

Disabled People's Association



Annual Report 2012 – 2013

Disabled People's Association

The 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 Commission of Charities on 30th December 1996. On 7th November 1997, DPA became an Associate Member of the National Council of Social Services (NCSS). DPA has issued tax-exempt receipts for direct donations since April 2000. Membership stands at 114 as at 31st March 2013.

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
Patron:	Dr Tan Cheng Bock
Banker:	CIMB DBS Hong Leong Maybank RHB
Auditor:	Verity Partners Pte Ltd Certified Public Accountants
Website:	www.dpa.org.sg
Affiliation:	Disabled Peoples' International
Associate Member:	National Council of Social Services

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President's Review



This past year the Disabled People's Association (DPA) has seen many changes, the most important of which at the national level was Singapore signing the United Nations Convention on the Rights of Persons with Disabilities (CRPD) on November 30th 2012. Signing the CRPD is an important milestone as it announced Singapore's intention to the international and national community that it will implement the articles of the Convention at the national policy level. DPA is committed to working with persons with disabilities, disability organisations and the relevant Government agencies to implement the CRPD and advance the integration of those with disabilities into a more inclusive and barrier-free society. DPA will continue to engage all interested parties in roundtable and feedback sessions in order to ensure that the momentum produced by signing the Convention continues and the conversation about disability in Singapore is kept alive.

DPA has also undergone a number of internal changes in terms of its location and website. DPA moved to its new premises in Jurong Point Shopping Centre in October 2012. The new premises are not only more accessible in terms of location, but also in its design so that more people with or without disabilities can drop by and share their views. DPA members are invited to come in and browse our library for the latest in disability developments, surf the Internet or have a complimentary cup of coffee or tea. The premises also place us in close proximity to other disability organisations enabling DPA to strengthen existing relationships and establish new ties with these stakeholders. Our new website has also become more dynamic in keeping with greater use of social media to advance our advocacy and public education initiatives.

Going forward, DPA will not let up on its quest to educate the public on all things associated with disability. This year DPA is initiating a public education programme about the rules that govern the use of toilets, lifts, parking lots and seats on public transport for those with disabilities as well as publicising the need for accessibility in the built environment. Yet, we will continue to look to improving our advocacy work process. And on that note, I invite you to let us have your feedback and input on issues you may face as a person with disabilities or as a care-giver to a person with disabilities so that we may continue to advocate and speak for you.

These are exciting times for DPA and I hope that all of you will not only feel the benefits that come with these changes, but also be inspired to become more involved with DPA's initiatives.

A handwritten signature in black ink, which appears to be 'Nicholas Aw'. The signature is stylized and written in a cursive-like font.

Mr Nicholas Aw
DPA President

DPA's Profile

Our 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.

“Vox Nostra” – A Voice of Our Own

Our Objectives

1. To encourage and enhance self-help and independent living among people with disabilities in the community.
2. To facilitate, encourage and further advance the full participation and the equality of disabled people in the community so as to enable them to enjoy the living conditions and improvements in the standard of living resulting from social and economic developments.
3. To do such other things that are incidental or conducive to the attainment of the above objects as the General Meeting of Members of the Board of Management may from time to time decide, DPA shall:-
 - a) Work towards removing all architectural and attitudinal barriers and those barriers that would hinder the full participation of disabled people in the educational, vocational, economic, social, cultural, sports and recreational life by making the necessary recommendations to the relevant authorities or organisations, by taking action to facilitate the full participation of all disabled people, including those who are home-bound in the design, formulation, implementation and evaluation of policies, programmes, and services for their needs, and to monitor, evaluate and review such services; to also provide communication links with all disabled people and to make accessible information about disability, its treatment, correction and prevention;
 - b) Ensure that the benefits of reform and development programmes in every field, nationally and internationally, also reach disabled citizens;
 - c) Promote or organise and/or to initiate the provision of cultural, educational/vocational, sports and recreational facilities, where none exist as well as social, benevolent and other activities for the benefit and welfare of the disabled people;

- d) Affiliate with and to further the work or purpose of any national or international organisation having as its objects the promotion of the interest, welfare and rights of disabled people through social justice;
- e) Work closely and to provide consultative services on matters relating to disabled people to Governmental and Non-Governmental Organisations engaged in the field of services to disabled people; promote or undertake research in any aspect of prevention, rehabilitation and equalisation of opportunities; organise training courses not for profit or commercial reasons for disabled and non-disabled people concerned with programmes for disabled people; organise conferences, seminars, study groups of workshops on subjects relevant to disabled people;
- f) With the approval of the relevant authorities, run business with a social mission to create work activities for people with disabilities and to assist them in achieving financial independence.

