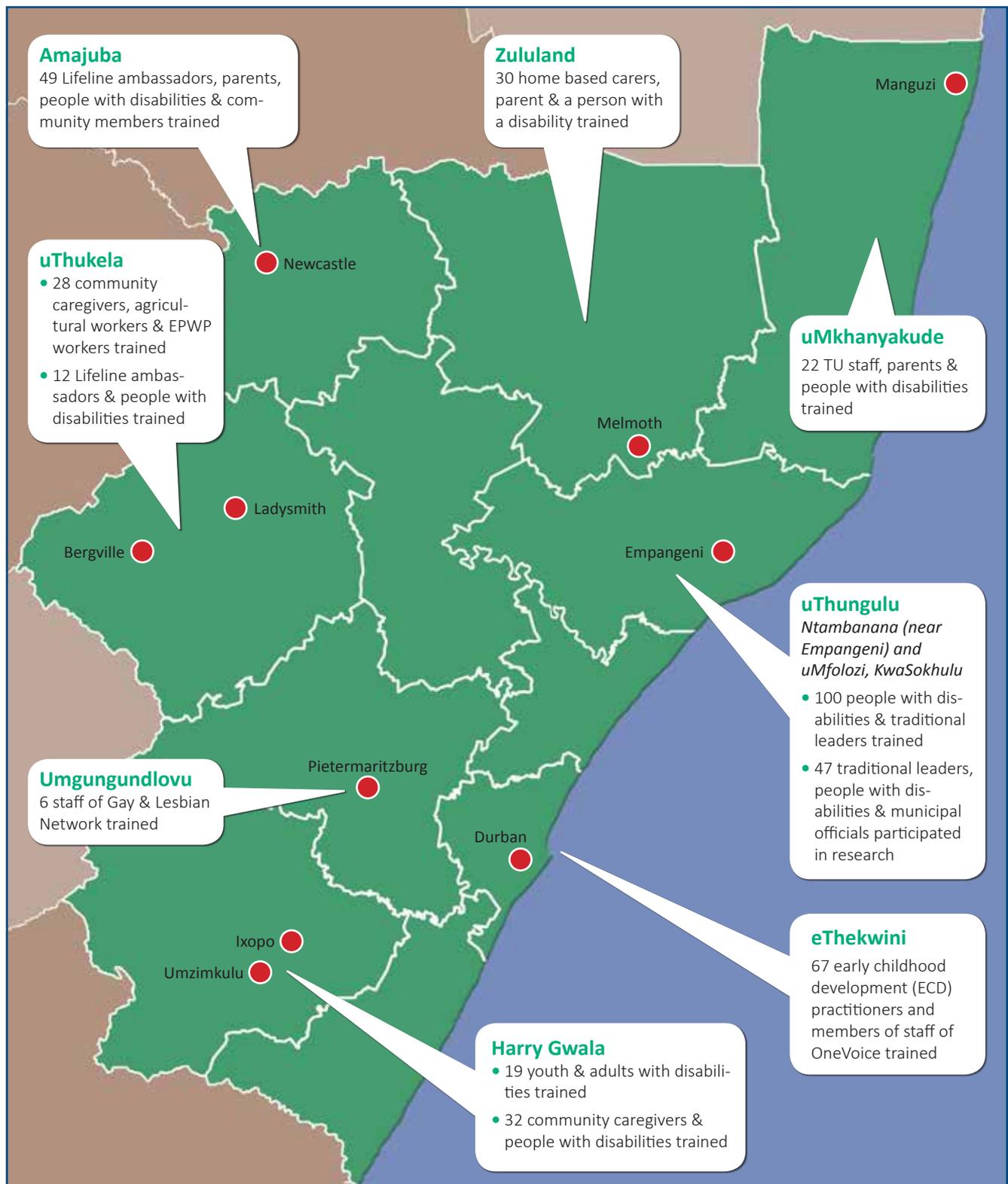


CREATE

CBR Education and Training for Empowerment

ANNUAL REPORT 2013/14

CREATE's areas of involvement in KwaZulu-Natal in 2013/14



CHAIRPERSON'S REPORT

It is my pleasure and privilege to submit this report for inclusion in the annual report. This is an important reporting period because of its significance to the South African dynamics in disability mainstreaming, a contested concept.

During this period we need to do a critical analysis of the role of NGOs in disability mainstreaming. We need to remember that the services provided must benefit people with disabilities and should be in line with parameters set out in the UN Convention on the Rights of Persons with Disabilities and ensuring the principles of real self representation by persons with disabilities.

