

Message from the Chief Executive Officer



Beverly Beckles PhD

December is always a time of celebration at NCPD in more ways than one. Firstly, Trinidad and Tobago joined the rest of the world in commemorating the United Nations (UN) International Day for Persons with Disabilities (IDPD) on Saturday 3rd December. This year's celebration coincided

with the 10 year anniversary of the adoption of the UN Convention on the Rights of Persons with Disabilities (UNCRPD) by the UN General Assembly. The theme for this year's observance was "Achieving 17 Goals for the Future We Want" referring to the 17 Sustainable Developmental Goals (SDGs) and NCPD launched a social media campaign building up to the day. We hope you enjoy reading about it in this issue.

Secondly, Monday 5th December, 2016 marked NCPD's 52nd Anniversary of providing vocational rehabilitation to persons with disabilities. From its first intake of 7 clients with physical disabilities, the organisation currently has an enrolment

of 250 youths and adults with varying types of disabilities (physical, sensory, intellectual, developmental and learning).

As we come to the close of another year, we take this opportunity to reflect on 2016 and are thankful for our successes, in spite of the challenges faced. On May 24th, NCPD won the JB Fernandes Award for NGO Excellence in Trinidad and Tobago.

Our achievements are only possible through the combined effort of our various stakeholders, inclusive of our voluntary Board and our Staff. ▶

Our Vision
To be a World Class Social Enterprise promoting social inclusion for persons with disabilities.

Our Mission
To empower persons with disabilities through vocational rehabilitation, training, advocacy, research and consultative services in partnership with diverse stakeholders.

Whats inside

	pg.
Disability and the 17 Sustainable Development Goals	3
New faces at NCPD	7
NCPD activities	8
NCPD participation in Workshops & Consultation	15
NCPD's upcoming activities	16

Thank you, to all of you, for your continued support.

As we look forward to 2017, we hope to see more concrete actions being taken to implement the UN Convention on the Rights for Persons with Disabilities to ensure that we achieve an inclusive society.

We take this opportunity to wish you happy holidays, and a safe, peaceful and productive 2017.



ATTENTION DEFICIT HYPERACTIVE DISORDER

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WHAT IS ADHD?

Attention Deficit Hyperactive Disorder (ADHD) also known as hyperkinetic disorder is a neuro-behavioral disorder characterized by inattention, hyperactivity and impulsivity.



Symptoms of ADHD are usually noticed at an early age and may become more visible when children begin school or during the ages of 6 to 12 .



Three key features that define ADHD are inattention, hyperactivity and impulsivity. Individuals with ADHD may present with both inattention and hyperactivity/ impulsivity, or one symptom pattern may predominate.

Did you know

- Over a billion people, about 15% of the world's population, have some form of disability.
- Between 110 million and 190 million adults have significant difficulties in functioning.
- Rates of disability are increasing due to population ageing and increases in chronic health conditions, among other causes.
- People with disabilities have less access to health care services and therefore experience unmet health care needs.

Source: World Health Organisation

Disability and the 17 Sustainable Development Goals

By Lisa Bholai

On September 25th, 2015, 193 Member States of the United Nations, including Trinidad and Tobago, unanimously adopted the 2030 Agenda for Sustainable Development. 17 Sustainable Development Goals (SDGs) with 169 specific targets were identified to be achieved during a 15 year period.

The SDGs seek to build upon the foundations created by Millennium Development Goals (MDGs) and achieve what these did not accomplish. The SDGs, unlike the MDGs, identify Persons with Disabilities (PWDs) as a vulnerable group.

“Disability is referenced throughout the targets of the 17 Sustainable Development Goals, and specifically in parts related to education, employment, accessibility of human settlements and others related to addressing inequality, as well as data collection and monitoring of the SDGs themselves. This is momentous.”

Daniela Bas, Director of UN Department of Economies and Social Affairs’ Division for Social Policy and Development

To further concretise the goal of inclusion in the SDGs, the UN announced *“Achieving 17 Goals for the Future We Want”* as the theme for International Day for Persons with Disabilities (IDPD) 2016, which was commemorated on Saturday 3rd December. As UN Secretary General Ban Ki-moon indicated in his 2016 IDPD message, *“the 2030*

Agenda is based on a pledge to leave no one behind’. The CRPD was adopted by the UN General Assembly in 2006 and this year’s International Day for Persons with Disabilities coincides with the 10 year anniversary of its adoption.

The SDGs are described as being *Universal, Integrated* and *Transformational*.

They are *Universal* because they apply to all nations and all sectors. All countries, cities, businesses and schools are called upon to act.

