



Annual Report 2023-2024

www.inclusionns.ca

What is Inclusion?

Advancing Authentic Inclusion

Inclusion Nova Scotia, formerly known as the Nova Scotia Association for Community Living Society, is the provincial leader in advancing authentic inclusion for people with intellectual and developmental disabilities. We are the vision keeper of the Human Rights Remedy, and our work is embedded in the belief and practices that every Nova Scotian deserves to participate fully in society.

Inclusion is more than a concept, a policy or a practice; it is a fundamental human right that ensures every individual can participate fully in all aspects of society. Inclusion in Nova Scotia means creating a society and culture where people with intellectual and developmental disabilities are respected, valued, and given equal opportunities in all aspects of life, including education, employment, community living, and civic engagement.

Inclusion only happens when the lives of children and adults with intellectual and developmental disabilities unfold no differently than others, immersed together with their peers. Inclusion NS will continue to support families as we challenge the stereotypes and negative perceptions. To advance Inclusion, we need to change mindsets and build community capacity.

Inclusion in Education

Inclusion NS will continue to advocate for children and youth learners with intellectual and developmental disabilities to learn alongside their peers in shared learning environments with appropriate support. From childcare to post-secondary, inclusive education enriches the educational experience for all students and fosters a culture of diversity, empathy, and mutual respect.

Inclusion in Employment

Inclusion NS will continue to advocate for the right to work for individuals with intellectual and developmental disabilities, where they have access to meaningful employment opportunities, receive fair wages, and work in inclusive environments. Employment supports independence, societal participation and a sense of belonging. We help employers and businesses recognize the benefits of creating an inclusive workplace.

Inclusion in Community

Authentic Inclusion means people with intellectual and developmental disabilities can live in the community with the necessary support. Inclusion NS will continue to advocate for accessible housing, transportation, and community services. We will work to dismantle the barriers and ensure full participation in the community for every Nova Scotian. Inclusion NS works with community organizations, recreational programs, groups and municipalities to transform community programs and recreational services away from segregation and congregation. We work to educate and build capacity so individuals with an intellectual and developmental disability have the support to participate alongside their peers without a disability.

People with intellectual and developmental disabilities should be able to participate in decision-making processes that affect their lives. This includes voting, being active in local governance, and having a voice in policy development. Inclusion NS encourages and supports individuals to become self-advocates and active citizens. Inclusion NS will help individuals and their families advocate and ensure their voices are heard in the conversations that shape Nova Scotia.

Inclusion in Nova Scotia

Inclusion is a sense of belonging, contribution, and recognition of every individual's values. More than physical presence, we create a more dynamic Nova Scotia when we recognize and value everyone's abilities. By challenging the societal norms and stigmas, we can build a province where every Nova Scotian with an intellectual and developmental disability is embraced and valued. We require a collective effort to achieve this goal. We invite individuals, organizations, and communities across the province to join us in walking alongside families to advance Inclusion.

The Human Rights Remedy will be a catalyst for change across the province. However, we need volunteers and advocates to spread the message and support the work of building a province where individuals with intellectual and developmental disabilities can live full and inclusive lives. Join us to further your understanding of Inclusion and ensure the visions of the Remedy become a reality. For information on how you can support the work of Inclusion NS, visit our website: <https://www.inclusionns.ca/>

President's Message

This has been a year of new beginnings, exciting opportunities, learning and growth for Inclusion NS. As the Human Rights Remedy comes into effect in Nova Scotia, all our work focuses on supporting individuals with disability and their families to dream far beyond what has ever been possible in Nova Scotia, and to make those dreams become a reality. We know that the Remedy cannot be more money for the same limited, segregated options we have had up to now. Inclusion NS is proud to lead the culture shift that is needed for communities to become truly inclusive.



Welcoming our new Executive Director

In August 2024 we were thrilled to welcome Thivjan Tharmaratnam as our Executive Director. Thivjan came to us with significant experience in community development and an unwavering belief in the importance of belonging in community. He hit the ground running from the moment he started in his role, as he immediately launched into operationalizing our Strategic Plan: Advancing Inclusion 2023 – 2028. Thivjan is a keen learner, a strategic thinker, and a natural collaborator. Above all, he knows how to build community and relationships. Our organization is growing quickly and steadily under his leadership, and we cannot wait to see what this next year will bring! Many thanks as well to Acting Executive Director, Barb Horner, and consultant Anna MacQuarrie, for supporting the onboarding of our new Executive Director.