Staff

I would like to thank Sarah for steering the ship and all other staff who committed themselves and for their dedication and excellence in their work during this period. I would like to also appreciate the contributions made by a number of people in various ways. These numerous people have enriched the work of CREATE. The contributions of staff members have increased the visibility of CREATE beyond the borders of South Africa.

Funding and Finances

As we all know, NGOs are experiencing a challenging time in funding and sustainability of the organisations, more especially funding for the running costs. It should be noted though that during this difficult times for NGOs, CREATE has been very fortunate to have had financial support from Oxfam, DG Murray Trust, Kindernothilfe, National Lottery Distribution Trust Fund and FNB Trust. This funding is putting CREATE in a good financial position at present. We would like to thank all the funders for seeing the need to support these types of initiatives. The challenge will always remain for the long term financial sustainability. I would like to commend CREATE staff for properly managing the finances.



*Bawinile A.
Mduyelwa*

Board of directors

Allow me to give the word of gratitude to the board members for support; attending meetings and participating in various CREATE activities. I hope that CREATE will continue to strive to have a board of directors that is reflective of South African demographics, including quality self representation by persons with disabilities. It needs to strive for empowerment that will result to consumers of service taking responsibility for what concerns their improvement and quality of their lives.

Challenges

Recently we have witnessed commitment to disability mainstreaming. Some of the strategies to ensure disability mainstreaming are the implementation of UNCRPD and application of community based rehabilitation as one model to empower persons with disabilities. Despite these policies and strategies disabled people are still not forming part of the socio-political and economic agenda of the country. This is not limited only to government but also NGOs and the private sector. Empowerment of persons with disabilities is very slow. In fact, they are often only used for statistical purposes (in employment) and compliance but not for their empowerment. Most services are not really benefiting the poor and the disadvantaged. Responding to this, all interventions supported with aid resources (including capacity building) need to be justified to their ability to change disabled people's lives for the better.

I would like to conclude by reiterating my gratitude to the staff members, board members and the funders for commitment to the work of empowering our citizens. It is critical that we devise ways and means to contribute towards the improvement of progressive citizenship. The principles of empowerment, real self representation and quality participation serve as the core guide in the work of CREATE. CREATE should ensure that the needs of people as consumers of service play the central part in policy development, implementation, monitoring and evaluation.

MANAGING DIRECTOR'S REPORT

The 2013-14 financial year has been a very busy but exciting one for CREATE. We had an excellent strategic planning process with staff and members of the board of directors in which we explored our vision and our strategies to reach our goal. This led to a greater understanding of what it means to be a Community Based Rehabilitation organisation. Through the strategic planning process we also saw the contributions that we can make to work towards a disability inclusive society in South Africa. In this annual report we share with you how we understand the work of CREATE as fitting into and illustrating international conceptions of Community Based Rehabilitation (CBR).

What has been exciting for us in this past year is that two of our donors have specifically requested and funded us to work with mainstream NGOs to develop the NGOs' capacity to include people with disabilities in their programmes. We continued to work with the Oxfam water, sanitation and hygiene partners but in addition Oxfam also funded us to work with other partners such as Justice and Women and Refugee Social Services who focus on different issues. We are also grateful to the FirstRand Foundation, which has funded us to work with 7 NGOs that focus on gender-based violence. Our interventions with all these NGOs have been diverse with activities such as disability awareness-raising workshops, accessing sign language training for staff of the Pietermaritzburg Gay and Lesbian Network, training early childhood development workers to include children with learning disabilities in their crèches and providing access to an architect who developed plans for a waterless disability accessible public toilet in Ingwavuma. Through our work with more than 16 mainstream NGOs we are able to



Sarah Rule

impact on the lives of many more people with disabilities than we would be able to working on our own.

