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THE FIRST IN CANADA MEETS THE FIRST IN AUSTRALIA

BY ALANNA HENDREN

I had the great good fortune to travel to Australia to visit universities, social enterprises, and service providers along with my American Association for Intellectual and Developmental Disability colleagues and attend an international conference in Melbourne this Summer. I decided to enrich my experience by visiting Savers and the Diabetes Australia Victoria (DAV) Association while I was there. DDA was the first charity to partner with Savers (Value Village) in Canada and DAV was the first charity to partner with Savers in Australia, beginning their relationship about ten years ago.

Melbourne is a beautiful city (even in winter) and regularly competes with Vancouver to be the "Most Liveable City" in the world. Melbourne came in first this year, primarily due to their fantastic public transportation system, and Vancouver dropped to number 3, after Vienna. Melbourne is also a very big city, so I was anxious about how I would find my Savers host, Dave Mentz, as he was suggesting numerous meeting places.



44 As Savers CEO Ken Alterman later said, Diabetes Australia is now "a powerhouse of a collection enterprise", and they truly are.

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Finally he suggested he would pick me up at my hotel, reducing my stress substantially. On the day of our meeting, I was thrilled to meet Dave and Michael Fisher, CEO of Savers Australia. We had a great talk in the car, got acquainted, and after a drive into the suburbs, arrived at DAV headquarters. What an experience!

Diabetes Australia has its offices in a huge warehouse where their vehicles drop off volumes of light green bags. There are sorting tables within the warehouse where workers separate hard goods from cloth and rags from clothing. Large vans then take the goods to local stores in Melbourne where they are sorted again, priced and hung on a large conveyor belt of clothes hangers, ready to be placed on the store floor.



When Anthony Clarke, the CEO of DAV first started, the warehouse was completely empty but now those green bags reach the ceiling. Some workers are funded by the government through a "Work for the Dole" program where people earn money by working for nonprofits rather than for being unemployed. The workers gain job skills while helping their communities and some gain employment. DAV gets free labor so they can better assist Savers by pre-sorting clothing. As Savers CEO, Ken Alterman later said, Diabetes Australia is now "a powerhouse of a collection enterprise", and they truly are.

What inspired me most about my visit to DAV and the Savers store (well situated close to a big university campus) was the true spirit of partnership between Savers and Diabetes Australia. The charity's 'family' of staff and members are part of the Savers family of staff and both share missions of recycling and diabetes awareness. That spirit of togetherness is what will give Savers Australia a very sunny future for many years to



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DDA'S TOP FIVE ASSISTIVE APP PICKS

BY LOUBNA KALAAJI

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EESPEECH AAC

This fully-featured augmentative and alternative communication solution for people who have difficulty communicating (i.e., people

who have aphasia, dysarthria, apraxia or autism). It is designed for individuals with communication difficulties & everyday communication situations.



EESpeech provides natural-sounding text-to-speech

voice, and supports more than 23 languages and 30 voices. It is fully personalized and easy to adapt to the user. Users are able to upload/ take their own pictures and videos and record their voice messages.

Price: free - \$139.99

RAINBOW SENTENCES



Rainbow Sentences is designed to help learners improve their ability to build grammatically correct sentences in a colourful and playful way. The words are spoken as they are being dragged for non-readers and are colour-coded

for added visual support. Learners have the opportunity to record their sentences in their own voice to improve their receptive and expressive language skills. The app has six levels of sentence complexity and a statistics page that can be used to monitor a learner's progress.

Price: \$10.99

DEXTERIA JR. - FINE MOTOR SKILL DEVELOPMENT FOR TODDLERS & PRESCHOOLERS

Dexteria Jr. is a unique hand and finger activity that takes full advantage of the iPad's multi-touch interface to help build strength, control, and dexterity. The app has an automatic tracking and reporting feature which makes it easy to identify the time taken for a task and the progress that has been made. Progress reports can be emailed from the app. For best results the exercises should be done on a regular basis in short sessions. The app can be downloaded on iPhone, iPad, and iPod.

Price: \$3.99



iGet - MY DAILY SCHEDULE, RECALL MY DAY & LEARN CALENDAR CONCEPTS



iGet... My Daily Schedule, Recall My Day and Learn Calendar Concepts is an application that provides a photo story for individuals who need support in understanding the events that have occurred or will occur during their day. This app is an excellent

assistive tool that can be used to learn how to master a certain task. Users are able to create a number of categories, each presenting a different task. Users can create multiple subcategories. Personal photos can be imported to customize each page in addition to adding text and audio. Users are able to indicate the completion of each step/ task by using the checkmark feature.