A Learning Organization

In order to be leaders for inclusion and transformation in Nova Scotia, our board and staff have committed to being a learning organization. With one virtual Board Re/Orientation session, and three hybrid weekends, we have covered such topics as:

- The Nova Scotia Human Rights Remedy – Feedback from Communities Across the Province
- Strategic Directions for Inclusion NS In Relation to The Human Rights Remedy
- Family Support
- Connecting the Lived Experience of Families to the Work of Inclusion NS
- Language Matters
- Social Role Valorization (with special guest Michael Kendrick)

After a number of years of virtual meetings, it has been invigorating and inspiring to come together in person and to spend time diving deeply into the issues that affect people with intellectual and developmental disabilities and their families, and to challenge ourselves to meet their needs.

Many thanks to Board Development chair, Debbie Cavers, for her steady and responsive leadership on our learning journey.

Families

We know that inclusion starts at birth, and that it starts with families. If we can support families right from the beginning to be leaders for inclusion, then we will also be able to effect change in the communities we live in. This year, we have been unbelievably fortunate to have Barb Horner leading our Family Committee, as it provides Leadership, Mentorship and Education for Nova Scotia families. Composed of a mix of board and community members, this committee has planned and presented virtual workshops for Nova Scotian families as they learn about how the Remedy will positively impact the lives of their loved ones with disability. Special thanks to community members, Ava Whitney, Elsie Gillis, Suzan Jorgensen, Chelsea MacPhee, Lindsey MacDonald, Melissa Higgins, Jessica Stevens, Audrey Shields for their work on this vital and vibrant committee.

Bylaws Review

In March of this year members of Inclusion NS voted to amend our bylaws, which had last been updated in 2021. The revised bylaws reflect a review of committees of the board, and also adds clarity to our membership and nominations process. Many thanks to Carmel French for chairing the Bylaws Committee.

Acknowledgements

The staff of Inclusion NS is the face of all we do. As our team grows, we are so grateful for their continuous learning, sharing, passion and dedication to our community. Thank you! Our volunteer board is made up of family members, self-advocates, and allies. It is a diverse and committed group of individuals who embody the saying “the whole is greater than the sum of its parts”. I am indebted to each of you, as you push me in my own learning, and as you support and inspire the work of Inclusion NS in so many, mostly invisible, ways. In closing, I would like to recognize and thank departing board members Mark Muise, Tracy Hermillon and Colette Devlin. Your contributions have been vital to our continued growth – thank you both!

Respectfully submitted,

Stephanie Carver
President


Message from the Executive Director of Inclusion NS

As I reflect on the past year, I am filled with a profound sense of hope and gratitude. The journey we have undertaken together at Inclusion NS has been remarkable, and it's just the beginning. Our mission to advance Inclusion for people with intellectual and developmental disabilities continues to drive us, and your unwavering support makes our progress possible.



I want to thank Barb Horner and Anna Macquire, who stepped into the Interim Executive Director role. Their transformative efforts in the early months of 2023 helped to rebuild a foundation for our grassroots movement. This year, more than ever, we have seen the power of community and collaboration. We renewed our emphasis on increasing engagement and rebuilding the movement in communities across Nova Scotia. We have built a more robust and connected network by expanding our outreach efforts, fostering more robust partnerships, and creating more opportunities for individuals and families to get involved. As we grew engagement and awareness, we strengthened our advocacy efforts, ensuring that the voices of those we serve are heard and valued in every conversation about policy and Inclusion. As we expand our engagement with more events, training, and opportunities for discussions in 2024, we will continue to strengthen our advocacy efforts, ensuring that the voices of those we serve are heard and valued in every conversation about policy and Inclusion.

