

ANNUAL REPORT 2018/2019

www.dpa.org.sg



**DISABLED
PEOPLE'S
ASSOCIATION (DPA)**

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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.



Interactive storytelling by DPA's Inclusion Ambassadors.



Learning more about disability at Tote Board's 30th anniversary celebrations.

VISION

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

CONTACT US

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Jurong Point Shopping Centre,
Singapore 648886

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The full Annual Report will be available upon request, as well as on DPA's website after its adoption at the AGM on 6th September 2019.

UEN Number: S86SS0002F

IPC Number: 000207



DPA's President Mr Richard Kuppusamy

PRESIDENT'S MESSAGE

It's been an exciting year at the Disabled People's Association (DPA)! This past year, we've been involved in a number of major projects, none of which would have been possible without the endless support from our Inclusion Ambassadors, members, supporters, and staff. As we welcome DPA's 33rd birthday, we also recognise the long way we've come as disability advocates. I am happy to say that my 2nd year as DPA's President has been an eventful one and I am heartened by the new heights we've achieved.

In 2012, Singapore signed the United Nations Convention on the Rights of Persons with Disabilities (CRPD). This was an important milestone in our shared history as it affirmed Singapore's intention to the international and national community that it will actively implement articles of the Convention at the policy level. This year, we began the journey of documenting and identifying policies that protected and ensured the rights of persons with disabilities in Singapore. This document, also known as the DPA CRPD Parallel Report will be Singapore's first. It is also historic as it is entirely directed by a working group comprising entirely of people with disabilities. This report will be shared at the highest levels of the international arena namely the United Nations where DPA will continue to advocate for the full rights of people with disabilities in Singapore. As Singapore's only cross-disability advocacy organisation, we will continue to champion on behalf of people with disabilities.

DPA has also worked tirelessly in ensuring that people with disabilities are represented at all sectors of society. We have continued to build strong partnerships with educational institutions, government ministries, private corporations, and other disability coalitions to ensure that we are able to share and represent accurately on issues that affect people with disabilities.

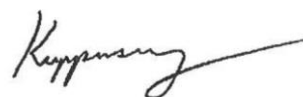
So, what can we look forward to in 2019 and 2020?

With a focus on fairer employment through our past studies, DPA will be engaging further with stakeholders outside of government to ensure that people with disabilities are represented at all levels of management of private organisations. We will also be working with corporations to ensure that hiring policies are inclusive and organisations are truly diverse in their recruitment practices. This will ensure that people with disabilities are able to play a critical role in Singapore's growing economy. Going beyond the role of encouraging employers to hire people with disabilities, DPA will be undertaking a project of unprecedented magnitude where we work with advocates, corporations, partners, and volunteers to create an accessible map of the Central Business District (CBD). This project aims to demonstrate that despite having inclusive practices within organisations, complete inclusion cannot happen if it does not extend beyond their threshold.

DPA will also be looking to further extend our collaboration with international partners to bring better curated events and sessions that people with disabilities can be involved in. Our engagement with the regional and international community will continue to be a focus for us as we believe that there are tried and tested methods that we can learn from and adopt for our advocacy initiatives in Singapore.

And so, as we continue to advocate, challenge and promote the importance of inclusion in Singapore, let us also take the time to reach out to individuals and families who can benefit from the work that we do. If you or someone you know would like to be involved in being a disability advocate, I urge you to encourage them to play their role in making Singapore more inclusive for people with disabilities. Even though we may be living on an island, the old adage stands true; "no man is an island" and we cannot fight the good fight without you.

These are exciting times ahead for DPA, and I look forward to being on this journey with each and every one of you. Thank you for all your efforts, and here's to an interesting year ahead.



Mr Richard Kuppusamy
DPA President

COLLABORATIONS & PARTNERSHIPS

DPA has built on its existing partnerships by engaging with National Museum of Singapore, National Library Board (NLB), Yale-NUS, TedXPickering, and Singapore Zoo.