Price: \$6.99

ABOUT MY DAY

About My Day is designed to replace paper journals that are often carried by the individual as a means of sharing information among family, care givers, and support workers. The app has a simple and efficient interface for entering notes. This allows



caregivers, family members, and professionals to make notes about the daily events and experiences of an individual with whom they are working throughout the day. This app facilitates the involvement of individuals at any ability level. Since the app allows texts, photos, and simple mood tracking, it allows individuals to independently keep their own journals. Due to its calendar-based interface, the app can be used for legal documentation.

Price: free

About Loubna

Loubna Kalaaji is a lead assistive technology specialist at DDA. She works primarily with individuals with developmental disabilities in educational, vocational and residential settings. In efforts to help clients garner greater independence, Loubna assesses clients' abilities, interests, and goals to create personalized plans and workshops with assistive technologies. Be sure to look out for our future issues for success stories of the clients Loubna has helped.



CANUCKS NIGHT OUT!



BY DONNA CAIN

The night of September 28 was one to remember for three residents, Bryan Daigle (the biggest Canucks fan ever - he rarely misses watching a game and his room is decorated with Canucks memorabilia including a lifesize Canuck goalie cut-out). his roommate Scott LeClair and neighbour, Bob Iwanka. They were accompanied by longtime staff person Ed Uy to a live Canucks game! All four had a great time watching their favourite hockey team pick up a 5-3 victory over the Edmonton Oilers. Thank you to the Vancouver Canucks for their support of DDA.

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CHILD AND YOUTH SERVICES ANNUAL INSERVICE DAY



BY KATHY MONCALIERI

This year's professional development day for Child and Youth Services was held on Oct.24, hosted by Creekside Child Development Centre. This popular event kicked off with 100 Early Childhood Educators and Child & Youth Workers listening to Sara Hoshooley, DDA's United Way Account Representative. She shared a thought provoking video highlighting how the United Way supports children, families and seniors.



Next, Gyda Chud, the morning guest speaker, entertained the crowd with personal and professional anecdotes related to "Tough, Tender and Tricky Conversations". With Gyda's 40+ years in the ECE field, there were many examples of the "3 T's" to share. The afternoon breakout sessions provided topics on positive guidance and classroom behaviours, physical literacy and support for visual communication tools. All workshops provided important information to strengthen the service and quality at DDA's Children and Youth Programs.



The opportunity to gather as a department, network, and learn together is a valuable benefit for the staff teams and the children and families they work with. Child and Youth Services appreciates that DDA supports these initiatives and recognizes the significant return in this investment of adult education.

Thank you to the Child and Youth Managers for pulling together another inspiring day.

JOBS WEST SUCCESS STORIES

BY DELIA MEINHARDT

Andrea works as a Seasonal Production Assembler at Lush Cosmetics, in the Gifts department. Working as part of the Lush team, Andrea puts together holiday gift assortments for customers and ensures the quality of the packages. She secured paid employment in early September, and earned an increase in hours through hard work and becoming independent in all her tasks. Well done, Andrea!





BY SAMANTHA McCORRISTON

Congratulations to Fraser who recently obtained paid employment as a dishwasher at White Spot after a successful work experience! Fraser started as a busser, greeted customers, assisted the servers with cutlery, set and cleared tables, and restocked condiments with job coaching from his DDA Employment Specialist. As Fraser perfected these skills, he transitioned to dishwasher. He has demonstrated commitment and a love for his job and the people he works with. Congratulations for all your hard work, Fraser!

DDA AND THE VANCOUVER COUNCIL OF WOMEN

BY TANYA CHEUNG

DDA was honoured to host the Vancouver Council of Women monthly luncheon in September. DDA has been a long time member of the Vancouver Council of Women, a group of forward thinking, vibrant women who are keen on effecting positive change. The roles and responsibilities of the Vancouver Council of Women are to lobby both provincial and federal governments through the submission of resolutions that advocate for improving the lives of women and children. We were delighted to see so many familiar faces and discuss the current activities and initiatives at DDA. The work the Vancouver Council of Women is awe inspiring. For more information, please visit their website at www.vancouvercouncilofwomen.org.