Management and Governance Policies

DPA fully subscribes to and complies with the regulations of the Charities Act. We have established procedures and guidelines in accordance with the requirements of the Act, and update or review these as required. No new policies were adopted in this financial year.

Management and Staff

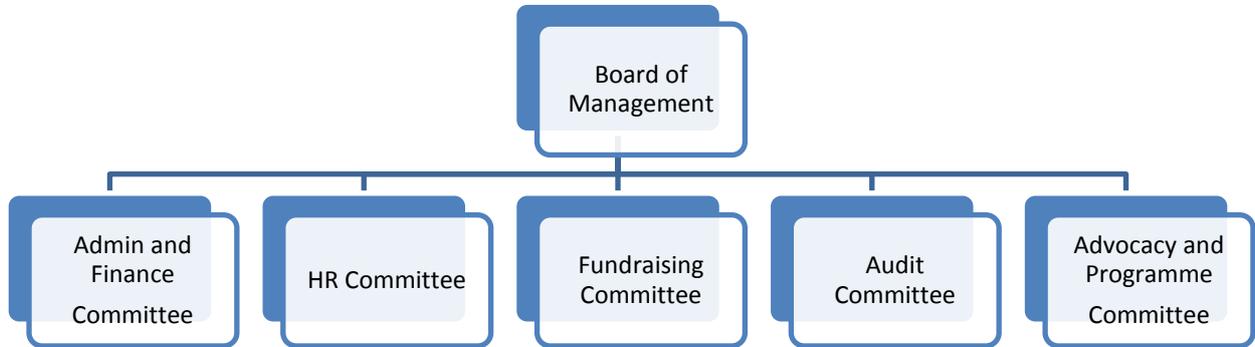
Board of Management for 2012/2013

President:	Mr Nicholas Aw
Vice President:	Ms Judy Anne Wee
Honorary Secretary:	Mrs Chang-Tang Siew Ngoh
Honorary Treasurer:	Dr J-L.W Mitchell Van der Zahn
Assistant Honorary Treasurer	Ms Sherena Loh
Members:	Mr Arsalan Ali
	Mr Robert Chew Mun Kai
	Mr Leo Chen Ian
	Mr Ng Choon Hwee (Resigned 1 st March 2013)
	Mr Paul Yuen Kai Seng

Staff

Executive Director:	Dr Marissa Lee Medjeral
Administrator:	Ms Anusiah a/p Tharmalingam
Administrative Assistant:	Ms Halipa Ahmad
Diversity and Inclusion Consultant:	Mrs Nina Munday

Board and Committee Organisational Chart



Staff Organisational Chart



Honorary Secretary's Report

Membership of DPA as at 31/03/2013

	2013	Arrears	Paid up (including life member)		Life member
Institutional Membership	5	-	5		-
Associate Membership	9	6	3		3
Sub Total of Associate/Institution	14	6	8		3
<u>Individual/Type of Disability</u>					
Hearing	22	4	18		16
Physical	53	17	36		23
Vision	21	10	11		7
Others	4	3	1		1
Sub Total of Individual Members	100	34	66		47
Total	114	40	74		50

Staff Administration

Dr Marissa Medjeral was promoted from Public Relations Manager to DPA's Executive Director, on 1st May 2012.

Mrs Nina Munday joined DPA as Diversity and Inclusion Consultant on 12th March 2013. Prior to that date, Nina worked as a volunteer since May 2012.

AGM 2012

On the 13th September 2012, the DPA's 26th Annual General Meeting was held at OnePeople.sg premises in Toa Payoh as DPA's new premises were still being renovated. Mr Nicholas Aw, President of DPA called the meeting to order at 7.15 pm. After registration of DPA members, there were 21 people in attendance, exceeding the required quorum of 17.

After enjoying a meal together, DPA members, Board of Management members and DPA staff sat down to discuss all the new developments that had occurred during the previous year. This included DPA being awarded by the National Council of Social Services a new office space free from rental charges at Jurong Point Shopping Centre, additions to the DPA staff and public consultations on working towards Singapore signing the United Nations Convention on the Rights of Persons with Disabilities.



