



 **CANADIAN CENTRE ON DISABILITY STUDIES**  
**2010-11 ANNUAL REPORT**

# CCDS Profile

## About Us

The Canadian Centre on Disability Studies (CCDS) is a consumer-directed, university-affiliated centre dedicated to research, education and information dissemination on disability issues.

## Mission Statement

Through our activities we promote full and equal participation of people with disabilities in all aspects of society – locally, nationally and globally.

CCDS is committed partnering with other interested parties on initiatives of mutual concern and benefit. Our model is to seek partnerships with the disability community, the corporate sector, the academic world and governments.

## Philosophy

The Canadian Centre on Disability Studies is guided by the philosophies of independent living and community living, emphasizing human rights, self-determination, interdependence, equality, a cross-disability focus, and full and valued participation of the community. Members of the disability community are key participants in directing CCDS policies and participating in CCDS' activities.

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## Contact Information

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*Livable and Inclusive Communities project participants.*





## Letter from the President

Dear Members,

In this, my report to the stakeholders of the Canadian Centre on Disability Studies, Inc., I am happy to report on the progress of the organization. Strategic planning to map out the future of CCDS is ongoing. One of the most important things that I have learned through this process is how many people are truly committed to ensuring the success and growth of CCDS. Thanks to all who have participated thus far, and for those who have not yet availed themselves of the opportunity, the conversation is meant to be an ongoing one, meant to keep CCDS vibrant, relevant, and strong.

Despite the advances, none of this would have been possible without the support of many people such as Executive Director Olga Krassioukova-Enns, and Committee Chairs Donna Collins and Don Fuchs.

Within any organization, changes are always possible and even likely. This year, we bid farewell to staff members Suzanne Gessler, Natasha Ross and Janalee Morris-Wales, and Bonnie Brayton from the Board. We thank each of them, and we wish them well, wherever their future endeavours may take them.

I ask you to join me in thanking all of those who gave their time and talent to CCDS over the past year. We all continue to benefit from their commitment, dedication and energy to our common cause.

Respectfully Submitted,

Darcy L. MacPherson

President and Chair of the Board

## Nominations Committee Report

Anne Kresta, Olga Krassioukova-Enns, and Darcy MacPherson formed the Nominations Committee, with staff support from Allen Mankewich to make recommendations to the Board regarding Board membership.

There were four current Board members eligible for re-election (Darcy MacPherson, Don Fuchs, Carmela Hutchison, and Ian Buck). It was recommended they all continue as Board members.

## CCDS Celebration of United Nations International Day of Persons with Disabilities

On December 2, 2010, CCDS hosted a celebration of United Nations International Day of Persons with Disabilities. The event featured presentations from Paralympian Viviane Forest and comedian Alan Shain.



The event was a great opportunity to bring the disability community and members of the public together to celebrate the contributions and accomplishments of people with disabilities on International Day of Persons with Disabilities.

The Honourable Philip Lee, Lieutenant Governor of Manitoba, Dr. David Collins from the University of Manitoba, and CCDS Executive Director shared stories about the accomplishments of people with disabilities.

The event also provided an opportunity to announce the recipients of the 2010 CCDS Small Grants.

CCDS extends appreciation to everyone who supported and attended the event.

The Committee reviewed applications received during the nomination process, and forwarded the names of Ms. Alexis Davis, from Vancouver, Mr. John VanWalleghem of Winnipeg and Ms. Donna Thomson of Ottawa to the Board for consideration. Each of these individuals has shown a commitment to disability issues, and a genuine desire to be part of the future of CCDS.

Submitted by Darcy MacPherson



## Letter from the Executive Director

*"Living the reality"*

The intention of our work is to have research and education initiatives that generate knowledge to influence policies and decisions affecting the lives of people with disabilities in Canada and abroad. In early 2010, the Canadian Centre on Disability Studies, while working under strategic directions of the existing strategic plan, "From Research to Changes in Policies, Programs and Practices", began to focus on preparing the next strategic plan for 2012-2016. As an organization, we try to balance our efforts between focusing on the implementation of the current activities and planning for the future. I want to thank our team of dedicated board and committee members, knowledgeable and hardworking staff, and supportive partners and funders. I also look forward to welcoming our new board members and working together on new ideas and initiatives.

In October 2010, Larry Hurtig, who was a committed CCDS Board member, passed away. For many, Larry was a friend and colleague. For me personally, he was an inspiration and mentor. His legacy is with us.