SEVEN WAYS TO HELP YOUR NONVERBAL CHILD SPEAK

BY: GERI DAWSON, PhD, and LAUREN ELDER, PhD

Geri Dawson is Autism Speaks' Chief Science Officer and Lauren Elder is the Assistant Director for Dissemination Science. Thank you to Autism Speaks for sharing their article with DDA!

This week, researchers published the hopeful findings that, even after age 4, many nonverbal children with autism eventually develop language.

For good reason, families, teachers and others want to know how they can promote language development in nonverbal children or teenagers with autism. The good news is that research has produced a number of effective strategies.

But before we share our "top tips," it's important to remember that each person with autism is unique. Even with tremendous effort, a strategy that works well with one child or teenager may not work with another. And even though every person with autism can learn to communicate, it's not always through spoken language. Nonverbal individuals with autism have much to contribute to society and can live fulfilling lives with the help of visual supports and assistive technologies.

So here are our top seven strategies for promoting language development in nonverbal children and adolescents with autism:

1. Encourage play and social interaction.

Children learn through play, and that includes learning language. Interactive play provides enjoyable opportunities for you and your child to communicate. Try a variety of games to find those your child enjoys. Also try playful activities that promote social interaction. Examples include singing, reciting nursery rhymes and gentle roughhousing. During your interactions, position yourself in front of your child and close to eye level – so it's easier for your child to see and hear you.

2. Imitate your child.

Mimicking your child's sounds and play behaviors will encourage more vocalizing and interaction. It also encourages your child to copy you and take turns. Make sure you imitate how your child is playing – so long as it's a positive behavior. For example, when your child rolls a car, you coll a car. If he or she crashes the car, you crash yours too. But don't imitate throwing the car!

3. Focus on nonverbal communication.



Gestures and eye contact can build a foundation for language. Encourage your child by modeling and responding these behaviors. Exaggerate your gestures. Use both your body and your voice when communicating – for example, by extending your hand to point when you say "look" and nodding your head when you say "yes." Use gestures that are easy for your child to imitate. Examples include clapping, opening hands, reaching out arms, etc. Respond to your child's gestures: When she looks at or points to a toy, hand it to her or take the cue for you to play with it. Similarly, point to a toy you want before picking it up.

4. Leave "space" for your child to talk.

It's natural to feel the urge to fill in language when a child doesn't immediately respond. But it's so important to give your child lots of opportunities to communicate, even if he isn't talking. When you ask a question or see that your child wants something, pause for several seconds while looking at him expectantly. Watch for any sound or body movement and respond promptly. The promptness of your response helps your child feel the power of communication.

5. Simplify your language.

Doing so helps your child follow what you're saying. It also makes it easier for her to imitate your speech. If your child is nonverbal, try speaking mostly in single words. (If she's playing with a ball, you say "ball" or "roll.") If your child is speaking single words, up the ante. Speak in short phrases, such as "roll ball" or "throw ball." Keep following this "one-up" rule: Generally use phrases with one more word than your child is using.

6. Follow your child's interests.

Rather than interrupting your child's focus, follow along with words. Using the one-up rule, narrate what your child is doing. If he's playing with a shape sorter, you might say the word "in" when he puts a shape in its slot. You might say "shape" when he holds up the shape and "dump shapes" when he dumps them out to start over. By talking about what engages your child, you'll help him learn the associated vocabulary.

7. Consider assistive devices and visual supports.

Assistive technologies and visual supports can do more than take the place of speech. They can foster its development. Examples include devices and apps with pictures that your child touches to produce words. On a simpler level, visual supports can include pictures and groups of pictures that your child can use to indicate requests and thoughts. For more guidance on using visual supports, see Autism Speaks ATN/AIR-P Visual Supports Tool Kit.

Your child's therapists are uniquely qualified to help you select and use these and other strategies for encouraging language development. Tell the therapist about your successes as well as any difficulties you're having. By working with your child's intervention team, you can help provide the support your child needs to find his or her unique "voice."

Note: This article has been adapted from Autism Speaks





The big news is is that the federal government announced in 2015 that it would help tax payers who have unused disability tax credits from previous tax years and back file the credits for them, thereby avoiding the need to use paid back filing services. On the disability tax credit application form is a box that asks if you wish CRA to automatically apply unused tax credits to past tax returns. This back filing can apply to the transfer of the tax credit to the supporter of the person with disabilities by simply answering the questions of who you are, what your SIN number is, what your relationship is to the person with the disability and what support you give them.

