Sarah Wagstaff.

The Social Networking Group (SNG) is an inclusive group of people with and without disability who come together to socialise and be part of their community. The idea is two-fold, to decrease social isolation for people with a disability, but also to create a more inclusive community and create awareness in communities around intellectual disability and accessibility.

Our group is one where members comprise people with and without a disability, and where the emphasis is on full inclusion. The members of the group who have a disability have the opportunity to experience the typical and ordinary things as other people their age would experience. This is done in a way where disability is not the focus of the group, but rather the focus is on all members sharing the experiences of being a part of their community. The group has two specialised paid coordinators to facilitate the gatherings and to support the interactions. This year the group received a grant from the City of Sydney to support coordination of the group. We have attended restaurants and pubs around the inner west, attended the Australia Day event held at the Opera House, and have had a private tour of sculptures by the sea in Bondi. We continue to look for other venues, businesses and community groups to support community participation. We are excited for what 2018 will bring.



Students in an I-CAN Training session



CDS Social Networking Group



CDS Social Networking Group



CDS PATH Session with Laura Hogan, Jemima MacDonald, Vaia Webster and Jessica Buhne





#### uni 2 beyond - Facilitating Inclusion for People with Intellectual Disability at University

▶ **Team:** Jemima MacDonald, Kate Flannery, Friederike Gadow & Jessica Buhne.

2017 was an exciting year for uni 2 beyond, with a new cohort of 11 students. uni 2 beyond was established in 2012 and supports people with intellectual disability to participate in lectures and tutorials through auditing (studying for interest), and to take part in university social life. All students receive peer support through matched mentors, and additional academic support through one on one tutoring.

The team is pleased to share key achievements of a successful year, including:

Received the NSW Disability Innovation Award 2017: uni 2 beyond was awarded the Award for Leadership in community accessibility and inclusion at the NSW Disability Industry Innovation Awards.

Won an award for Leadership in Community accessibility and inclusion at the National Disability Awards 2017: The Awards are the Australian Government's main celebration of International Day of Persons with Disability (IDPWD), to honour and recognise the outstanding achievements of individuals, teams and organisations that have improved the lives of Australians with disability and contributed to increased recognition of equality and human rights for all Australians. Professor Patricia O'Brien, Jemima MacDonald, and uni 2 beyond student Tahli Hind travelled to Canberra to receive the award.

▶ Creating Futures Campaign: Launched at the 20th Birthday Celebration for CDS, the uni 2 beyond Crowd funding campaign ran over October , November and raised \$20,899 with 117 supporters who donated. You can visit https://chuffed.org/project/creatingfutures to see more about the campaign. ▶ LIPS Charity Luncheon: On the 25 October the uni 2 beyond team attended the Ladies Insolvency Professionals Charity Lunch which was put on in support of uni 2 beyond. The event was sold out and a portion of ticket sales went toward uni 2 beyond. In addition to this, the event held a raffle and over \$3000 was raised for uni 2 beyond.

► Wide media coverage: uni 2 beyond is continuing to raise awareness through extensive media coverage, including a story in The Sydney Morning Herald (http://www.smh.com.au/nsw/universityof-sydney-turns-to-crowdfunding-to-save-its-uni-2beyond-initiative-20170922-gynbda.html), on the Sydney University Website, (https://sydney.edu.au/ news-opinion/news/2017/09/28/crowdfunding-to-save--uni-to-beyond--initiative.html) and were featured on Benchmark Estimating Software's news page as an internship partner: https://www.benchmarkestimating. com/rising-challenge-changing-job-prospects/)

▶ Roll out of Internship placements thanks to the City of Sydney: uni 2 beyond student Tahli Hind kicked off the student internship program, with a six week internship placement at MIEngineers from November till December. This is all possible due to a City of Sydney Grant. CDS are now working with the City of Sydney to secure more internships in the new year.

### uni 2 beyond 2 dream | 2 dare | 2 succeed





### Pillar 3

# Building Capacity to Better Assist Adults with Dual Disability

▶ **Team:** Clinical Professor Vivienne Riches and Laura Hogan.

Two one-day professional development workshops were conducted to build the capacity of existing staff to provide psychotherapy/counselling/support to people who experience mild to moderate intellectual disability and who are also experiencing mild to moderate anxiety, and/ or depression.

There is a significant need for this training as mental health problems occur more frequently in people with developmental disability than in others in the community. These conditions can significantly affect the quality of life and general well-being of the individual, family members and / or other carers. Participants' feedback has been extremely positive and indicates staff improved skills and gained many practical ideas and resources.

#### **Down Syndrome Association Singapore**

▶ **Team:** Professor Emeritus Trevor Parmenter, Professor Patricia O'Brien, Clinical Professor Vivienne Riches, Ray Murray and Maureen Corby.

CDS have worked as a consultant to Down Syndrome Association Singapore (DSA) throughout 2016 and 2017 in providing support to both the Adult Enhancement Program and to the establishment of an Infant-Toddler Early Intervention Program. The adult program has adopted the use of PATH as a planning tool focused on supporting members of the organisation and their families to lead more independent and socially fulfilled and meaningful lives. Whereas Maureen Corby has been advising DSA on the setting up of both a home visiting and centre based early childhood program. The iniative is closely aligned with the principles and practices of early-childhood curriculumin Singapore, as well as international perspectives on research, and evidence based practice in early childhood education and intervention.

#### Person Centred Practice and Planning Workshops - Northern Territory

▶ **Team:** Emma Doukakis, Laura Hogan and Jemima MacDonald.

CDS was engaged by the Northern Territory Government to provide a series of Person Centred Practice and Planning Workshops throughout the latter part of 2017. The teaching team facilitated workshops in Darwin, Katherine, Nhulunbuy and Alice Springs. The training focused on understanding person centredness, person centred tools, person centred planning and growing person centred practice in the context of the NDIS and in regional and remote settings. This project will continue into the first half of 2018.



Person Centred Transition Planning, Development and Implementation, Rainbow Centre Singapore

▶ **Team:** Professor Patricia O'Brien, Ray Murray, Emma Doukakis and Deborah Espiner.