They are *Integrated* since all of the goals are interconnected, therefore one cannot seek to achieve only a single goal, but to achieve all of the goals.

They are *Transformational* because achieving these goals will make fundamental changes to the world we live in.

To observe this year’s International Day for Persons with Disabilities, NCPD engaged in a social media campaign highlighting how it is contributing to each of the goals. NCPD recognises, though much has been accomplished, there is still more to be done to achieve these goals.

Goal 1 - End poverty in all its forms everywhere

NCPD offers vocational rehabilitation in order to reintegrate persons who have acquired a disability

during their lifetime back into the workforce. We also offer certified vocational training as well as internal and external job placement.

Goal 2 - End hunger, achieve food security and improved nutrition and promote sustainable agriculture

The Centre offers training programmes in Agriculture/Horticulture and Food Preparation. Good Agricultural Practices are incorporated into the curriculum to ensure food safety and innovative farming practices such as composting, aquaculture and soil conservation are taught in order to reduce negative environmental impacts. The produce is used by our food preparation trainees, who are also taught about the importance of a well balanced diet, to promote proper nutrition and to encourage healthy eating.

Goal 3 - Ensure healthy lives and promote well-being at all ages

The organisation provides a positive environment where trainees of all ages and abilities are encouraged and supported. Inclusion is a way of life at the Centre. In addition to skills training, trainees benefit from a holistic programme where many trainees are actively involved in sports, music, art, craft and counselling.

Goal 4 - Ensure inclusive and equitable quality education and promote lifelong learning op-

opportunities for all

The Centre provides PWDs with quality training and rehabilitative services that enhance their quality of life and promote their integration into the wider community. Training programmes include agriculture/horticulture, beauty culture, food preparation, garment construction, information technology, office administration, welding, bookbinding, and woodwork. Trainees also participate in and have access to remedial education, life skills training, computer literacy training, entrepreneurial training, music, art and crafts, sports, vocational counselling and social services.

Goal 5 - Achieve gender equality and empower all women and girls

NCPD, as an organisation, is committed to the equality of opportunities for both females and males. This is reflected in the composition of our programmes. For example, female trainees are enrolled in the predominantly male oriented classes of Welding and Agriculture and male trainees in the predominantly female oriented garment construction class. We also conduct our assessment process in a manner that does not discriminate against prospective clients or current population.

Goal 6 - Ensure availability and sustainable management of water and sanitation for all

We are managing our water and our waste! An Agri Composting initiative has been implemented which reuses organic waste to grow crops. Trainees at the Centre have also learned to fashion horizontal beds

KEY FEATURES OF ADHD

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INATTENTION

Person wanders off task, lacks persistence, has difficulty sustaining focus, and is disorganized. These problems are not due to defiance or lack of comprehension.

HYPERACTIVITY

Person seems to move about constantly, including situations in which it is not appropriate. In adults, it may be extreme restlessness or wearing others out with their activity.

IMPULSIVITY

Person makes hasty actions that occur in the moment without first thinking about them and may have potential for harm or a desire for immediate rewards. An impulsive person may be socially intrusive or make important decisions without considering the long-term consequences.

on the slopes to retain water in the soil, thereby reducing wastage, while they have learnt to incorporate water and sanitation best practices into their life skills training.

Goal 7 - Ensure access to affordable, reliable, sustainable and modern energy for all

Through initiatives such as Health and Safety Day, trainees are learning about affordable and eco-friendly energy alternatives that can be incorporated into their everyday lives such, as using energy saving bulbs in place of incandescent bulbs.

Goal 8 - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

NCPD places persons who have successfully completed their programme and have obtained their Craft Certificate, in relevant on-the-job training through apprenticeships. The apprenticeship programme allows apprentices to gain knowledge from experienced staff and obtain job-specific skills. These persons are placed with the goal of one day joining the workforce in full and productive employment. A number of apprentices have successfully completed their apprenticeships and have become employed.

Goal 9 - Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

Both of the organisations locations have been designed with wheelchair users in mind. They feature expanded doorways and built-in access ramps for increased mobility

and ease of access and accessible washrooms.

With regards to sustainable industrialization and innovation, we have embraced the concept of social entrepreneurship and have a business services sector offering a wide array of services including, but not limited to, catering services, custom woodwork, the refurbishment of furniture, wheelchairs and crutches & other mobility aids. These business services complement the skill areas taught in the vocational training programme and allow for practical experience through the apprenticeship programme, at the same time creating employment for those who are unable to seek open employment, whilst generating revenue for the Centre.

