



**DISABILITY FEDERATION
OF IRELAND**



Annual Review 2022



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A Letter from our Chairperson



2022 was the first year of our new four-year strategic plan with its emphasis on advocacy on behalf of our organisations and people with disabilities and ensuring our organisations are engaged with the Federation. To support the plan new organisational structures were introduced as well as the recruitment of key new staff including Dr Emer Begley, as Director of Advocacy and Brenda Drumm, as Communications Manager.

Our advocacy work over the year continued to focus on the full implementation of the UN CRPD. The Federation also highlighted the disproportionate number of disabled people living in poverty. The Indecon report on the Cost of Disability outlined the additional costs that people with disabilities were confronted with before the recent cost of living crisis. For the first time ever, the budget in October 2022 included a Disability Support Grant of 500, a small but crucial first step in the right direction. The Federation also published *The Right Home: The Housing Needs of People with Disabilities*, a joint report with the Citizens Information Board, that included a series of recommendations to address the housing issues raised in the report.

Throughout the year DFI was an active contributor in the work of the Health Dialogue Forum to create a better relationship between voluntary organisations and the state. The Federation continued to highlight serious recruitment and retention challenges experienced by our members and the need to restore pay parity with the HSE for section 39 organisations. We also sought the extension of the pandemic recognition payment to voluntary organisations.

This is just a flavour of the varied and valuable work of DFI in 2022. I would like to thank my fellow Directors, our committee representatives and all the staff for their hard work and commitment to the Federation throughout the year.

Fran Brennan
Chairperson

Policy and Advocacy



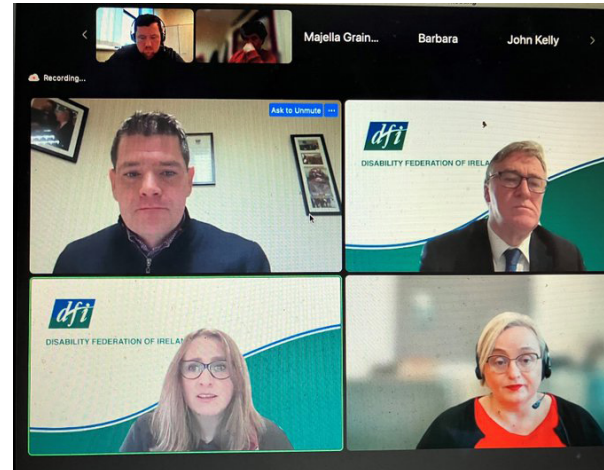
Highlights of our year included:

Poverty and Cost of Disability

Throughout 2022, DFI raised the disproportionate level of poverty that disabled people face. Our advocacy called for action on the extra Cost of Disability, following the publication of the Indecon report at the end of 2021. We also highlighted the impact of the Cost of Living crisis on people with disabilities. For the first time ever the Finance Minister acknowledged the extra costs disabled people face in the Budget speech, when announcing the 500 'Disability Support Grant'. We also made a video on poverty and disability for the International Day for the Eradication of Poverty.



Self-Advocate Mark Mitchell filming a DFI video on Poverty and the Cost of Disability



Housing report launch

The Disability Participation and Consultation Network

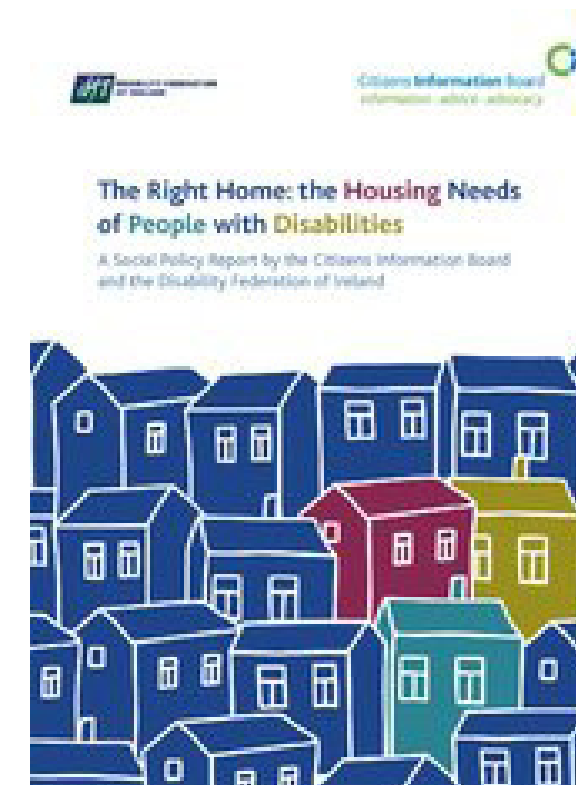
DFI continued to advocate for the full implementation of the UN Convention on the Rights of Persons with Disabilities, UN CRPD. As part of this work, we participated actively in the Disability Participation and Consulting Network (DPCN).