In September 2017 CDS ran a seven day training event for Rainbow Centre Singapore. Within this package there were five workshops covering: Person Centred thinking and Practice: Putting person centred practice into action; Training in the PATH process including Graphic Facilitation; Working together to build community and social connection; Putting PATH and Building social and community connection into Action. Up to 40 staff from the service that provides early childhood education, schooling and transition to employment and adult services attended. The focus of the professional development was to develop skills of the Rainbow Centre staff in person centred thinking and leadership practice as well as person centred transition from school to community inclusion. A seven day program enabled CDS staff to demonstrate how theory can be put into practice. CDS staff enjoyed working with students and their families to demonstrate a range of person centred tools as well as how to facilitate training in a person centred way.





#### Master of Health Science (Developmental Disability)

▶ **Team:** Clinical Professor Vivienne Riches & Laura Hogan.

The University of Sydney, Faculty of Health Sciences facilitates the Master of Health Science (Developmental Disability), an online distance education degree. The degree is designed to provide practitioners from a range of relevant backgrounds to develop specialist skills underpinned by theory, scholarship and research in the field of developmental disabilities.

In semester one 2017, Vivienne and Laura were invited to co-teach the unit of study 'Positive Behaviour Support: Promoting Quality of Life'. The unit had 15 students enrolled and feedback received at the end of semester was positive. CDS looks forward to further involvement in the teaching of this program.

# The National Disability Coordination Officer (NDCO) Program

▶ Team: Vera Laptev & Jessica Buhne.

The National Disability Coordination Officer (NDCO) Program aims to improve the transition of people with disability by building links between education, training and employment sectors, and to provide information, coordination and referral services so that people with disability have assistance at all levels. The program is funded federally by the Department of Education and Training and the Centre for Disability Studies will have continued funding for this program until end of June 2022.

#### Throughout 2017 the Sydney Region NDCO has engaged in a number of new projects. which include:

▶ Three part seminar series: This seminar series was in collaboration with Inner West Council. Each session in the series focussed on a different topic with information targeted towards people with disability, their families and supporters. The sessions were on the topics of "Starting your own Business", "Advocacy in Education" and "Return to Work". Each session also included a guest speaker with lived experience who shared their journey on the topic area of the seminar. Comments from attendees included, "thank you very much for a jammed packed couple of hours"; "I thought the seminar was fantastic"; and "well done – great for growing knowledge and networking."

'Ticket to Work' Network: 'Ticket to Work' takes a partnership approach in order to improve the employment and education outcomes of young people with disability. Throughout 2017 NDCO Sydney region has been engaging with key stakeholders from schools, local councils, Ability Links and Training Services NSW. The network has been in the initial stages of set up and 2018 aims to see the network progress further to facilitate work experience opportunities for students with disability.

▶ 'Enhancing the Links': The aim of this event was to provide essential and up to date information about post school pathways and supports for students with disability as well as discussion on emerging issues and hot topics, resources to take away, and opportunities to network with colleagues across the school, tertiary education, employment services and disability service sector. The event was in collaboration with NDCO Northern Sydney region and was held at the NSW Teachers' Federation. It was well attended with 61 attendees. Feedback from the event was positive including, "Great opportunity to network and bring together different parts of the jigsaw", and "Extremely valuable information presented."

#### Sydney Network for Students with Disability:

NDCO Sydney Region 1 has recognised the need for students with disability in higher education to be able connect with, learn from and mentor one another. Throughout the later months of 2017 NDCO Region 1 has worked with a student from UNSW to set up the Sydney Network for Students with Disability. Whilst the network is in its early stages, the response from students was very positive, with over 50 students from universities within the Sydney region who have registered to join the network, and over 15 students indicating an interest to join the steering committee. 2018 will see this network develop further, and with the aim of providing students with mentoring opportunities, the development of advocacy skills, access to graduate events and more.

In 2017 the Sydney region NDCO consisted of two part-time staff, Vera Laptev and Jessica Buhne. Towards the end of 2017 Vera Laptev went on maternity leave, with Jessica Buhne stepping full time into the NDCO role.

#### **Short Courses**

▶ Team: CDS Staff and Consultants.

Over the last 12 months CDS has offered a comprehensive and diverse training calendar in response to the momentous and unprecedented disability sector reform. Our short courses range from train-the-trainer models to practical workshops, courses and information sessions.

A sample of our material from this year includes: Person Centredness in Employment, Person Centred Active Support, Sexuality & Relationships, Person Centred Facilitation, Mental Health & Intellectual Disability, I-CAN v5, Young People and Supported Decision Making, Supervision Mentoring and Peer Support, Medication Management, and the PATH Process.

CDS was also fortunate to host Vickie Cammack and Al Etmanski, from Vancouver, who ran workshops on 'social impact and creating change', and Dianne Borella, from the Northern Territory, who ran a workshop on cross cultural awareness.

Each year we grow our training and education portfolio which we provide on request and via an annual training calendar both locally in Australia and more recently in both Singapore and South Korea.



Uni 2 beyond student Niklai Olding & mentor Mandy Duell-Ferguson



Prof Patricia O'Brien teaching at DSA Singapore



Al Etmanski & Vicki Cammack with CDS staff at Breakfast seminar



Uni 2 beyond student Tahli Hind with Jemima MacDonald and Prof Patricia O'Brien winners at IDPWD Awards 2017





#### **ARC Aging Project**

▶ **Team:** Professor Emeritus Trevor Parmenter, Dr Marie Knox & colleagues from University of New England.

The overarching outcome of this project is to identify issues and gaps in the aged care sector for people with intellectual disabilities that can be addressed by a Best Practice Framework.

The past twelve months has seen the data collection elements of this project conclude. Using the Health Disparities Survey Tools, surveys have been conducted on two targeted cohorts, people with intellectual disabilities who are ageing and the general ageing population. Data have been collected from both rural and metropolitan regions in NSW and QLD.

Interviews conducted with key representatives from the disability and aged care sectors will provide important qualitative data for this research.

### Interviews have been conducted with four groups of participants:

**Group A** - Policy makers, researchers and advocates.

**Group B** - CEOs and senior managers of disability and ageing organisations.

**Group C** - Middle managers and care staff of disability and ageing organisations.

**Group D** - People with disabilities with high support needs.

All data is being analysed, and together with the comprehensive literature analyses, the major outcome to the study, namely a Framework which will inform policy and practice, is being developed.