DPA members who attended the DPA's 2012 AGM



DPA Board of Management members and DPA members enjoying a meal together

Advocacy and Events

Overview

This year has been an eventful year for DPA with its advocacy role assuming a greater profile in terms of its presence in the print media and the social media through its revamped website as well as greater participation in both local and international forum. Besides representing DPA at the Accessibility Code Working Committee, Board members conducted roundtable discussions and other consultations, and also spoke at local workshops and conferences to further the cause of people with disabilities. In addition, DPA collaborated with a local educational institution to get Singapore youth thinking about access issues and another agency which aims to provide a virtual transportation hub for the Mobility mobility-impaired. While DPA received visitors from abroad, its members were hosted by local attractions with access-friendly features.

Rebranding of DPA: New Website, Facebook and Blog

In line with DPA's promises at the last AGM, DPA has spent time on trying to see how it can extend its reach and engage more people. Other than looking at more advocacy initiatives to help implement the CRPD and collaborating with more disability organisations in Singapore in order to do so, the other main area that DPA identified as needing some work was its website and lack of social media participation.

In response, DPA applied for an Infocomm Development Authority grant and engaged a website designer to build a more streamlined, user-friendly and contemporary website that better reflected what DPA is doing now. In addition, DPA also has a Facebook page and a blog that is updated regularly with interesting and topical articles on disability related issues. By having the website, Facebook and the blog, DPA can maintain the website as a reliable and up-to-date disability resource for relevant local and international websites and information and the social media pages as a place to keep its members and interested parties updated on daily developments in the disability community. The new DPA website can be accessed at www.dpa.org.sg besides its blog. The Facebook page can be found at <https://www.facebook.com/DisabledPeoplesAssociation> as well.

Shared Services Audit

In October 2012, DPA commission Shared Services for Charities to do an internal audit to ensure DPA was complying as much as possible with the Charity Council's Governance regulations. This was part of DPA's rebranding effort in that DPA wanted to take the time and have a fresh pair of eyes look at its internal processes and suggest ways in which DPA could improve its governance practices.

The Governance Compliance Audit was done with the help of a Voluntary Welfare Organisations (VWOs)-Charities Capability Fund (VCF) awarded by the National Council of Social Services. DPA intends to run a series of audits on its other internal and external processes over the next few years with the continued support of this funding.

After the Audit it was shown that DPA was compliant on all the Governance requirements that it had reported being compliant on in the previous years. In addition, Shared Services for Charities suggested a number of ways in which DPA could implement even better good governance practices. An action plan was decided on by both DPA and Shared Services for Charities and this plan has been put into place in early 2013. For those who are interested in the findings, a summary is available on request from DPA's office.

Media Presence

Besides making DPA visible in the social media and cyberspace, over the past year, DPA had both letters published in and been interviewed for articles in the local newspapers, mainly, The Straits Times, the New Paper and TODAY.

At times, DPA 's letters were a response to disability issues being discussed in the press and at other times DPA wrote to newspaper forums to raise issues that were not currently being addressed in the media, but warranted discussion. The most recent letter published in the TODAY newspaper on the 21st March 2012 was about how using the right disability terminology can not only change public attitudes to disability, but also be empowering to the person with disabilities.

The topics of the interviews by the press covered a wide range of issues that affect people with disabilities, including accessibility in schools, buildings and public transport ('Narrowing the gap/ Despite progress, wheelchair users still face difficulties with public transport', TODAY, 21st November 2011; 'Barrier-Free Access?', TODAY, 26th December 2011 and 'New buildings that are user-friendly for all', The Straits Times, 30th March 2012,) and discrimination in the workplace and employment for people with disabilities ('Fighting stereotypes to get a job', The New Paper, 4th January 2012 and 'Hire disabled workers and get pay-out', The Straits Times, 18th February 2012).

Roundtable Discussion (RTD)

2nd Consultation on the Convention on the Rights of People with Disabilities

On 18th February 2012, a public consultation on the United Nations' Convention on the Rights of Persons with Disabilities (CPRD) was jointly organised by local human rights organisation MARUAH and DPA at OnePeople.sg. At the consultation, a draft of a position paper on the CRPD in the Singapore context was presented to all attendees for feedback. That feedback was recorded and incorporated into a final position paper that was later sent to the relevant stakeholders and Government agencies.