During last year, we focused on the following initiatives:

- Building the research capacity of disability and community organizations, and in particular our partnership with the National Union of Women with Disabilities of Uganda (NUWODU)
- CCDS Small Grants Program.
- Partnership with the Centre for Inclusive Policy and Program Development (CIPPD), established as a non-governmental organization by a group of exchange students from Ghana who completed a field experience at CCDS.
- Promotion of disability studies through:
  - The Global Classroom project.
  - Organizing a panel with six Canadian Disability Studies Programs at the 2011 CDSA meeting.
  - Introduction of the core concepts of disability studies at University of Ukraine.

- Participation in the Steering Committee of the Masters program in Disability Studies at University of Manitoba and curriculum committee at University of Winnipeg.
- Research and development in the area of aging and disability.
- Inclusive policy development as part of our inclusive education and livable and inclusive communities initiatives.

Since September 2010, the staff and committees reviewed the existing CCDS structure. We will continue to build a strong programmatic team with strong connections to the community, knowledge of disability studies, understanding and ability to conduct participatory action research, and understanding of inclusive policy development processes.

We live in an evolving world, and in meeting our mission, the following questions must guide our actions and plans:

- How can CCDS better represent community interests in disability-related policy research?
- How can we strengthen our existing partnerships and build new partnerships focusing on disability-related policy research and knowledge mobilization?
- How can CCDS best:
  - Support community-based research and education in the disability field?
  - Support the advancement of disability studies?
  - Utilize the knowledge generated to influence policy and practice.
- How will changes in the political, economic and social environments impact the current status and future directions of CCDS, our priorities and their implementation?

I look forward to continuing an open and on-going discussion as we develop a 'living and breathing' plan for CCDS.

Sincerely,

Olga Krassioukova-Enns  
Executive Director

## CCDS Program Committee Report

The Program Committee of CCDS is responsible for program development and implementation in line with CCDS' strategic directions in the areas of research, education, and international initiatives. Currently the Program Committee is comprised of CCDS staff members Olga Krassioukova-Enns, Karen Schwartz, Youn-Young Park, Andrew Strutt, and Allen Mankewich. The Program Team is guided by the work of the Research, Education, and International Committees of CCDS.

In June 2011, CCDS organized and moderated a panel discussion at the Canadian Disability Studies Association Conference in Fredericton on the

### CCDS Theme Area: Inclusive Education

The Inclusive Education for Children with Disabilities in Ukraine Project (April 2008- March 2013) is committed to inclusion and rights of people with disabilities in Ukraine, with a specific focus on building partnerships between educational and governmental institutions, as well as public organizations, to facilitate a process to make inclusive education in Ukraine a reality.

The project aims, by using the social model of disability, to change the attitudes of government, education institutions and educators, and non-governmental organizations towards disability by introducing different concepts, methods and models as a means of demonstrating inclusion of individuals with disabilities in all levels of Ukrainian society. Various project activities strengthen civil society and improve policy, planning, coordination, accountability, and social service delivery as it relates to inclusive education and children with disabilities and their families.

The project has: created and delivered training materials and seminars, lobbied regional and national governmental ministries and institutions,

impact of Disability Studies in Post-Secondary Institutions, and the influence of these programs on curriculum, research, infrastructure policies.

CCDS would like to acknowledge the contributions of Program Committee Chairs Donna Collins, Don Fuchs, and Nancy Hansen over the past year.

For more information about specific CCDS projects or initiatives, please see the contact information and website addresses listed on the following pages that highlight some of the work CCDS is undertaking within various thematic areas.

and organized parent groups in efforts to make inclusive education in Ukraine a reality. When this project concludes there will be significant changes with on a policy, educational and civil society

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### CCDS Featured Project

Title: Inclusive Education for Children with Disabilities in Ukraine

Project Team: Project Director- Olga Krassioukova-Enns, Project Coordinator- Andrew Strutt, Civil Society Coordinator (Canada)- Iryna Khomenko, Eleanor Chornoboy, Allen Mankewich

\*Please see project website for a list of other project partners

Funder: Canadian International Development Agency (CIDA)

Location: The project is being carried out in Ukraine in Lviv, Simferopol and Kyiv in partnership with Step by Step Foundation, National Assembly for Persons with Disability in Ukraine, and the Institute of Special Pedagogy.