#### Building Sector Capacity to provide psychotherapy/counselling services to people who experience mild to moderate intellectual disability (ID) and mental illness and their families and carers

▶ **Team:** Clinical Professor Vivienne Riches and Laura Hogan.

Following four full day training workshops held in 2016 for Lifeline counselors and psychologists, and allowing for time for participants to begin working with clients with intellectual disability, a total of 14 mentoring sessions were conducted during 2017 with fifteen of the original 20 participants. All who attended reported the mentoring sessions were a positive and enriching experience that enabled them valuable opportunity to discuss and gain feedback on working with clients with ID as well as other clients who had similar cognitive difficulties due to long term mental illness and/ or Acquired brain Injury (ABI). Counsellors/psychologists reported they were now better able to identify and assist clients with ID, some of whom they had met previously but not known how to support. Many reported they were using a number of the materials and resources shared throughout the training sessions, and were finding these especially helpful with a range of clients including regular Lifeline clients who had problems with Drug & Alcohol and/or Gambling addictions.

Several group programs were then facilitated by Lifeline counselors and psychologists who participated in the training and mentoring sessions. A trial program "Managing your feelings" has also been instigated by Lifeline. This is a nine week psychological skills group for adults with mild to moderate ID who are also experiencing symptoms of anxiety and depression. Clinical Professor Vivienne Riches was engaged to provide clinical consultancy and supervision to the Lifeline facilitators who are conducting the program at the premises of our Northern Sydney Intellectual Disability Health (NSIDH) clinic. The program is being evaluated and will hopefully be available more broadly following the trial.

#### Ministry of Education (MOE) - Singapore

▶ Team: Clinical Professor Vivienne Riches.

In 2017, Vivienne Riches was again contracted by the Special Education Branch, Ministry of Education, Singapore to provide further consultancy and professional development in Transition from school to post-school planning and implementation and the school-to work (S2W) initiative. A number of professional development workshops were provided in May 2017 for staff from SPED schools across the four (4) phases of the project. These focused on understanding the purpose and elements of the Transition Planning process and best practices for students with special needs; How to customize the curriculum to meet transition goals; and understanding the importance of and working in collaborative partnerships with parents and caregivers and SG Enable.

School based consultations were provided to individual schools from the various phases of the project, and especially the Phase 3 and 4 schools whose students have complex support needs involving sensory, physical and multiple disabilities. School personnel were supported to clarify and customise processes at the school level and address school-specific Transition planning, implementation and school-to work (S2W) challenges and concerns. Consultation was also provided to the Ministry of Education Special Education Team and SG Enable staff regarding the project scale-up, ongoing implementation and sustainability of transition planning and S2W initiative across SPED schools in Singapore.

# Improving Employment Outcomes among People with Autism Spectrum Disorder (ASD)

▶ **Team:** Clinical Professor Vivienne Riches, Dr Tanya Riches & Vera Laptev.

In 2016, CDS was funded by NOVA Employment to investigate the employment outcomes for people with disability and key evidence based practices and processes that enhance employment outcomes.

Following on from this highly successful research project, in 2017 CDS was again contracted by NOVA to study the employment outcomes among people on the Autism Spectrum and the barriers and facilitators impacting these outcomes.

A literature review was completed that indicates significant unemployment and underemployment among people with Autism Spectrum Disorder (ASD) worldwide. Australian data also indicate huge variations in placement and retention outcomes achieved among Disability Employment Service (DES) providers.

The study is investigating key barriers and facilitators for improving valued economic and non-economic employment outcomes for and with people with ASD, and aims to identify evidence based practices and support strategies to assist people gain and retain valued employment. Strategies include an online survey of DES providers, interviews with key stakeholders, and identification of key evidence based practices. Data will be used to design a prototype program that could be trialled with a group of jobseekers with ASD.

#### Promoting caregivers well-being through MINDS (Singapore) Caregivers Support Services (CSCC): An evaluation in collaboration with the Centre for Disability Studies

▶ **Team:** Clinical Professor Vivienne Riches, Professor Patricia O'Brien, Dr Tanya Riches, Dr Jeffrey Chan and Ms Chia Poh Hong.

This is an 18 month collaborative project between CDS and MINDS Singapore. We are investigating several aspects related to caregiver support provided by the MINDS (Singapore) Caregivers Support Services (CSCC) to families and caregivers. The focus is the extent to which the Family Quality of Life (FQOL) of participating families is impacted by participation in the CSCC; the opportunities for social connection between families; family well-being and satisfaction with services; and the impact and effectiveness of workshops offered by the CSCC supporting families in the caregiving role.





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A sample of over 320 caregivers have completed a baseline survey/interview that assessed Family Quality of Life (FQOL), Client satisfaction and Dealing with Stressful Situations. Data is currently being analysed. This will be followed by in depth facilitated interviews with a sample of caregivers.

#### Addressing the Needs of People with Disability in the Autonomous Region of Bougainville, Papua New Guinea

▶ **Team:** Clinical Professor Vivienne Riches and Dr Tanya Riches.

There is an urgent need to address disability issues in Bougainville as well as the mental health and psychosocial impact on people following the Bougainville crisis 1988-1997. The actual numbers of persons with disabilities in Bougainville following the crisis is unknown. World prevalence figures and statistics suggest a minimum of 10% of the population is affected but the after effects of prolonged civil war in Bougainville, the correlation with poverty, and coexisting mental health challenges indicate this would be a major underestimation of the problem.

The overall aim of this project is to address the significant disability needs of children and adults living in the Autonomous Region of Bougainville, PNG, including the Atolls. An initial proposal by CDS resulted in the formation of a collaborative and cross sectoral Steering Committee and a Technical Working Group headed by the Haku Womens' Collective, Buka and acceptance of a Community Based Rehabilitation Project Proposal for the region. Currently a mapping initiative is being undertaken to map disability across the region that will assist in establishing priorities. Dr Tanya Riches spent one week in August 2017 meeting and consulting with people with disability and others involved in The Technical Working Party. Additional funding is being sought to support this important initiative.

#### Review of Nursing Staff and Disability Support Workers in ADHC Homes

▶ **Team:** Clinical Professor Vivienne Riches, Dr Seeta Durvasula, Dr Tanya Riches, and Rebecca Stack.