Oireachtas Engagement

We made a number of submissions to the Oireachtas Joint Committee on Disability Matters and presented to it. DFI continued to support and strengthen the Oireachtas Disability Group. We also presented to the Committees on Housing, and on Gender Equality, and were cited in the Gender Equality Committee's final report in December 2022.

Housing

We made a submission to the Department of Housing on the review of Housing Adaptation Grants. We also published *The Right Home: The Housing Needs of People with Disabilities*, a joint social policy report with the Citizens Information Board. The report outlines a series of comprehensive recommendations to address the issue and was officially launched by Minister Peter Burke in December.



Campaigns

#MakeWayDay took place in September with the focus on raising awareness about obstacles blocking footpaths using the hashtag #MakeWayDay which trended as the number one trend on Twitter for the day.

The International Day of Persons with Disabilities was marked on 3 December with a new social media testimonial campaign. #PurpleLights also took place on 3 December which saw buildings and landmarks around the country lit up in purple to highlight disability.

DFI is on the steering group of the #WeAct campaign which continued to showcase the value of community and voluntary organisations' work.



Disability activist Gary Kearney getting ready for #PurpleLights22

Policy and Advocacy

Employment – Powered by Inclusion

In April DFI held its “Powered by Inclusion” event in partnership with Galway Chamber and Galway City Partnership and funded through Pobal under our existing project supporting the employment of people with disabilities. The themes on the day focused on becoming a disability confident employer, rethinking recruitment and retention and reflecting on the advantage of an inclusive workplace. The event showcased all the supports that are available in Galway and was very well attended by over 50 business delegates in the region many of whom DFI have supported in this project. Minister Anne Rabbitte delivered a keynote address along with other very strong speakers with lived experience including Jack Kavanagh.



Powered by Inclusion event in Galway

Community Advocacy

In the community DFI supported getting the Galway City 'Access Together Gold Star Initiative' off the ground with the City Council. In Wicklow with the County Council we continue to facilitate the ground-breaking Disability Inclusion Steering Committee. We supported getting a motion on Changing Places passed and worked with the Council to develop a toolkit to support community and sports groups to become more accessible and inclusive of people with disabilities. All of these initiatives have potential value around the country.



Galway Gold Star Initiative with Galway City Council

We also:

Lobbied for Budget 2023 to acknowledge poverty and the extra cost of disability, as well as the staffing retention and recruitment crisis within the voluntary sector, particularly for Section 39 funded organisations.