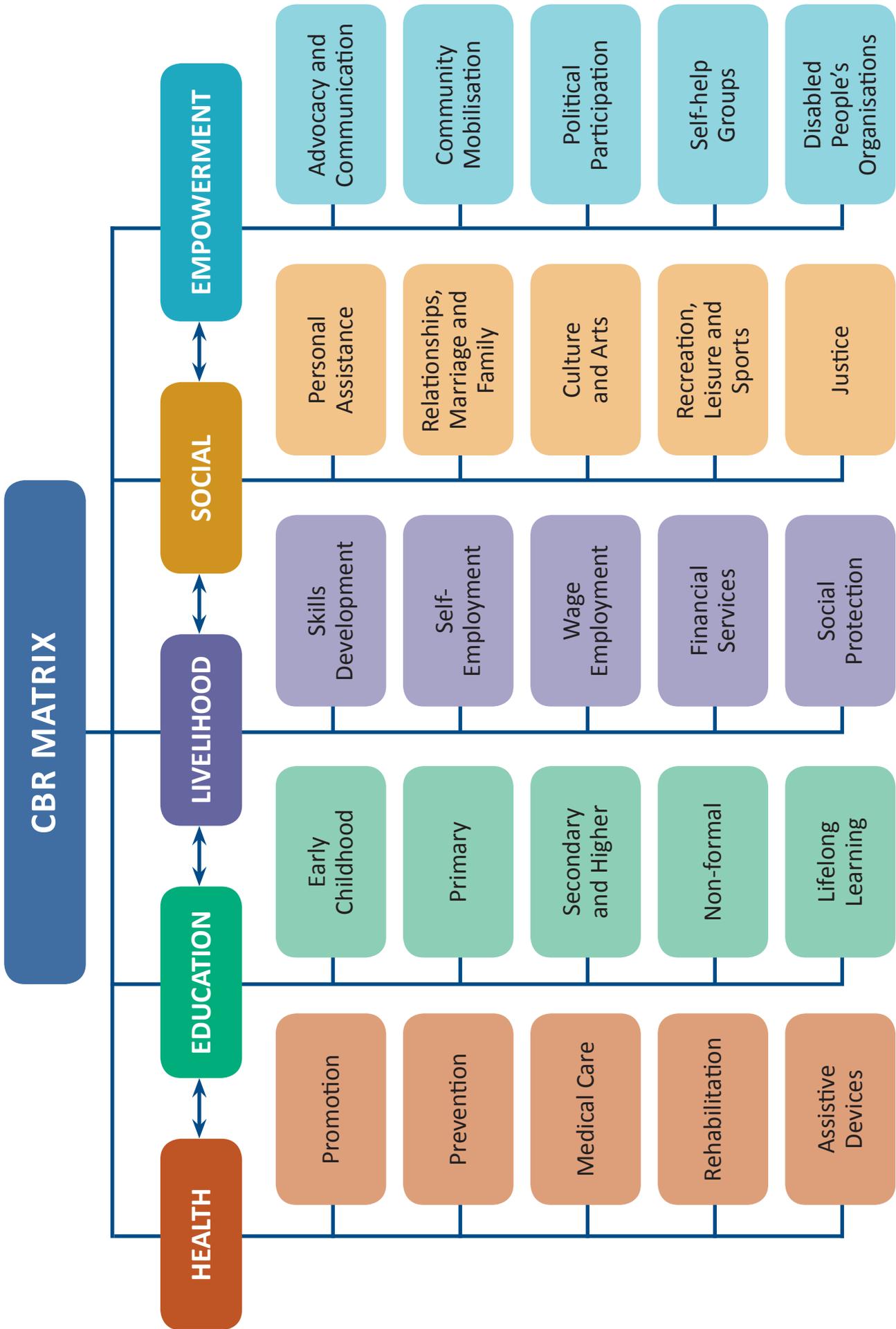
Our strategic planning also taught us to see CREATE as a learning organisation. We learnt much about the process of becoming an accredited training provider within the National Qualifications Framework. Although we have not yet achieved accreditation, with funding from Kindernothilfe we have taken many strides towards achieving this goal. CREATE also

learnt much about the traditional court system run by traditional leaders. The Foundation for Human Rights funded our project to improve access to justice for people in the traditional courts in one area of KwaZulu Natal. Through the research we conducted for this project we have become much more aware of issues faced by people with disabilities when trying to access justice in areas controlled by traditional leaders. The Fulton Trust has also contributed to CREATE as a learning organisation by funding staff development.

The 2013-14 year has been a much better period financially for CREATE than the previous year. We are thankful to the National Lottery Distribution Trust Fund for allocating us a sizeable grant for operational expenses and also a new vehicle. Part of the NLDTF funding is also for CREATE to employ a new member of staff with a disability.

I would like to express my thanks to the staff of CREATE who have worked hard and with much commitment to social justice and inclusion of people with disabilities in society. My thanks too to Tracey Meier, our bookkeeper, and to the board of directors for their support and also for challenging us to improve and develop further.