In 2017, CDS undertook an extensive review of ADHC/FACS' process of assessment for the type of disability support used in group homes. In particular, it looked at the industrial separation between nursing staff and disability support workers, and assessed the support needs that required higher levels of care that will involve the evaluation of four assessment tools used in transitioning people with disability who have high and complex needs from large residential institutions into group housing.

#### **Quality Checkers Australia**

▶ **Team:** Professor Patricia O'Brien, Dr Tanya Riches, David Taylor with Achieve Australia Staff.

This innovative research project aims to bring the Quality Checkers program from the UK and apply it within the new disability landscape under the NDIS, in partnership with Achieve Australia. Today, although privatised service providers offer a range of accommodation options, there are few opportunities for service users with intellectual disabilities to give feedback on the services they use. This project assesses the feasibility and efficacy of implementing the Quality Checkers program as a tool for providing firsthand feedback from service users to Australian residential disability services. Quality Checkers is a program currently operating in the UK. The program is designed to assist service providers in upholding international human rights standards, as enshrined in the UN Convention on The Rights of Persons with Disability. This program pairs two assessors (one person with an intellectual disability and one person without disability) to engage service users. The pair interview people living in various residential arrangements about the experiences of the support that they receive.

In addition, the UK Quality Checkers program assists management in implementing this feedback. This practice is based on the philosophy that people with disabilities should be engaged in every level of service provision including determining the standards of support being provided; and that their feedback should be acted upon by the service provider.

#### Evaluating Parent Peer-workers in Early Intervention at Plumtree

▶ **Team:** Professor Patricia O'Brien, David Taylor, Dr Tanya Riches and Ray Murray.

Plumtree contracted CDS in order to undertake a review of the role that families can play as peer facilitators in Early Childhood Intervention (ECI). The perceptions and experiences of peer facilitators as well as that of allied health staff have been captured through use of a nominal group technique. This work is continuing at present, with findings that are likely to benefit the Early Childhood Sector as a whole.

#### "How do you publish Inclusive Research?" : Investigating Publishing Peer Reviewed Articles

▶ **Team:** Susan Adrian, Brian Cooper, Bruce O'Brien, Chris Christie, Elizabeth Young, Jack Kelly, Lesley Lewis, Maaki Matthews, Dr Marie Knox, Mark Walters, Megan Noyeaux, Michele Foster, Prof Patricia O'Brien, Robert Griffiths, Sarah Butler, Sarah Wagstaff, Suzie Jessep and Dr Tanya Riches.

The Inclusive Research Network (IRN) interviewed twenty-three scholars who had published in the field of inclusive research, and investigated the processes that led to successful publication of peer-reviewed articles. They found that there were various views in regards to what inclusive research meant to those in the field. They investigated the various challenges around publishing peer-reviewed literature, and also other avenues by which the researchers communicated their group's findings out to the public. This has provided the basis for very important discussions around the IRN's dissemination of findings, and some innovative ways that they may be able to distribute their findings in the future.

#### The Two of Us: An Exploration of the Relationships of People with Intellectual Disability in Different Social Context

▶ **Team:** Jack Kelly, Sarah Wagstaff and Emma Doukakis.

Inspired by the Good Weekend column of the same name, 'The Two of Us' project was a piece of inclusive research looking at relationships that are important to people with intellectual disability. Interviews were conducted in pairs so that each person with intellectual disability could talk alongside their friend, mentor, parent or any other person of their choosing.

Pairs talked about how the relationship started, what makes it work and why it is important. Interview transcripts and photographs from this project were displayed as part of CDS's 20th anniversary celebration. Overarching themes were also presented alongside reflections on working as an inclusive research pair at the ASID conference in Hobart, 2017.



Participants attending Quality Checkers training with Thomas Doukas, UK.





### Pillar 4





Members of the CDS Inclusive Research Network

Sylvanvale members of the Inclusive research network-Maaki Matthews, Megan Noyeaux, Mark Walters, Jack Kelly meeting with Scott Avery



The Inclusive Research group meeting with Bruce Bonyhady

#### **ASID** Conference, Hobart

#### ▶ 8-10 November, 2017

In 2017 a strong contingent of CDS staff presented at the ASID Conference in Hobart. The theme of the conference "Pushing the Boundaries" was well exemplified by the keynote speakers, inclusive of Rob Grieg who spoke on Individualised Funding and Personalisation in England. The challenges he commented on were well received by the conference delegates as was the presentation of Judy Huett who shared how she as a self-advocate was speaking up for all people with disability at the NDIS Independent Advisory Council.

At the conference, members of CDS were proud to celebrate with their colleague Clinical Professor Vivienne Riches who was awarded the Fellow of ASID (FASID) Award for 2017. Similarly CDS congratulated Laura Hogan, for being appointed as the president of ASID, 2018.

A major contribution to the conference by CDS were the four presentations made by its Inclusive Research Network (IRN) members. Two of the papers shared findings, respectively associated with the challenges of publishing in an accessible manner, as well as researchers with intellectual disability reporting findings to organisations that they gained services from. In effect both presentations as well as a round table plus a fourth on reviewing models of inclusive research took up the challenge of the conference to push boundaries.





Clinical Professor Vivienne Riches receiving the ASID Fellow award with Dr Tanya Riches, Prof Patricia O'Brien and Laura Hogan



ASID conference delegates - CDS Staff, Associates and friends



Inclusive Research Network presenting at an ASID Conference session



Ray Murray and Emma Doukakis at the ASID Conference CDS Booth





### 20th Year Anniversary Celebration for the Centre for Disability Studies

#### > 21 September, 2017

The following is taken from the address given by Professor Patricia O'Brien, Director CDS, at the 20th Anniversary Celebration for CDS held at the Holme Building University of Sydney, 21 September, 2017.

Tonight is about celebrating the great skills, commitment and passion of all involved with CDS in aiming to make a difference with and for people with disability and their families. It is about celebrating the resilience of staff and that of the Directors of the CDS Board over a 20 year period in sustaining a centre that has been self-funded for the last 15 of its 20 year history.