As they say, knowledge is power. So remember if you are using a paid service to help you get the disability tax credit application approved, you are paying for a service you don't need.

NOTE: These opinions are David Chen's and not necessarily a DDA endrosement

AUTOMATIC BACK FILE NOW

BY: DAVID CHEN, BSc, BA, CPCA, FPSC Level 1, Lead Advisor, DC Complete Financial

As many of you are aware, the disability tax credit is a powerful aid in dealing with many of the elevated costs of supporting a loved one who lives with a disability. While many know that this credit can be transferred from the person living with the disability to a person who supports them on a regular basis, what is less known is that if you have applied for the credit several years after the loved one was diagnosed with the disability, you can claim back up to 10 years of this unused credit. This is something the financial world calls back filing your tax returns or amending past tax returns.

Previously however, this back filing required going to a tax specialist to apply the right credit amount to the right tax line on each of your relevant past tax years. While this work is not terribly hard, nor terribly time consuming, those who were afraid of trying to do this would pay professionals to do the back filing. Sometimes this is very economical but often it is quite costly - In the several thousands of dollars in contingency fees (percentage stripped off of the end tax return). A variety of news agencies reported on the exorbitant fees some of these companies were charging to do the back filing. As a result, the federal government responded with a new service to help out.

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... what is less known is that if you have applied for the credit several years after the loved one was diagnosed with the disability, you can claim back up to 10 years of this unused credit.

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INCLUSION ART SHOW & SALE

We had yet another successful art show in October, hosted by PosAbilities. Spanning over two days, the 12th annual INCLUSION Art Show and Sale featured several pieces produced by our day program and drop-in clients.

Thank you to everyone who came and supported our clients!





















- Stick to routes you know at first and ask for help for new ones
- Sit near the front
- Make sure you hang onto a pole or handstrap
- If you have mobility challenges, tell the driver you need to sit down
- On most busses, you can ask to lower the bus when it stops
- Listen to announcements
- Use the help buttons and information phones if you get lost
- Use the alarms on the trains if you have an emergency

You can also call Translink and complain if a driver goes too fast or if you have other concerns, but you can also thank all the great drivers as you exit the bus.

TRANSFORMATION IN THE LAND OF OZ

BY ALANNA HENDREN

This past August I sacrificed summer in BC to visit Australia to learn more about the rapid implementation of the change from block State funding to a National individualized-funding-based 'insurance' model of paying for disability services. This would be similar to having all Canadian provincial governments cease their funding of services after Ottawa took over and created a nationally centralized disability fund by adding a 1.5% levy on all taxpayers.

The takeaway was that I am really happy to not be working in Australia.

The new National Disability Insurance Scheme (NDIS) can be traced to the realization by various levels of governments in Australia that spending for disability services was increasing at a rate of 8% per year. In the meantime, services were generally poor quality. Hence the scheme had been in a pilot phase for the previous two years and had been unrolled throughout the country starting on July 1, 2016. The timing of our AAIDD (American Association for Intellectual and Developmental Disabilities) delegation was perfect. We learned that the NDIS provides three tiers of supports:

Tier 1: Targets all Australians through community awareness campaigns and by promoting inclusion.

Tier 2: Provides information linkages and capacity building to about 800,000 people with disabilities and their families/carers. All people with disabilities can consult with Local Area Coordinators to help them access no-cost community services.

Tier 3: Provides individualized, funded packages targeting about 460,000 people who need "reasonable and necessary" intellectual/developmental disability supports.

The NDIS is based on the following assumptions although they are proving to be 'wobbly' as they would say Down Under:

- Effective services are available for purchase
- Information about services and their effectiveness is available
- Consumers are capable of making choices, are informed about the benefits, drawbacks and costs of various choices
- The NDIA knows about and bears the cost of sufficient, effective services
- · Generic service providers are prepared and capable of supporting people with disabilities
- Families and individuals are capable of coordinating and managing their own services and the financial administration required by the NDIA
- Everyone in Australia has access to and mastery of the internet.

So far, challenges include:

- Constant tension between providing care and reducing costs
- Eligibility precludes funding for the over-65 group, people with borderline and mild intellectual disabilities
- Building social capital for people who "are known well by no one"
- Major computer glitches and payment problems
- No one yet knows what "reasonable and necessary" means as applied to support services
- There are far too few service providers to support so many people at lower levels of funding
- No one knows if the model will be sustainable
- The NDIS pre-supposes housing availability, but the situation in major Australian cities is bleak for those in need of affordable housing
- · Principles of funding promote cheap services offered by low-skilled attendants with no overhead included
- Skilled supports are a rare choice option.