12

new partners that we have collaborated with in 2018 / 2019.

8

conferences and summits that we've engaged in 2018 / 2019.

CONFERENCES & SUMMITS

We've worked together with Unlimited Symposium (UK), ASEAN Disability Forum (ADF), Zero Project, and the European Union to represent disability at the highest levels of policy discussion.

INCLUSION AMBASSADOR ENGAGEMENTS

By developing Singapore's first Inclusion Ambassador Programme, DPA effectively engages with partners by combining lived experiences and policies.

28

Inclusion Ambassadors who engage with corporations, government, and other agencies

Yale-NUS

We began a multi-year partnership with Yale-NUS, engaging with students and staff members on disability awareness. The Yale-NUS Disability Day creates a safe space for students to learn more about disability etiquette and understand the importance of discussing mental health issues.

Institute of Policy Studies (IPS)

Together with the Institute of Policy Studies (IPS), DPA launched the Disability Community Network (DCN) that aims to gather information from people with disabilities, caregivers, and other allies on policies and how support for the disability sector can be improved.

TEDxPickering

DPA Board Member Dr Dawn-Joy Leong shared about her experiences being an autistic arts practitioner and the challenges she faced in navigating her social spaces.

National Council of Social Service (NCSS)

DPA has developed a multi-year collaboration called “Let’s Chat!” a human-library style event open to members of the general public. This collaboration is done in support of the “See The True Me” campaign. DPA has also hosted curated sessions with the National Library Board, National Gallery of Singapore, and National Museum of Singapore.

Singapore Zoo

DPA Members had the opportunity to celebrate Singapore Zoo’s 45th Anniversary by taking part in the Rainforest Lumina launch. This fully accessible, multi-sensory night trail was truly a delight for all who attended.

COLLABORATIONS & ENGAGEMENTS

DPA Members at the Enabling Village





ASEAN Delegates & DPA Members at the ASEAN Disability Forum & DPA Leadership Forum

CONFERENCES & FORUMS

13th ASEAN GO-NGO Forum, Singapore

DPA has increasingly been involved in the ASEAN forums that have been taken place. These forums are important platforms for organisations to discuss the effectiveness as well as the challenges in current policies. DPA made submissions on the ASEAN Enabling Masterplan 2025, with an emphasis on the standardisation of the definitions of disability, the protection of skilled labour, and commitment to web accessibility across the region.

Unlimited: The Symposium, United Kingdom

DPA was invited to host a live web telecast of the Unlimited Symposium, a disabled-led arts conference focusing on transforming the perception of disability in the arts sector. The symposium led to the development of the DPA Disability-Led Arts Collective.

European Union (EU) Universal Declaration of Human Rights, Singapore

DPA was invited to share about human rights and disability policy in Singapore. Together with NMP Anthea Ong, DPA Vice-President Peggy Lee spoke about invisible disabilities and how communities can better support people with disabilities to ensure that they achieve equal and full participation in society.

ASEAN Disability Forum & DPA Leadership Forum, Singapore

Organised by DPA, and supported by the ASEAN Disability Forum, a 2-day disability and leadership forum was held at the Enabling Village. Participants learned more about the Convention on the Rights of Persons with Disabilities (CRPD), and analysed Singaporean disability policies. We also hosted disability advocates from our ASEAN neighbours!

Zero Project 2019, Vienna

DPA was invited to speak about political participation in Singapore. This was an incredible opportunity to share more about Singapore's democratic process on an international stage attended by other experts in

On 21st and 22nd March 2018, the Disabled People's Association (DPA), and Center for Ars Vivendi of Ritsumeikan University (Kyoto, Japan) co-organised a workshop for advocates with disabilities. The workshop focussed on preparing and submitting a Convention on the Rights of Persons with Disabilities (CRPD) Parallel Report. Professor Nagase Osamu, Eminent Professor of Ritsumeikan University, ran the workshop and shared his experience of working on CRPD Parallel Reports.

