



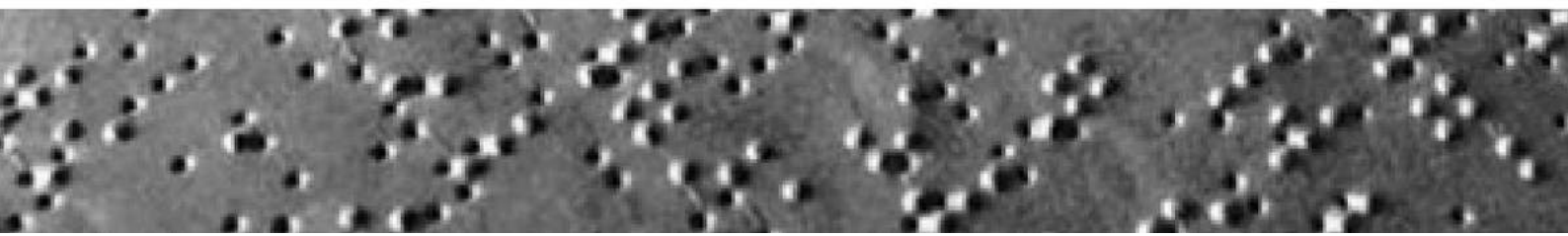
DISABLED PEOPLE'S ASSOCIATION SINGAPORE

ANNUAL GENERAL REPORT 2016/2017



VOX NOSTRA

*EMPOWERING, SUPPORTING, AND ENGAGING
THE DISABILITY COMMUNITY*



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Mission

To be the voice of the people with disabilities, working with them to achieve full participation and equal status in the society through independent living.

Vision

To build an inclusive society where persons with disabilities have access to the same rights and opportunities as everyone else.

President's Message



On 24th September 2016, the Disabled People's Association (DPA) celebrated thirty years of advocacy for the disability community with a dinner that brought together old and new friends. The party was an opportunity to remember DPA's late founder, Mr Ron Chandran-Dudley and share our vision for the future of inclusion in Singapore. Much in the same way as the gathering gave us a chance to reflect on DPA's achievements over the decades, I look back fondly over the last six years of Presidency, as my second term comes to an end. Before I hand over that responsibility I would like to share a few thoughts on what DPA and I have tried to achieve during my two terms in office.

My motto as President has been to "walk the talk" on inclusion. In order for DPA to make real progress in getting the disability community, the public and the Government to work together on inclusive policies, it is first necessary to grow the capacity and capability of DPA by bringing in the right people. One of the first things I did as President was to start hiring the right people to take on the challenges of making the case for why disability advocacy is needed in Singapore, and more importantly, why it should involve more persons with disabilities. Six years later, DPA has grown from two staff members to six who have nurtured the organisation from being a relatively niche organisation, to one that was being regularly consulted by the media, and actively engaged with the Government on issues ranging from accessible building codes to inclusive education, and even community responses to the rising threat of terrorism.

Together with the Board of Management and the DPA team, I have also expanded the conversation about disability to include invisible disabilities, learning disabilities and chronic mental health issues or psychosocial disabilities so that we can connect people who also working towards a more inclusive society and advocate more effectively together. DPA's institutional membership has tripled in the last few years and I hope that it will continue to grow and include more representation from the less visible or less well-known members of the community of persons with disabilities or special needs.

I have always believed that the key to having a more inclusive society is to raise awareness amongst the young, and as such, DPA launched its interactive workshops and mentoring sessions so that more students from primary to tertiary education level can be engaged. These students are set to be the next generation of employees and employers who are more open in their mindsets, and can be future advocates for a more integrated Singapore.

Acting on that promise of talking less but doing more about inclusion, DPA has been focusing on inclusion in employment and making the case for disability discrimination legislation. Not having access to robust statistics about the number of persons with disabilities who are in open employment, and hearing stories about the difficulties of those with disabilities have with finding and keeping those jobs, DPA decided to conduct its own research and document the experiences of those with disabilities throughout the employment journey. Demonstrating that it is always possible to be inclusive, the project was run, and researched by, as well as gathered insights from and eventually written by persons with disabilities. The findings of this study will be presented to all stakeholders, but rather than leaving this research as purely academic, it will be presented at a policy co-creation session with relevant stakeholders so that the disability community, companies and the Government can come together to combat discriminatory practices in the workplace through robust discussions.

There is still a lot more that needs to be done to ensure we are all proactively working towards a similar goal. Despite significant progress, there continues to be a disconnect between persons with disabilities, the Government and disability organisations. This was exemplified by the recent outcry from the disability community at the changes to the accessible car park labels. As a person with a disability, a caregiver or a family member or friend of a person with a disability, you should get involved and have your voice heard, and not just when a new policy is announced. The dialogue needs to be continuous and include more of the community in order for your voice to be heard and answered.

Let's continue to build on what we have accomplished and keep bridging the gaps in our disability services and programmes so that we can develop solutions together. I encourage you to approach the next President of the DPA with your views, but that does not mean I will not be around to continue our shared mission. I will continue to offer my services as a committee member of the Board of Management and support the new leadership.



MR NICHOLAS AW

DPA President





PERCEPTION

by ND Choon 潘迪蓮

WE HOPE FOR A WORLD
THAT LOOKS BEYOND DISABILITIES
A WORLD THAT IS
FREE OF BIAS
A WORLD THAT IS FULL OF LOVE
THAT IS KINDER
A WORLD THAT IS MORE INCLUSIVE
PERCEPTION HOPES FOR SUCH A WORLD

Tan Chuan-jin

Tan Chuan-jin
Minister for Social and Family Development



ABOUT

Read the

book

The person

Disability

"We hope for a world that looks beyond disabilities..."