Tonight is about celebrating the diversity of the skill set of those people who have worked as researchers, lecturers, trainers, mentors, and allied health professionals across the Camperdown Campus, as well as the Cremorne and Ryde Clinics, many of whom have work across more than one of the four strategic pillars of CDS. New staff arrive with expertise in one area but soon through peer mentoring build strengths in other areas. For example, a staff member arriving as a researcher may become involved in training and or clinical work depending on their specific qualifications. CDS staff are known for their ability to contribute across multiple areas and levels within the organisation and as such are very hard to replace.

Another area worthy of celebration that we have been treated to in both of the celebratory videos this evening is the way in which the work of CDS translates research into relevant practice that positively impacts upon the lives of people with disability. Similarly, how in recent years CDS has given voice to that catch phrase, "Nothing about us without us", specifically in relation to the work of the CDS' Inclusive Research Network (IRN) and to that of the uni 2 beyond initiative. It is important tonight that we also celebrate our valued connections with you, our stakeholders, whether it be through working with you at the NGO level in consultancy, research and/or training; whether it be through our collegial connections with you at the University of Sydney or other universities; whether it is through our shared interest in advocacy; whether it be in your role of providing support resources to CDS or whether it be as students or family members, because without you CDS would not be relevant. You are in effect our life blood. Thank you for being here this evening, thank you for putting your trust in our work and for sharing with us your values, and your respective mission that resonates with that of CDS.

A 20 year celebration raises the question of what lies ahead? In working on the two videos that were shown this evening to celebrate past events I was struck by the continuation and strengthening of the work that had begun 20 years ago across the two decades. That work will continue to be built upon, for example, our research agenda in the last twenty years examined the move from institutions to group homes and over the last two years, in partnership with several of you here this evening, we are currently looking at what it means to live with individual choice in the community for all people with disability, regardless of the level of support need. This project and multiple others will continue as we start into the third decade but unlike the others the third decade will be impacted by the changed landscape brought about by the introduction of the NDIS. We will continue to be backed by the CDS Board, to bring to the fore the gifts, talents and voice of people with disability and their families in pursing "the good life" through opportunities in this era of disability reform.

CDS is values driven and tonight as we celebrate the last 20 years we commit to continue our search for equality of opportunity for all people. In conclusion first I would like to refer to a Maori proverb relevant to the work of CDS that will continue to guide its foundation into its third decade.

#### *'He aha te mea nui o te ao What is the most important thing in the world?*

#### *He tangata, he tangata, he tangata It is the people, it is the people, it is the people.*<sup>2</sup>

As important as this Maori proverb is a saying that arose for me from a visit to the University of Aberdeen built in the 1400's to hear John Vanier, founder of the L'Arche movement speak at King's College. He had come from France, where he continues to live with several men with intellectual disability that he has shared his life with, to join a seminar at the invitation of a leading British theologian John Swindon who wanted his students to experience meeting him. To be in his space alone was moving, a man of great humility and a fading giant physique. As he was finishing he gifted us all with this message that I would like to share to sustain us all as we continue tonight to celebrate and tomorrow to continue our journey building and sharing our own humanity.

#### As John Vanier said:

# *"When you met a vulnerable person your disposition could be*

'I am glad that you exist, I am pleased that you are here', and interact with gentleness."

CDS Centre for

Disability Studies

# 20 Years

Research

Education & Training

**Clinical Practice** 

**Promoting Inclusion** 

CDS Centre for Disability Studies

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### **CDS 20th Anniversary Celebration**



Photos from the CDS 20th Anniversary Celebration

### **PhD Students and Graduates**

Throughout the last year CDS has continued to supervise a group of PhD students in the area of disability as listed below. The supervision team consists of Professor Patricia O'Brien, Professor Emeritus Trevor Parmenter, Clinical Professor Vivienne Riches, and Dr Marie Knox.

#### CDS WISHES TO CONGRATULATE THE FOLLOWING STUDENT WHO GRADUATED IN 2017

#### Ali Al-Alosi Sydney Medical School, University of Sydney

Supervisors: Professor Patricia O'Brien and Professor Emeritus Trevor Parmenter.

**Title**: The right of political participation for people with disability.

#### STUDENTS WHO ARE CONTINUING TO BE UNDER SUPERVISION INCLUDE:

#### Friederike Gadow

#### Sydney Medical School, University of Sydney

Supervisors: Professor Patricia O'Brien, & Professor Errol Cocks, Curtin University.

**Title**: Social Networks of people with intellectual disability in individual supported living.

#### Emma Gentle Sydney Medical School, University of Sydney

Supervisors: Professor Patricia O'Brien, Professor Colin Rhodes and Professor Emeritus Trevor Parmenter.

**Title**: Impact of Art Making on People Using Regional Disability Services.

#### Sharon Kerr Sydney Medical School, University of Sydney

Supervisors: Associate Professor John Gilroy, Faculty of Health Sciences, Professor Emeritus Trevor Parmenter, & Professor Patricia O'Brien

**Title**: White Questions? Black Answers: A teaching methodology to meet the learning needs of Aboriginal and/or Torres Strait Islander students with disability.

#### Jing Li Sydney Medical School, University of Sydney

Supervisors: Professor Patricia O'Brien, and Professor Emeritus Trevor Parmenter.

**Title**: Voices and Choices: Independent Living and Community Inclusion for Adults with Intellectual and Psychiatric Disabilities in China.

# Peter Smith Sydney Medical School, University of Sydney

Supervisors: Professor Emeritus Trevor Parmenter, Clinical Professor Vivienne Riches & Professor Patricia O'Brien.

**Title**: A systems analysis of factors which lead to the successful employment of people with a disability.

#### Adele Suda Sydney Medical School, University of Sydney

Supervisors: Dr Marie Knox, Dr Michelle Donelly (SCU) and Dr Sally Robertson (SCU).

**Title**: Families living with a child with Autism Spectrum Disorder.

#### Rachel Wotton Sydney Medical School, University of Sydney

Supervisors: Professor Emeritus Trevor Parmenter and Dr Patricia Weerakoon, Faculty of Nursing.

