

Family Leadership Proposal

Inclusion Nova Scotia is pleased to present this funding proposal for families across Nova Scotia. This proposal outlines a transformative initiative strategically designed to align with the Nova Scotia Human Rights Remedy. Inclusion Nova Scotia, as the representative voice of over 30,000 Nova Scotians with intellectual disabilities and their families, seeks your support to implement a visionary project that will empower families, foster inclusive communities, and contribute to realizing a more equitable and just society for all. The requested funding is essential to bring awareness to families on the Remedy and to support them through these changes. We invite you to consider this proposal and partner with us in making a lasting impact on the lives of individuals with intellectual disabilities and their families.

Rationale

The Nova Scotia, Human Rights Remedy, is a monumental commitment to the rights and well-being of people with disabilities and their families—the pledge to close institutions and transform support services positions Nova Scotia as a trailblazer among Canadian provinces. However, realizing this bold commitment requires substantial efforts and a paradigm shift in thinking and collaboration. Inclusion Nova Scotia, representing over 30,000 Nova Scotians with intellectual disabilities and their families, is pivotal to this transformation. Aligned with national and international inclusion movements, Inclusion Nova Scotia is strategically positioned to leverage its extensive network and expertise to propel Nova Scotia towards becoming a beacon of inclusion.

To actualize this vision, Inclusion Nova Scotia seeks the support of the Province of Nova Scotia in funding a Family Leadership staff to bring awareness to families across the province on the Remedy, the upcoming changes, and the vision of inclusion and life in community. This role will support families' connection, education and empowerment to foster inclusive communities and contribute to the province-wide understanding of inclusion as a progressive, rights-based endeavor. Working with the team and with support from the federation, this role will develop and deliver workshops and presentations to families across the province.

We also know we need to build capacity for families. The primary concern we hear from even those families who are hopeful about the changes is "how" and "who." There is a fear that these positive changes will lead to more administration, confusion and lack of opportunities. We also know from the work of transformative sector changes in other provinces that family networks are a catalyst for building inclusive communities. They are the first advocates, and the connection among families through the "whisper networks" leads to the sustained advocacy, support and information sharing required to transform culture. Therefore, with support from the Province of Nova Scotia, Inclusion Nova Scotia seeks to pilot a Family "PlaceMakers" position on Cape Breton. This role would work with families in the region to build networks while sharing information to advocate better and build capacity on the island. Since the Rebuilding Hope

Conference, Inclusion NS has been the approach to better support families on the island. The "Placemaker" pilot will bring awareness to families on the island and northern Nova Scotia around the Remedy while supporting them one-on-one to develop a vision of inclusion for their loved one with a disability. Also, using a PATH planning process, Placemaker will build support networks and resources to build inclusive systems. They will also support the development of family networks on the island and develop leaders to be the voice of families on the advisory committee. Through the pilot, Inclusion Nova Scotia will be able to demonstrate that this investment in building family awareness, capacity, and leadership on a local scale will have a significant impact on supporting the work of the Remedy.

Working in collaboration with the Family Leadership staff, this role will build Inclusion Nova Scotia's capacity to support families across the province.

Areas of Focus

1. Family Leaders for Inclusion

The limited options and institutional reliance that have defined the lives of Nova Scotian families with intellectual disabilities call for a transformative approach. Inclusion Nova Scotia's proposal focuses on building awareness of the Remedy, educating on the possibilities and empowering families to develop a progressive vision for inclusion. By establishing stronger family-to-family connections and offering advocacy support, this program aims to break the cycle of fear and distrust, fostering a culture where families envision and actively pursue inclusive lives for their loved ones.

2. Partners for Inclusion

Recognizing the need for a cultural shift to achieve the Remedy, Inclusion Nova Scotia proposes targeted training initiatives. These include family workshops, policy-making sessions, and initiatives like "Inclusion in Action" and "Transition to Employment." By establishing dedicated positions and collaborating with Inclusion Canada, Inclusion Nova Scotia seeks to equip families and individuals with disability with the knowledge and tools necessary for fostering inclusive communities in all aspects of life, including education, employment, health and recreation. This approach ensures that the Remedy is a legal commitment and a societal transformation anchored in values and rights.

3. Peer Support for Inclusion

To enhance its support for families and individuals, Inclusion Nova Scotia proposes the establishment of a provincial lead and piloting a regional staff dedicated to strengthening relationships, providing individualized planning, and fostering community advocacy. By building the capacity and connection on Cape Breton Island, Inclusion Nova Scotia will help families build inclusive lives as the Remedy looks to deinstitutionalize the island. Working in collaboration with service support staff and LACs in the region, this role will connect families with the needed resources and develop a pool of qualified candidates for advisory councils, reinforcing family leadership and community inclusion.