Mr Tan Chuan-Jin,
Minister of Social and Family

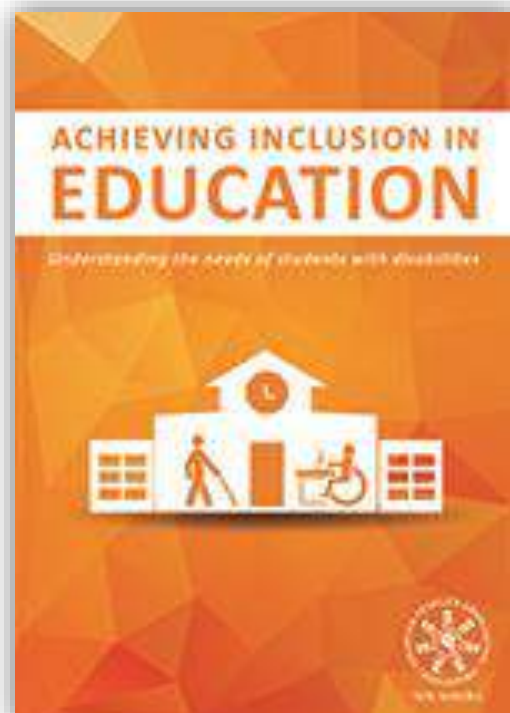
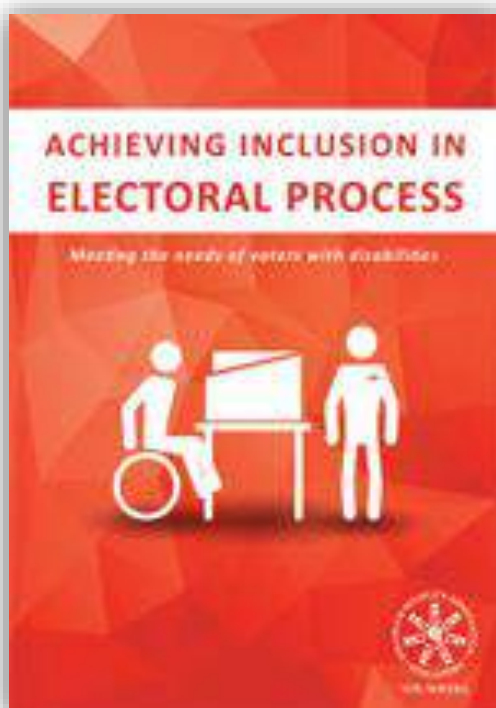
CITY DEVELOPMENT

Advocating for Persons With Disabilities

At the start of this Annual Report, we take a look at some recent publications that the Disabled People's Association (DPA) has produced. This year, we decided to take a look at inclusivity in the electoral process, as well as in education.

Achieving Inclusion in Electoral Process examines the effectiveness of policies and programmes aimed at protecting, promoting and supporting the voting rights of persons with disabilities. It identifies key gaps, barriers and possible solutions in the electoral process, with concrete examples from other countries.

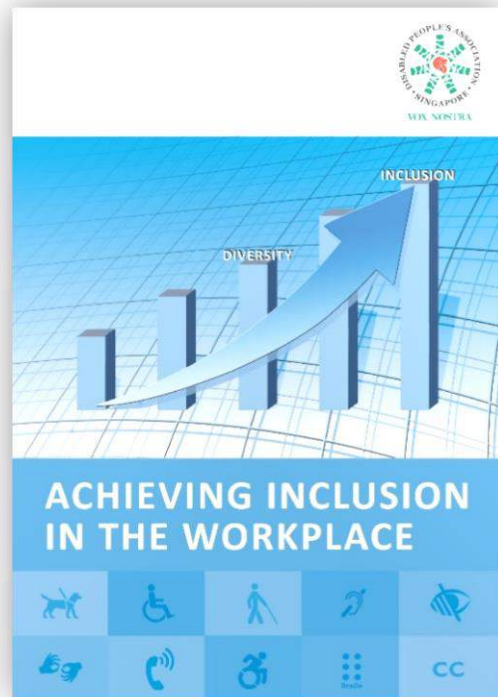
Achieving Inclusion in Education provides an overview of the educational situation of people with disabilities. It highlights the needs and concerns of students with disabilities, and provides recommendations to eliminate those barriers. It also discusses the concept of "inclusive education" and how education stakeholders can work together to make it a reality.



These booklets, together with others produced previously on the various aspects of inclusivity, such as in Healthcare, and Assistive Technology, were well received at DPA's various engagements with Institutes of Higher Learning (IHLs) where we held our Inclusion Booths, and at events where we met with private stakeholders.

This reception prompted our organisation to take on a much-needed study on challenges that individuals with disabilities faced in the workplace.

Thus, the study on **Discrimination Faced by Persons with Disabilities in the Workplace**, a qualitative study, was developed. This was a follow-up of DPA's earlier publication – **Achieving Inclusion in the Workplace** (published in 2015).