The workshop session acted as a catalyst for the development of the DPA Parallel Report. The report will be built on the recommendations by various disability advocates and will focus on the most pressing issues, as well as what more could be done to strengthen disability rights protection within Singapore.

Following the workshop, DPA worked with the ASEAN Disability Forum to hold their annual conference in Singapore from the 13th to 15th of December 2018. The conference was specially designed to provide knowledge and support for ADF members and other participants, in preparing for their individual CRPD Parallel Reports as some ASEAN countries will also be submitting their first reports to the CRPD Committee in 2019.

In conjunction with the ADF Conference, there was also a DPA Leadership Forum organised for advocates with disabilities. The Leadership Forum was targeted at advocates who wanted to play a larger role in Singapore's disability advocacy. The Forum aimed to build capability in the sector by increasing knowledge about the CRPD, as well as share the personal experiences of our ASEAN friends from across the region.

JOURNEY TO THE CRPD

DPA Volunteer at the CRPD Training.



The Leadership Forum also aimed to cultivate the next generation of up-and-coming advocates with disabilities in Singapore. Some ADF Steering Committee members were also invited as facilitators in the Leadership Forum to share their experiences of disability advocacy through the years.

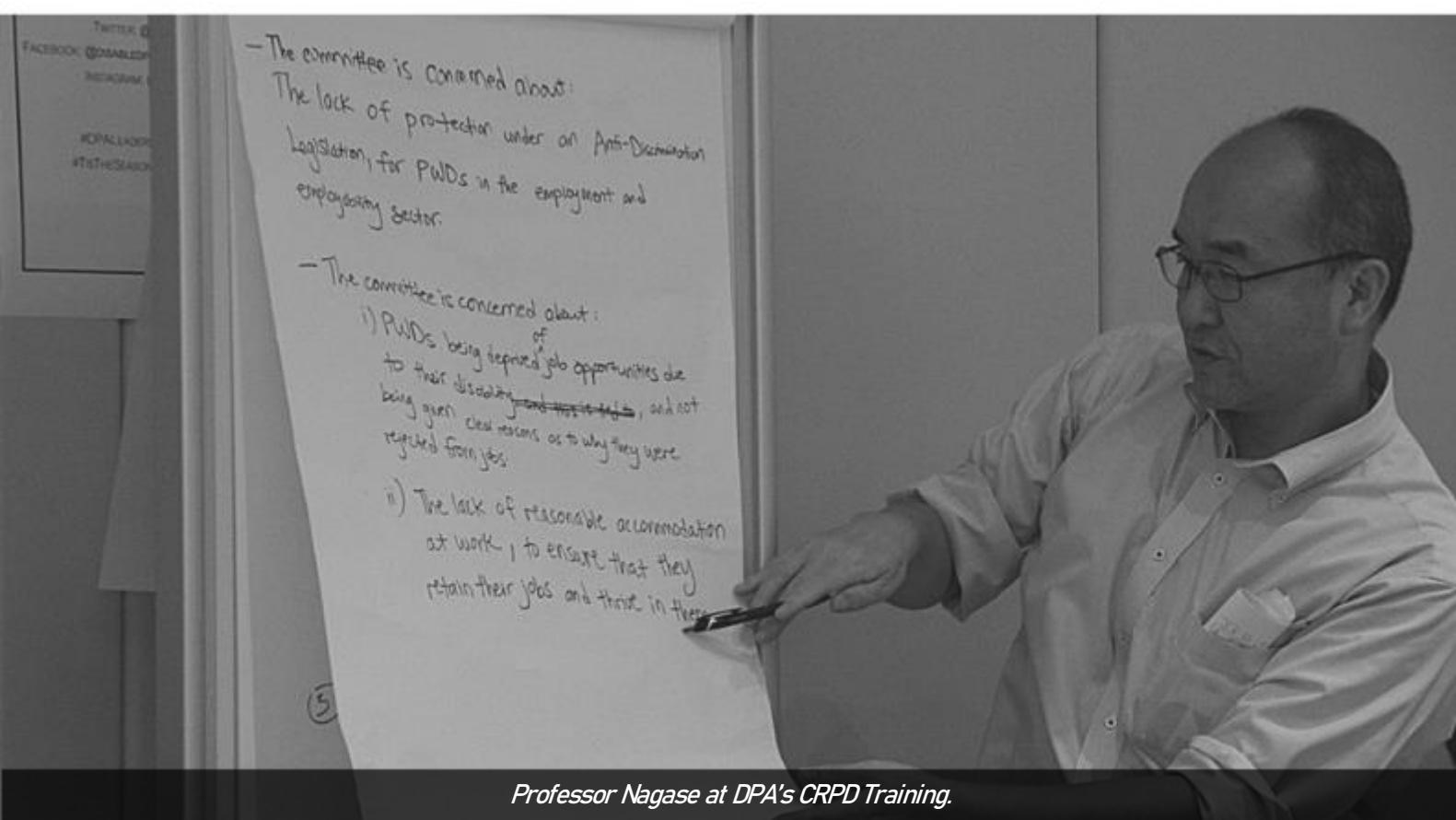
Professor Nagase Osamu who oversaw the entire Leadership Forum, also ran a one-day workshop on the CRPD with our advocates. The workshop looked at important dates and timelines of the CRPD Parallel Report submission process, as well as trained our advocates in the skills required to present to the CRPD Committee at the United Nations in Geneva.