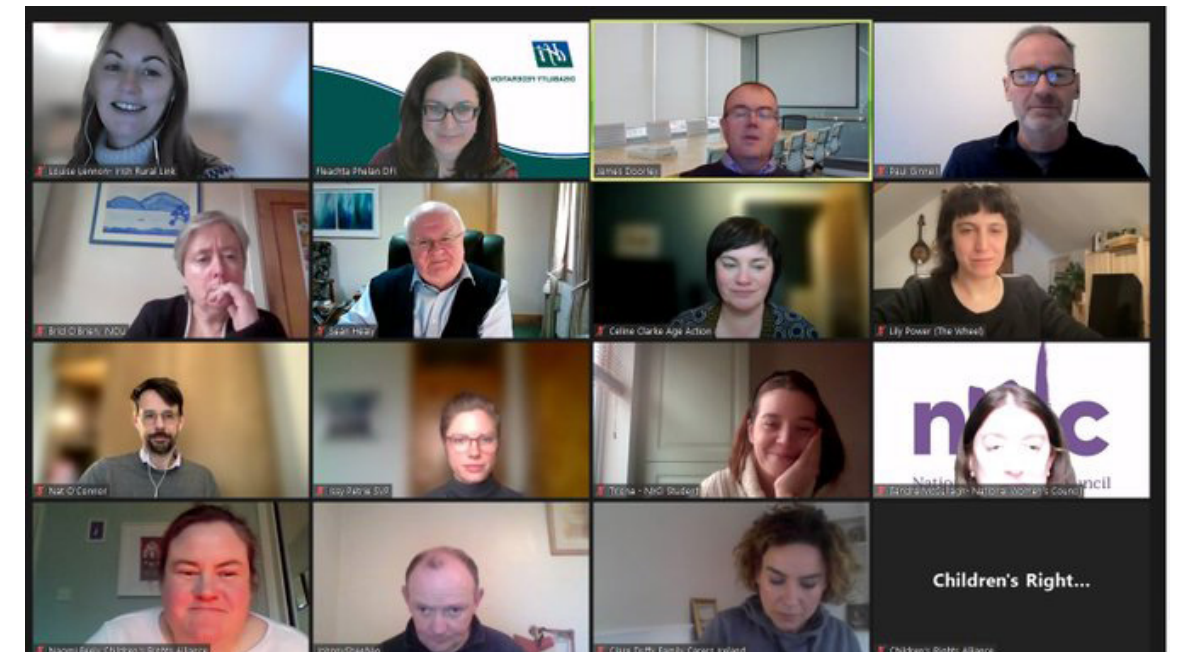
Made several policy submissions on areas such as housing, poverty, and health.

Presented to the UN Economic and Social Council and to the EU Commission, as well as advocating on disability issues at various national policy events.

Continued to strengthen our EU engagement and hosted the European Disability Forum's AGM and Conference in Dublin in November.

Had meetings and convened and facilitated member engagements with Ministers O’Gorman, Rabbitte, Humphreys and Burke throughout the year.

Voiced disability concerns strongly through the Community and Voluntary Pillar, including at meetings with An Taoiseach and various government Departments.



Zoom meeting of the Community and Voluntary Pillar hosted by DFI's Fleachta Phelan

Health

Highlights of our year included:



Section 39

DFI continued to highlight serious recruitment and retention challenges experienced by our members to the HSE, Department of Health, politicians and in various submissions. We continued our advocacy for pay parity for section 39 organisations.

Dept of Health Dialogue Forum with Voluntary Organisations

The focus of the Dialogue Forum is creating a better working relationship between voluntary health and social care organisations and the state. The Forum was established in response to the Catherine Day Report (2019). The work of developing a set of agreed Partnership Principles continued in 2022.

HSE Service Plan

The 2022 service plan was published in March. When it was released DFI did an analysis of it which was shared with our members.

The Neuro-Mapping Project

This is a joint project that DFI, the Neurological Alliance of Ireland and the HSE are working on to map Community Neurological Services to support people to live well at home across the country. Significant progress was made on Phase 1 of this project in 2022 which included the development of a Service Mapping Template.



The Neuro-Mapping Project partners

UNIC – towards onwards user-centred funding models for long-term care, Project

DFI are a partner on this cross-European project. The focus of the project is on user-centered funding models which can include Personal Budgets.

We also

Increased the representation of DFI members on external health committees and further developed our systems of support. This includes a range of DFI member organisations.

Issues of advocacy for health last year also included the pandemic recognition payment for voluntary organisations.

Self-Advocacy Programme



This program commenced in January 2022 and has grown from strength to strength. The Self-Advocacy Programme is part of the DFI advocacy strategy to support the UN CRPD implementation in the community. The Programme is delivered in partnership with our member organisations, their key workers and service owners /self-advocates. All participants have played an active role in developing the program and have identified the key resources, tools and skills they require.

Over 36 Members were engaged with the Programme in 2022. Group discussions on topics included:

- The structures and resources required to develop self-advocacy.
- The potential for collaboration, networking and sharing of resources and training between members.
- The training needed for key workers and the challenges for key workers in promoting and empowering self-advocacy.
- The experiences, opportunities and challenges for self-advocates.



Self-advocates Alan Melvin and Catherine Cooper at a self-advocacy learning event in CHO1 in Donegal

As part of the programme we developed website resources on self-advocacy. A panel of DFI spokespersons with disabilities has been developed and media training is planned.