Advocating for Disability Awareness and Inclusion

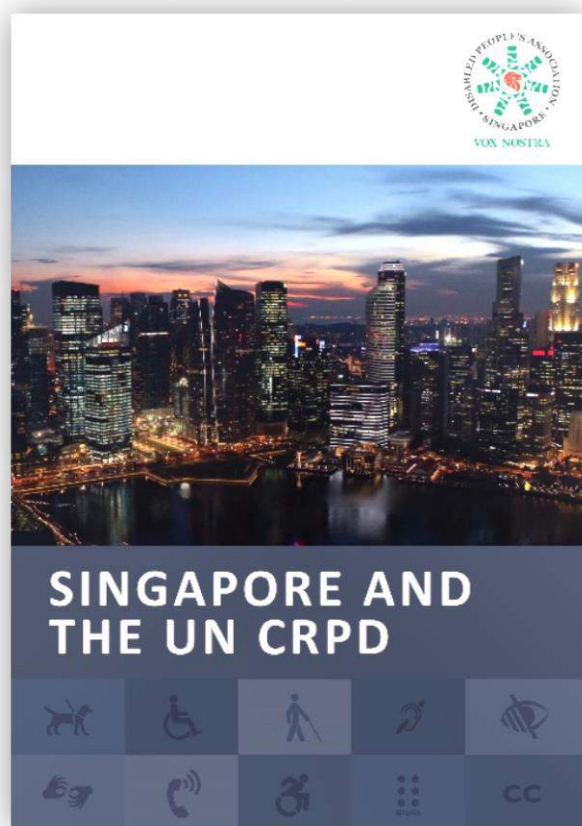
Delving deeper into our study on workplace inclusion, **Discrimination Faced by Persons with Disabilities in the Workplace**, builds upon a similar model of research, but with an interesting twist. In addition to speaking with disability professionals, persons with disabilities, parents and caregivers of persons with disabilities to gain valuable insights, DPA also developed persons with disabilities to become active researchers. This “Participatory Research Project” co-opted persons with disabilities to be part of the research team – such that staff and members of DPA can provide inputs to the objectives, advise on the approach and also collectively make sense of the data. This is aimed at achieving a more inclusive research process where people with disabilities are empowered to contribute actively to the research process instead of just participate as passive respondents.

“Nothing About Us, Without Us”

The research will be presented to various Government Ministries, Organisations, Service Providers, and Trade Unions at a closed-door roundtable discussion done in collaboration with the Institute of Policy Studies of the Lee Kuan Yew School of Public Policy.


The roundtable will be followed by a co-creation session, where various stakeholders will present their suggestions on addressing workplace challenges for persons with disabilities. The hope is that as a community we will develop an action plan to close the gaps in existing policies for persons with disabilities in the workplace so that discriminatory practices are less likely to occur and if they do persist, there is a formalised reporting procedure that has the ability to appropriately deal with those practices.

In addition to looking at our employment sector, DPA will also be taking its publication “Singapore and the CRPD” one step further in 2017.



Published in May 2015, **Singapore and the UN CRPD** (published in 2015) described each article of the CRPD in plain English and provided a short overview of what policies were in place to translate each article into a reality in Singapore. This was followed by DPA’s opinion on how well each article has been implemented and areas where more can be done in the future.

Moving forward in 2017, DPA aims to develop a more comprehensive report on the progress of the CRPD in Singapore that involves engagement with persons with disabilities, disability organisations, caregivers and families of persons with disabilities and other interested stakeholders.



“Alone we can do so little;
together we can do so much.”

Helen Keller



Events & Collaborations

DPA had also been actively ramping up its public engagement efforts.

DPA – MDAS Flag Day 2016

On 23 April 2016, DPA and Muscular Dystrophy Association Singapore (MDAS) jointly organised a Flag Day. Over 800 volunteers showed their support by stepping out on a Saturday to collect donations at eight collection centres across Singapore. DPA and MDAS recruited volunteers from secondary schools, junior colleges, tertiary institutions, voluntary welfare organisations (VWOs), clan associations and companies who joined other civic-minded members of the public to work together to raise funds for both organisations.

This year was the first time both organisations piloted a Flag Day software called Project Tintin. The software was designed and developed over a span of six months by ThoughtWorks, DPA and MDAS with the sole aim of improving efficiency at reporting stations and reducing paperwork. The system also provided organisers with real-time updates of all Collection Centres and movement of donation tins. This pilot program was a huge success and the plan is to further improve the software and share the final product with all VWOs.

In addition, DPA and MDAS rolled out our Student Ambassador programme, which was piloted at our previous Flag Day. Through this programme, students were given the opportunity to learn valuable management skills with the mentorship and support of both organisations. Student Ambassadors oversaw rallying and managing student volunteers in their schools and communities.

DPA and MDAS are pleased to announce that the joint street collections for DPA and MDAS' Joint Flag Day 2016 was around \$100,000, which will go a long way in supporting both organisations' programmes. Both organisations would like to thank all the people who volunteered their time to help make the fundraising project such a success.



DPA would like to thank the following companies for their support and contribution of manpower, money, or both, in the preparation for and during the Flag Day itself: Chili's, Cognizant, Comfort Delgro, Deutsche Bank, Flextronics, Foodpanda, Hua Yuan Association, Jurong Point Management, Lee Foundation, Lee Kim Tah Foundation, M1, Shaw Foundation, SPH Foundation, Tong Teik Pte Ltd.

DPA – VSA Flag Day 2017

In keeping with the theme of Flag Day, a year later, on Saturday, 25 March 2017, DPA held another Joint Flag Day with Very Special Arts (VSA) Singapore. This Flag Day promised to be one with a difference, and both organisations delivered on that theme.

DPA once again used Project Tintin, an app developed by ThoughtWorks, which has brought the tracking of donation tins to the 21st century. Yet, this was not the same version used last year. After piloting the app with two other voluntary welfare organisations DPA and ThoughtWorks enhanced and improved it. By simply scanning out the tins, the organisers could keep track of the movement of donation tins, and have an overview of how the Flag Day was progressing. The newer version of Project Tintin has additional time-saving features, such as allowing supervisors to give a series of tins at a time and the creation of roaming stations that could re-stock collection centres that had run out of donation tins. The app also proved to be popular amongst the various organisations that came to watch it in action.



Meanwhile, at Westgate Mall, an exciting carnival displaying the talents of VSA members was in full swing. This is the first time that a carnival has been done as part of Flag Day. The carnival introduced VSA's artists in performances of dance, music, art and song. The carnival aimed to give the public an insight into the work that VSA, and DPA do in the disability space in Singapore, and how the performing and literary arts can enhance the lives of individuals with disabilities.