Inclusion NS, as a founding member of the Disability Right Coalition, was committed to supporting the human rights case and remains steadfast in our commitment to advancing the directives of the Human Rights Remedy. As Remedy's vision-keepers, Inclusion NS represented the possibilities for change at the Rebuilding Hope conference in November. This year, we have intensified our efforts to ensure the voices of families and individuals with disabilities are working closely with policymakers in implementing the Remedy. We will continue to connect with families and decision-makers to advance the work of the Remedy and hold account for Premier Houston's apology. It was a year of growth and transformation. With extraordinary compassion, we led conversations with families, staff, and board members on what it means to be leaders for Inclusion. We also underwent a programs and service review to ensure our work aligned with the inclusion movement's mission and values.



Looking ahead, I am hopeful for what we can achieve together. However, hope is an action work and beyond believing something will happen, Inclusion NS is putting plans in place to advance Inclusion. Our vision is clear: a world where everyone is valued, respected, and included. We are committed to expanding our reach, amplifying the voice, and advocating for policies to create a more inclusive Nova Scotia. With your continued partnership, we will overcome the obstacles and celebrate many more successes.

Thank you for being an essential part of our journey. Your dedication and generosity fuel our mission and inspire us to keep pushing forward. Together, we are building a future where everyone has the opportunity to thrive.

With heartfelt gratitude and hope,
Thivjan Tharmaratnam (He/Him)
Executive Director
Inclusion NS

Treasurer Report

Financial Overview:

During the fiscal year, Inclusion NS maintained a robust financial position, a testament to our collective commitment to our mission. The total revenue for the year was \$360,557, comprising project contributions, grants, and fundraising activities. Our total expenses for the year amounted to \$328,776, primarily including program expenses, administrative costs, and staff salaries. These financial resources were efficiently utilized to support our programs, initiatives, and operational needs, directly contributing to our mission of empowering and supporting individuals and families, promoting rights and values in keeping with the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), and encouraging reform and collaborating with other organizations for social justice. We also adhered to sound financial management practices and maintained transparency in our financial dealings.

Inclusion NS is unwavering in its commitment to sustaining financial stability and exploring opportunities to diversify our funding sources. In the spring of 2024, Inclusion NS will secure sustainable funding for family leadership, and we will actively seek ways to diversify our revenue stream. The board and management will work collaboratively to ensure prudent financial planning and resource allocation in alignment with our organization's strategic objectives, providing a solid foundation for our future.

Inclusion NS would like to express our heartfelt gratitude to each member of the board, staff, donors, and supporters. Your dedication and contributions to our organization's financial well-being have been invaluable. Your ongoing commitment has been instrumental in achieving our financial goals. In conclusion, thanks to your unwavering support, our organization is well-positioned to navigate future financial challenges and capitalize on opportunities that align with our mission.

Respectfully submitted,
Mark Muise CPA, CMA,
Treasurer

Statement of Operations - Inclusion NS

Revenue:

Federal Funding	\$59,620
Provincial Funding	\$165,049
Membership and Donations	\$33,233
Ready, Willing, and Able	\$54,286
Other Grants	\$48,369
Total Revenue	\$360,557

Expenses:

Operational Costs	\$40,001
Investment in Community: Supports to Individuals with Intellectual and Developmental disabilities and their families.	\$288,775
Total Operating Expenses	\$328,776

The Human Rights Review and Remedy for the Findings of Systemic Discrimination Against Nova Scotians with Disabilities.

A human rights claim filed in 2014 against the Province of Nova Scotia by Beth MacLean, Sheila Livingstone, Joseph Delaney, and the Disability Rights Coalition of Nova Scotia examined systemic discrimination in the practice of institutionalization of persons with disabilities. Following the October 2021 finding of systemic discrimination and review process, the Remedy was drafted, a technical report outlining six directives to address the four grounds of discrimination. The Remedy outlines a five-year resolution process to transform how Nova Scotians with a disability are supported to live in the community.

What does it mean for families and persons with disabilities in Nova Scotia?

"The Human Right Remedy allows us to envision and create a life for our daughter that surpasses anything we may have imagined just a few years ago. She can pursue a fulfilling life in her community with the right support. She recently moved into her own apartment and is becoming increasingly engaged in her community. As a parent, it was hard to have her move out. But like her sisters, she deserved the opportunity, and the joy she expressed tells me it was the right time. I want Anna to have a life where she belongs, one she enjoys on her terms, and one where she is valued, just like her sisters."