The implementation of the NDIS was not going well so far. Families were underserved; providers were thousands of dollars in debt and the NDIS website had crashed for almost two months. More importantly, the 430,000 individualized plans that needed to be developed over the next three years were being approved very slowly. This poor pace of implementation negatively affected children as they regressed and parents were running out of money. One Member of Parliament called the problems with the NDIS "an ongoing fiasco" and a "national disgrace".

Although much of the NDIS is website/internet-based, individuals with disabilities must meet with an NDIS planner to determine their eligibility for a funding package and develop a plan with a goal. Participants will each have at least one goal. If individualized packages are funded, then there is an annual review where goals are achieved within 12 months or abandoned. The role of the planner stops when the package is approved, leaving families to find service providers on their own. Implementing plans and financial management are the family's responsibility.

There is an inherent tension between what families want – more hours of support, more service options and continuity of current personnel – and what NDIS Planners want: value for money, services that provide independence, a "flexible", trained, coordinated workforce, and key partnerships with everyone. Agencies are squeezed because there is no funding for staff training, few generic supports are available, funding for staff is low, and many participants will never become independent.

One of the primary assumptions of the NDIS is that people with intellectual disabilities all have loving families who are involved in their lives, who can help them make choices and build social capital. Research showed that 80% of people with intellectual disabilities in Australia had not had a visit from friends or family in the past three months. 50% had not received a phone call within the last 6 months.

The biggest challenge for existing providers is wages. Inclusion Melbourne pays \$44-\$48 per hour for one-to-one and other direct supports but NDIS only pays \$38-\$42 per hour with no funding for training, human resources, or recruitment costs. Minimum wage with benefits in Australia is \$22 per hour. A report from the Department of Social Services noted the risks to the NDIS rollout, including: "provider readiness, provider collapse, critical market failure and mechanisms to monitor and respond to quality concerns."

The goal of the NDIS is to move a poorly funded disability service system to one that is individually funded and based on "free market" principles by turning previous 'clients' into 'participants' who will be on their own to purchase the services they need. With charities largely out of the picture once the full scheme is implemented, millions of donated dollars that used to flow into the disability system will disappear. Families may need to fundraise for themselves.

So far, packages have been funded at an average of almost three times the \$27,500 per person allocated by the NDIS. Fears of an undercount of potential applicants are proving legitimate. An auditor's report claimed that the scheme was "like a plane that took off before it was fully built."

With enough money, people who have disabilities have no need to apply to the NDIS or to CLBC here at home. They can live whatever life they or their family want to live. For people with disabilities and their families who have little or no money, however, the amount of funding they receive to meet their needs is often the difference between inclusion and homelessness, food or rent, the community or prison. In the end, the biggest barrier to inclusion, quality of life, independence and length of life for people with disabilities is poverty, although they are not poor by their own choosing.

For the full article please visit our blog at www.develop.bc.ca/blog



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NEW CLOTHING DONATION BINS IN THE LOWER MAINLAND

THANK YOU to our new bin hosts for supporting DDA Be sure to drop off your donations at any of our white donation bins!



A&W Restaurant 2526 St. Johns St, Burnaby



Green Haven Garden Centre Ltd. 6944-6946 E Hastings St, Burnaby



Brentwood Presbyterian Church 1600 Delta Ave, Burnaby



Pet Boutique 820 Marine Dr, North Vancouver Lulu Convenience Store 15618 104 Ave, Surrey

Rozzini's Restaurant Unit A - 221 Ewen Ave, New Westminster

Ace Tech Automotive 1223 Pender St, Vancouver

Beck Glass & Insurance #1-5371 Regent St, Burnaby

Chelsea Park Gardens 33710 Marshall Rd, Abbotsford LOCATE A BIN NEAR YOU AT <u>WWW.DEVELOP.BC.CA</u>

CASH 4 CLOTHES IN THE COMMUNITY

DDA contacted some recent Cash 4 Clothes program participants in order to gather feedback on their experience.

These were their responses:

We loved how simple the fundraiser was to run. It was a very successful event and had great student and parent involvement. The money raised will pay for our Grade 7 graduation ceremony at year's end.