Goal 10 - Reduce inequality within and among countries

NCPD participates in local and international technical meetings as well as facilitates disability awareness sensitisation sessions in schools, communities, businesses and public sector organisations. We have advocated for PWDs at various fora in the public and private sectors and have initiated many other activities to promote the advancement towards a society for all.

Goal 11 - Make cities and human settlements inclusive, safe, resilient and sustainable

In November 2015, Massy Stores in collaboration with NCPD pioneered a Parking Permit Drive at Massy Stores Trincity, Westmoorings and Gulf View. This was the first step towards ensuring that differently-abled customers have eas-

ily accessible and sufficient parking at all Massy Stores locations across the country

Goal 12 - Ensure sustainable consumption and production patterns

The Centre practices the 3 R's - reduce, reuse and recycle! One example of this is tetra pak recycling initiative which started earlier this year. After collection, the used beverage cartons are made into new products and given a new life. The 3 R's help lessen the amount of waste sent to landfills and dumps, thereby protecting natural resources.

Goal 13 - Take urgent action to combat climate change and its impacts

The organisation introduced paper recycling into the book-binding curriculum. The paper-recycling trainees not only learn how to develop market ready products in order to generate an income, but also help to reduce a negative climate impact.

Goal 14 - Conserve and sustainably use the oceans, seas and marine resources for

The Centre helps to protect oceans, seas and marine resources by utilizing aquaponics which reduces dependence on marine fish and helps eliminate harmful fertilizers which would otherwise run off into the waterways and oceans. Aquaponics combines the raising of fish and growing of plants on land, without soil or chemicals. The fish waste provides food for the growing plants and the plants filter the water the fish live in.

Goal 15 - Protect, restore and promote sustainable use of terrestrial ecosystems, halt and reverse land degradation and halt biodiversity loss

NCPD practices sustainable agriculture which is much better for the environment, for public health and for human communities. We have reduced land erosion on one of our slopes through the stabilizing of affected areas with bamboo and compact wood shavings from the woodworking department.

Goal 16 - Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

The Centre provides consultative services to public and private sectors, and civil society organisations seeking to develop their service offerings, policies and programmes for PWDs. We have been engaged in a number of initiatives at the local, regional and international levels to promote equal opportunities for PWDs, particularly in the areas of education, training and employment.

Goal 17- Global Partnership for Sustainable Development

Our success and achievement over the years is largely based on partnerships with all sectors and diverse stakeholders. These partnerships have allowed us to expand our facilities, increase the number of programmes offered as well as the number of persons served. It comes naturally to NCPD to seek out partnerships, as we have expertise but lack resources. Such partnerships have allowed for a wider

reach for our advocacy campaigns. Without partnerships, NCPD and many other organisations of and for PWDs would not be able to offer their services.

NCPD is committed to doing its part towards achieving the 17 SDGs. We see ourselves as a partner in achieving the 17 SDGs and in achieving an inclusive society.

SYMPTOMS AND PRESENTATIONS OF ADHD

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According to the Diagnostic and Statistical Manual of Mental Disorders 5th Edition (DSM-5), in children 12 years and under, six or more of the following symptoms should be present in order to make a diagnosis of ADHD. In older teens and adults five or more symptoms should be present.

INATTENTIVE PRESENTATION

- ❖ Fails to give close attention to details or makes careless mistakes.
- ❖ Has difficulty sustaining attention.
- ❖ Does not appear to listen.
- ❖ Struggles to follow through on instructions.
- ❖ Has difficulty with organization.
- ❖ Avoids or dislikes tasks requiring a lot of thinking.
- ❖ Loses things.
- ❖ Is easily distracted.
- ❖ Is forgetful in daily activities.



SYMPTOMS AND PRESENTATIONS OF ADHD

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HYPERACTIVE-IMPULSIVE PRESENTATION

- ◆ Fidgets with hands or feet or squirms in chair.
- ◆ Has difficulty remaining seated.
- ◆ Runs about or climbs excessively in children; extreme restlessness in adults.
- ◆ Difficulty engaging in activities quietly.
- ◆ Talks excessively.
- ◆ Blurts out answers before questions have been completed.
- ◆ Difficulty waiting or taking turns.
- ◆ Interrupts or intrudes upon others.
- ◆ Acts as if driven by a motor; adults will often feel inside like they were driven by a motor



COMBINED PRESENTATION

- ◆ Has symptoms from both of the above presentations.

New Faces at NCPD

NCPD is pleased to introduce two new members of staff into the NCPD Family.



