

# DISABLED PEOPLE'S ASSOCIATION

2019/2020

## ANNUAL REPORT

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2019/2020



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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.

# CONTACT US

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UEN Number: S86SS0002F  
IPC Number: 000207



DPA President Mr Richard Kuppusamy speaking at the CBD Accessibility Mapping Day

## **PRESIDENT'S MESSAGE**

Mr Richard Kuppusamy

We've never had a boring year at the Disabled People's Association (DPA), and this one was no different. We've continued to engage with the public, private and people sector through 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 34<sup>th</sup> anniversary, we also recognise the long way we've come as disability advocates. I am happy to say that my 3<sup>rd</sup> year as DPA's President has been an eventful one and I am heartened by the work that we have done to date.

The keynote event of our year here at DPA was our trip to the United Nations in Geneva to represent the disability community in Singapore. Last year, we began the journey of identifying policies and best practices that protected and realised the rights of persons with disabilities in Singapore, and we presented our findings in two documents to the United Nations Convention on the Rights of Persons with Disabilities (CRPD) Committee.



These two documents, the CRPD Parallel Report and CRPD List of Issues (LOIs), were Singapore's first. These historic documents were developed by a working group comprising entirely of people with disabilities and were shared at the highest levels of the United Nations. The report has been incredibly well received and reaffirms our mission of being Singapore's only cross-disability advocacy organisation that will continue to champion on behalf of people with disabilities for many more years to come.

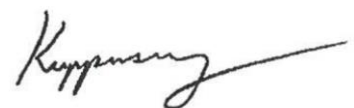
Back home, we have also ensured that these policy recommendations do not only remain on paper but are in fact put into practice to ensure that Singapore remain as inclusive as possible for everyone.

In July 2019, the DPA partnered with BNP Paribas to map out the Central Business District (CBD). This exercise that was overseen by then Minister of Social and Family Development (MSF) Mr Desmond Lee, aimed to provide real-time and accurate information on accessibility in the CBD – from areas with step-free access, to buildings that had accessible equipment for its patrons. This day-long exercise saw DPA's Inclusion Ambassadors (IAs), volunteers, and staff identify areas of concern and make recommendations to the Building and Construction Authority (BCA) and the Land Transport Authority (LTA) who have now launched a committee to look into accessibility in the CBD. In this way, DPA continues to work behind the scenes of the disability community and its partners to ensure that the Singapore's spaces are reflective of its communities.

Moving forward, DPA will also be looking to further our collaborations with international partners to bring curated and exciting events that our supporters and members can be involved in.

Lastly, we're also working behind the scenes to ensure that DPA is reflective of our changing times and services. We'll be bringing to you a fresh, new look pretty soon! So stay tuned!

These are exciting times ahead for DPA, and I look forward to being on this journey with each of you. Thank you everyone for your support.

A handwritten signature in black ink, appearing to read 'Kuppusamy', with a long, sweeping horizontal line extending to the right.

Mr Richard Kuppusamy  
DPA President

# COLLABORATIONS & ENGAGEMENTS

Continuing to work with the private, public, and people sector.

## An Evening with Haben Girma

On 16<sup>th</sup> April 2019, in collaboration with the US Embassy in Singapore, the DPA welcomed human rights advocate Ms Haben Girma for a session that saw an incredible turnout. From advocates to representatives of MNCs, the evening started off on an exciting note with Ms Girma talking about how she became the first deafblind person to graduate from Harvard, and then went on to become a White House Champion of Change.

## Central Business District (CBD) Mapping Day

On 10<sup>th</sup> July 2019, the DPA partnered with BNP Paribas and Singapore Polytechnic to launch the Central Business District (CBD) Mapping Day. Minister Desmond Lee graced the event and took part in the mapping exercise that aimed to highlight the accessibility of the CBD. The Accessibility Mapping project will also be rolled out to other organisations that are interested in learning more about the accessibility of their venues.



Engaging with the general public at DPA's booth at Gardens By The Bay

## Meeting Ming Michelle Canaday

On 23<sup>rd</sup> July 2019, DPA Members and Inclusion Ambassadors met with Ms Ming Michelle Canaday, a disability advocate and the CEO of Traipsin' Global on Wheels.

Canaday graduated from the University of Oregon in 2013, where she triple-majored in International Studies, Chinese, and Asian Studies. After graduating, Canaday moved to New York City where she pursued a certificate at the City University of New York in Disability Studies to better advocate for individuals with disabilities. She also completed a summer internship at Human Rights Watch, assisting with research on issues related to China's policies towards people with physical, mental, and developmental disabilities.