Members of Maruah, Mr Sze Yao Foo (left) and Ms Braema Mathi (Right) addressing DPA members and members of invited organisations.

On Saturday 1st December 2012, MARUAH and DPA held a second Consultation on the Convention on the Rights of People with Disabilities at the latter's new office. This was to follow-up with participants of first Consultation on the Convention on the Rights of People with Disabilities held on the 18th February 2012 and give them an update on the progress that had been made. The second consultation was well attended by persons with disabilities, disability organisations and government representatives. After the meeting, the following statement was issued:

“We note that the United Nations (UN) Convention on the Rights of Persons with Disabilities (CRPD) is a core human rights treaty that all ASEAN states have signed and/or ratified. We therefore believe that it is important for Singapore to be a leader within the ASEAN family by upholding the values and obligations of the CRPD. In the spirit of greater participation and civic involvement, MARUAH, as a group focusing on the establishment of human rights, and our main partner, the Disabled People's Association (DPA) organised a consultation in February 2012 on areas where more can be done to support the rights of persons with disabilities in Singapore.

This consultation process involved persons with disabilities, including persons with sensory disabilities and physical disabilities, as well as other concerned members of the public. Following this consultation, MARUAH and Disabled People's Association (DPA) formulated a position paper and met with the Ministry of Social and Family Development (MSF) to highlight areas where improvements can be made to better fulfil the letter and spirit of the CRPD.

In conclusion, we once again applaud the Government on its decision to ratify the CRPD and welcome the willingness of MSF to dialogue with civil society groups. We look forward to additional public discussions between the people and the Government. Thanks are due to all who have participated in our dialogues to produce this document that reflects the views of those with disabilities and others who care. We hope the changes that we seek will be implemented, and look forward to contributing to the larger process of protecting and empowering the inherent human rights of those who are often marginalised and not as able to have their voices heard.”

Accessibility Code Working Committee



DPA Vice-President, Ms Judy Wee at a accessibility focus group

Ms Judy Wee, DPA Vice-President, continues to represent DPA in an on-going committee set up by the Building and Construction Authority (BCA) to review the Code on Accessibility in the Built Environment 2007. After a number of consultations with people from different disability groups DPA submitted its recommendations to BCA. DPA then met with BCA on the 14th March 2013 to go through a draft of the new code. The finalised code will be published later in 2013.

The expanded Code on Accessibility is expected to have more requirements for the comfort and safety of persons with disabilities, including accommodations for those with visual and hearing impairment.

Workshops and Presentations on Disability Awareness

Abilities EXPO 2012

On 2-4 November 2012, the Abilities EXPO was held at Singapore Expo Hall. The theme of the EXPO was ‘Enhancing the Lives of People with Different Levels and Types of Disabilities’ and was the region's first event dedicated to the community of people with disabilities and their caregivers. Mr Paul Yuen Kai Seng, DPA board member and experienced motivational speaker, gave a talk at the event.

Organised by Image Engine Pte Ltd in partnership with Abilities Expo USA, this event was launched with the support of the Handicaps Welfare Association, RSVP (the association for senior volunteers) and Bethesda Care and Counselling Services Centre. Abilities Expo Singapore was made up of a trade exhibition, seminar sessions targeted at people with disability, their families and professionals, and special feature areas and showcases.

Rehabtech Asia 2013

The International Exhibition and Conference on Assistive Technology, Integrated Care and Rehabilitation, was a major international industry trade show and conference that was held on 27 Feb – 1 Mar 2013 and DPA was a supporting partner. The exhibition targeted 150 international companies and brought together rehabilitation, assistive technologies, home care, and daily aid innovations and equipment. The Conference featured speakers from both local and regional institutions, discussing issues and sharing the latest developments in the field of rehabilitation and assistive technology.

The Conference, with a workshop element, saw academics and practitioners from both local and regional institutions giving talks, including one by DPA Board Member, Ms Sherena Loh. On day two of the Conference, Thursday, 28 February 2013, Ms Loh gave a talk entitled 'The Power of Empowerment' during a workshop on enabling the disabled.

The launch of RehabTech Asia is timely. With the increased application of the United Nations Convention on the Rights of Persons with Disabilities and legislative changes to laws affecting people with disabilities in Asia, there is growing interest in self-determined living and long-term healthcare.