Giselle Ramose joined NCPD as a Social Worker in November, 2016. She holds a Bachelor of Social Work from the College of Science, Technology & Applied Arts of Trinidad and Tobago (COSTAATT) and is a Certified Mediator. Her internship was at Student Support Services Division of the Ministry of Education.



Krystel Theodore-Branker was recruited as a Remedial Instructor at NCPD in November, 2016. She holds a Bachelor of Science in Psychology from St. Andrews University, USA and has ten (10) years working experience in Special Education.

TREATMENT FOR ADHD

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Treating ADHD often requires medical, educational, behavioral and psychological intervention. This comprehensive approach to treatment is sometimes called "multimodal" and, depending on the age of the individual with ADHD, may include:

- parent training
- medication
- skills training
- counseling
- behavioral therapy
- educational supports
- education regarding ADHD



Only a trained health care professional such as a physician, psychiatrist or psychologist can diagnose ADHD.

FOR MORE INFORMATION ABOUT ADHD CONTACT

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ADHD Foundation of Trinidad and Tobago

Address: 54 Foothills

D' Abadie

Trinidad and Tobago

Phone: 868-681-3483

Website: www.adhdtt.org

Email: mary@adhdtt.com

National Centre for Persons with Disabilities

NCPD's Activities October - December 2016



The **Inclusion Dans La Mode Fashion Show** was held on October 2nd. NCPD in collaboration with the Central Branch of the Trinidad and Tobago Medical Association and the Caribbean Academy of Fashion Design of the University of Trinidad and Tobago sought to introduce the concept of adaptive clothing to Trinidad and Tobago.





NCPD held its annual **Tea by the Sea** Fundraiser on October 22nd. Over 650 persons attended and enjoyed delightful performances by the Trinidad and Tobago Police Band and NCPD Ensemble, numerous door prizes and a fashion show put on by NCPD Trainees.



Special Olympics Trinidad and Tobago held its **EKS Fun Day and Dental Screening** in tribute of Special Olympics Founder, Ms. Eunice Kennedy Shriver, on October 1st at Nelson Mandela Park, Port of Spain. Four trainees and six apprentices attended the Fun Day which was filled with sporting activities and free dental screenings for athletes.



The Trebles of T&T Youth Choir invited NCPD's trainees to attend its **Musical Production - Young Hercules & Pandora's Box** on October 7th, at the Naparima Bowl, San Fernando. 46 Trainees, supervised by NCPD staff, attended and enjoyed this social activity.



Special Olympics Trinidad and Tobago in collaboration with the Digicel Foundation held the first ever **Special Olympics Seaside Games** at Maracas Bay on October 30th. NCPD participated in volleyball, football, and open water swimming. Stephen Singh and Jaleel Pierre placed 3rd and 4th respectively in the open water swimming; the volleyball team won the beach volleyball competition and NCPD Football Teams A and B placed 1st and 2nd respectively. Five NCPD trainees were selected to be part of the Floor Hockey National Team.



The **2016 Special Olympics Floor Hockey Games** were held on November 5th at the Jean Pierre Complex. NCPD's Team B placed 4th and Team A placed 2nd.



NCPD hosted a booth at the 2016 **Bocas Lit Fest** at the San Fernando Hill on November 12th. Roberto Marquis, Nathanael Debisette and Shanice Floyd from the Bookbinding class also attended and delivered a presentation on the paper recycling process.



On November 18th, NCPD officially launched its **Wellness Committee** which seeks to create a culture of wellness within the organisation. Their activities will seek to encompass the six dimensions of wellness which are: physical, emotional, spiritual, intellectual, environmental and social.



NCPD held a **Voting Simulation** activity on November 25th for trainees who are eligible to vote. A 'Polling Station' was created and NCPD staff played the roles of Electoral Boundaries Commission and Polling Station Officials.



The **UN International Day for Persons with Disabilities (IDPD)** was commemorated on December 3rd. NCPD launched its Social Media Campaign leading up to IDPD on Monday 14th November.



NCPD celebrated its **52nd Anniversary** on December 5th. NCPD remains committed to its mission of empowering PWDs and advocating on the Rights of PWDs.



NCPD was extremely pleased to welcome **His Excellency John Estrada, US Ambassador to Trinidad and Tobago** on Wednesday 26th October. This marked the first time a US Ambassador visited NCPD. Ambassador Estrada was accompanied by Mr. Stephen Weeks, Public Affairs Officer US Embassy. The CEO conducted a tour of the facility during which the Ambassador interacted with trainees, apprentices and members of staff. Ambassador Estrada indicated that he was very surprised and very impressed with the scope of NCPD's operations. He encouraged trainees and apprentices to focus on the skills that they are learning.