## DiSex with Eros Coaching

On 31<sup>st</sup> May 2019, DPA launched the first of many sexuality and disability workshops for parents of youth with disabilities. These workshops were run by Eros Coaching.

The DiSex workshops were an incredible hit with parents and DPA is planning on developing this programme into a range of workshops and one on one sessions open to people with disabilities and their partners, parents of youth with disabilities, as well as youth with disabilities themselves.

The programme aims to provide a safe space to discuss body positivity and sexuality issues.

# CONFERENCES & FORUMS

Sharing Singapore's best practices on the world stage.

## M-Enabling Summit – G-3ICT, M-Enabling Forum, Dusseldorf

DPA networked with peers and experts from the disability industry, service providers, app developers, organisations of persons with disabilities, and professionals so that we could learn more about best practices surrounding provision of assistive technologies and policies. We also had the opportunity to find out more about interesting new innovations that were entering the market!

## RehaCare Summit, M-Enabling Forum, Dusseldorf

With over 900 national and international exhibitors presenting a combination of product demonstrations and complex system solutions as well as a wide range of information in the form of special theme parks, seminars and workshops, DPA had the incredible opportunity of learning more about assistive devices available in the market.



Professor Nagase Osamu running a CRPD training workshop for disability advocates.

## 12th Pre-Sessional Working Group, United Nations, Geneva

The DPA CRPD Working Group identified the following articles as directly related to Employment in Singapore: Work & Employment (A27), Education (A24), Health (A25), Habilitation & Rehabilitation (A26), Equality & Non-Discrimination (A5) and discussed their implications for people with disabilities in Singapore. Together with the Parallel Report, the Working Group also submitted a List of Issues (LOIs). In the interest of transparency and encouraging conversation, the Parallel Report and List of Issues (LOIs) were shared with the Ministry of Social and Family Development (MSF) prior to submission. The reports were also well received and commended by other international civil society organisations, as well as members from the CRPD Committee.

MSF was also interested in following up on various issues raised in the reports after the CRPD Meeting in Geneva. DPA has since been working with MSF on clarifying and sharing information from the report.

The DPA will be developing a follow up report for the Working Group meetings that will be attended by MSF and other government representatives in 2021.





DPA Members and supporters at the 2019 Reunion Dinner.

## REUNION DINNER 2019

A gathering of members and friends.

On 6th September 2019, 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 Kuppasamy, the AGM was underway. The Chairperson of the AGM, Mrs Chang-Tang Siew Ngoh quickly went through the proceedings where members voted on changes to the DPA Constitution.

Following the AGM, DPA commenced its Reunion Dinner during which members and supporters took part in activities and games. Members of DPA were also treated to a delicious buffet. 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 gifts.

We would like to thank the following supporters, partners, and sponsors without whom the Reunion Dinner would not have been possible: Singapore Pools, for sponsoring venue; the following volunteers; Jan, Jyoti, Rachael, Tina, Aisha, Noraini, Halipa, Jeremy, Fadiyah, Sakina, Raymond, Board Members, for dedicating their time and efforts to DPA; DPA Donors, and Supporters, for believing in our mission, and supporting our work; Inclusion Ambassadors, for being the voice of DPA; Arshad, for the beautiful song performance; Manna Pot, for the delicious food; DPA Staff, for the organisation of the post-AGM get-together, and everyone who attended.





DPA Board and Staff at our 32<sup>nd</sup> Annual General Meeting.

## BOARD OF MANAGEMENT

For 2019/2020

**Mr Richard Kuppusamy**  
President

**Ms Sherena Loh**  
Assistant Honorary  
Treasurer

**Ms Lily Goh**  
Committee Member

**Ms Yee May Kuen Peggy Sarah**  
Vice President

**Mr Darren Ho**  
Committee Member

**Ms Judy Anne Wee**  
Committee Member

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

**Ms Tan Keng Ying**  
Committee Member

**Mr Arsalan Mustafa Ali**  
Advisor

**Mr Michael Chin Yun Foong**  
Honorary Treasurer

**Dr Dawn-Joy Leong**  
Committee Member

**Mr Leo Chen Ian**  
Advisor



DPA Supporters at The Purple Parade.