DFI worked with HSE CHO 1 and Inclusion Ireland to provide self-advocacy training to over 100 participants in late 2022.



DFI's PJ Cleere, Edel Quinn, HSE and Conference Facilitator Colm Lehané at the self-advocacy learning event in Donegal

Member Engagement

Highlights of our year included:



Member Review

We commenced a full review of how we work with and support our members.

Family Support Worker's Forum

This is a facilitated forum for family support workers in DFI member organisations to share practice issues, provide peer support and solve problems. We appointed a new external facilitator to work with the Forum.

Improving Quality

We continued to support organisations who are on the journey towards the Improving Quality, IQ Standard. The Standard parallels with the 'Charities Governance Code'.

Webinars

We provided a range of webinars to our members in 2022. They covered topics such as UN CRPD, Returning to the Workplace, HIQA and NESC research findings into the role of the voluntary sector during COVID-19.

FreedomTech

We encouraged members to participate in Freedom Tech CHAT events on technology and disability. There were three CHAT events in 2022 with over 300 attendees looking at topics such as remote employment, Assistive Tech ecosystems and access to Assistive Tech

Member Involvement in DFI Representation

We grew our health committee representation with 24 staff from 19 DFI member organisations, who directly represent DFI interests on National Statutory health committees. DFI is represented on over 30 national health committees.

DFI Members Policy and Advocacy Forum

In late 2022 we convened the first meeting of a new space. The new Quarterly Policy and Advocacy forum aims to give policy and advocacy staff of DFI members a collective space to share information about policy work and strategise together, and to improve the feedback loop on our work. This forum will focus on issues like housing, employment, poverty etc, and aims to complement the DFI National Health Advisory Forum, which focuses exclusively on health-related policy issues.

Member Spotlight

We developed a new spotlight feature on members for our newsletter and digital media platforms.



Nicole from The Bluestack Shack in Donegal which is an initiative of DFI member organisation Bluestack Special Needs Foundation

Corporate



Strategic Plan 2022 – 2025

Having agreed our Strategic Plan for the next four years, we commenced implementation of it in 2022. This saw a new structure and orientation of our work streams in order to facilitate the implementation process. We produced a progress report on implementation of the Strategic Plan every four months.

Governance Compliance Code

DFI's board of directors approved our compliance with the Governance Compliance Code on 13 October 2022.

HSE Audit

DFI was included in the HSE's audit programme of HSE funding agencies in 2022. This assessed our governance arrangements and the financial and operational controls we have in place.

Annual and Strategic Meetings

We held our AGM and our two Strategic General Meetings as hybrid offerings in 2022. Topical issues looked at during these meetings included the impact of the war in Ukraine on disabled people and the impact of the recruitment and retention crisis in Section 39 organisations. Minister Anne Rabbitte attended our SGM which looked at the programme for Government Disability Commitments. Our SGM on the Cost of Disability was attended by Minister Heather Humphreys.

DFI Pension Scheme

We moved our pension scheme to a Master Trust. This decision was made in response to the requirement for all pension schemes to comply with IORP II legislation by January 2023.

Restructure of Membership Application Process

A review of our membership application process was finalised in 2022. The new process aims to expediate the member application process, providing all new members with direct value from the outset.

Corporate Communications

We revised our DFI Newsletter and Health Update, increased our use of video and social media to highlight our work and developed a new podcast series.

HR/Staff Development

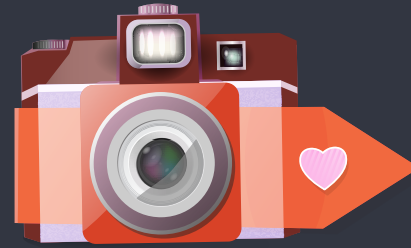
DFI experienced considerable staff changes in 2022 which saw the recruitment of Dr Emer Begley as Director of Advocacy and Inclusion, and Brenda Drumm as Communications Manager.

We engaged Quality Matters to develop a DFI Staff Engagement Report. The content of this report is based on an anonymous survey that all DFI staff had the opportunity to complete. We are now working on addressing the top issues highlighted in the report.