Dr. Stephen Ramroop, Chief Executive Officer of the Office of Disaster Preparedness and Management facilitated a training session on Disaster Risk Management at NCPD. Eighteen persons learnt about different types of disasters, disaster risk management and preparedness and are better prepared to deal with emergencies and disasters on the compound.



NCPD facilitated a Disability Sensitisation Session during **UNESCO's Identity Workshop** on November 18th at SAPA. Four trainees also attended the whole day session which aimed to assist students to identify, and understand their identity and personal struggles with identity. There were four breakout groups in thematic areas of gender equity, disability rights, LGBT and Race & Religion, with goal of facilitating discussion about the role of identity in discrimination and inclusion, as well as avenues to promote greater dialogue and



Ms. Kahaya Sooklalsingh, Programme Manager and Ms. Lisa Bholai, Research and Communications Officer facilitated a Disability Sensitisation Session on December 5th at the **Equal Opportunity Commission**. They also discussed the theme of the International Day for Persons with Disabilities, Achieving the 17 Sustainable Development Goals and highlighted EOC's role and contribution to the attainment of the 17 SDGs.

NCPD's Participation in Workshops and Consultations

Over the period October – December 2016, NCPD made a number of contributions on behalf of PWDs at the following sessions

The T&T NGO Professionals Network Workshop	The T&T NGO Professionals Network held its 2016 T&T Professionals Workshop – Strategies & Tactics for NGOs to Navigate a Challenging Fundraising Climate on October 6th. The workshop identified ways in which NGOs could maximise their time and resources in its fundraising, and other activities such as marketing and communications.
Trinidad and Tobago Transparency Institute Stakeholder Meeting	The Trinidad and Tobago Transparency Institute held a stakeholder meeting on October 18th with various NGOs as they sought to partner with organisations to host Town Hall meetings relating to their guiding values of Integrity, Transparency and Accountability. Two Town Hall meetings will be held in Trinidad and one in Tobago in 2017.
Consultation on Recommendations of the Joint Select Committee on Human Rights, Equality and Diversity	<p>The Ministry of Labour and Small Enterprise Development held a consultation with Ministries and other Agencies to discuss the recommendations put forward by the Joint Select Committee on Human Rights, Equality and Diversity on Challenges faced by Persons with Disabilities, with specific focus on access to services and employment.</p> <p>Dr. Beverly Beckles took the opportunity to make a number of suggestions towards the implementation of some of these recommendations and also spoke of other support systems and services which are needed by PWDs.</p>
Consultation on the Draft National Policy on Persons with Disabilities	Dr. Beverly Beckles and Ms. Lisa Bholai, attended a consultation on the Draft National Policy on Persons with Disabilities held by the Ministry of Social Development and Family Services on November 4th. Participants were afforded the opportunity to seek clarification on the Draft Policy. The Ministry extended its deadline for submission of comments from November 11th to November 18th in order to ensure that NGOs had sufficient time to review the document. NCPD submitted its comments on November 18th.
ICT ProTT Launch	The Trinidad and Tobago Chamber of Industry and Commerce relaunched its ICT Committee. The ICT ProTT will endeavour to create a Community for ICT Professionals in Trinidad and Tobago to exchange ideas and suggestions, as well as create networking opportunities. The Committee is committed to ensure inclusiveness by inviting Disability Organisations to its meetings and events.
Radio Interviews	<p>Ms. Lisa Bholai was interviewed by Mr. Bhawani Persad on November 16th on Sky Radio 95.5fm and November 24th on Talk City 91.1fm. Areas that were discussed included:</p> <ul style="list-style-type: none"> • NCPD's activities – vocational training, business services and advocacy; • International Day for Persons with Disabilities (IDPD); and • NCPD's social media campaign illustrating how the organisation is contributing to IDPD 2016's theme of Achieving the 17 Sustainable Development Goals.

NCPD's Upcoming Activities

Activity

Start of the Training Term
NCPD All Inclusive Charity Fete

Date

Monday 9th January 2017
Sunday 12th February 2017

Wellness Tip

Eat Breakfast. Be Happy

Put happiness at the top of your to-do list by starting your day with a perk-up breakfast. Eating breakfast does more than give you energy and nutrients. It is a mood changer.

Start your day with something that makes you feel good like oats with honey, whole grain toast with bananas, almonds or eggs, and veggies. No more feeling hangry! (hungry and angry)

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