## BOARD MEETING ATTENDANCE

Name	29 May 2019	28 Aug 2019	27 Nov 2019	26 Feb 2020
Mr Richard Kuppusamy	✓	✓	0	✓
Ms Yee May Kuen Peggy Sarah	0	✓	✓	✓
Mrs Chang-Tang Siew Ngoh	✓	✓	✓	✓
Mr Michael Chin Yun Foong	✓	✓	0	✓
Ms Sherena Loh	✓	✓	0	✓
Ms Tan Keng Ying	✓	✓	✓	✓
Ms Lily Goh	0	✓	✓	✓
Mr Darren Ho	0	0	0	0
Dr Dawn-Joy Leong	✓	✓	0	0
Ms Judy Anne Wee	✓	✓	0	0

*Mrs Chang-Tang Siew Ngoh, Ms Judy Wee and Ms Sherena Loh have served on the DPA Board of Management for more than 10 consecutive years. Next year, Ms Wee and Ms Loh intend to step down from their roles due to having other commitments. Mrs Tang intends to continue in her role as Hon. Secretary as she brings a wealth of experience and knowledge to the role and DPA is thankful for her continued volunteerism.*





DPA Staff at The Purple Parade.

## **DPA STAFF**

For 2019/2020

**Dr Marissa Lee Medjeral-Mills**  
Executive Director

**Ms Anusiah a/p Tharmalingam**  
Administration Manager

**Ms Asha Karen**  
Training Consultant

**Ms Sumita Kunashakaran**  
Advocacy Lead

**Ms Yogeswari Kunusegaran**  
Programme Executive

**Ms Valerie Chia**  
Engagement Executive

# MEMBERSHIP INFORMATION AS OF 31 MAR 2019.



## INTERESTS/ HOBBIES

- Percussion
- Song-writing
- Swimming
- Watching videos

## ABOUT NUSNAH

Nusnah is a talented and creative young woman. She is a member of the percussion band and has been playing for several years. She is also a member of the songwriting team and has written several songs. She is a very active and outgoing person who enjoys meeting new people and making friends.

## FROM THE HEART

Nusnah is a very talented and creative young woman. She is a member of the percussion band and has been playing for several years. She is also a member of the songwriting team and has written several songs. She is a very active and outgoing person who enjoys meeting new people and making friends.

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	2019	Arrears	Paid-up (excluding life member)	Life member
Institutional Membership	21	0	21	0
Associate Membership	9	3	4	2
<b>Sub Total of Associate/Institution</b>	<b>30</b>	<b>3</b>	<b>25</b>	<b>2</b>
<b><u>Individual/Type of Disability</u></b>				
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
<b>Sub Total of Individual Members</b>	<b>219</b>	<b>61</b>	<b>102</b>	<b>56</b>
<b>Total</b>	<b>249</b>	<b>64</b>	<b>127</b>	<b>58</b>



# MANAGEMENT & GOVERNANCE POLICIES

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 [marissa@dpa.org.sg](mailto:marissa@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.

No.	Code Guideline	Code ID	Compliance	Explanation in case of non-compliance.
<b><u>BOARD GOVERNANCE</u></b>				
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	Complied
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?		Yes
29	All donations in kind received are properly recorded and accounted for by the charity.	7.2.3	Complied

### **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	<p>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 receives more than \$100,000 each in annual remuneration.</p>	8.4	Complied	<p>In 2018 - 2019, there was only 1 staff member who earned between \$100,000 to \$200,000.</p>
37	<p>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.</p>	8.5	Complied	

### **PUBLIC IMAGE**

38	<p>The charity has a documented communication policy on the release of information about the charity and its activities across all media platforms.</p>	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 31<sup>st</sup> 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

**Auditor:** Cypress Singapore Public Accounting Corporation

**Website:** [www.dpa.org.sg](http://www.dpa.org.sg)

**Affiliation:** Disabled Peoples' International

**Full Member:** National Council of Social Services

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**

Allgreen Properties Ltd

BNP Paribas Securities Services

Cheers Holdings (2004) Pte Ltd

City Developments Limited

Dyna-Mac Engineering Services  
Pte Ltd

Hup Lian Construction Pte Ltd

Lee Kim Tah Foundation

Tai Sun (Lim Kee) Food Industries  
Pte Ltd

Wing Ship Marine Services Pte Ltd

**Individuals**

Chow Joo Ming

Denise Phua Lay Peng

Tan Teck Huat

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





THE DISABLED PEOPLE'S ASSOCIATION  
(DPA)