Staff Wellbeing

A new staff wellbeing committee commenced in 2022. Staff completed the '5 ways to wellbeing' workshop from Mental Health Ireland.

The DFI Year in Pictures



DFI's Pierce Richardson at the IWA Roadshow on Accessible Housing



DFI's Laura O'Callaghan filming a video about her work with Wicklow County Council



DFI's Riona Morris and John Dolan at a meeting on the Capacity Review



DFI's Dr Meredith Raley filming on the UN CRPD



DFI's Brenda Drumm getting ready for #PurpleLights22



DFI CEO John Dolan pictured at a meeting of the Oireachtas Disability Group in Leinster House on Budget 2023

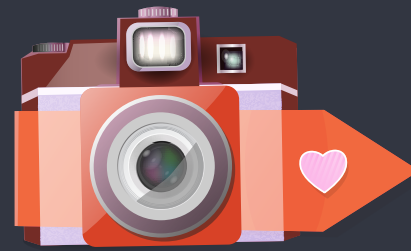


Senator Erin McGeehan and Pat Clarke at the EDF AGM and Conference hosted in Dublin



DFI's Lisa Fenwick at the Think Housing launch in Galway

The DFI Year in Pictures



DFI's Kevin Dempsey pictured with his son and with members of An Garda Síochána marking #PurpleLights22



DFI's Dr Emer Begley and Fleachta Phelan with Pat Clarke, DFI Board Member, at the EDF Conference in Dublin



DFI's Pierce Richardson and self-advocate Catherine Cooper getting ready for the RTÉ Morning Ireland piece on #MakeWayDay22



DFI's PJ Cleere filming on the self-advocacy programme



Newbridge Access Group marking #MakeWayDay22



DFI's Cathy McGrath and John Dolan pictured at the DFI led independent living skills project.



DFI's Deputy CEO Allen Dunne shares a Tik Tok on #Budget23



Transport for Ireland getting in on the act for International Day of Persons with Disabilities 22

Extract from 2022 Financial Statement

Statement of financial activities for the year ended 31
December 2022

	Note	Restricted funds 2022 €	Unrestricted funds 2022 €	Total funds 2022 €	Total funds 2021 €
Income from:					
Donations and legacies	4	–	69,625	69,625	71,739
Charitable activities	5	337,299	1,283,679	1,620,978	1,446,269
Other activities	6	131,970	59,154	191,124	144,970
Total income		469,269	1,412,458	1,881,727	1,662,978
Expenditure on:					
Raising funds		–	3,162	3,162	1,353
Charitable activities	7	459,928	1,198,106	1,658,034	1,562,183
Governance costs	8	81,090	–	81,090	93,061
Total expenditure		541,018	1,201,268	1,742,286	1,656,597
Net movement in funds		(71,749)	211,190	139,441	6,381
Reconciliation of funds:					
Total funds brought forward		114,551	1,216,932	1,331,483	1,325,102
Net movement in funds		(71,749)	211,190	139,441	6,381
Total funds carried forward	17	42,802	1,428,122	1,470,924	1,331,483

The Statement of Financial Activities includes all gains and losses recognised in the year.

Balance Sheet as at 31 December 2022

	Note	€	2022 €	2021 €
Fixed assets				
Tangible fixed assets	12		51,640	89,267
			51,640	89,267
Current assets				
Debtors	13	146,876		70,262
Cash at bank and in hand		1,476,955		1,443,960
		1,623,831		1,514,222
Creditors: amount falling due within one year	14	(204,547)		(272,006)
Net current assets			1,419,284	1,242,216
Total assets less cur- rent liabilities			1,470,924	1,331,483
Total net assets			1,470,924	1,331,483
Charity funds				
Restricted funds	17		42,802	114,551
Unrestricted funds	17		1,428,122	1,216,932
Total funds			1,470,924	1,331,483

The financial statements were approved and authorised by the board on 30th of May 2023
and signed on their behalf by:

Michael Doyle
Director

Francis Brennan
Director

Disability Federation of Ireland

Member Organisations 2022

Affiliate with Nominating Body Status

Acquired Brain Injury Ireland
Alzheimer Society of Ireland
Anne Sullivan Centre
Arthritis Ireland
Asperger Syndrome Association of Ireland (ASPIRE)
Autism Spectrum Disorder Initiatives (ASDI)
Bluestack Special Needs Foundation
Caring & Sharing Association (CASA)
Central Remedial Clinic
Centre for Independent Living Blanchardstown
Centre for Independent Living Longford
Centre for Independent Living Mayo
Centre for Independent Living Tipperary
Cheeverstown House
Chime
Co. Roscommon Disability Support Group
Cystic Fibrosis Association of Ireland
DEBRA Ireland
Disabled Drivers Association of Ireland (DDAI)
Down Syndrome Ireland
Dyslexia Association of Ireland
Enable Ireland
Epilepsy Ireland
Fighting Blindness
Housing Association for Integrated Living (HAIL)
Headway Ireland
Huntington's Disease Association of Ireland
Irish Deaf Society

Irish Guide Dogs for the Blind
Irish Haemophilia Society
Irish Kidney Association
Irish Motor Neurone Disease Association
Irish Society for Autism
Irish Wheelchair Association
KARE
Leitrim Association of People with Disabilities
Multiple Sclerosis Society of Ireland
Muscular Dystrophy Ireland
National Council for the Blind of Ireland
National Federation of Arch Clubs
Neurofibromatosis Association of Ireland
North West MS Therapy Centre
Parkinson's Association of Ireland
Polio Survivors Ireland
Rare Diseases Ireland
Reach Ireland
Rehab Group
Sophia Housing Association
Special Olympics Ireland
Spina Bifida Hydrocephalus Ireland
Spinal Injuries Ireland
St Catherine's Association
St Gabriel's Foundation
St Michael's House
Vantastic
WALK
Western Care Association

Affiliates

Ability West
ACTS (Accessible Community Transport Southside)
AHEAD
Áiseanna Tacaíochta
Arts & Disability Ireland
Athlone Access Awareness
Care Alliance Ireland
Carmichael Centre for Voluntary Groups
Centre for Independent Living Carlow
Centre for Independent Living Cork
Centre for Independent Living Donegal
Centre for Independent Living Galway
Centre for Independent Living Kilkenny
Centre of Independent Living Offaly
Centre for Independent Living Sligo
Centre for Independent Living Waterford
Centre for Independent Living Waterford
Centre for Independent Living West Limerick
Centre for Independent Living Wexford
Children in Hospital Ireland
Childvision
Co-Action West Cork
Cork Deaf Association
Crosscare
Diabetes Federation of Ireland, Southern Regional Office
Donegal Mental Health Advocacy Services
Dyspraxia DCD Ireland
Family Carers Ireland
Fibromyalgia Support Group (Midlands)
Federation of Irish Complementary Therapy Associations (FICTA)
Feach

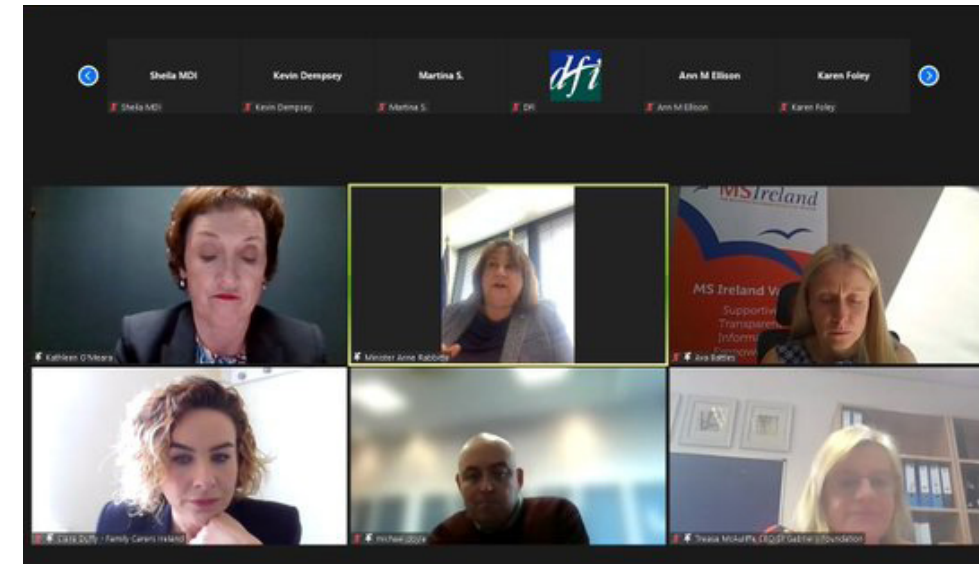
Galway Autism Partnership (GAP)
GROW
Heart Children Ireland
ICARE (Inishowen Children's Autism Related Education)
Inspire Wellbeing
Lakers Social and Recreation Club
Lucan Disability Action Group
Mental Health Reform
Migraine Association of Ireland
Move4Parkinson's
Neurological Alliance of Ireland
North Tipperary Disability Support Service Limited
North West Parents & Friends Association
Out and About Association
Prader Willi Syndrome Association Ireland (PWSAI)
Reach Deaf Services
Sharing the Journey
Saint Hilda's Services

