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ABOUT DISABLED PEOPLE'S ASSOCIATION

WHO WE ARE

Disabled People's Association (DPA) stands as an independent, cross-disability non-profit organisation. We represent the disability community, working to build a fairer society where everyone can participate in all aspects of life, from education to employment and access to social integration.

WHAT WE DO

A Voice of Our Own: We are an organisation for people with disabilities run by people with disabilities. We listen to the needs of all persons with disabilities in Singapore, their allies, carers and other social service organisations that provide essential services, and we ensure their needs are represented at a national level. We provide a platform for all people with disabilities to speak up and ensure their voices are heard, and we represent those less able or comfortable to speak for themselves.

HOW WE DO IT

We help the disability community have a voice in society by working with decision-makers in political, commercial and educational institutions so that no decision that impacts us is made without us. We also provide training for both people with disabilities and the public, so we can work together to create an inclusive, accessible society we are all proud of.

OUR AIMS

Empower

Raise awareness of the needs of people with disabilities so as to empower them to live independent lives via access to education, transport, paid employment and community activities.

Dialogue

Initiate constructive dialogue about disability so decision-makers, businesses and the public are conscious of the barriers that prevent people with disabilities from being active participants in society, and prompt them to work with us to overcome these obstacles.

Research

Share research and best practice examples that promote understanding and potential solutions to key issues faced by people with disabilities.

Awareness

Cultivate public awareness of all types of disabilities, both visible and invisible.



ABOUT DISABLED PEOPLE'S ASSOCIATION

Disabled People's Association (DPA) was first registered with the Registry of Societies on 28 April 1986, registration number ROS 202/84/WEL. DPA was then registered with the Commissioner of Charities as a Charity under the Charities Act on 30 December 1998, Registration No. 1384.

Unique Entity Number (UEN): S86SS0002F

Registered Address: 1 Jurong West Central 2, #04-01, Jurong Point, S 648886

IPC Period: 01 August 2022 to 31 July 2025 (IPC No: 000207)

Auditors: Cypress Singapore PAC Banks: CIMB, DBS and Hong Leong Finance

GOVERNANCE POLICIES

DPA is led by the Board of Management with guidance from DPA's Constitution. The Board of Management comprises of unpaid volunteers that are elected every three years. As required by our Constitution, the Board is made up of a majority of persons with disabilities to ensure it is representative of the community it serves. The Board also ensures that the organisation's finances are in good order and that there is a reserve of at least one year's operating budget.

DPA is committed to being as transparent as possible with its members, donors, partners and regulators. We adhere to the guidelines set out by the Office of the Commissioner of Charities (COC), NCSS and the Ministry of Social and Family Development (MSF) for our charity activities. DPA publishes its annual reports and audited accounts for the last 5 years on its website.

CODE OF GOVERNANCE

DPA is in compliance with the enhanced tier of the Code of Governance for Charities and IPCs and submits the Governance Evaluation Checklist annually through the Charity Portal. The Code covers key guidelines and best practices in areas of governance and management that charities are encouraged to adopt

CONFLICT OF INTEREST POLICY

DPA's Board of Management and staff are all subject to a Conflict of Interest policy. They all sign declarations annually as an acknowledgement of having understood the policy and making clear any affiliations they may have that could be relevant to the dealings of DPA.

WHISTLE BLOWING POLICY

DPA is committed to have an open and transparent culture with the highest standards of accountability. Policies are implemented to ensure good governance, accounting, internal controls and people management. In keeping with this, our Whistle Blowing Policy aims to provide a means through which employees, members, volunteers, donors and other stakeholders report serious wrongdoings or concerns without fear of reprisals when whistleblowing in good faith.

PRESIDENT'S MESSAGE

As I reflect on the past year, I am filled with immense gratitude for the honour and privilege of being elected to serve as the President of the Disabled People's Association (DPA).

This year, together with the newly elected Board, we undertook a comprehensive review of our programmes and services to enhance sustainability and relevance. Our focus remains steadfast on improving accessibility and inclusion for persons with disabilities.

The journey of advocacy, empowerment, and progress is a collective effort. Collaboration remains at the heart of our success. We will continue to strengthen our partnerships with governmental agencies, corporations, and community organisations to create a more inclusive Singapore. By working together, we can amplify our impact and drive meaningful change.

DPA bids farewell to Dr Medjeral-Mills, who served as the Executive Director for the past 12 years. Under Marissa's leadership, DPA has achieved many milestones, and we are grateful for her tireless commitment and contributions.