While the collection for the Joint Flag Day ended at 6 pm, the work was not yet over! With the help of staff from Deutsche Bank, Bank of America Merrill Lynch, Cognizant and the rest of the volunteers, the counting process went quickly, and Flag Day was wrapped up without a hitch by midnight.

Although this Flag Day did not raise as much money as the previous one, it allowed both organisations to try out innovative ideas, processes and ensure that future events ran much more smoothly and efficiently. DPA would especially like to thank the volunteers who showed up despite the torrential rain that would have deterred some.

Both organisations would like to thank the following performers for making the carnival such a success: Victoria Chinese Orchestra, VSA Ukelele Group, VSA Percussion Group, VSA Creative Dance Lil' Wings, Ng Tung Hei, Thong Keen, Michael Ooi, Raymond Lau, Bryan Lim, Joshua Xiong, Lauren Yeo and last, but certainly not least our fantastic emcee Patrick Wee who gave his time for this event.

Exciting Engagements

Football With A Heart Charity Tournament and Dinner

DPA loves to engage and collaborate with other social campaigns and was excited to be selected as a beneficiary and partner in the Football With A Heart (FWAH) Charity Tournament and Dinner.

On 21 May 2016, the FWAH charity tournament was held at the National Stadium. The event was organised by Singapore Pools, iShine Staff Volunteers and the Football Association of Singapore.

Later in the afternoon, DPA Board of Management members, Mr Nicholas Aw and Ms Tan Keng Ying, were invited to attend the Corporate Partners Reception where they met with Mr Tan Chuan-Jin, the Minister for Social and Family Development.

On 3 June 2016, DPA Board of Management members, Mr Arsalan Ali and Ms Lily Goh, attended the Celebratory Dinner at the Singapore Sports Hub where we received a generous donation of \$65,000 and met with the President Dr Tony Tan Keng Yam.

DPA would like to express our sincere gratitude to Singapore Pools, Football Association of Singapore and Sport Singapore for selecting DPA as one of the beneficiaries. DPA would also like to thank all donors of the football charity fundraiser, including the corporate partners.

Community Heartstrings Walk 2016

Following this, on 31st July 2016, DPA participated in the Community Chest Heartstrings Walk 2016. DPA staff, volunteers, friends and families partnered with Cognizant Outreach Team from Cognizant Technology Solutions Asia Pacific Pte Ltd to take part in the 4km Charity Fun Walk. The Fun Walk signified the concerted effort of partners, volunteers and beneficiaries in creating awareness and greater understanding of people with disabilities.

In addition to the Fun Walk, the event also featured a Vertical Marathon up 57 storeys of the Marina Bay Sands Hotel, a carnival activity and other fringe activities such as experiential booths to help promote deeper understanding of the challenges faced by people with disabilities on a daily basis.

DPA had a great time at the Community Chest Heartstrings Walk 2016. Members and staff had the opportunity to meet the Deputy Prime Minister (DPM) Teo Chee Hean and Ministry of Social and Family Development (MSF) Minister Tan Chuan Jin.



Purple Parade 2016

Purple Parade 2016

DPA was proud once again to participate in the Purple Parade on 5 November 2016. The Purple Parade is the largest movement in Singapore that supports inclusion, and celebrates the abilities of persons with special needs. For the past three years, the event had been held at Hong Lim Park. This time, Purple Parade made its way to the heart of the city as thousands gathered at Suntec City to celebrate abilities and support inclusion. More than 10,000 people dressed in purple, turned up to show their support despite the rain.

Deputy Prime Minister Tharman Shanmugaratnam was the Guest-of-Honour at the event. DPA President, Mr Nicholas Aw Wee Chong, and DPA Executive Director, Dr Marissa Lee Medjeral-Mills, and other DPA Board members, members, volunteers and staff enthusiastically came together with Cognizant Technology Solutions Asia Pacific Pte Ltd to take part in the Purple Parade.

DPA's Patron Ms Low Yen Ling, Parliamentary Secretary for the Ministry of Education & Ministry of Trade and Industry and Mayor of South West CDC, was also present to support the Purple Parade.

Having the Purple Parade in the city district enhanced the grand event with lively stalls, exhibitions and spectacular performances showcasing the talents and abilities of people with disabilities from all walks of life. DPA member, Margaret See, displayed her splendid dancing skills as she performed a wheelchair dance with her team.

DPA's contingent had 60 participants and included people with and without disabilities to highlight the inclusive nature of this event. People from different walks of life come together to show support, advocating for a society that supports people with disabilities by taking practical and individual steps to walk the talk on inclusion.



Nurturing the next generation of disability advocates

DPA's **Disability Awareness Talk Series (DATS)** was officially launched in 2015. The DATS series offers interactive talks and workshops to schools, companies and other organisations, sharing the message that people with and without disability need to work together to build an inclusive society and how they can go about doing so. The talks and workshops are also aimed at fostering future inclusion advocates and DPA's Advocacy Consultant, will work with participants of the talks and workshops to mentor them in their own advocacy initiatives.

As of 06 March 2017, 2988 participants from 61 educational institutions, religious institutions, social service organisations, government bodies, and private companies have benefitted from these talks, which have been generously supported by the Care and Share initiative.

DPA's Inclusion Ambassador Programme

A key aspect of DPA's DATS programmes are our Inclusion Ambassadors. The Inclusion Ambassador Programme takes an innovative approach to sharing about inclusivity by having our own members be ambassadors for the cause. This also aligns with our mission of fostering disability advocates to have a voice of their own, *Vox Nostra*. The Programme is also a source of income for some of our members who share their time with us. If you, or someone you know, would like to become an Inclusion Ambassador with DPA, drop us an email to info@dpa.org.sg.



Other Advocacy Programmes

Outside of the DATS series, DPA also provides guidance and advice for youth who are interested in contributing to our cause.