- Jane Gillis, Parent and Board Member

The Human Rights Remedy offers transformative hope and empowerment to Nova Scotian families and individuals with disabilities. It's not just about policy changes; it's about creating a future where those with disabilities can lead fulfilling, valued and inclusive lives within their communities. For families, this Remedy represents a significant shift from segregation and marginalization toward a world where their loved ones are embraced, respected, and valued equally. It's about creating opportunities for ordinary experiences, challenges, and joys that foster a genuine sense of belonging and inclusion. The Human Rights Remedy underscores the fundamental belief of inclusion that everyone deserves the chance to thrive and live a life of dignity and purpose.

Nomination Committee Report 2024 – Inclusion NS

Committee Members: Carmel French (Chair), Stephanie Carver, Dulcie McCallum, Thivjan Tharmaratnam (ED)

The Nomination Committee met five times in 2023. During these meetings, the nomination process as outlined in the Terms of Reference for the committee was reviewed. Actions/timelines noted in the Terms of Reference were followed. The committee sent out a Call for Nominations to all current Board Members, including Local and PFNS Board representatives, ninety days before the AGM. A second, and final, call for nominations was sent to Inclusion NS members fifty days prior to the AGM. As per the approved 2024 Inclusion NS Bylaws, the second call for nominations replaces a call for nominations from the floor at the AGM. As required, the committee also sought out individuals who supported Inclusion NS's vision and mission to fill vacant positions. The resulting slate of Board Members for the 2023-2024 fiscal year is presented below.

Local and People First members are appointed by their respective Boards.

Members Leaving the Board:

Treasurer Mark Muise

Director-at-Large Colette Delvin

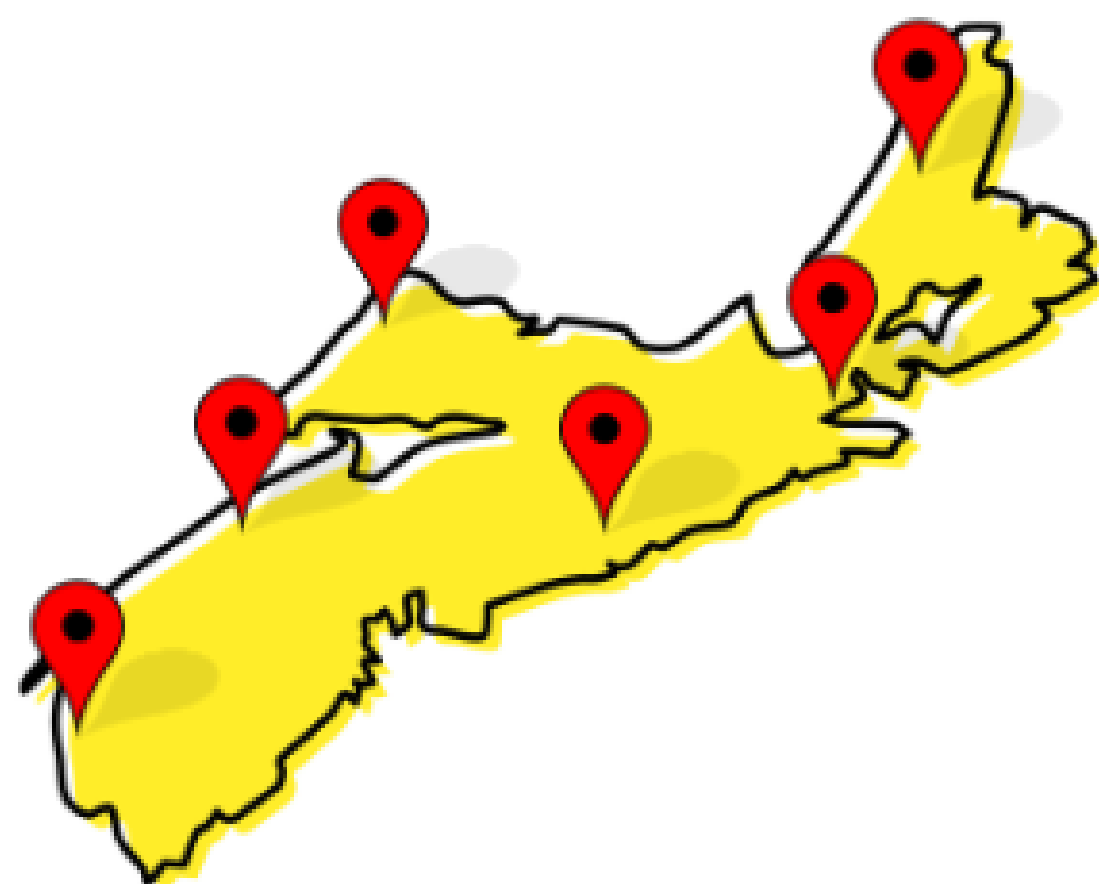
People First Representative, Tracy Hermillon