DPIAP Regional Assembly 24th-27th October 2012

The DPIAP Regional Assembly was attended by Mr Paul Yuen Kai Seng, DPA's Board Member and Dr Marissa Medjeral, DPA's Executive Director. The Assembly is held every two years and provides an opportunity for all the member national assemblies of the Disabled People's International Asia Pacific region to get together, network, discuss developments in disability policy in their countries, share best practice and to elect the new DPIAP Regional Councilors and Executives.



The feedback gathered at the workshops and during the panel discussions at this conference will feed into a new Asia-Pacific regional strategy to support a new decade to promote the rights of persons with disabilities (PWD), 2013-2022. The Asia-Pacific is moving towards a new decade to 'Make the Right Real' for PWD. UNESCAP supported member states in the preparation of a document to be considered by the High-level Intergovernmental Meeting on the Final Review of the Asian and Pacific Decade of Disabled Persons (Incheon, Republic of Korea, 29th October - 2nd November 2012). Its adoption will give Asia-Pacific MDG-style goals, targets and indicators for expediting the inclusion of PWD in the development process.

At the conference, it was agreed that the implementation of CRPD was the way in which PWD would be enabled to better their economic circumstances and thus be empowered to lead more independent and dignified life. With the CRPD articles providing a standard by which to determine whether national laws and policies respect the rights of PWD, PWD will be in a better position to find

employment, or better employment and provide for themselves and their dependents. However, much depends on how the Convention is interpreted, implemented and whether PWD are involved in the process.

Going forward, what DPA can work on is not only focusing on preparing for the reservation to some articles of the CRPD, but also coordinating and galvanizing other disability groups to monitor and record statistics about PWD experiences of the Government's implementation of the CRPD. Such information gathered from disability organisations and its members could be collated by the DPA so it can work with MARUAH to provide parallel reports to submit alongside Singapore's progress reports to the United Nations following the ratification of the Convention.

Interview Laurentia Tan, 2012 Paralympic Medalist



Laurentia Tan (standing, 4th from left) with well-wishers

Miss Laurentia Tan, who won a bronze medal and a silver medal at the 2012 Paralympic Games in London, England, representing Singapore in the Equestrian events, visited DPA's office on the 16th November 2012 with her mother, Ms Jannie Tan. Although based in England, Laurentia was in Singapore to receive a Public Service Star from the President Tony Tan. Whilst talking to the DPA, Laurentia shared insights about her training, support system, education as well as views on disability awareness and accessibility in Singapore. The event was also attended by members of one of our Jurong Point Shopping Centre neighbours, Handicaps Welfare Association.

Visit from Japan's International Communication Centre for Person with Disability

Members of Big-I meeting with Executive Director, Dr Marissa Lee Medjeral



A group from Japan sent by Big-i, the International Communication Centre for Person with Disability, promotes international exchange and consisting of people with and without disabilities visited DPA's office on the 14th January 2013 to share information about disability issues. The group was led by Hideto Kijima, who is a Big-i international exchange coordinator as well as a writer and accessibility consultant and has travelled to 122 countries as a wheelchair user. Other members of the Big-I groups included Tsutomu Ando, Yukino Mori, Shigeki Hayashi, Akihiro Watanabe, Yuki Oguma and Mayuko Kondo. The team was made up of persons from a variety of professions including amongst others a local volunteer worker, a pharmacist and a trainer of eldercare attendants and had a variety of questions about disability services in Singapore. DPA also used the opportunity to find out about the range of disability initiatives and facilities in Japan.

Collaboration with Ngee Ann Polytechnic on 'Idea Blueprint'

Following on from a successful collaboration in 2011 to 2012, DPA continued to engage with Ngee Ann Polytechnic students on a module called 'Idea Blueprint' and 'Idea Launchpad'. In the 'Idea Blueprint' phase students pitched innovative solutions to industry partners for problems that the students identify and research solutions for. In the next 'Idea Launchpad' stage of the project students did market research and feasibility studies taking into account DPA's feedback of their initial idea. The ideas were then presented to DPA for final comments.

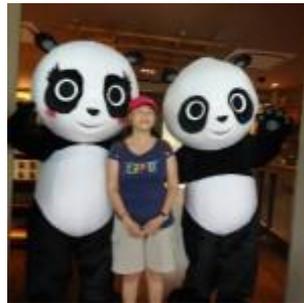
Most of the students tackled issues of accessibility for persons with disabilities when visiting public attractions and popular leisure places. Some students looked at making cinemas more wheelchair friendly, whilst other proposed the idea of art exhibitions that engaged with all five of the senses so as to include persons with visual impairments. Overall, the project continues to be a great way of getting the youth of Singapore thinking about how to integrate people with disabilities more into everyday life and to tackle those issues in a direct and problem solving manner.