CREATE AND THE CBR MATRIX

Community Based Rehabilitation (CBR) has been promoted internationally for more than 30 years as a core strategy for improvement in the quality of life and services for people with disabilities: “Community Based Rehabilitation is a strategy within community development for the rehabilitation, equalisation of opportunities and social inclusion of all adults and children with disabilities. CBR is implemented through the combined efforts of disabled people themselves, their families and communities and the appropriate health, education, vocational and social services.” ILO, UNESCO, WHO Joint Position Paper 2004.

Unlike other conventional rehabilitation programmes, which tend to be mainly medical and institutional, CBR is categorically based within a community development framework. The strategy of CBR places equal emphasis on inclusion, equality and socio-economic development as well as rehabilitation of all people with disabilities.

More recently, in 2010, the World Health Organisation has captured the nature of CBR in the form of a matrix which is illustrated on the previous page. This matrix is based on the idea that community based rehabilitation is a strategy for disability-inclusive development and the underlying principles are participation, inclusion, sustainability and self-advocacy. The CBR matrix consists of 5 components: health, education,

livelihoods, social and empowerment with each of the components being made up of 5 elements. Although there are many different elements of CBR, no one organisation or CBR programme is expected to deal with all elements.

In our strategic planning in CREATE we have tried to understand ourselves as a CBR organisation because we work on a number of different elements of the CBR matrix. In the following pages are brief snapshots of the work we have done in the past year which we relate to different elements of the CBR matrix. In addition we have two reports of work we have done which are consistent with broader issues – community based rehabilitation personnel and disability inclusive development.

Education component

Early childhood element

CREATE received funding from Oxfam to help Save the Children KZN become disability inclusive. We worked with Save the Children KZN in Durban to train 20 Early Childhood Development (ECD) practitioners from Umzinto on the tools and toys to use when working with children with disabilities in their crèches. They were provided with stimulation kits and they were made aware of different types of children that will come to their ECD centres and how to treat them. The ECD practitioners were happy about the training and they benefited a lot, making it easier to implement the knowledge they gained. Another aspect of our work in early childhood development was to assist Wentworth ECD centre to build a ramp that will make the centre



disability-friendly. Many ECD staff learnt from us about learning disability. They had fun experiencing what it is like to have a learning disability.

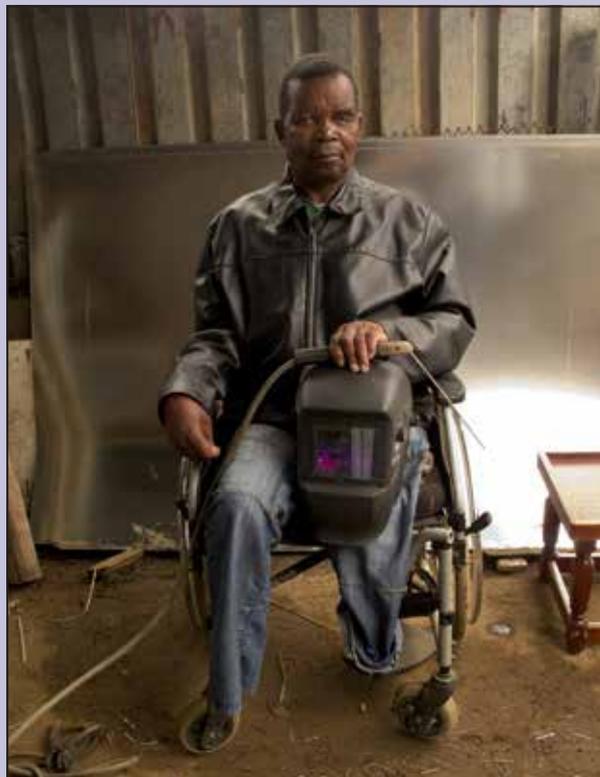
Livelihood component

"It is by showing the community what we can do that they begin to accept that we have rights." Workshop participant.

Skills development element

Youth economic empowerment project

CREATE has been funded by Kindernothilfe to work with youth with disabilities to prepare them for the world of work. Arriving in Umzimkulu for the first time for KNH training was a learning experience in differentiation. Armed with learner manuals in Braille, large print, English and isiZulu two trainers from CREATE (and an Occupational Therapy student from Germany) met with the 19 participants and the training proceeded in English, isiZulu and sign language! At the end participants responded that they didn't know that they could go far by starting small – for example beginning to work on fixing a friend's computer so as to work towards a goal of learning computer software. In addition, knowing their rights has given them further work opportunities in the community including working on a community committee; opening a restaurant; and looking further afield for other opportunities.