On 2nd September 2016, DPA had the pleasure of meeting a group of young disability advocates. Ms. Ananya Gaitonde, Mr. Aditya Gaitonde, Ms. Tanvi Mittal and Mr. Amol Mittal spent their summer vacations planning and organising a bake sale in their neighbourhood to raise money for a charitable cause.

With guidance from their parents, the four kids selected a location, decided upon a menu, shopped for the required groceries and adopted various advertising strategies to spread the word about DPA and their bake sale. Their hard work paid off. Their bake sale received immense support from their friends and neighbours, and raised a total of \$255 which was donated to DPA.

DPA presented them with a certificate each to recognise their hard work and effort, and spent an enjoyable afternoon sharing about our work with the kids. DPA would like to thank Ms. Ananya Gaitonde, Mr. Aditya Gaitonde, Ms. Tanvi Mittal and Mr. Amol Mittal, and their parents, Mrs. Kanchan Gaitonde and Mrs. Shruti Mittal, for their support and generosity.



In keeping with DPA's consistent engagement through education, on 20 September 2016, DPA hosted a one-day Inclusive Communication Workshop, which aimed to expand participants' understanding of inclusive communication as well as to help participants develop strategies in tackling communication barriers. The workshop was delivered by Nina Munday, former DPA Diversity & Inclusion Consultant, Founder and Director of Embody Global Consultancy and Manager of Fife Centre for Equalities in Scotland.

During the programme, participants looked at why inclusive communication matters, organisational ethos and values, range of communication barriers, personal experience of negative and positive communication and how to develop an inclusive communication practice.

The following organisations were represented: (these)abilities, Aquatic Educator of Persons with Special Needs, LearnIn Pte Ltd, THK Pan-Disability Centre, Cerebral Palsy Alliance Singapore, Able Thrive, Ngee Ann Polytechnic Business and Social Enterprise, GMC, and DPA.

The International Sphere



Brainstorming Workshop on DIDG, ASEAN

From 1st to 4th June 2016, DPA was invited to participate in the **Brainstorming Workshop on a Disability Inclusive Development Guideline after ASEAN integration: Toward ASCC vision 2025** in Bangkok, Thailand. Ms Jorain Ng and Mr Alvan Yap represented DPA at the workshop. This session was organised by Thailand's Ministry of Social Development and Human Security. Disability organisations from all the ASEAN member countries attended this workshop to discuss the implementation of the ASEAN Socio-Cultural Community (ASCC) Blueprint 2025 and ASEAN Vision 2025 documents. The workshop was also a great way to meet other Disabled People Organisations (DPOs) in the region.

CBR World Congress

DPA was represented by its Executive Director, Dr Marissa Lee Medjeral-Mills at the second CBR World Congress, which was held on 27th – 29th September 2016 in Kuala Lumpur, Malaysia. The theme for the 2nd World Congress was “CBR: Empowering and Enabling”.

Community-based rehabilitation (CBR) was initiated by the World Health Organisation as a strategy to increase access to rehabilitation services in resource-constrained settings such as rural areas and/or developing countries. Over the years the concept of CBR has expanded to espouse a much wider approach that has moved beyond rehabilitation alone. These days, CBR initiatives aim at improving access to opportunities and social inclusion of people with disabilities. CBR is now sometimes called Community-based Inclusive Development (CBID) because of this change in the approach.

DPA attended the CBR World Congress because it was a platform for DPA to learn from best practices overseas. The Congress was an opportunity for CBR or CBID professionals from diverse communities of practice, policy, education, research and social development to engage in a dialogue to promote the well-being of persons with disability around the world.

DPA believes that the disability community in Singapore can benefit from CBR or CBID initiatives even though that approach is not usually associated with developed countries or urban environments. Yet, CBR or CBID actively involves and nurtures advocates within the disability community and this is an area in which Singapore could do more. We need to support persons with disabilities and help to increase their confidence in getting involved in disability initiatives and policies. Inclusion or disability-related projects are much more likely to be impactful and sustainable when persons with disabilities and their wider support networks are involved in championing those efforts.

DPA believes that it has a lot to learn from the CBR or CBID approach and will look to see how it can integrate it into our future projects.

Harkin Summit

In late 2016, DPA was invited to attend the inaugural Harkin Summit in Washington, DC. Held over two days on 8-9 December 2016, the Harkin International Disability Employment Summit brought together stakeholders from many sectors including businesses, ranging from smaller to larger companies, civil society, social enterprises, institutions of higher learning, Government and disability advocates. The Summit brought together over 180 stakeholders from 31 countries to focus on employment for persons with disabilities because it is the key to independence and economic sustainability.

What made this Summit different from other international disability conferences and workshops is that it was managed to balance having a good mix of stakeholders, while being a small enough gathering that you could speak to and learn from almost every participant. In addition, it is rare for DPOs to have the opportunity to hear from and engage with high level representatives from the business sector, legislators and social enterprises. The break-out sessions allowed room for substantive and thought-provoking discussions about how to move the needle on inclusive employment across different cultures and industries. It was interesting to hear about case studies from across Asia, Africa, Australia, Europe, and the Americas to help DPA develop strategies to increase the employment opportunities for people with disabilities in Singapore.

Dr Marissa Medjeral-Mills, DPA's Executive Director was given the opportunity to speak on the opening panel of the Summit representing civil society. It was an honour to have DPA represented on a panel that included Sue Swenson, Deputy Assistant Secretary, Office of Special Education and Rehabilitative Services, U.S. Department of Education, Steve Pemberton, Global Chief Diversity Officer at Walgreens, Charlotte McClain-Nhlapo, Disability Advisor for the World Bank and Lizzie Kiama, Founder & CEO, This Ability Consulting, Kenya. During that panel discussion participants shared lessons they learnt whilst trying to bring more people with disabilities in to the labour force.