Proposal

The proposed initiatives supported by the Province of Nova Scotia envision a range of transformative outcomes that will reverberate across the province. By building the capacity of families to imagine inclusive lives, the program aims to empower families with the tools and knowledge to navigate transitions, fostering a renewed sense of hope and possibility. The cultivation of family leaders will not only contribute to individual empowerment and create a ripple effect, inspiring others within communities to advocate for inclusion actively. Strengthening the province-wide understanding and awareness of inclusion and the Remedy through values-led initiatives will foster a cultural shift, ensuring that inclusivity becomes embedded in the fabric of Nova Scotian communities. Ultimately, the proposed initiatives seek to generate a lasting impact, forging a province where individuals with intellectual disabilities and their families thrive in inclusive communities that champion their rights and aspirations.

Manager of Family Leadership

Responsibilities include overseeing the Family Leadership Committee, supporting the development of family leadership groups across the province, and developing and leading sessions and workshops to inform families of the Remedy, inclusion and other topics as requested.

Collaborate with the regional manager of LAC and regional hubs leadership to bring forward local concerns of families.

Act as the point of contact for the organization's families in mainland Nova Scotia. Build family leaders to support the regional advisory committee and ensure a family.

Key Metrics:

- Developing and implementing Remedy and Inclusion training/information sessions in each county of the Nova Scotia mainland.
- Establishing local family groups/committees in each regional hub.
- Supporting the family leadership committee in implementing one provincial event each quarter.
- Growing Inclusion Nova Scotia family membership list across the province by 20%.
- Provide PATH facilitation to 10 families, 2 per region.

Placemaker

The role's focus is building awareness, engagement and capacity for families on Cape Breton Island. To build strong one-on-one relationships with families and provide PATH training to help them envision and evaluate the resources and capacity required for an inclusive life in the community. The role will also work to develop family committees and working groups across the island, helping families connect. Act as point person for Inclusion NS in the Northern zone.

Key Metrics:

- Supporting the development and implementation of Remedy and Inclusion training/information sessions in Cape Breton.
- Establishing local family groups/committees in different regions.
- Developing and implementing family engagement events, 2 per month, to connect and educate families across the island.
- Providing support and vision facilitation to 25 families.
- Establishing "partnership for change" with 25 different local organizations.

Anticipated Outcomes:

The proposed initiatives supported by the Province of Nova Scotia envision a range of transformative outcomes that will reverberate across the province. By building the capacity of families to imagine inclusive lives, this proposal aims to empower families with the tools and knowledge to navigate transitions, fostering a renewed sense of hope and possibility. In particular, the pilot in Cape Breton will cultivate family leadership and create a ripple effect, inspiring others within communities to advocate for inclusion actively. Strengthening the province-wide understanding of inclusion through values-led initiatives will foster a cultural shift, ensuring that inclusivity becomes embedded in the fabric of Nova Scotian communities. Ultimately, the proposed initiatives seek to generate a lasting impact, forging a province where individuals with intellectual disabilities and their families thrive in inclusive communities that champion their rights and aspirations.

Evaluation

The project will be evaluated on the following metrics:

- Awareness of the Remedy and Inclusive Life – The number of families engaged in each region per session will be recorded. Also, INS will provide session surveys to gather insight into the session and future topics for families.
- Family Connection – Number of families supported by provincial family committees and regional groups.
- Establishment of family working groups in each region of the province.
- Family support and empowerment – Direct one-on-one support for 35 families across Nova Scotia.
- Ensuring Family representation on each regional advisory committee
- Delivery of 4 provincial family engagement events
- Growth of Inclusion Nova Scotia membership by 20%

Inclusion Nova Scotia's proposal of family leadership is a comprehensive and strategic initiative poised to significantly impact the lives of individuals with intellectual disabilities and their families across Nova Scotia. The project, designed in alignment with the Nova Scotia Human Rights

Remedy, addresses critical needs by building the capacity of families, fostering inclusive communities, and advocating for systemic change. With a focus on collaboration, education, and support, Inclusion Nova Scotia aims to empower families to envision and pursue inclusive lives, creating a ripple effect transforming communities statewide. The requested funding of **\$250,860 annually** is a crucial investment that promises immediate positive outcomes and lays the foundation for a sustained, inclusive future in Nova Scotia. By supporting this initiative, the Province of Nova Scotia plays a pivotal role in advancing the rights and well-being of individuals with intellectual disabilities, ensuring their full integration into the social fabric of Nova Scotia.