Collaboration with Ecommuter

DPA supported a new initiative 'Ecommuter' developed by Amicus which aims to provide a virtual transportation hub for the mobility- impaired. Amicus was able to develop their policies for their users and volunteers based on a risk assessment we conducted on their behalf.

DPA Members' Visit to the Giant Panda Exhibit at the Singapore Zoo

On the 23rd November 2012, Wildlife Reserves Singapore invited DPA members to see the Giant Panda Forest before it was opened to the general public as well as experience the rest of the Singapore Zoo. DPA members accepted the invitation and along with a DPA member of staff, Ms Halipa Ahmad. Wildlife Reserves Singapore generously provided lunch and guides to describe the exhibits to those with visual impairments. DPA paid for a Sign language interpreter so that those with hearing impairments could enjoy the tour as well.



DPA members and staff at the Zoo

Fundraising

Fundraising Flag Day 14 April 2012

Flag Day this financial year was held on 14th April 2012 and was a joint effort with AIN Society. 800 volunteers turned up and collected donations at seven collection centres across Singapore. Preparations for the Flag Day started two months before the actual event. DPA recruited volunteers from secondary schools, junior colleges and tertiary institutions. DPA thanks AIN Society for their collaborative effort and contributing to the success of this Flag day.



DPA volunteers, staff and board members went to AIN's premises for the counting of monies collected for the Flag Day 2012. The joint collection for AIN Society and DPA's Flag Day 2012 was \$42,300.00 and when added to the donations in support of Flag Day, the total collected sum DPA received was \$ 145,842. DPA would especially like to thank Far East Organisation for their especially generous donation towards DPA's Flag Day 2012.

DPA Volunteers raising money on Flag Day

Future Plans and Projects for the DPA

Over the next financial year, the DPA plans to build on the momentum that Singapore's signing of the United Nations Convention on the Rights of Persons with Disabilities (CRPD) has generated and pursue two aims. The first aim will be to help advocate for a more inclusive Singapore by lobbying for the implementation of the CRPD through the Enabling Masterplan 2012-2016. The second goal that DPA will look to realise in 2013-2014 is to raise the profile of DPA in order to get more disability organisations, governmental bodies and the public working with us in order that our work has a greater impact.

In order to organise more events designed to bring together disability organisations and work towards the common goal of a disability-friendly Singapore, DPA will be hiring an Advocacy Executive to support the work of the Executive Director.

In terms of extending the reach and awareness of DPA and what it does, DPA has modernised and streamlined its website to be more accessible. DPA will continue to build and strengthen the website as an important disability information resource as well as look to reach out to more interested parties through social media such as Facebook and a Wordpress blog. The social media aspect will allow DPA to keep its members and any other interested members of the public in the loop about disability news both locally and abroad as it happens, whilst allowing the website to remain as an essential disability resource with links to local and international disability related organisations.

DPA also intends to raise awareness of disability issues in Singapore as well as introduce more of the general public to DPA's work by launching a public education campaign in 2013. If successful, the campaign will be an annual event that focuses on different challenges facing persons with disabilities in Singapore.

The DPA will continue to make use of its new Jurong Point location to strengthen ties with other disability organisations that it is neighbours with as well as hold more consultations, training and feedback sessions. The newest member of DPA's staff, Mrs Nina Munday will be holding regular training sessions on Diversity and Inclusion at DPA's premises and at various other venues in 2013. DPA hopes more companies will take part in these sessions and looks forward to more visits to the new premises for a tea or coffee and to say hello to the team.

Acknowledgements

DPA would like to give our sincerest thanks to our donors, supporters and collaborators whose support has enabled DPA to continue our mission to be the voice of persons with disabilities. We would like to give a special mention to the following:

- Building & Construction Authority
- Cool Link & Marketing Pte Ltd
- Far East Organization InfoComm Development Authority
- Keppel Corporation
- Ministry of Social and Family Development
- National Council of Social Services
- Tote Board

Our sincerest thanks also go to those who have given us personal donations, our volunteers and our members whose support is invaluable to our cause.