DPA is delighted to welcome Mr Choy Weng Leong as our new Executive Director. His experience and enthusiasm put him in good stead to bring DPA to the next level as we work towards a more accessible and inclusive Singapore.

I would like to extend my heartfelt thanks to our dedicated board members, staff, volunteers, and supporters. Together, we will continue to champion the rights and aspirations of people with disabilities, ensuring that everyone has the opportunity to lead a fulfilling and empowered life.

As we look ahead, let us continue to break barriers and build bridges of understanding and inclusivity. Let us remain united in our resolve to make Singapore a place where diversity is celebrated and everyone's potential is recognised and nurtured.

Thank you for your continued support and dedication.



CASSANDRA CHIU
PRESIDENT
DISABLED PEOPLE ASSOCIATION



OUR PEOPLE

BOARD OF MANAGEMENT *

The 15th Board of Management of the Disabled People's Association was elected for a three-year term at the Annual General Meeting held on 6 October 2023.



MS CASSANDRA CHIU PRESIDENT

Current BOM Appointment:
06/10/2023
Past BOM Appointment:
Comm. Member (29/09/2020)

Counselor, The Safe Harbour
Executive Director, K9 Assistance



MS THERESA GOH VICE PRESIDENT

Current BOM Appointment:
06/10/2023
Past BOM Appointment:
–

Sports Administrator, Singapore
Disability Sports Council



MR DARYL YANG HON. SECRETARY

Current BOM Appointment:
06/10/2023
Past BOM Appointment:
–

Practising Singapore-qualified
Lawyer



MR LEO CHEN IAN HON. TREASURER

Current BOM Appointment:
20/11/2023
Past BOM Appointments:
Advisor (08/09/2018, 29/09/2020)

Director, Access Integrated
Therapy Pte Ltd



MS YAP QIAN YIN ASST. HON. TREASURER

Current BOM Appointment:
06/10/2023
Past BOM Appointment:
–

Business Architecture Specialist,
Accenture

ADVISORS *



MR ARSALAN ALI ADVISOR

Current BOM Appointment:
06/10/2023
Past BOM Appointment:
Advisor (08/09/2018, 29/09/2020)

Managing Partner,
Philosophy Brand Consultants



MR RICHARD KUPPUSAMY ADVISOR

Current BOM Appointment:
06/10/2023
Past BOM Appointment:
President (08/09/2018, 29/09/2020)

Chief Product Officer (P4D),
Lendlease

* As at 31/03/2024

OUR PEOPLE

BOARD OF MANAGEMENT *

The 15th Board of Management of the Disabled People's Association was elected for a three-year term at the Annual General Meeting held on 6 October 2023.



MR ALVAN YAP COMMITTEE MEMBER

Current BOM Appointment:
06/10/2023
Past BOM Appointment:
Comm. Member (14/12/2021)

Deputy Director, SADeaf



MS HUSNAH JAMALUDIN COMMITTEE MEMBER

Current BOM Appointment:
06/10/2023
Past BOM Appointment:
-



DR NAVIN NAIR COMMITTEE MEMBER

Current BOM Appointment:
06/10/2023
Past BOM Appointment:
Hon. Treasurer (29/09/2020)

Public Servant, LTA
Hon. Secretary, HWA



MS PATIENCE LIM COMMITTEE MEMBER

Current BOM Appointment:
06/10/2023
Past BOM Appointment:
-

Instructor, Faith Music Centre



MR SHALOM LIM COMMITTEE MEMBER

Current BOM Appointment:
06/10/2023
Past BOM Appointment:
-

Board Director, K9 Assistance



MS SOMYA SUGANDHA COMMITTEE MEMBER

Current BOM Appointment:
06/10/2023
Past BOM Appointment:
-

Regional HR Head,
GE Vernova

BOARD MEETING ATTENDANCE

Ms Cassandra Chiu	100%
Ms Theresa Goh	100%
Mr Daryl Yang	100%
Mr Leo Chen Ian	50%
Ms Yap Qian Yin	100%
Mr Alvan Yap	0%
Ms Husnah Jamaludin	50%
Dr Navin Nair	50%
Ms Patience Lim	50%
Mr Shalom Lim	100%
Ms Somya Sugandha	100%

Including attendance via Zoom

* As at 31/03/2024

OUR PEOPLE

SUB-COMMITTEES *

Administration & Finance:

Mr Leo Chen Ian (Chair)
Ms Cassandra Chiu
Mr Daryl Yang
Ms Yap Qian Yin

Advocacy & Programmes:

Ms Cassandra Chiu (Chair)
*comprised of the entire
Board of Management*

Audit:

Ms Theresa Goh (Chair)
Mr Leo Chen Ian
Dr Navin Nair

Fundraising:

Ms Yap Qian Yin (Chair)
Ms Cassandra Chiu
Mr Shalom Lim
Ms Somya Sugandha
Ms Theresa Goh

Human Resource:

Ms Cassandra Chiu (Chair)
Mr Daryl Yang
Ms Somya Sugandha

OUR STAFF *

Executive Director:

Mr Choy Weng Leong (Joined 02/01/2024)

Administration Manager:

Ms Anusiah a/p Tharmalingam

Communications & Outreach Executive:

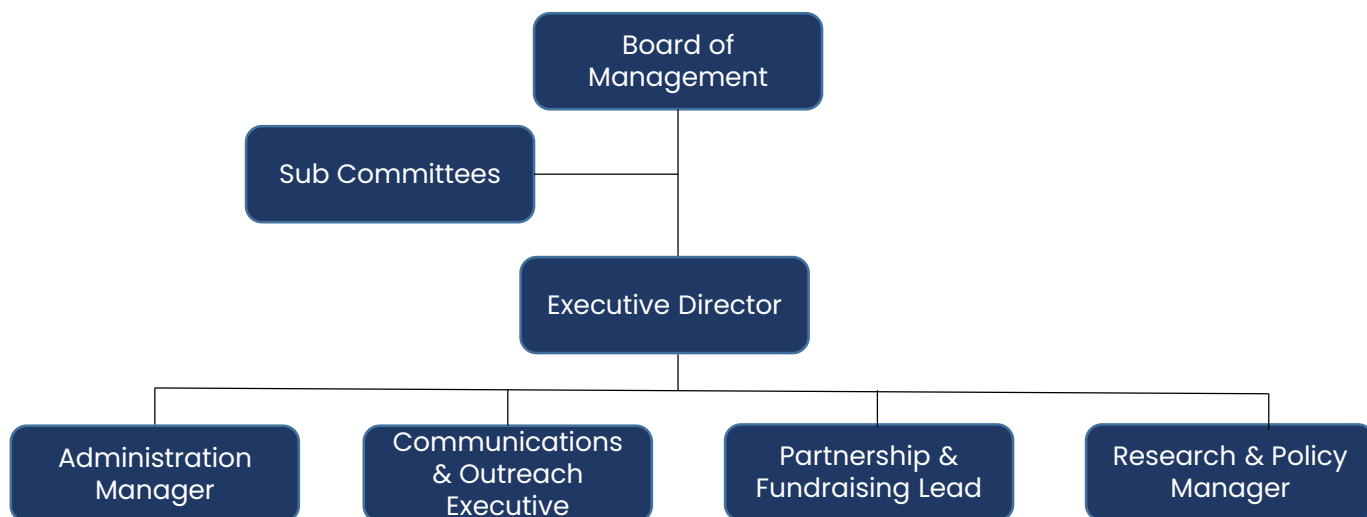
Ms Shafiqah Sahar

Partnership & Fundraising Lead:

Mr Santosh Kumar

Research & Policy Manager:

Mr Max Soh



* As at 31/03/2024

OUR WORK

ACCESS GUIDES

DPA collaborates with our Inclusion Ambassadors to develop Access Guides for public spaces and places in Singapore. These guides provide persons with disabilities and their families with essential accessibility information, helping them plan their visits more effectively.

BENEFITS OF ACCESS GUIDES

- **User-Generated Information:** Access information created by persons with disabilities for persons with disabilities.
- **Informed Decisions:** Collate relevant and important information to help individuals determine whether a place meets their specific accessibility needs.
- **Highlighting Accessibility:** Showcase the accessible features of public institutions and spaces.
- **Promoting Inclusivity:** Encourage public places to lead by example and make their spaces as inclusive and accessible as possible.

KEY PROJECTS IN FY 2023-2024

- **Singapore Zoo:** DPA worked with LevelField Consultants and Mandai Wildlife Group to conduct an accessibility audit and produce an Access Guide for the Singapore Zoo. Apart from the guide, we also created a report with our findings and recommendations for the client. This report serves as an internal document which the organisation can utilise to improve accessibility in their space. This was DPA's first Access Guide for an outdoor space and we had many valuable insights in making an Access Guide that dealt with outdoor terrain.
- **Lendlease – JEM:** DPA worked with Lendlease Foundation on the Access for All project. As part of Access for All, DPA, in collaboration with LevelField Consultants, members with disabilities attended a series of trainings to become Access Assistants to support the development of disability-led Access Guides. As part of this process, DPA also developed an Access Guide for JEM Shopping Mall with our Access Assistants.
- **Accessibility in the Built Environment:** We also developed a set of training slides on Accessibility in the Built Environment in partnership with Levelfield Consultants as part of this project. This video is available on DPA's website. The introductory video is aimed at raising awareness and understanding about the importance of accessibility in the built environment amongst professionals in the built environment and construction sector. Since the release of the introductory video, DPA has seen an interest from various organisations about accessibility in the built environment.