Inclusion NS Board of Directors- Newly Appointed

Board Members	Board Positions
Jane Gillis	Vice-President
Sullivan Alexander	Treasurer
Muhammed Asrath	Director-at-Large
Simon Snyder	Director-at-Large
Lois Landry	Director-at-Large

Returning Officers, Committee Chairs, and Directors-at-Large

- Stephanie Carver: President
- Debra Moore: Secretary
- Joy LaRuisse: Director-at-Large
- Andrea Hilson: Director-at-Large
- Jeff Moore: Director-at-Large
- Chantel Meister: Director-at-Large
- Debbie Cavers: Director-at-Large
- Barb Horner: Chair of Family Support
- Debbie Cavers: Chair of Board Development
- Carmel French: Chair of Governance
- Carmel French: Chair of Nominations
- Stephanie Carver: Inclusion Canada Board Rep



Inclusion NS - Governance Committee Report 2024

Committee Members: Carmel French (Chair), Stephanie Carver, Debra Moore, Kim MacDonald

Actions:

- The Governance Committee met five times in 2023 and conducted business via email between meetings. At the first meeting, Committee members made significant changes to the Governance Committee's Terms of Reference. Recommended changes were reviewed and approved by the Inclusion NS Board at the January 17, 2024, meeting.
- The Governance Committee was asked to revise the Terms of Reference of the Executive Committee of Inclusion NS. Following a discussion on the purpose and role of an Executive Committee, committee members agreed that making a recommendation on the future of the Executive Committee (revise the Terms of Reference or disband the committee) was a decision that should be made by the entire Board of Inclusion NS not just the Governance Committee. At the January 17, 2024, Board meeting, the Board of Inclusion NS debated this issue and voted to remove the Executive Committee as a standing Committee of the association and to revise the Bylaws to reflect this change.
- Committee members developed a process to guide the annual performance review of the Executive Director of Inclusion NS. In addition, a new measure was developed that addressed the ED's roles and responsibilities as defined in their job description and contract and the Inclusion NS Strategic Plan. Both the Process document and performance review measure were approved by the Inclusion NS Board.
- The Governance Committee is currently engaged in the board approved Risk Management process. The process is intended to gauge potential risks and their impact on Inclusion NS in order to develop ways to reduce, eliminate, and control risks. A risk assessment survey was distributed to officers and senior employees of Inclusion NS. When all recipients complete and return their surveys, a subcommittee of the Governance Committee will analysis the information and write a report to present to the Board.

Bylaws Subcommittee of the Governance Committee

Members of the Bylaws Committee included Carmel French (Chair), Stephanie Carver, Kim MacDonald, Joy LaRusic, Tracy Hermillon, who met sixteen times throughout 2023/2024. Every article was reviewed, and extensive changes made. The bylaws were approved at a Special General Meeting of the members of Inclusion NS and then sent to Registry of Joint Stocks Companies. Joint Stocks approved the revised Inclusion NS Bylaws in March 2024.



I would like to thank all the members of the Governance Committee and subcommittees who contributed and supported the work of the Governance Committee in a collegial, respectful manner.

Respectfully Submitted,
Carmel French, Ph.D.
Chair, Governance Committee

Inclusion NS Board Development Committee

We held our first board development day on November 25, 2023, with focus on furthering our understanding of inclusiveness, potential roles for Inclusion NS with the Remedy, summary and discussion regarding the Reclaiming Hope conference.