Duration: April 1, 2008 to March 31, 2013

Website: <http://www.education-inclusive.com>



level in the two pilot regions of Ukraine including: transformed policy frameworks which promote the inclusion of children with disabilities in schools and communities in a participatory manner; educational programs for children and youth with disabilities; and an improved capacity of non-governmental organizations to support and advance the inclusion of children and youth with disabilities.

The objectives of the project include:

- Strengthening the capacity of targeted institutions (i.e. national, regional and municipal levels of the Ministry of Labour and Social Welfare, and Ministry of Education and Science of Ukraine; schools, and NGOs) in two pilot regions (Lviv and Simferopol (Crimea)).
- Developing specific policies to support inclusion (inclusion) of children with disabilities in public schools and community.
- Creating inclusive educational programs and strengthen civil society to protect our children with disabilities and provide them with needed services.

The main focus of the project concerning policy is to create knowledge at all levels of government and NGOs in regards to the concept of inclusive policies. The expected result is to create an information base for the purpose of policy analysis and obtaining evidence to support policy development regarding education and social protection. In addition, policies developed as part of this project will also hopefully be used to effect changes to existing legislation and guidelines or be used as a basis for new legislation.

In the educational sector the project helps the Ukrainian participants (Ministry of Education and Science, Ministry of Labour and Social Welfare, the National Academy of Pedagogical Sciences, NGOs, and parent organizations) of the project to establish the elements of an inclusive educational system. The project also contributes to the creation of an environment that promotes social change through the help of education reform and policymaking as well as through positive changes in public attitudes



regarding disability, inclusion, and human rights in Ukraine. Methods to implement and achieve these results are modeled at two pilot schools located in Lviv and Simferopol. Training opportunities with regards to inclusive education have been established and are provided, through the project and our partners, to teachers throughout Ukraine.

The project further facilitates the development of capabilities of NGOs and parental groups in Ukraine. Acting as representatives of the interests of children with disabilities, the hope is that they will be able to defend and effect changes as well as become more influential, professional, and financially viable and stable. Means by which these measures can be achieved include training, round-table discussions as well as discussions open to the general public. Due to the support of the project, the Inclusive Resource Centre (IRC) was created which became an example of forming partnerships in the sphere of planning, coordinating services, and providing support and advice to parents, educators, and the general public. The IRCs strive to solicit new resources to support the new model, particularly innovation grants which are meant to benefit students and help facilitate their entry into the general educational system.

For further information, please contact Andrew Strutt at: [international1@disabilitystudies.ca](mailto:international1@disabilitystudies.ca) or (204) 287-8411

## CCDS Theme Area: Disability Studies

Perceptions and attitudes towards disability and people with disabilities have evolved over time. Today, more positive attitudes about disability are emerging and disability has been re-conceptualized as a political, social, and human rights issue. However for many people, disability is still considered to be an individual problem that is in need of cure or rehabilitation.

In this project, we are developing and piloting a Teaching Toolkit for middle school teachers and students (Grades 6-8) that:

- Introduces awareness about disability and new ways of understanding disability.
- Presents the lived experiences of disability.
- Highlights issues facing people with disabilities in Canada and internationally.
- Considers the role that language and media play in portraying disability and people with disabilities.

The objectives of this initiative are to:

1. Develop and provide curriculum materials that integrate issues of disability and diversity into a global perspective for teaching.
2. Increase knowledge of global disability issues (with a focus on Human Rights and Poverty issues) for both school-age children and teachers, and contribute to the advancement of more inclusive schools and communities in Canada and internationally.
3. Instil an understanding of Canada's role in development issues, and the impact of Canadian development programs and projects in the lives of persons with disabilities.
4. Provide a forum for international exchange of ideas between children and teachers in Canadian and in global classrooms in Ukraine and Uganda.
5. Provide materials that can be used nationally and internationally by teachers and their students.

## CCDS Featured Project

Title: Disability, Development and Diversity: People with Disabilities in Canada and Around the World

Project Team: Janalee Morris-Wales, Youn-Young Park, Karen Schwartz, Olga Krassioukova-Enns, Allen Mankewich

Funder: Canadian International Development Agency (CIDA)

Location: The project is being carried out in partnership with two school divisions, one in Manitoba and the other in Saskatchewan. Several schools in Ukraine and one school in Kampala, Uganda will also be involved.