OUR WORK

INCLUSION AMBASSADORS

To promote disability leadership and amplify the voices of people with disabilities, DPA members are trained to be Inclusion Ambassadors. These ambassadors raise awareness and promote inclusion through our programmes and services. The Inclusion Ambassadors programme is the first of its kind in Singapore, providing a platform for professionally trained and paid persons with disabilities to be voices of change.

OBJECTIVES OF THE INCLUSION AMBASSADORS PROGRAMME

- **Leadership by Persons with Disabilities:** Ensure that disability inclusion is led by persons with disabilities.
- **Skill Development and Income:** Provide opportunities for DPA members with disabilities to learn important communication, presentation, and teamwork skills while earning an income.
- **Empowerment:** Empower persons with disabilities to be active contributors to a more inclusive society.
- **Engagement:** Engage with individuals, companies, educational and religious institutions, as well as government agencies to promote disability awareness and inclusion.

KEY PROJECTS IN FY 2023–2024

- **Bi-Monthly Workshops at NTUC Learning Hub for UOB staff**
 - Provide valuable insights into the challenges faced by customers with disabilities.
 - Equip staff with essential skills to enhance service provision for persons with disabilities.
- **Collaboration with the Science Centre:**
 - Help students gain a deeper understanding of disabilities and the barriers faced by persons with disabilities.
 - Encourage students to think creatively about ways to reduce these barriers.
- **Disability Awareness Training Series (DATS) and Outreach at:**

Baker & McKenzie	Preferred Travel Group
Certis Cisco	Sephora
Danone Asia Pte Ltd	STT Communications
HP	Xishan Primary School
Kranji Secondary School	
- **Training Workshops:** we conducted retraining and upskilling workshops for our Inclusion Ambassadors in March 2024.

OUR WORK

RESEARCH & ADVOCACY

To advocate for initiatives, policies, and laws that improve the lives of persons with disabilities in Singapore, we need to be informed about the needs on the ground. To ensure we truly represent the disability community's voice, we regularly consult with our members and other disability advocates, sharing their experiences in disability-led research and reports.

WHAT TYPE OF RESEARCH DOES DPA UNDERTAKE

- **Reports on the Singapore Government's Implementation of International Treaties:** DPA monitors Singapore's progress in implementing the United Nations Convention on the Rights of Persons with Disabilities (CRPD) into local policies. DPA also collaborates on reports for other treaties like the Convention on the Rights of the Child (CRC), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and the Universal Periodic Review (UPR).
- **Disability-led Studies:** DPA collaborates with researchers with disabilities to produce studies that inform our programmes and policies.
- **Position Papers:** DPA produces position papers to provide comprehensive overviews and clarify our stance on issues impacting the disability community.
- **Commentaries:** DPA writes opinion pieces and contributes to newspaper articles on disability-related topics.
- **Advocacy:** DPA promotes the rights and well-being of persons with disabilities, ensuring their voices are heard in policymaking and public discourse.

KEY PROJECTS IN FY 2023-2024

- **Achieving Fairness in Employment for Persons with Disabilities in Singapore:** Preparing the report summarising our conversations with persons with disabilities between 2022 and 2023, advocating for provisions in the upcoming Workplace Fairness Legislation (WFL), to be codified in Parliament in 2024.
- **Webinars:** DPA hosted/co-hosted a series of webinars to highlight issues relevant to the disability community. These webinars provided a platform for individuals with various disabilities to share their experiences, perspectives, and concerns on social and policy issues.
 - A Brief Look at the Disability Landscape in Singapore (*July 2023*)
 - For Good Reason: Panel Discussion on Workplace Accommodations (*August 2023, in collaboration with AWARE*)
 - Advocating for Fairness in the Workplace for Persons with Disabilities in Singapore (*December 2023*)