On February 10, 2024, our day focused on furthering our understanding of importance of language in describing inclusion. Our primary focus was on the language we heard from during the Rebuilding Hope Conference. In addition, we had an in-depth discussion of the Inclusion NS Transition Guide with feedback and ideas being presented to the staff team for consideration. Our day ended with board members sharing their family's story and conversations about how to further engage with new families as the Remedy unfolds across the province.

A draft resource guide was proposed including areas on:
Incorporation, Legal, and Government Information
Building Positive Supports for People
Asset Based Community Development
Person Directed / Person Centred Planning
Partnership Agencies
Open Futures Learning

Additional topics for next year's sessions include:

- Supported Decision-Making vs Legal Representation
- What inclusive housing can look like with examples from within and outside of NS
- What inclusive employment can look like with examples from within and outside of NS

I would like to thank board members and staff for their commitment and contributions over the past year.

Respectfully Submitted,
Debbie Cavers
Chair, Board Development Committee

Ready, Willing and Able

Ready, Willing, and Able (RWA) is a national partnership between Inclusion Canada, the Autism Alliance of Canada, and their member organizations. RWA aims to increase inclusive hiring practices and ensure that individuals with an intellectual disability or autism can participate in the labour force. Over the past year, Inclusion NS's partnership with the RWA initiative continued to engage with employers across Halifax regarding the benefits of inclusive hiring.

Family Committee

In 2023, Inclusion NS made a significant commitment to revitalizing the family committee. Beyond outreach, we connected with families across the province to learn about their needs and amplify their voices. We organized our first family workshop, with over 70 families attending to connect and learn. With strong leadership from Barb Horner and Jana Henderson, the committee will shift towards building connections to develop working groups across the province.

Life Transition Project

This year, we've facilitated the Life Transition Workshop series in NSCC classrooms across the province at the Institute of Technology, Pictou County, and Annapolis Valley campuses. We also facilitated the series with Halifax, Pictou County, and the Valley high schools. Through this, we connected with and supported 46 youths on their journey to becoming independent and living a life in the community. The program was revamped to be a more hands-on learning experience focused on developing personal skills and community development. The feedback from the youth who participated highlighted a high level of engagement, growth in confidence, and a better understanding of navigating the systems to build an inclusive life.

INCLUSION CANADA REPORT

Founded in 1958, Inclusion Canada is a national federation of 13 provincial-territorial member organizations and over 300 local associations working to advance the full inclusion and human rights of people with an intellectual and developmental disability and their families. It is the national leading voice on the issues facing people with an intellectual disability and their families, and the principles of inclusion. The Inclusion Canada Board of Directors meets monthly online, with in-person Federation meetings twice a year.

Medical Assistance in Dying (MAiD)

Inclusion Canada continues to advocate and lobby for a repeal of Track 2 MAiD - the legalization of medical assistance in dying on the basis of mental illness as a sole medical condition until 2027. Track 1 MAiD which is administered under circumstances such as when death is considered inevitable due to medical conditions, has not been opposed by Inclusion Canada. However, a recent report, indicating a 120% increase in Track 2 deaths, is alarming, especially as the reason provided for forty-nine deaths was lack of support. On February 29th, Bill C-62 passed the Senate of Canada. Although we are relieved that MAiD for mental illness has been delayed, we remain steadfast that more sweeping changes are needed to protect the lives of people with intellectual disabilities.

- [MAiD press release here.](#)

Canada Disability Benefit

Legislation for the Canada Disability Benefit (CDB) Bill was passed in 2023. Inclusion Canada provided input and presented information to the finance committee on their perspective of the money needed and how it should be spent. The Federal Budget 2024 was met with shock and dismay by the disability community, as the government under-delivered on the CBD, which was intended to lift people living with disabilities out of poverty. This Budget commits to only a maximum benefit of \$200/month, or just \$6/day. It also chose to administer eligibility for the CDB through the hard-to-access Disability Tax Credit (DTC) process.