**Title**: Sex workers and their clients with a disability. Enrolled in a M Phil (Medicine).



Ali Al-Alosi with Professor Patricia O'Brien and Professor Emeritus Trevor Parmenter



### **Publications**

- Cocks, E., Thoresen, S., O'Brien, P. Mc Villy, K., Thomson, A., Gadow, F., Crosbie, J., & Prain, M. (2016) A quality framework for personalised residential supports for adults with developmental disabilities. Journal of Intellectual Disabilities DOI: 10.1177/1744629516629854.
- Cocks, E., O'Brien, P., McVilly, K., & Thoresen, S. (2017) Quality and outcomes of individual supported living (ISL) arrangements for adults with intellectual and developmental disabilities. Final Report ARC Grant, Perth: Curtin University.
- Dew, A., Hogan, L., Wiese, M. & Curryer, B (2017) Ethical Issues in Ageing. *Intellectual Disability Australasian, 38* (1), 3-8.
- Hussain, R., Wark, S., Janicki, M., Parmenter, T.R. & Knox, M.(2017). *Burden of chronic disease for older Australians with intellectual disability.* Innovation in Aging, 1, (S1), pg. 712.
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- O'Brien, P.M., Campbell L., and Riches, T.N. (2017) Getting NDIS Ready: Literature Review. Report to Central Eastern Sydney Public Health Network (CESPHN). Retreived from: https://www.cesphn.org.au/preview/ndis/1624getting-ndis-ready-literature-review/file.

- Parmenter, T. R., & Thompson, J. R. (2017). Trends and Issues in Intellectual and Developmental Disabilities. In M. L. Wehmeyer, I. Brown, M. Percy, K. A. Shogren, & W. L. A Fung (Eds.) A Comprehensive Guide to Intellectual and Developmental Disabilities. Second Edition, pp.47-61. Baltimore: Paul H. Brookes.
- Riches, T. N., O'Brien, P.M., with The Inclusive Research Network. (2017), "Togetherness, teamwork and challenges:" Reflections on building an inclusive research network. British Journal of Learning Disabilities 45.4 (2017): 274-281.
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- Riches, V.C., Durvasula, S., Riches, T.N., O'Brien,
  P.M., Stack, R., & Sowerby-Campbell,
  L., (2017) Review of FACS Assessment
  Procedures for Identifying Residents that
  need Specialist Nursing Support in Group
  Homes. Report prepared for NSW Department
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  Ageing Disability and Home Care (ADHC).
- Wark, S., Hussain, R., Muller, A., Ryan, P., & Parmenter T.R (2017). *Challenges in providing end-of-life care for people with intellectual disability: Health services access.* Journal of Applied Research in Intellectual Disability, 30, (6), 1151-1159. DOI: 10.1111/jar.12408.

### **Conference & Other Presentations**

- Dew, A., Hogan, L., Brandford, S. & Doukakis, E. (2017) Exploring ethical issues in Ageing: an Australasia perspective. *Australasian Society for Intellectual Disability Conference*, Hobart, Australia, 8-10 November 2017.
- Doukakis, E., Kelly, J. & Wagstaff, S. (2017) The Two of Us: *An Exploration of the Relationships of People with Disability*, ASID Conference, Hobart, Australia, 8 November 2017.
- Dowse, L., Hogan, L. & Dew, A. (2017) Responding to Behaviour Support Needs in a Disability Services Future. *Australasian Society for Intellectual Disability Conference*, Hobart, Australia, 8-10 November 2017.
- Durvasula S. (2017) *Transition Model: Northern Sydney Intellectual Disability Health Team.* ACI ID Network Transition Roundtable, 27th July 2017.
- Espiner, D., Buchanan, A., Crothers, B. & Hogan, L. (2017) The work of the ASID Board: have your say! Australasian Society for Intellectual Disability Conference, Hobart, Australia, 8-10 November 2017.
- Hussain, R., Wark, S., Janicki, M., Parmenter, T.R. & Knox, M. (2017) *Burden of chronic disease for older Australians with intellectual disability*. International Association of Gerontology and Geriatrics 21st World Congress of Gerontology and Geriatrics, July 23-27, 2017. San Francisco, California, USA.

- O'Brien, P.M., (2017), On becoming a real student? Hall & Willcox Fundraising Luncheon, Sydney, Australia, 24 October 2017.
- O' Brien, P.M. & Riches, T. N. (2017), How to sustain inclusive activity beyond good intent? Inclusive Education Summit, Adelaide, Australia, 27- 29 October 2017.
- O'Brien, P.M., (2017) Reflections from an Inclusive Traveller. Inclusive Education Summit, Adelaide, Australia, 27 October 2017.
- O'Brien, P.M., (2017) Response to receiving Community Excellence Award, International Day for Persons with Disability (IDPWD) Awards, Canberra, Australia, 3 December 2017.
- Riches, V. C & Goyer (2017). Enhancing Supported Employment outcomes for people with disabilities through evidence based practices: Data Collection and Research Workshop. Employment for all- A Global Perspective. Ist World Conference Supported Employment, Belfast, Ireland 13 June, 2107.
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- Arnold, S., & Hogan, L., ICAN v5 Facilitator Training, Marathon Health Dubbo, 9-10 May 2017.
- Bigby, C., & Hogan, L., *Is there such a thing as a good group home?* The University of Sydney, NSW, 9 June 2017.
- Borella, D., *Cross Cultural Communication*, Centre for Disability Studies, Camperdown, NSW, 6 October 2017.
- Corby, M., Infant Toddler Program Workshops, Down Syndrome Association of Singapore, Singapore, 6-11 March, 2017.
- Corby, M., Infant Toddler Program Workshops, Down Syndrome Association of Singapore, Singapore, 12-17 June, 2017.
- Doukakis, E., & Hogan, L., *Person Centred Planning & Practice*,, Maitland, NSW, 14 June 2017.
- Doukakis, E., Hogan, L., *Person Centred Planning & Practice*, Katherine, NT, 8-9 August 2017.
- Doukakis, E., Hogan, L., *Person Centred Planning & Practice*, Darwin, NT, 10-11 August 2017.
- Doukakis, E., Hogan, L., *Person Centred Planning & Practice*, Darwin, NT, 16-17 October 2017.
- Doukakis, E., Hogan, L., *Person Centred Planning & Practice*, Nhulunbuy, NT, 19-20 October 2017.
- Durvasula, S., & Arnold, S., Medication Management Workshop, Centre for Disability Studies, Camperdown, 24 February 2017.