In 2019, DPA will be forming a Working Group comprising entirely of people with disabilities to develop the DPA Parallel Report. The report will be presented alongside the Singapore Government's Country Level report.

Everyone and anyone with disabilities who is interested in the progress Singapore is making in putting the CRPD into practice is welcome to join the Working Group. DPA also welcomes the valuable insight of allies, caregivers, friends and family of people with disabilities to join the Working Group.

As this is the first time that Singapore's civil society will be submitting a Parallel Report, it is important for it to be led entirely by people with disabilities.

Therefore, the Working Group will be chaired and made up of people with disabilities. If you or someone you know would like to find out more about the CRPD Parallel Report, you can email us at advocacy@dpa.org.sg.



Professor Nagase at DPA's CRPD Training.



DPA Members at DPA's 2018 Reunion Dinner.

REUNION DINNER 2018

On 7th September 2018, DPA held its Annual General Meeting (AGM) and Reunion Dinner at the Singapore Pools Building. After a quick welcome speech by DPA's new President Mr Richard Kuppusamy, in which he shared more about DPA's commitments in the upcoming year, the AGM was underway. The Chairperson of the AGM, Mrs Chang-Tang Siew Ngoh quickly went through the proceedings as there weren't any issues raised by members.

Following the AGM, DPA commenced its Reunion Dinner which saw activities and games reminiscent of the Disco era with the theme "Disco Fever". In keeping with the theme, DPA's members came dressed to the nines! The Reunion Dinner also had performances by various dance groups, musical ensembles, and even a skit by our very own members! Members of DPA were also treated to a delicious buffet. The photo booth was also a huge hit with members, volunteers and staff.

DPA's Inclusion Ambassadors were featured during the Reunion Dinner and more information about the Inclusion Ambassador Programme was shared with all attendees. The DPA Inclusion Ambassador Programme aims to cultivate a group of disability advocates who can promote inclusivity in Singapore.

DPA also took this opportunity to thank exceptional people for sharing their time and efforts with us. Our volunteers were presented with a customised DPA mug.