Work within the KNH project has also included follow up of the youth previously trained:

- one youth has continued with a learnership;
- one youth attended a music course – working towards his goal of being a musician;
- one youth is working part time with a group in his community clearing alien plants;
- one man is continuing with his Grade Twelve education;
- one lady has sold her sewing and mirrors that she has made and has trained another community member in sewing techniques;
- one man is working hard at the paving stones – making and selling new ones and has developed a good garden; and two further men have continued with their gardening.

Social component

Justice element

CREATE did training for the traditional leaders on access to justice of people with disabilities in the Traditional Courts in uThungulu Municipality which was funded by the Foundation for Human Rights. CREATE had to get permission to run the workshops from the uThungulu Deputy Chairperson of the House of the Traditional leaders. The training was attended by the traditional leaders in Mfolozi and Ntambanana separately. At the beginning of the training the traditional leaders were not sure why they needed to attend the workshop because there are social workers in the Department of Social Development in that area whom they felt should be dealing with people with disabilities. Most of the traditional leaders did not know about the Convention on Rights of Persons with disabilities. One of the tools we used to illustrate the difficulties that people with disabilities face when accessing justice was a case study. The case study helped the traditional leaders to identify difficulties that people with disabilities have. One of the traditional leaders said that he understands why people with disabilities do not attend the community meetings. He



said that it is because he holds the meeting up the hill under the tree and it is difficult to get there by car. They also identified that there is an accessible toilet but it is up the hill and it will be impossible for a person with a disability to use it. The other traditional leader identified that there are steps which one has to mount to visit the court clerk which is a barrier to people with disabilities. Some traditional leaders apologized for the way they have treated people with disabilities. They said that it was not intentional, but rather it was a lack of knowledge on their part. The training created a positive impact because the leaders started to talk about people with disabilities in their community.

Disability Inclusion report

Over the last 18 months to 2 years CREATE has developed a strategy to assist mainstream non-government organisations to become disability-inclusive.

Through much reading of literature from around the world, we have realised that it is helpful to focus on developing three aspects of organisations: an organisational culture that welcomes people with disabilities, policies that include disability concerns and activities or practices that include people with disabilities. In keeping with our concept of CREATE as a learning organisation, we have learnt from the partner NGOs as we hope they have learnt from us. Pietermaritzburg Gay and Lesbian Network is one of the FirstRand Foundation funded organisations we were



tasked to work with. During the financial year we had two workshops with the staff of CREATE and the Gay and Lesbian Network meeting together. We learnt about issues of sex, gender and sexual orientation while they learnt about disability. Both our organisations are becoming more welcoming of the diversity of people in our communities.

CREATE STAFF MEMBERS



Bongwiwe Zuma (Advocacy Officer)

Bongi is a trained Community Rehabilitation Facilitator who is disabled herself. She is also the mother of a child with a disability. Bongwi has been responsible for the project on access to justice for people with disabilities in the traditional courts.



Nokulunga Radebe (Assistant Advocacy Officer)

Lungi is a trained Community Rehabilitation Facilitator who has experience of working in a number of different CBR projects in both rural and urban areas. Lungi has played a crucial role in assisting mainstream NGOs to become disability-inclusive in 2013/14.



Sarah Roberts (CBR Trainer)

Sarah is an occupational therapist who is currently studying towards a Masters degree. She has many years of experience of working in rehabilitation and inclusive education in various communities in KwaZulu Natal. Sarah has been responsible for the youth empowerment project in this last year.



Hlengiwe Mpila (Administration officer)