- Durvasula S. *Medications and People with Intellectual Disability.*, Faculty of Pharmacy, University of Sydney. 10 April 2017.
- Durvasula S. *Cerebral Palsy Role of the Pharmacist.*, Faculty of Pharmacy, University of Sydney. 10 April 2017.
- Durvasula S. *Overview of Cerebral Palsy*. Sydney Dental Hospital. 1 May 2017.
- Durvasula S. *Pathogenesis of Cerebral Palsy*. Lecture to dental students at the University of Sydney – Sydney Dental Hospital.1 May 2017.
- Durvasula S. Health status and health related quality of life and of people with intellectual disability attending a specialised health service. University if Sydney. October 2017.
- Durvasula S & Naylor A. *Intellectual Disability, Support and Families*, Sydney Medical School, University of Sydney. 9 November 2017.
- Durvasula S. *Medical and Support Services for People with Down syndrome*, Sydney Medical School, University of Sydney. 9 November 2017.
- Etmanski, A., & Cammack, V., *Caring, Leading & Impacting*, The Woolcock Institute, Glebe, NSW, 26 September 2017.
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- Hogan, L. & Murray R, *Person-Centred Planning, Training*, FACS, ADHC, 19January 2017, 1 February 2017.

- Hogan, L., & Ackling-Jones, D,. *I-CAN v5 Facilitator Training*, Marathon Health, Dubbo 7-8 February 2017.
- Hogan, L., Ackling-Jones, D., *FACS Active Support Training*, Central Coast/Hunter, 14-15 March 2017.
- Hogan, L., Ackling-Jones, D., *FACS Active Support Training*, Northern NSW/ New England, 11-12 April 2017.
- Hogan, L., & Murray, R., Person *Centredness Training* for Vision Australia Staff, Melbourne, 4-5 May 2017.
- Hogan, L., Ackling-Jones, D., *FACS Active Support Training*, Sydney Metro, NSW, 23-24 May 2017.
- Hogan, L., & MacDonald, J., *I-CAN v5 Facilitator Training*, Centre for Disability Studies, Camperdown, NSW, 30-31 May 2017.
- Hogan, L., & MacDonald, J., *Relationships and sexuality workshop*, Centre for Disability Studies, Camperdown, NSW, 21 June 2017.
- Hogan, L., & Dew, A., & Ackling-Jones, D., FACS Active Support, Needs Planning, Sydney Metro, NSW, 29 June 2017.
- Hogan, L., *Supervision & Mentoring Workshop*, Centre for Disability Studies, Camperdown, NSW, 27 July, 2017.
- Hogan, L., & MacDonald, J., *I-CAN v5 Facilitator Training*, Centre for Disability Studies, Camperdown, NSW, 4- 5 September 2017.

- Hogan, L., & MacDonald, J., Person Centred Planning & Practice, Alice Springs, NT, 28-29 November 2017.
- Hogan, L., & MacDonald, J., Supervision & Mentoring, Alice Springs, NT, 30 November 2017.
- Murray, R., & Espiner, D., *The PATH Process Workshop*, Centre for Disability Studies, Camperdown, NSW, 27-28 June 2017.
- Murray, R., & Espiner, D., *The PATH Process Graphic Facilitation Workshop, Transition Workers Program for Rainbow Centre Singapore, Singapore.* 4-5 September 2017.
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- O'Brien, P.M., Doukakis, E., & Murray, R., *Person-Centred Thinking & Practice, Transition Workers Program for Rainbow Centre Singapore*, Singapore. 28-29 August 2017.
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- O'Brien, P.M., & Espiner, D., Working Together to Build Community and Social Connection, Transition Workers Program for Rainbow Centre Singapore, Singapore, 6 September 2017.
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- O'Brien, P.M. & Riches, T.N. *Research Fundamentals*, Centre for Disability Studies. Camperdown, NSW, 12-13 October 2017.
- Riches, V.C. & Hogan, L. Unit of Study Coordinators for postgraduate course *GSDD5012 Positive Behaviour Support: Promoting Quality of Life* offered as part of the Postgraduate Course in Developmental Disability, Faculty of Health Sciences, The University of Sydney. Semester 1.
- Riches, V.C & Parmenter, T.R. Active Support principles and practices training and interactive training sessions for Down Syndrome Association, Singapore, Adult Enhancement Program. Singapore, 27-28 February, 2017.
- Riches, V.C. & Parmenter, T.R. Person Centred Active Support: Participation and Inclusion for people with Down Syndrome. Down Syndrome Association Singapore, Parent address. Singapore, 27 February, 2017.
- Riches, V.C. & Hogan, L. *Building capacity to better assist adults with a dual disability- Depression and Anxiety.* Centre for Disability Studies & University Sydney, Camperdown, 28 April, 2017.

- Riches, V.C. Staff training/Professional development workshops on *Transition Planning and Processes; Developing an ITP driven curriculum and Collaborative partnerships plus individual school based consultations.* Presented to staff from Special Education staff & Ministry of Education, SPED Branch, Singapore, 8-19 May 2017.
- Riches, V. & Murray, R. *Person Centredness and Employment.* Two Day Workshop, CDS Camperdown, NSW, 25-26 July, 2017.
- Riches, V. & Hogan, L. *Building capacity to better assist adults with a dual disability-Depression and Anxiety.* Centre for Disability Studies & University Sydney, Camperdown, 13 September, 2017.



Emma Doukakis teaching at the Rainbow Centre, Singapore



Prof Patricia O'Brien & Dennis Bryant at CID 60th Birthday Celebration



Dr Michelle Bonati and Jemima MacDonald presenting at The Inclusive Education Summit, Adelaide



Prof Patricia O'Brien receiving the Senior Scholar award from Prof Roger Slee at The Inclusive Education Summit, Adelaide





### Statement of Profit and Loss and Other

For Year ending 30 June 2017

|   | 2017 \$     | 2016 \$     |  |
|---|-------------|-------------|--|
| Revenue                                 | 2,057,573   | 2,030,864   |  |
| Employment benefits expense             | (1,214,637) | (1,334,055) |  |
| Depreciation and amortisation           | (29,916)    | (20,704)    |  |
| Other expenses                          | (775,480)   | (824,096)   |  |
| Profit before tax                       | (37,540)    | (147,991)   |  |
| Income tax expense                      |             |             |  |
| Profit for the year                     | (37,540)    | (147,991)   |  |
| Other comprehensive income for the year |             |             |  |
| Total comprehensive loss for the year   | (37,540)    | (147,991)   |  |