The students felt involved with the fundraiser on both the drop off days by helping organize the bags. They also helped with the pick up day by assisting with truck loading.

The experience was great. The DDA staff was extremely helpful and we'd love to do this fundraiser again!

Amy Erb Upper Lynn Elementary School

Cash 4 Clothes is a good, easy fundraiser for the school. It requires just a couple volunteers and a place to store the clothes at the school. Our students contributed to the fundraiser by creating posters for the event.

We put the money we generated towards developing the use of technology within the school.

Fatima Champlain Heights Annex

This program is a wonderful fundraiser for schools/clubs & businesses as it is simple, entails no ordering, no paperwork nor collection of funds, and provides a way to give back to society by providing clothes and supplies which can help others in need. It is a win-win fundraiser for organizers.

At our school, we have used the DDAs Cash4Clothes Program to fundraise for our senior boys rugby team's U.K Tour for 2017. The money raised is assisting with costs for travel, sightseeing, & tour gear.

Students and their families have been a major part of this program, have enjoyed the simplicity of the program, know they are raising funds, plus helping others at the same time. We fully endorse this great program.

Mike Charlton, Vice Principal McMath Secondary

NEED TO FUNDRAISE? GET CASH 4 CLOTHES!



Collect 75 bags of clothing $\stackrel{\gamma}{j}$ and you'll receive \$2 per bag. Collect over 151 bags and receive \$3 per bag! Plus, we'll pick everything up at the end of your campaign.

> FOR MORE INFORMATION please contact 604 273 4DDA or Cash4Clothes@develop.bc.ca

DDA'S CASH 4 CLOTHES FUNDRAISER FOR UNITED WAY



We would like to extend our sincerest gratitude to everyone who participated in our recent United Way Cash 4 Clothes drive! In total, we generated 235 full bags of clothes, which is \$705 for United Way. Be sure to watch for more announcements for further DDA/United Way events on the way! Here's a look at some of the bags collected at the DDA head office.



STARBURST **FALL 2016**

FAMILY SUPPORT GROUPS SPONSORED BY THE **DEVELOPMENTAL DISABILITIES ASSOCIATION**

VANCOUVER CHINESE SUPPORT GROUP

General support for children's and adult's issues in Cantonese and Mandarin.

MEETING:	3rd Saturday of the month
	from 6:30-8:30pm
PLACE:	4948 Fraser Street, Vancouver
CHILD MINDING:	Available on site when requested at least one week in advance of meeting
CONTACT:	knowledgenaction@gmail.com

YOUTH IN TRANSITION

Support information for transition to adulthood.

MEETINGS: December 7, 2016

at 6:30pm (3455 Kaslo St., Vancouver) CONTACT: Liz Cochrane at 604-733-6252 transitionparents@gmail.com

BOLLYWOOD MAZA

Support to families in Hindi and Punjabi

MEETING:	Wednesdays 3:30 to 4:30pm
PLACE:	4948 Fraser St., Vancouver
CONTACT:	Michael Hajduk at 604-301-2831 mhajduk@develop.bc.ca

VIETNAMESE FAMILY SUPPORT GROUP Support to Families in Vietnamese

	MEETING:	Second Thursday of the Month 6:30pm to 8pm
	PLACE:	3455 Kaslo St., Vancouver
CHILD	MINDING:	Available on site when requested at least one week in advance of meeting
	CONTACT:	Nikki Tran at 778-895-2535 from 6:00 to 9:00pm

JAPANESE FAMILY SUPPORT GROUP

Lower Mainland general support to families in Japanese

MEETING:	Date to be determined
PLACE:	3455 Kaslo Street, Vancouver
CONTACT:	Chigusa Barners at
	chishebarnes@msn.com



Jnited Way ower Mainland.

CONTRIBUTE TO THE STAR!

WE WANT TO HEAR FROM YOU!

Do you have comments, thoughts, or your own stories about DDA or people with developmental disabilities?

SEND SUBMISSIONS TO COMMUNICATIONS@DEVELOP.BC.CA

VISIT OUR SOCIAL MEDIA SITES

TO FIND OUT WHAT'S HAPPENING AT DDA AND IN YOUR COMMUNITY. FACEBOOK: facebook.com/ **TWITTER:** twitter.com/ dda604 dda604

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YOUTUBE: youtube.com/ dda604

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Developmental Disabilities Association

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