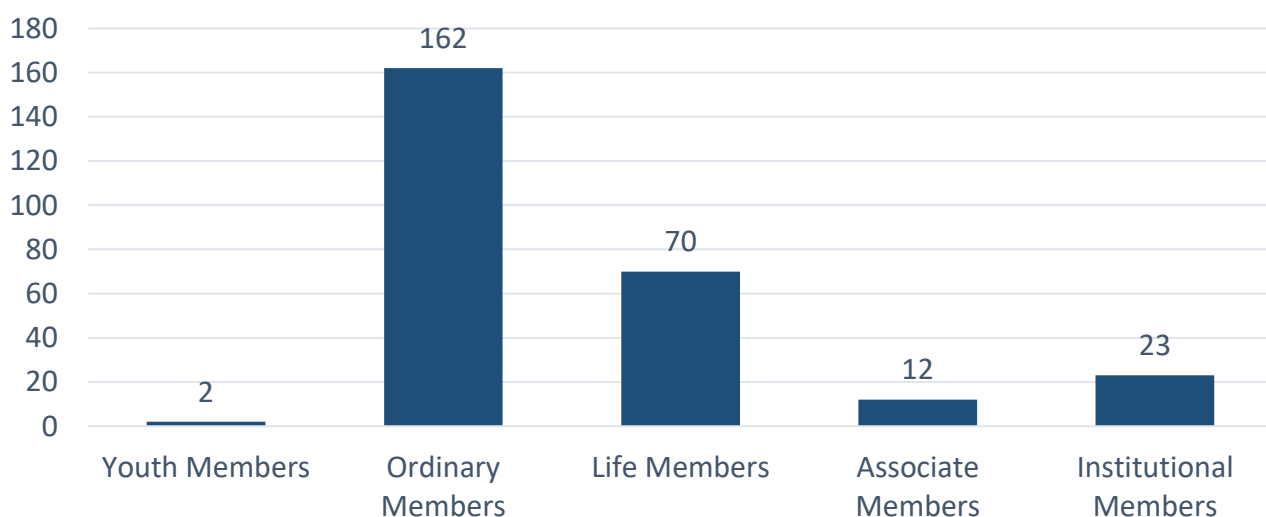
OUR MEMBERS

OUR MEMBERS *

DPA provides a platform for all people with disabilities to speak up and ensure their voices are heard and also ensures that their needs are represented at a national level. DPA welcomes persons with all types of disabilities to join us.

TYPES OF MEMBERSHIP

- **Youth Membership** is open to persons with disabilities aged 13 to 17 years. Membership is valid from the year joined till the member turns 18 years old.
- **Ordinary Membership** is open to all persons with disabilities residing in Singapore who are 18 years of age and above.
- **Life Membership** is open to any persons with disabilities who has made a significant contribution to the movement of people with disabilities either in DPA or in other affiliated organisations.
- **Associate Membership** is for allies of persons with disabilities, including parents, caregivers, partners of persons with disabilities and advocates for inclusion.
- **Institutional Membership** is open to Social Service Agencies, organisations, social enterprises and companies that are working with persons with disabilities – to collaborate with DPA to help amplify disabled voices and spread the message of inclusion.



* As at 31/03/2024

SUMMARY OF FINANCIAL POSITION

TOTAL INCOME

Our total income in FY 2023-2024 was \$377,489, compared to \$412,986 in the previous FY. The main variance was a reduction in Government Grant income primarily due to the discontinuation of pandemic-related funding support.

	FY 2023/24	FY 2022/23
• Government Grant income:	\$25,220	\$49,932
• Donation Income	\$283,429	\$287,537
• Other Income:	\$68,840	\$75,517

Donation income dropped significantly during the pandemic years and had been slow to recover post-pandemic. In FY 2023-2024, the costs associated with fundraising activities amounted to \$54,567, compared to \$60,470 in FY. DPA complied with the 30/70 fundraising efficiency ratio, commonly known as the "30/70 rule" for charities and institutions of a public character (IPCs).

TOTAL EXPENDITURE

Our total expenditure in FY 2023-2024 was \$589,001 compared to \$539,996 in the previous FY.

	FY 2023/24	FY 2022/23
• Direct Costs	\$452,262	\$368,081
• Operating Expenses	\$135,739	\$171,915

The Audited Financial Statement for the year ended on 31 March 2024 reflected a deficit of \$211,512 compared to the previous FY's deficit of \$127,010.

CASH RESERVES

The Association cash reserves (*excluding Restricted Funds*) amounted to \$717,029 in FY2023-2024 compared to \$933,798 in previous FY. Our reserves currently stand at 1.23 times operating expenditure, compared to 1.73 in the previous FY.

FUTURE PLAN

The newly elected Board undertook a comprehensive review of our programmes and services. Our focus remains steadfast on improving accessibility and inclusion for persons with disabilities, while enhancing our relevance and financial sustainability.