Vox Nostra

The faces of DPA at the 30th
Anniversary Dinner, 2016

ASSOCIATION
CELEBRATION



ASSOCIATION
CELEBRATION



DPA's Year, The Big Three-Oh Bash

On Saturday 24th September, DPA held its 29th Annual General Meeting (AGM) at the Royal Palm Ballroom at the Central, 6 Eu Tong Sen Street. This year DPA offered door prizes for the first five members to come for the AGM and ended up giving out five more presents to members who had volunteered at the most DPA events. The presents given out were donated by the Management of Jurong Point Shopping Centre, where DPA's office is located, and Aigner Singapore.

Following the AGM, DPA then kicked off its 30th Anniversary celebrations. It was an evening of reflection and celebration. The Guest-of-Honour for the evening was Ms Low Yen Ling, DPA's new patron. Ms Low is Mayor of South West District and Parliamentary Secretary for the Ministry of Education & Ministry of Trade and Industry.

The event started with a tribute to DPA's late founding President, Mr Ron Chandran-Dudley read by Master of Ceremonies, Mr Terrence Yang. There would never be enough time in one evening to go through Mr Chandran-Dudley's life story in all its richness. Instead the tribute highlighted some of his personal journey from acquiring a disability to becoming an advocacy champion. The tribute touched on Mr Chandran-Dudley's significant role in lobbying for the United Nations Convention on the Rights of Persons with Disabilities (CRPD). It also focused on his family life, for example, the central role in his life and legacy played by his wife, Ms Rena Chandran-Dudley. Ron Chandran-Dudley was working on a book, 'The Man with a Mission: A Life Well Lived', about his life when he passed away. It was finished with the help of his wife, Rena. Dinner attendees were given a copy of a chapter of this book.

DPA presented a short video introducing its work through the words of its members. It was an interesting challenge to make this video as inclusive as possible. The videographer is DPA's own Assistant Treasurer, Ms Tan Keng Ying, who is Deaf. Inclusive communication skills were honed to ensure subtitles and voice-over were accurate as Ms Tan had to lip read the video after filming.

Ms Lily Goh and her team at ExtraOrdinary Horizons song signed and performed a percussion piece. Ms Goh is Deaf and a board member of DPA. She beautifully combined sign language and songs in song-signing to highlight and share Deaf culture. During dinner, Mr Robert Tan sang and played the guitar. Mr Tan is visually impaired and has an uncanny ability to perform songs from memory after hearing it once.

The evening was a fitting birthday party for DPA to celebrate the big 3-0 with friends, old and new. It provided an opportunity for DPA to thank long-time friends, including DPA's first patron, Dr Tan Cheng Bock, who have helped DPA through its journey from small volunteer led group to the professional organisation it is now.

Key Media Highlights

DPA monitors disability issues being discussed in the press and, when appropriate, writes responses or clarifications to be published in the forums. Over the last year, DPA has also been frequently interviewed by the media on accessibility issues for persons with disabilities. Information on these interviews can be found on DPA website: http://www.dpa.org.sg/?page_id=1159. The following were some highlights where DPA's Executive Director, Ms Marissa Lee Medjeral-Mills had been interviewed by the press. [For a full list of our media presence over the year, please refer to the end of this section.]



March 2017

On 5 March, Dr. Marissa, DPA's Executive Director, was quoted in a Straits Times article: "Not having grown up together in school, many are encountering persons with disabilities for the first time in the workplace." (Article: "Call to integrate people with disabilities early.")

December 2016

On 1 December, DPA was quoted in a Straits Times article titled "Special needs gap in 'every child matters'." DPA raised the issue of means-testing school fees for students with severe disabilities.

November 2016

On 6 November, Mr Nicholas Aw, DPA's President, was quoted in an article titled "What rain? It's purple reign at Suntec City." He opined that society should do more to build an inclusive society such as educating the children and hiring and integrating persons with disabilities.

On 10 November, Ms Tang Siew Ngoh, DPA Honorary Secretary, wrote in a Straits Times article titled "Provide options for deaf children's education." She suggested that the Ministry of Social and Family Development offer the Total Communication Approach to accommodate the diverse needs of children who are deaf or hard of hearing in education.

October 2016

DPA's participatory action research on workplace discrimination was featured in a Straits Times article titled "Study on bias at work against those with disabilities." In the article, DPA explained the research's objective, methodology and timeline.

September 2016

On 17 September, DPA's President, Mr Nicholas Aw, wrote a letter titled "Pool prize money for more parity among athletes" to the Straits Times. In the letter, Mr Aw opined that the Athletes' Achievement Award and Multi-Million Dollar Awards Programme should be consolidated into one so that private donors fund the reward for all elite athletes, including the Paralympians.

On 18 September, DPA was quoted in an article titled "Disabled Singaporeans who don't let anything stand in the way of getting fit and enjoying sports." DPA opined that sports should be modified to make them more inclusive.

July 2016

On 4 July, DPA was quoted in two Straits Times articles titled “Making Life Easier for the disabled: What Singapore can learn from Sweden” and “Swedish museum: Caters to all special needs.” In the first article, DPA opined that the number of accessible hotel rooms is still too low. In the second article, DPA opined that accessibility includes having accessible services, programmes, displays and websites.

In a letter to The Straits Times titled “Selfish behaviour in abusing disabled facilities” on 17 July, DPA’s President, Mr Nicholas Aw, protested against the continued abuse of facilities for persons with disabilities. Mr Aw opined that the prevalent abuse reconfirms the uncaring nature of our society.

June 2016

DPA’s President, Mr Nicholas Aw, wrote in a letter titled “Children can set the example for parents on inclusion” to the Straits Times on 3 June. He argued that children can educate their parents on mixing with people with disabilities.

On 3 June, Mr Aw was quoted in the Straits Times article titled “People with disabilities in the spotlight.” He opined that mindsets are hard to change, thus we need to start educating the young about disability.