Duration: October 22, 2010 to January 15, 2012

Website: <http://disabilitystudies.ca/ddd-home>

The materials that the Project Team has developed include:

- A Teaching Toolkit for middle school teachers and supporting resources. The Toolkit is composed of four modules:
    - Module A: Introduction to Disability
    - Module B: New Ways of Looking at Disability
    - Module C: Disability Around the World
    - Module D: Disability and Media.
- Each module provides objectives, links to the relevant curriculum in Manitoba and Saskatchewan, background information for teachers, classroom activities, and supporting resources.
- Additional resources that teachers can use to assist them in teaching the Toolkit, including:
    - A DVD developed specifically for this Project, which discusses historical ways of looking at disability, new approaches to understanding disability, and disability from an international perspective.

*Continued on p. 6*

- A resource guide listing books and films that have disability themes or characters who have disabilities.

These resources are designed for educators to use in their classrooms, incorporating them in their curriculum activities.

Project activities have included:

- Producing different versions of the Toolkit for Canadian schools, Ugandan schools, and Ukrainian schools.
- The video has been produced in three languages: English, French, and Ukrainian.
- A Project website has been set up and includes the Toolkit, video and a forum for teachers and students to communicate with each other and display/share student work.
- The Project Team has developed a series of evaluations designed to collect feedback from students and teachers on the Toolkit.

This project has the potential to increase awareness of disability issues and promote acceptance of diversity in the schools that use the Toolkit. Students will be encouraged to think about social issues and the world from diverse perspectives. The toolkit and accompanying resources will be available for teachers in Canada and around the world.

Through the project website, teachers and students across three countries will be able create an international community to share new learning.

For further information, please contact:

Youn-Young Park, Ph.D. at:  
[research3@disabilitystudies.ca](mailto:research3@disabilitystudies.ca) or (204) 287-8411

Karen Schwartz, Ph.D. at:  
[research1@disabilitystudies.ca](mailto:research1@disabilitystudies.ca) or (204) 287-8411

## Women and Gender Issues

The National Union of Women with Disabilities of Uganda (NUWODU) is an indigenous umbrella organization of national and district-based organizations of women with disabilities. Its mission is to promote social, cultural, economic and political advancement of girls and women with disabilities through advocacy. Although NUWODU has strong national and regional connections with disability and women's groups, they lack the research capacity to conduct formal research projects to generate the data they require to justify their requests for supports and services, and to lobby government to make positive change for women and girls with disabilities. In order to build its capacity to conduct research and collect data, NUWODU has formed a partnership with CCDS.

The objectives of the partnership are to:

1. Increase the organizational capacity of NUWODU in the areas of data collection, policy analysis, partnership creation, and programming informed by data.
2. Develop an evidence-based and participatory strategy for NUWODU with which they will

## CCDS Featured Project

Title: Partnership for Research On Ugandan Women with Disabilities – Phase II  
Project Team: Janalee Morris-Wales, Youn-Young Park, Karen Schwartz, Olga Krassioukova-Enns  
Funder: International Development Research Centre (IDRC)  
Location: Uganda, in partnership with the  
Duration: September 1, 2010 to August 31, 2011  
Website: <http://disabilitystudies.ca/prouwd>

be able to influence policy and programs for women with disabilities in Uganda.

3. Develop partnerships among community organizations for persons with disabilities, policy and decision makers, and researchers, both within Uganda and between Canada and Uganda to facilitate ongoing research and capacity building.
4. Generate information regarding the lived experiences of women and girls with disabilities in two communities in Uganda.

*Continued on p. 7*



Project activities include:

- Setting up an Advisory Committee comprised of representatives from the NUWODU Board, Makerere University, disability NGOs, the Ugandan government, and a private research firm.
- Preparing a literature review.
- Preparing materials to train women with disabilities on qualitative data collection and analysis.
- Conducting training sessions with women with disabilities to collect data using interviewing techniques, and to analyze the data they collected by looking for key themes.



*"I am happy that I participated in this research. When I first set out, I did not believe that I could ask people questions and get answers from them. Then it happened, like magic! They were answering and sharing their problems with me. Now, I get many people from the community who come to speak with me concerning their problems! And I realise that I have to think of ways of encouraging them or tell them about their rights! And it seems to make some difference in their lives. Before this process, I could never have done this!"*

- Project Participant

- Conducting 52 interviews with people with disabilities and parents who have children with disabilities.
- Translating and transcribe all interviews.
- Conducting a detailed analysis of all data by CCDS researchers.
- Writing preliminary and final reports.
- Disseminating information about the research to the Ugandan communities that participated in the project.