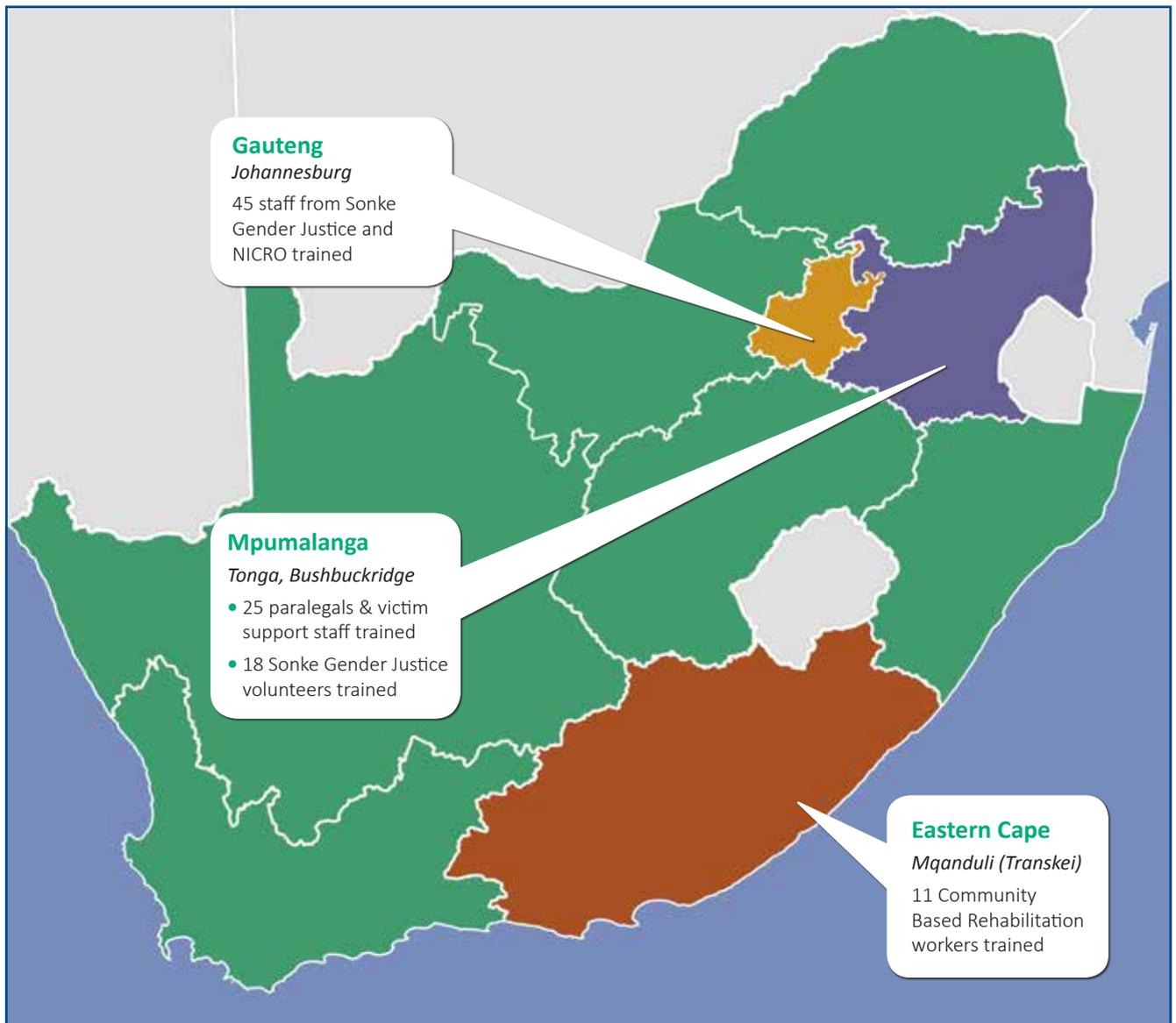
Hlengiwe is the administrator for CREATE. She is currently studying towards a National Diploma in Office Management and Technology at Durban University of Technology (DUT) Pietermaritzburg Campus.



Sarah Rule (Managing Director)

Sarah is a qualified speech therapist and audiologist with a doctorate in education. She has been involved in CBR training for over 20 years. Sarah heads up CREATE and she also engages in some project work. Sarah has designed the disability inclusion programmes for Oxfam and FNB Trust and she has helped the staff of the University of Jos in Nigeria to set up a CBR Diploma course.

CREATE's areas of involvement in South Africa in 2013/14



Beyond the borders of South Africa:

20 staff of the University of Jos in Jos, Plateau State, Nigeria trained

CREATE's Mission Statement

CREATE strives to promote Community Based Rehabilitation and disability rights in southern Africa and to train people in rehabilitation and disability issues in a way that empowers them and their communities.

CREATE's Goal

For CREATE to be a sustainable, independent, reflective, rights-based organisation that makes a difference in the lives of people with disabilities through supporting individuals and promoting an inclusive society.

Directors as at 31 March 2014

Mrs Bawinile Mdunyelwa (Chairperson)
Mrs Barbara Watt
Mr Sphiwo Mngomezulu
Mrs Sue Philpott
Mrs Anna Martyn
Mr Emmanuel Ngubane
Mrs Peta Diack
Mr Mgcineni Lembethe

Donors

CREATE expresses its grateful thanks to the following donors that supported us during the 2013/14 financial year:

Embassy of Finland
Kindernothilfe e.V.
Fulton Trust
Oxfam Australia
Foundation for Human Rights
National Lottery Distribution Trust Fund
FNB Trust

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