On 9 June, DPA wrote a letter titled “Everyone can get involved in disability inclusion” to the Straits Times. In the letter, DPA opined that disability inclusion requires every individual at all levels of society to do their part. Our society cannot solely rely on public education campaigns to change mindsets.

DPA’s advocacy work was mentioned in a Straits Times article titled “The Hard and Heart Part of Inclusiveness for the Disabled” which was published on 9 June.

On 16 June, DPA was quoted in The New Paper article titled “Me Before You Draws Flak over Suicidal Disabled Character”. DPA opined that the movie could be detrimental to disability advocates’ efforts to create a more positive view of the experience of having a disability.

May 2016

On 3 May, DPA’s President, Mr Nicholas Aw, wrote a letter titled “Disability awareness must start in schools” to Today Online. Mr Aw shares his experience of growing up and living with Tourette syndrome, and called on the public authorities to make disability awareness education compulsory in schools.

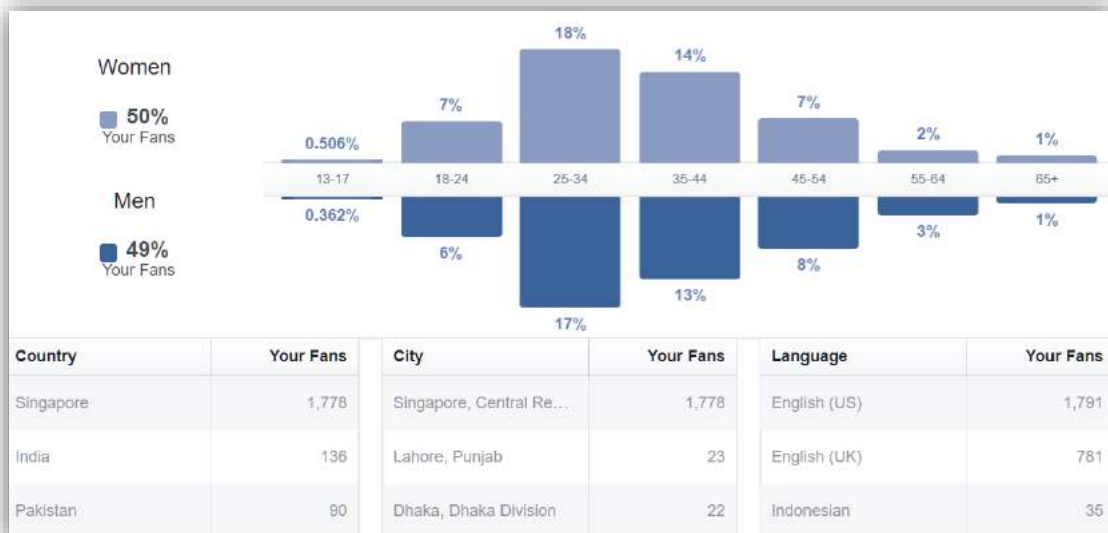
Mr Aw was interviewed by Bharati Jadish, a journalist and news presenter, on Channel news Asia. A transcript of his interview was published in a Channel News Asia article titled “Focus less on grades, more on accepting differences: President of Disabled People’s Association”.

April 2016

DPA’s Flag Day software was featured in a Straits Times article titled “Software makes light work of Flag Day’s hard work”. The article was published on 23 April, and it shares information about how the software streamlines the Flag Day process and reduce manual paperwork.

Social Media Highlights

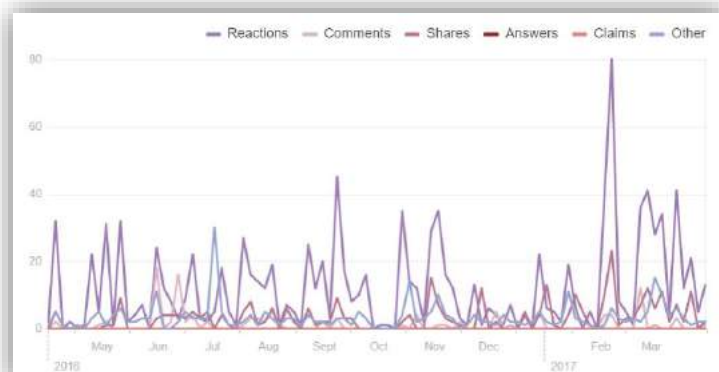
Social media is also a key facet in which DPA monitors developments in the disability field, and at the same time engages with its evergrowing audience. Want to support us? Follow us on Facebook ([@DisabledPeoplesAssociation](https://www.facebook.com/DisabledPeoplesAssociation)).



Highly engaged with youth aged 25 – 44years old from Singapore, India, and Pakistan.



Steady increase in page supporters, and consistent engagement through comments, and sharing.