For further information, please contact:

Youn-Young Park, Ph.D. at:  
[research3@disabilitystudies.ca](mailto:research3@disabilitystudies.ca) or (204) 287-8411

Karen Schwartz, Ph.D. at:  
[research1@disabilitystudies.ca](mailto:research1@disabilitystudies.ca) or (204) 287-8411

## CCDS Small Grants Program

Two CCDS Small Grants, funded by Society for Manitobans with Disabilities and CCDS, are awarded annually by the CCDS Small Grants Sub-committee.

Two projects funded by the Small Grants Program in 2009-10 were completed as CCDS was preparing the 2010-11 Annual Report:

*The Meaning of Dignity Within the Lives of People with Physical Disabilities* by Donna Goodwin.

*Robot control via augmentative communication devices by children with disabilities for performing math curriculum activities* by Kim Adams.

The CCDS Small Grants Sub-Committee reviewed three proposals in 2010-11. The following two proposals were approved:

*The Youth Activist Forum: Exploring Disability Activism and Identities* by Christine Kelly, funded by CCDS' George Dyck Memorial Small Grant.

*International comparisons of body mass index among Special Olympics athletes* by Meghann Lloyd and Vivienne Temple, funded by the SMD Foundation Small Grant.

CCDS thanks the SMD Foundation for their support of the CCDS Small Grants Program.

## CCDS Theme Area: Aging with Disabilities

Since 2005, CCDS has conducted a series of projects focusing on aging and disability.

These past projects have shown that despite common interests and needs between people aging and people with disabilities, current policies and programs for these two population groups are often planned and implemented in an isolated way, leading to the duplication of services and/or limiting benefits to a narrow range of community members' ("siloeed" thinking and planning).

To address these concerns, CCDS has developed and continues to refine the Livable and Inclusive Community (LIC) Concept Model and Planning and Evaluation Frameworks. The Model and Frameworks have been designed to help policy developers, project/program planners, and community members plan new initiatives and evaluate existing initiatives, with the ultimate goal of creating communities that are both livable and inclusive.

An LIC Concept Model has been developed based on empirical evidence from past CCDS research projects. Its purpose is to illustrate how a community can become more livable and inclusive to all its members, by considering existing and potential barriers to inclusivity and eliminating them.

LIC Planning and Evaluation Frameworks have also been developed from the Concept Model by CCDS researchers and community participants. Each framework provides guidelines to help:

- (a) Bring stakeholders together.
- (b) Situate the initiative within the larger community.
- (c) Set out inclusive values, goals, and community impacts of an initiative.
- (d) Set out a future plan for sustaining community inclusion.

## CCDS Featured Project

Title: Livable and Inclusive Communities for Seniors with Disabilities and All Citizens: Model and Tools for Actions

Project Team: Karen Schwartz, Youn-Young Park, Olga Krassioukova-Enns, Allen Mankewich

Funder Office for Disability Issues (ODI)

Location: Four regions across Canada: Alberta, British Columbia, Manitoba, and Ontario.

Duration: January, 2010 to March, 2012

Website: <http://disabilitystudies.ca/licproject/>

In 2010-11, the LIC Project Team:

- Conducted workshops in each region to identify strategies and barriers to planning.
- Surveyed participants on current planning processes.
- Refined the LIC Concept Model.
- Developed the Planning and Evaluation Frameworks.
- Held a forum in Winnipeg with representatives from all regions to present the LIC Concept Model and Frameworks.
- Revised the Concept Model and Frameworks based on participant feedback.
- Established Working Groups who are interested in piloting the LIC Frameworks.
- Developed all data collection tools and disseminating them to working groups.
- Visited regions to introduce Working Group participants and other interested people to the LIC Concept Model and Frameworks.
- Developed the LIC website.

For further information, please contact:

Youn-Young Park, Ph.D.

[research3@disabilitystudies.ca](mailto:research3@disabilitystudies.ca) or (204) 287-8411

Karen Schwartz, Ph.D.

[research1@disabilitystudies.ca](mailto:research1@disabilitystudies.ca) or (204) 287-8411

*"The more I witness our programs for people aging into or with disabilities...or trying to integrate into community programs that do not really know what constitutes both accommodation and true inclusivity, the more I respect the need for the LIC work!*

*- Project Participant*

# Auditor's Report

To the Members of Canadian Centre on Disability Studies Inc.:

We have audited the accompanying financial statements of Canadian Centre on Disability Studies Incorporated which comprise the statement of financial position as at March 31, 2011 and the statements of operations, changes in net assets and cash flows for the year then ended and a summary of significant accounting policies and other explanatory information.

## Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles and for such internal controls as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

## Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of

*Statement of Financial Position - March 31, 2011*

ASSETS	2011	2010
<b>CURRENT</b>		
Cash	\$ 380,280	\$ 522,960
Accounts receivable	1,401	3,609
Due from Endowment Fund (Note 5)	233,146	113,637
Prepaid expenses	7,088	7,088
	<u>\$ 549,915</u>	<u>\$ 647,294</u>
<b>ENDOWMENT FUND INVESTMENTS (Note 5)</b>	<b>1,585,902</b>	<b>1,585,902</b>
<b>SCHOLARSHIP FUND - CASH</b>	<b>34,576</b>	<b>33,521</b>
	<u>\$ 2,170,393</u>	<u>\$ 2,266,717</u>
<b>LIABILITIES</b>		
<b>CURRENT</b>		
Accounts payable and accrued liabilities	\$ 118,654	\$ 221,183
Deferred revenue	108,174	248,328
	<u>226,828</u>	<u>469,511</u>
<b>NET ASSETS (Page 4)</b>		
General fund	323,087	177,783
Endowment fund (note 3)	1,585,902	1,585,902
Scholarship fund (note 3)	34,576	33,521
	<u>\$ 1,943,565</u>	<u>\$ 1,797,206</u>
	<u>\$ 2,170,393</u>	<u>\$ 2,266,717</u>

the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of the accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

## Opinion

In our opinion, these financial statements present fairly, in all material respects, the financial position of the organization as at March 31, 2011 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Winnipeg, Manitoba  
August 31, 2011

Frostiak & Leslie  
Chartered Accountants Inc.

	2011	2010
<b>FUNDED PROJECT REVENUES</b> (Note 6)	<u>\$ 1,367,191</u>	<u>\$ 992,445</u>
<b>FUNDED PROJECT EXPENSES</b>		
Direct expenses	1,200,779	800,600
Administrative expenses	166,412	191,845
	<u>1,367,191</u>	<u>992,445</u>
	<u>-</u>	<u>-</u>
<b>OTHER REVENUES</b>		
Donations and memberships	911	911
Other	21,687	21,687
	<u>22,598</u>	<u>22,598</u>
<b>EXPENSES</b>		
Bank Charges	2,401	1,725
Wages and benefits	70,502	64,294
Office and sundry	18,695	31,324
Professional fees	5,605	7,789
Rent	59,436	56,447
Communications	5,684	6,326
Travel	3,677	2,136
Expenses allocated to funded projects	(166,412)	(144,748)
	<u>\$ (412)</u>	<u>\$ 25,293</u>
<b>EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES</b>	<u>\$ 23,010</u>	<u>(306)</u>



## CCDS Board of Directors - 2010-11

### *Executive:*

President: <b>Darcy MacPherson</b> Winnipeg, MB	1st Vice President: <b>Don Fuchs</b> Winnipeg, MB	Secretary: <b>Karen Schwartz</b> Winnipeg, MB
Treasurer: <b>Pat Scott</b> Winnipeg, MB	Member at Large: <b>Heidi Janz</b> Edmonton, AB	Member at Large: <b>Ian Buck</b> Vancouver, BC

### *Board:*

<b>Bonnie Brayton</b> Montreal, QC	<b>Christine Kelly</b> Ottawa, ON	<b>Robert Elliott</b> Vancouver, BC
<b>Anne Kresta</b> Winnipeg, MB	<b>Kristen Klassen</b> Winnipeg, MB	<b>Larry Hurtig</b> Winnipeg, MB
<b>Carmela Hutchison</b> Irricana, AB	<b>Dale Stevenson</b> Ottawa, ON	

## CCDS Staff - 2010-11

### **Olga Krassioukova-Enns**

Executive Director

### **Allen Mankewich**

Communications Coordinator/  
Policy Analyst

### **Janalee Morris-Wales**

Senior Researcher and Program Developer

### **Andrew Strutt**

International Project Coordinator

### **Iryna Khomenko**

International Project Coordinator

### **Karen Schwartz**

Senior Researcher

### **Youn-Young Park**

Senior Researcher

### **Eleanor Chornoboy**

Policy Analyst

### **Laura Rempel**

Researcher

### **Suzanne Gessler**

Researcher and  
Policy Analyst

### **Natasha Ross**

Researcher

### **Norm Magnusson**

Accountant

### **Denise Desmond**

Administrative Assistant