### **Statement of Financial Position**

For Year ending 30 June 2017

|                               | 2017 \$   | 2016 \$   |
|-------------------------------|-----------|-----------|
| ASSETS                        |           |           |
| Current assets                |           |           |
| Cash and cash equivalents     | 841,557   | 1,264,585 |
| Trade and other receivables   | 210,020   | 190,056   |
| Other assets                  | 7,472     | 16,992    |
| Total current assets          | 1,059,049 | 1,471,633 |
| Non-current assets            |           |           |
| Property, plant and equipment | 29,943    | 41,781    |
| Total non-current assets      | 29,943    | 41,781    |
| Total assets                  | 1,088,992 | 1,513,414 |
| LIABILITIES                   |           |           |
| Current liabilities           |           |           |
| Trade and other payables      | 625,476   | 1,066,504 |
| Provisions                    | 51,829    | 50,466    |
| Total current liabilities     | 677,305   | 1,116,970 |
| Non-current liabilities       |           |           |
| Provisions                    | 25,837    | 48,134    |
| Total Non-current liabilities | 25,837    | 48,134    |
| Total liabilities             | 385,850   | 1,165,104 |
| Net assets                    | 385,850   | 348,310   |
| EQUITY                        |           |           |
| Retained earnings             | 385,850   | 348,310   |
| Total equity                  | 385,850   | 348,310   |



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### Statement of Changes in Equity

#### 2017

|                            | Ordinary Shares \$ | Retained Earnings \$ | Total \$ |
|----------------------------|--------------------|----------------------|----------|
| Balance at 1 July 2016     | -                  | 348,310              | 348,310  |
| Profit for the year        | -                  | 37,540               | 37,540   |
| Other comprehensive income | -                  | -                    | -        |
| Total comprehensive income | -                  | 37,540               | 37,540   |
| Balance at 30 June 2017    | _                  | 385,850              | 385,850  |

#### 2016

|                            | Ordinary Shares \$ | Retained Earnings \$ | Total \$  |
|----------------------------|--------------------|----------------------|-----------|
| Balance at 1 July 2015     | -                  | 496,301              | 496,301   |
| Profit for the year        | -                  | (147,991)            | (147,991) |
| Other comprehensive income | -                  | -                    | -         |
| Total comprehensive income | -                  | (147,991)            | (147,991) |
| Balance at 30 June 2016    | -                  | 348,310              | 348,310   |

### **Cashflow Statement**

#### Statement of cash flows for the year ended 30 June 2017

|  | 2017 \$     | 2016 \$     |  |
|--|-------------|-------------|--|
| CASH FLOWS FROM OPERATING ACTIVITIES                                   |             |             |  |
| Grants received  | 1,657,980   | 1646,747    |  |
| Receipts from customers (donations, patient fees and external courses) | 377,323     | 411,533     |  |
| Payments to suppliers and employees                                    | (2,452,078) | (2,549,551) |  |
| Interest received  | 11,826      | 15,153      |  |
| Net cash (used in)/generated by operating activities                   | (404,949)   | 476,118     |  |
| CASH FLOWS FROM INVESTING ACTIVITIES                                   |             |             |  |
| Payments for property, plant and equipment                             | (18,079)    | (12,198)    |  |
| Net cash used in investing activities                                  | (18,079)    | (12,198)    |  |
| Net (decrease)/increase in cash and cash equivalents held              | (423,028)   | 488,316     |  |
| Cash and cash equivalents at the beginning of the year                 | 1,264,585   | 1,752,902   |  |
| Cash and cash equivalents at the end of the year                       | 841,557     | 1,264,586   |  |





### **Notes**

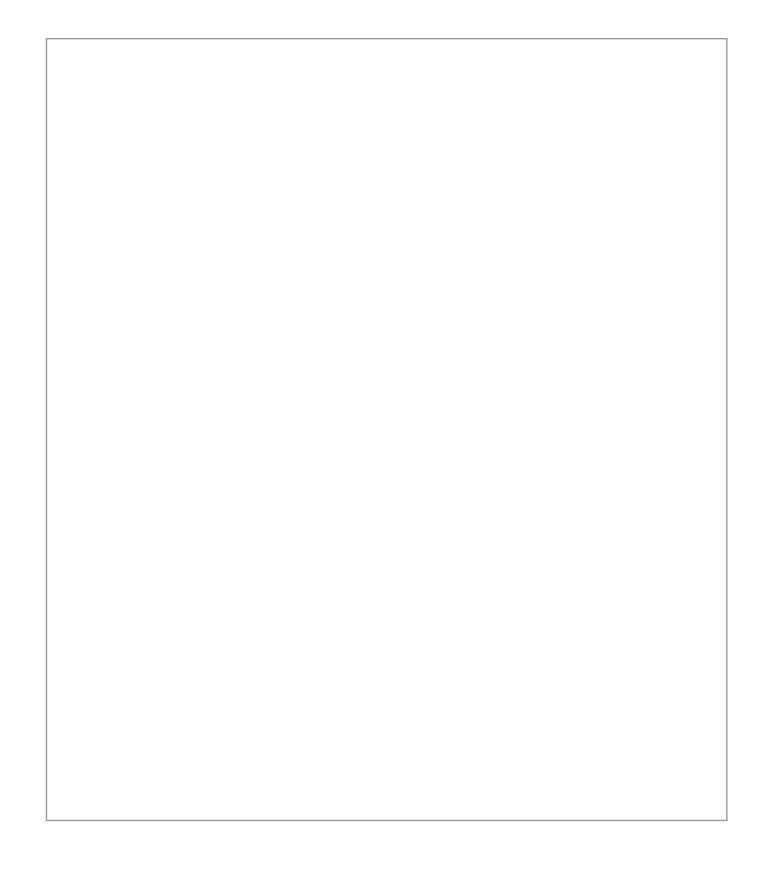
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### **Notes**

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|                                 |
| CDS<br>Centre for<br>Disability |

Studies

## **Sketches**



Throughout 2017 CDS has continued to position itself as an organisation known for its contribution to the development of new knowledge through embracing its vision of '*Building Capacity for Change*'.

Research

Training

**Clinical Practice** 

Centre for Disability Studies

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