The benefit is significantly underfunded, woefully inadequate, and largely inaccessible to people with disabilities living in poverty. Inclusion Canada maintains that the government must fix the benefit.

- [CBD press release here](#)

I urge you to follow Inclusion Canada on social media , and to sign up here for their newsletter.

Respectfully submitted,

Stephanie Carver, with input from Carmel French,
NS Representatives on the Inclusion Canada Board

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Stephanie Carver, with input from Carmel French,
NS Representatives on the Inclusion Canada Board

Inclusion Clare

Inclusion Clare has been very busy building community and striving to line up fair wage employment for our workers.

We are extremely grateful for Home Services which makes both possible. We have taken on more customers for which we stack wood and provide yard work. Our workers thoroughly enjoy the seniors they interact with during their companionship visits.

Community dances and meat bingos bring a lot of joy as do the paint events we host. Through our community kitchen we are able to bring people together over food while fighting isolation and food scarcity. We have been contributing to Clare's community fridge as well as hosting a few meals a year. On a monthly basis, we offer free sweet treats to individuals aged 55+. We have provided catering for networking lunches, private events as well as a daycare. Our thrift store celebrates its one-year anniversary this week! Thanks to the generosity of individuals in our region, it's a huge success as is our online auction which now takes place three times a week. We are committed to keeping things out of landfills and are proud to supply quality items at reasonable prices.

Sorting refundable bottles/cans is also another project that brings in revenue. We continue to offer confidential shredding and engraving services as well as kindling/fire starter. Our kindling is sold at three locations in Clare. Our workers are very involved in self advocacy. So much so that some were hired to present a slide show they created to an organization and are looking forward to visiting another to share it. Classes through work place education have been instrumental in these incredibly important conversations. We are proud to partner with Clare Recreation to offer events that bring awareness and fun to members of our community.

It's been wonderful to collaborate with staff from University Sainte-Anne regarding accessibility and inclusion. We continue to support students from local high schools that might be interested in joining our workforce. We work diligently to find local employers to hire our workers as well as help line up meaningful volunteer opportunities. Many projects have taken place at our homes. Some of the most notable are;

Maison Jerome is in the process of getting a much-needed accessible kitchen. Maison d'amis now has a generator. They also got a deck to enjoy this gorgeous weather.

Inclusion NS Staff:



Thivjan Tharmaratnam
Executive Director



Jana Henderson
Manager of Family
Leadership



Saina Keyhani
Marketing & Community
Engagement Specialist



Gillian Fuller
Labour Market Facilitator-
RWA



Justin Smith
Inclusion Facilitator



Laura Cartwright
Office Administrator/
Bookkeeper



Chelsea MacPhee
Placemaker in Cape Breton

Join Us to Advance Inclusion

At Inclusion NS, our mission is to empower individuals with intellectual and developmental disabilities and their families through advocacy and support. We believe in creating a society where everyone is valued, respected, and has the opportunity to thrive.

Our vision is a world where barriers are removed, differences are celebrated, and everyone can participate fully in all aspects of life. We are dedicated to fostering an inclusive Nova Scotia that champions diversity and promotes equality.

We invite you to connect with us and stay updated on our initiatives through our social media channels and website:

- Facebook: <https://www.facebook.com/InclusionNS/>
- Instagram: https://www.instagram.com/inclusion_ns/
- Website: <https://www.inclusionns.ca/>

Inclusion NS Membership

When you become a member of Inclusion NS, you join a dedicated group of individuals committed to fostering a society where people with intellectual and developmental disabilities are recognized and heard as valued community members. Our collective effort is rooted in human rights principles of support, understanding, acceptance, and inclusion. As a member, you are instrumental in our advocacy efforts, helping us advance our mission and make tangible impacts across the province.

Membership Perks:

- Voice in Our Future: Attend the Annual General Meeting (AGM) and vote on critical decisions.
- Stay Informed: Receive a digital copy of our annual report.
- Exclusive Access: Get priority registration for upcoming workshops and webinars.

To submit a membership form, please visit our [here](#). While membership is free, any donation will significantly help our cause and enable us to continue our vital work in the community. To donate, please click [here](#). For more information, please reach out to us via email at inform@inclusionns.ca. Together, we can advance inclusion.