Associate

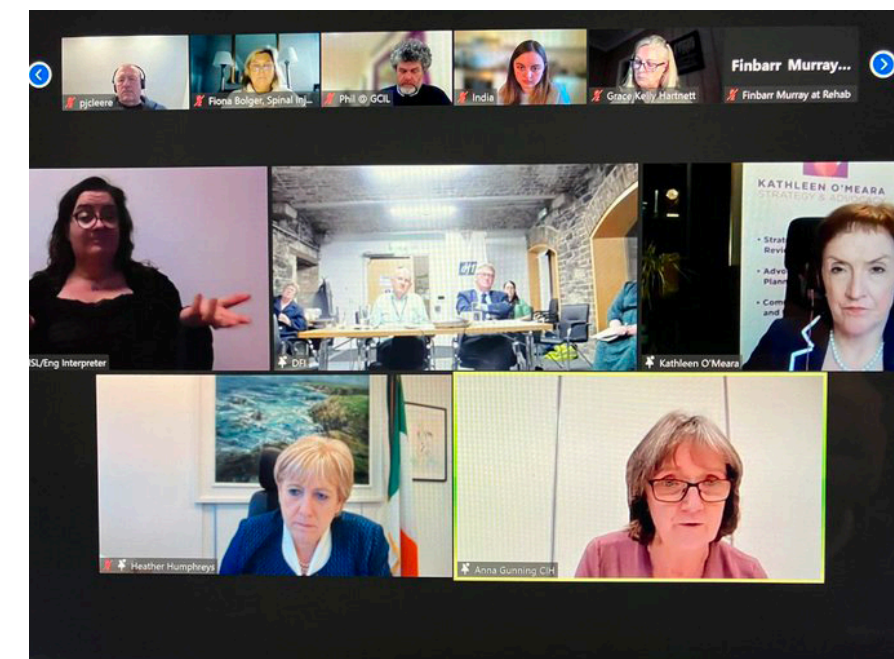
Alcohol Forum
Bloomfield Mental Health Services
Extra Care
Fionnathan Productions
Homefelt (Private Nursing Services)
Livability
Plan Ireland
Positive Futures
Respond
Voluntary Service International

DFI Board 2022

Fran Brennan
Pat Clarke
Michael Doyle
Gráinne O'Leary
Julie Sharp
Iulia Crisan (resigned 9 June 2022)
Siobhán Long
Ann Marie Ellison
Wendy McCarry
Peter Murphy
Darragh McDonald
Karen Foley (appointed 9 June 2022)



Minister Anne Rabbitte joined us for AGM in June and responded to a wide range of issues from our members including - PA hours, funding, cost of disability, employment and education supports, housing, assistive technology, disability capacity review action plan and more.



Minister Heather Humphreys joined us for our SGM on the cost of disability in November.



DFI's vision

An Ireland where people with disabilities are participating fully in all aspects of society.



DFI's mission

DFI is a federation of member organisations working with people with disabilities to implement the UN CRPD and ensure their equal participation in society.



Four-year goal

Member organisations are actively involved in DFI, working to implement the UN CRPD and to achieve the equal participation of people with disabilities in society.

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@DisabilityFed



@disabilityfederationire



www.tiktok.com/@dfi_ire



<https://podcasters.spotify.com/pod/show/thedfipodcast>

Registered Charity Number: 6177

Company Number: 140948

Charities Regulator Number: 20010584