DPA Board of Management for 2016/2017



Mr Nicholas Aw
President



Ms Judy Wee
Vice President



**Mrs Chang-Tang Siew
Ngoh**
Honorary Secretary



Ms Sherena Loh
Honorary Treasurer



Ms Tan Keng Ying
Assistant Honorary
Treasurer



Mr Arsalan Ali
Committee Member



Mr Leo Chen Ian
Committee Member



Ms Lily Goh
Committee Member

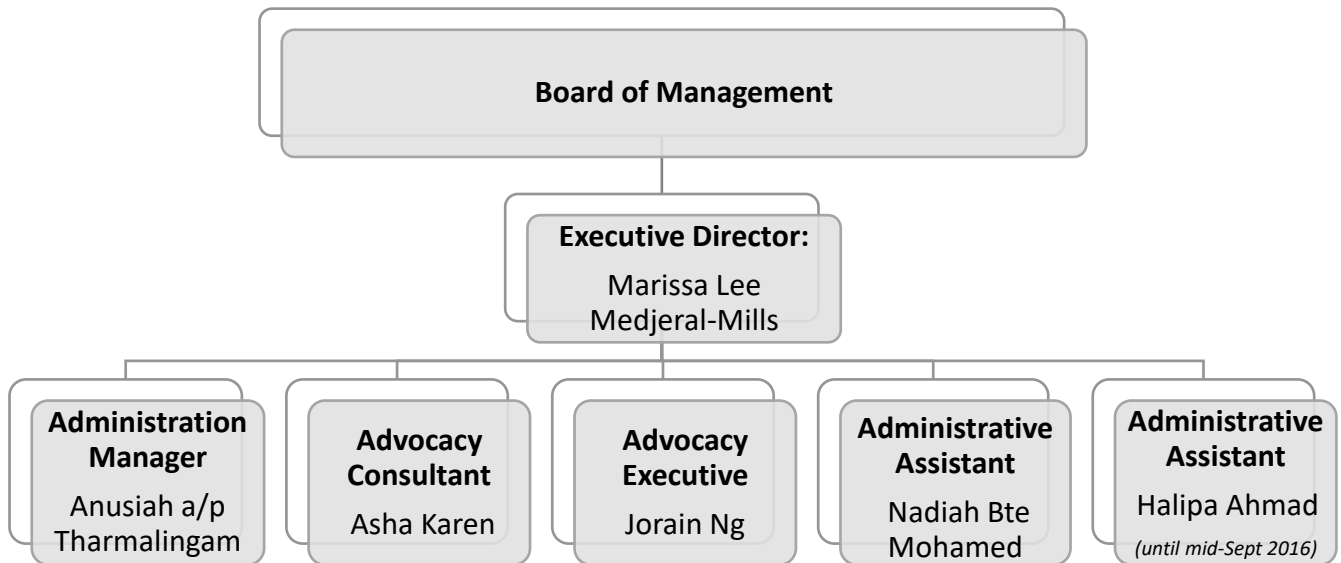


**Mr Michael Chin Yin
Foong**
Committee Member



**Ms Peggy Sarah Yee
May Kuen**
Committee Member
(19th July 2016)

Organisational Chart



DPA Membership as at 31 March 2017

Total membership : 190
Total paid-up membership : 141 (including life members)
Life membership : 53

| | 2017 | Arrears | Paid-up (including life member) | | Life member |
|---|------------|-----------|---------------------------------|--|-------------|
| Institutional Membership | 13 | 0 | 13 | | 0 |
| Associate Membership | 10 | 7 | 3 | | 2 |
| Sub Total of Associate/Institution | 23 | 7 | 16 | | 2 |
| | | | | | |
| <u>Individual/Type of Disability</u> | | | | | |
| Sensory – Visual impairment | 40 | 10 | 30 | | 9 |
| Sensory – Hearing impairment | 27 | 4 | 23 | | 17 |
| Developmental – Autism spectrum disorder | 4 | 1 | 3 | | 0 |
| Developmental - Cerebral Palsy | 3 | 0 | 3 | | 0 |
| Developmental - Intellectual Disability | 1 | 0 | 1 | | 1 |
| Developmental - Other | 3 | 1 | 2 | | 0 |
| Physical – Wheelchair user | 41 | 13 | 28 | | 14 |
| Physical – Mobility aid user | 13 | 5 | 8 | | 3 |
| Physical – Motorised wheelchair user | 18 | 3 | 15 | | 5 |
| Physical – Other | 9 | 2 | 7 | | 2 |
| Chronic mental illness | 1 | 0 | 1 | | 0 |
| Multiple disabilities | 7 | 3 | 4 | | 0 |
| Sub Total of Individual Members | 167 | 42 | 125 | | 51 |
| Total | 190 | 49 | 141 | | 53 |

** DPA members in arrears for more than five years who cannot give a good reason for lack of payment will have their membership revoked.*

Management and Governance Policies

DPA fully subscribes to and complies with the regulations of the Charities Act and the Personal Data Protection Act. We have established procedures and guidelines in accordance with the requirements of these Acts, and update or review these as required.

Disabled People's Association

DPA is a non-profit organisation of people with disabilities. It was formed in 1987 and was registered as a charity with the Commissioner of Charities on 30 December 1996. On the 7 November 1997, DPA became an Associate Member of the National Council of Social Services (NCSS). DPA has issued tax-exempt receipts for direct donations since April 2000. Membership stands at 190 as at 31st March 2017.

| | |
|-------------------------------------|--|
| Charity Registration Number: | 1348 |
| ROS Registration Number: | 202/84/WEL |
| UEN Number: | S86SS0002F |
| Registered Address: | 1 Jurong West Central 2 #04-01 Jurong Point Shopping Centre Singapore 648886 |
| Banker: | CIMB DBS Hong Leong Maybank RHB |
| Auditor: | Verity Partners Pte Ltd Certified Public Accountants |
| Website: | www.dpa.org.sg |
| Affiliation: | Disabled Peoples' International |
| Full Member: | National Council of Social Services |

Acknowledgements

DPA would like to thank all our dedicated volunteers, but a special mention has to go to Ms See Mei Ing Margaret Revalle, and Ms Jan Evans who have lent their endless support on multiple occasions.

All of us at DPA would like to express our gratitude to all the organisations and individuals who have supported DPA over the last year. Below are those who made especially generous donations of \$5000 and above:

Chow Joo Ming
City Developments Limited
Community Foundation of Singapore
Hup Lian Construction Pte Ltd
iShine Staff Community Programme
Kuok (Singapore) Limited
Lee Kim Tah Foundation
Ng Tee Kang
Oracle Corporation Singapore Pte Ltd
Power Partners Private Limited
Vivienne Kaur Sandhu
Wing Huat Loong Pte Ltd
Wing Ship Marine Services Pte Ltd
Winston Engineering Corporation (Pte) Ltd
Yong Chin Hwee Serene

Last but not least, DPA is grateful for the support of the Community Chest through the Care and Share Matching Grant.