We would once again like to thank the following supporters, partners, and sponsors without whom the Reunion Dinner would not have been possible:

- Singapore Pools, for sponsoring the venue,
- The following volunteers, for assisting with the smooth running of the Reunion Dinner:
Anand, Cassandra, Arnold, Rachael, Jyoti, Jia Jun, Zeph, Ivan, XYZ, Jean, Jordan, Ritz,
Amy, Emily, Celeste, Raphael & Andika
- Board Members, for dedicating their time to DPA,
- Donors, and Supporters, for believing in our mission, and supporting our work,
- Inclusion Ambassadors, for being the voice of DPA,
- Distinct Creative Arts, for the awesome dance performance,
- Gencak Singapura, for the beautiful music,
- Bega Nuts, for the live *kacang puteh* station,
- Balloon Blasters, for the photo booth,
- Dignity Mama, for the jars of Happiness Cookies
- Eatz Catering, for the delicious food,
- Photographer Michelle Toh, for the capturing the special moments of our wonderful celebration,
- Staff, for the organisation of the get-together,
- And everyone who attended, without whom we wouldn't be where we are today



DPA Board Members & Staff at the 2018 Reunion Dinner.

BOARD OF MANAGEMENT FOR 2018/2019

(ELECTED ON 8TH SEPTEMBER 2018)

Mr Richard Kuppusamy
President
Years Served: 2

Ms Lily Goh
Committee Member
Years Served: 4

Ms Yee May Kuen Peggy Sarah
Vice President
Years Served: 3

Mr Darren Ho
Committee Member
Years Served: 2

Mr Arsalan Mustafa Ali
Advisor

Mrs Chang – Tang Siew Ngoh
Honorary Secretary
*Years Served: 26**

Ms Tan Keng Ying
Committee Member
Years Served: 5

Mr Nicholas Aw
Advisor

Mr Michael Chin Yun Foong
Honorary Treasurer
Years Served: 4

Dr Dawn-Joy Leong
Committee Member
Years Served: 2

Mr Leo Chen Ian
Advisor

Ms Sherena Loh
Assistant Honorary Treasurer
*Years Served: 14**

Ms Judy Anne Wee
Committee Member
*Years Served: 17**

**Indicates Board Members who have served more than 10 consecutive years, as they are passionate and committed disability advocates with a proven track record of service.*

Name	31 May 2018	30 Aug 2018	29 Nov 2018	27 Mar 2019
Mr Richard Kuppusamy	✓	✓	✓	✓
Ms Yee May Kuen Peggy Sarah	✓	✓	✓	0
Mrs Chang-Tang Siew Ngoh	✓	✓	✓	✓
Mr Michael Chin Yun Foong	✓	✓	✓	✓
Ms Sherena Loh	0	✓	✓	✓
Ms Tan Keng Ying	✓	✓	✓	✓
Ms Lily Goh	✓	0	0	0
Mr Darren Ho	0	✓	✓	0
Dr Dawn-Joy Leong	0	✓	✓	✓
Ms Judy Anne Wee	0	✓	✓	✓

Board of Managements meetings are held at least four times a year and four meetings were held during the financial year 2018-2019.

BOARD MEETING ATTENDANCE RECORDS

DPA Board Member and guests at our 2018 Reunion Dinner.





DPA Staff at the 2017 Purple Parade

DPA STAFF

Dr Marissa Lee Medjeral-Mills
Executive Director

Ms Sumita Kunashakaran
Advocacy Executive

Ms Anusiah a/p Tharmalingam
Administration Manager

Ms Yogeswari Kunusegaran
Programme Executive

Ms Asha Karen
Training Consultant

Ms Valerie Chia
Engagement Executive

DPA Membership as of 31 March 2018

	2019	Arrears	Paid-up (excl. life member)	Life member
Institutional Membership	21	0	21	0
Associate Membership	9	3	4	2
Sub Total of Associate/Institution	30	3	25	2
INDIVIDUAL / TYPE OF DISABILITY				
Sensory Disability – Vision impairment	55	19	26	10
Sensory Disability – Deaf / Hard of Hearing	32	4	10	18
Developmental Disability – Autism	12	3	8	1
Developmental Disability – Cerebral Palsy	4	1	3	0
Developmental Disability – Intellectual Disability	1	0	0	1
Developmental Disability – Other	5	2	2	1
Physical Disability – Wheelchair user	50	12	24	14
Physical Disability – Mobility aid user	14	5	6	3
Physical Disability – Motorised wheelchair user	24	7	11	6
Physical Disability – Other	10	3	5	2
Psychosocial Disability	4	1	3	0
Multiple disabilities	8	4	4	0
Sub Total of Individual Members	219	61	102	56
Total	249	64	127	58

DPA fully subscribes to and complies with the regulations of the Charities Act and the regulations associated with the Institution of Public Character (IPC) status. We have established procedures and guidelines in accordance with the requirements of these Acts, and update or review these regularly.

Conflict of Interest Policy

DPA has a documented Conflict of Interest (COI) policy, where all Board of Management members and staff members are required to read the policy and declare that they understand what the policy entails. All Board of Management members need to renew their COI declaration on an annual basis, and whenever a new potential COI arises. The policy makes clear what is defined as a COI, the process to declare it, as well as the need for anyone with a COI to remove themselves from any decision-making process that is related to that COI.

Additionally, DPA's Board of Management members are volunteers and do not receive remuneration for their roles. If you would like to view the COI policy in full please contact ed@dpa.org.sg for a copy.

Reserves Policy

DPA keeps at least a one-year operating budget in reserve to ensure the sustainability and continuity of its advocacy work in the disability community. In addition to the COI and Reserves Policy, DPA also has documented policies related to the Personal Data Protection Act (PDPA) 2012, Internal Controls, Human Resources, Emergency Procedures as well as a Code of Conduct. DPA has complied fully with the Governance Evaluation Checklist for IPCs.

MANAGEMENT & GOVERNANCE POLICIES

Posters of DPA's Inclusion Ambassadors at the National Museum's "Let's Chat!" event.



No.	Code Guideline	Code ID	Compliance	Explanation in case of non-compliance.
<u>BOARD GOVERNANCE</u>				
1	Induction and orientation are provided to incoming governing board members upon joining the Board.	1.1.2	Complied	
2	Are there governing board members holding staff* appointments?		No	
3	Not Applicable			
4	Not Applicable			
5	The Treasurer of the charity (or any person holding an equivalent position in the charity, e.g. Finance Committee Chairman or a governing board member responsible for overseeing the finances of the charity) can only serve a maximum of 4 consecutive years. If the charity has not appointed any governing board member to oversee its finances, it will be presumed that the Chairman oversees the finances of the charity.	1.1.7	Complied	
6	All governing board members must submit themselves for re-nomination and re-appointment, at least once every 3 years.	1.1.8	Complied	
7	The Board conducts self evaluation to assess its performance and effectiveness once during its term or every 3 years, whichever is shorter.	1.1.12	Complied	
8	Is there any governing board member who has served for more than 10 consecutive years?		Yes	
9	The charity discloses in its annual report the reasons for retaining the governing board member who has served for more than 10 consecutive years.	1.1.13	Complied	
10	There are documented terms of reference for the Board and each of its committees.	1.2.1	Complied	

CONFLICT OF INTEREST

11	There are documented procedures for Board members and staff to declare actual or potential conflicts of interest to the Board at the earliest opportunity.	2.1	Complied
12	Governing board members do not vote or participate in decision making on matters where they have a conflict of interest.	2.4	Complied

STRATEGIC PLANNING

13	The Board periodically reviews and approves the strategic plan for the charity to ensure that the charity's activities are in line with the charity's objectives.	3.2.2	Complied
14	The Board approves documented human resource policies for staff.	5.1	Complied
15	There is a documented Code of Conduct for governing board members, staff and volunteers (where applicable) which is approved by the Board.	5.3	Complied
16	There are processes for regular supervision, appraisal and professional development of staff.	5.5	Complied
17	Are there volunteers serving in the charity?		Yes
18	There are volunteer management policies in place for volunteers.	5.7	Complied

FINANCIAL MANAGEMENT AND INTERNAL CONTROLS

19	There is a documented policy to seek the Board's approval for any loans, donations, grants or financial assistance provided by the charity which are not part of the charity's core charitable programmes.	6.1.1	Not Complied	DPA does not provide any loans, donations, grants or financial assistance.
20	The Board ensures that internal controls for financial matters in key areas are in place with documented procedures.	6.1.2	Complied	
21	The Board ensures that reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied	

22	The Board ensures that there is a process to identify, and regularly monitor and review the charity's key risks.	6.1.4	Complied	
23	The Board approves an annual budget for the charity's plans and regularly monitors the charity's expenditure.	6.2.1	Complied	
24	Does the charity invest its reserves (e.g. in fixed deposits)?		Yes	
25	The charity has a documented investment policy approved by the Board.	6.4.3	Complied	

FUNDRAISING PRACTICES

26	Did the charity receive cash donations (solicited or unsolicited) during the financial year?		Yes	
27	All collections received (solicited or unsolicited) are properly accounted for and promptly deposited by the charity.	7.2.2	Complied	
28	Did the charity receive donations in kind during the financial year?		No	
29	Not Applicable			

DISCLOSURE AND TRANSPARENCY

30	The charity discloses in its annual report — (a) the number of Board meetings in the financial year; and (b) the attendance of every governing board member at those meetings.	8.2	Complied	
31	Are governing board members remunerated for their services to the Board?		No	
32	Not Applicable			
33	Not Applicable			
34	Does the charity employ paid staff?		Yes	
35	No staff is involved in setting his own remuneration.	2.2	Complied	
36	The charity discloses in its annual report — (a) the total annual remuneration for each of its 3 highest paid staff who each has received remuneration (including remuneration received from the charity's subsidiaries) exceeding \$100,000 during the financial year; and, (b) whether any of the 3 highest paid staff also serves as a governing board member of the charity. The information relating to the remuneration of the staff must be presented in bands of \$100,000. OR The charity discloses that none of its paid staff	8.4	Complied	In 2018 – 2019, there was only 1 staff member who earned between \$100,000 to \$200,000.

receives more than \$100,000 each in annual remuneration.

37	The charity discloses the number of paid staff who satisfies all of the following criteria: (a) the staff is a close member of the family* belonging to the Executive Head* or a governing board member of the charity; (b) the staff has received remuneration exceeding \$50,000 during the financial year. The information relating to the remuneration of the staff must be presented in bands of \$100,000. OR The charity discloses that there is no paid staff, being a close member of the family* belonging to the Executive Head* or a governing board member of the charity, who has received remuneration exceeding \$50,000 during the financial year.	8.5	Complied
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PUBLIC IMAGE

38	The charity has a documented communication policy on the release of information about the charity and its activities across all media platforms.	9.2	Complied
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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. DPA is a Full Member of the National Council of Social Services (NCSS). DPA has issued tax-exempt receipts for direct donations since April 2000. Membership stands at 249 as at 31st March 2019.

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: D Arumugam & Co.

Website: www.dpa.org.sg

Affiliation: Disabled Peoples' International

Full Member: National Council of Social Services



DPA Volunteers at the 2017 Purple Parade.

WITH SPECIAL THANKS TO...

DPA would like to thank all our dedicated volunteers, but special mention goes 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:

Organisations

City Developments Limited
Hup Lian Construction Pte Ltd
Kwan Im Thong Hood Cho Temple
Lee Kim Tah Foundation
Refine Construction Pte Ltd
Wing Ship Marine Services Pte Ltd

Individuals

Chow Joo Ming
Tan Teck Huat

Lastly, DPA is grateful for the support of the Community Chest through the Care and Share Matching Grant.



**DISABLED
PEOPLE'S
ASSOCIATION (DPA)**