



**DISABILITY FEDERATION
OF IRELAND**



Annual Report 2023

As disabled people, we yearn to be in the thick of things, not on the sidelines. We want to be part and partners with everyone else in society.

John Dolan CEO, Disability Federation of Ireland addressing the Fifth European Parliament of Persons with Disabilities in Brussels on 23 May 2023.

Contents

Letter from Our Chairperson Michael Doyle	4 – 5
Policy and Advocacy	6 – 9
Health Advocacy	10 – 11
Self-Advocacy Programme.	12
Community and Disability	13
A Federation of our Members	14 – 15
Disability Equality Training.	16
Communications	17
Corporate	18 – 19
The DFI Year in Numbers.	20 – 21
The DFI Year in Pictures	22 – 25
Extract from 2023 Financial Statement	26 – 27
DFI Member Organisations 2023.	28 – 29
DFI Board Members List 2023	30 – 31

A Letter from Our Chairperson

Michael Doyle



Michael Doyle, Chairperson of DFI.

2023 was a difficult year for DFI member organisations, with staff recruitment and retention being a challenge for the sector, primarily resulting from a lack of pay parity with HSE-funded staff. This issue came to a head in October when staff working in Section 39 organisations in the disability sector were within hours of going on strike before a last minute agreement was reached in the WRC. DFI played a significant

role in highlighting the issues for all stakeholders; individuals receiving services, who in the main supported the action, the staff, who felt they had no choice but to take action, and the organisations, who supported staffs call for pay parity but were not in a position to meet their requests.

DFI and its representatives from member organisations had significant engagement with the HSE and relevant departments during the year particularly in relation to the new Health Region structure, the HSE Service Agreement review, the Green Paper on Disability Reform and the Disability Action Plan related to implementing the Disability Capacity Review.

One of the highlights of the year was the Fifth European Parliament of Persons with Disabilities in Brussels at which a delegation of 13 Irish disabled advocates attended and were acknowledged as having a positive impact on the event.

Again, the annual Make Way Day, Purple Lights and International Day of Persons With Disabilities were successful.

In 2023 DFI membership continue to increase, and we now have 123 members, which is evidence of the importance of the Federation to the sector. I would like to thank and acknowledge the work of member

organisations who participated, on behalf of all the DFI members, on committees and working groups ensuring the views and concerns of members were given due consideration.

I would also like to thank all of the committed and dedicated staff in DFI, who continued to work tirelessly on behalf of member organisations and the people they represent, they are a fantastic team. Finally, I would like to thank my fellow Board members for their support during 2023.

Michael Doyle
Chairperson



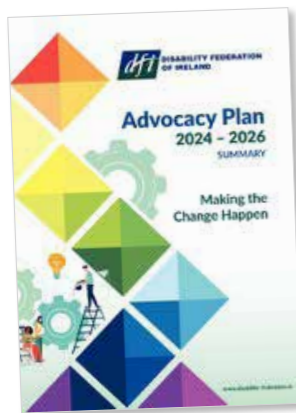
Policy and Advocacy

Highlights of our year included



The United Nations Convention on the Rights of Persons with Disabilities (UN CRPD) commits Ireland to promote, protect and ensure the full and equal enjoyment of all human rights by all disabled persons. And yet, in Ireland, disabled people are significantly poorer than the general population, are much less likely to be in paid employment, and have worse health outcomes including having much higher levels of depression. Closing that gap is at the core of the Disability Federation of Ireland's work, and advocacy is one of our primary tools for achieving this.

Three Year Advocacy Plan



To guide our prioritisation of issues, resource allocation and improve effectiveness, we developed our first three-year Advocacy Plan in 2023. It provides

a framework on where, why, what, and how we do our advocacy work. The plan relates to the advocacy areas we can plan for, but allowance is also made for those issues that are unknown. Our member organisations had an opportunity to feed in to the plan and we will continue to be flexible and agile in response to emerging concerns.



Launch of the Pre-Budget Submission.

Budget 24

We lobbied for Budget 2024 to acknowledge the cost of disability and poverty, as well as with an eye to the Local and European Elections in 2024. Our Pre-Budget submission *Time for Action – Invest in People with Disabilities* involved our members organisations and disabled people in lobbying actions. Most notable was our email campaign to TDs and Senators with just short of 3,400 emails sent. We also engaged in one-to-one meetings across Government departments, with key advisers and with relevant Oireachtas Committees. We also hosted an in-person event in the Oireachtas AV Room ahead of Budget 2024 which was facilitated by Senator Tom Clonan and which saw inputs from disabled people and DFI staff and engagement across the political parties.



DFI is a founding member of the Oireachtas Disability Group (ODG). Members of the ODG are pictured outside Leinster House at lobbying day in the Dail in June, meeting 40 elected representatives.

Policy Submissions and Consultations

We engaged in a significant number of consultations and developed sixteen written policy submissions including briefings to Oireachtas members on the cost of disability/poverty; local transport and disability at a local authority level.

We attended and input a range of important events including the National Economic Dialogue.

Fifth European Parliament of Persons with Disabilities

We continued to strengthen our EU engagement which including leading a delegation to the Fifth European Parliament of Persons with Disabilities in Brussels in May. The theme of the EPPD was 'Building an inclusive future for persons with disabilities in the EU'. DFI CEO John Dolan and disability advocate Carolyn Akintola were the delegates from Ireland who delivered addresses to the Parliament.



Housing Implementation Plan launch.

Policy and Advocacy

Highlights of our year included



DFI staff counting down to Make Way Day 2023.

European Disability Forum

We attended the AGM and Conference hosted by the European Disability Forum, of which we are a member.

We also attended the European Parliament Conference to mark the International Day of Persons with Disabilities. This was hugely useful given the European Elections are in 2024.

Policy and Advocacy Forum

This year we established the Policy and Advocacy Forum which met quarterly. This is our space for member

organisations to share policy issues, provide updates and campaign news. It supports peer engagement and is growing from strength to strength.

#MakeWayDay23

We ran our Make Way Day Campaign on Friday 22 September. This is a campaign that brings the disability and wider community together to consider the needs of people with disabilities in the public spaces we all share.

People with disabilities joined disability groups and local organisations to

highlight obstacles that block the way and complicate the lives of people with disabilities such as cars or vans parked on a footpath blocking the way.

We partnered with An Garda Síochána again who ran Operation Enable across the country on the day and we also had the number one spot on social media for hashtag mentions on the day, highlighting how many groups and individuals embraced the campaign.

International Day of Persons with Disabilities and #PurpleLights23

International Day of Persons with Disabilities and the Purple Lights campaign were marked on Sunday 3 December. Quite a few landmark buildings and venues turned purple including the Mansion House in Dublin, The Convention Centre, Busaurus, the Customs House, the National Concert Hall, the Rock of Cashel, Shannon Airport, Cork City Hall, Dublin Bus HQ and Trinity College, Dublin. White's Bridge in Athlone and the bridge in Arklow, Co Wicklow are also illuminated in purple as was the Naas ball.

We Also

- » Issued a statement on the plight of disabled people caught up in the conflict in the Middle East
- » Welcomed new reliefs in the Disabled Drivers and Passengers Scheme.
- » We attended the launch of the Implementation Plan for the National Housing Strategy for Disabled People. We continued to engage as an active member of the National Housing Implementation Group.
- » We gave an input at the Department of Environment, Climate and Communications' first Energy Poverty Action Plan Stakeholder Event.
- » Joined a cross section of social, environmental and voluntary organisations to ask the government to take action on energy poverty.
- » Presented to three joint Oireachtas Committees including the Disability Matters Oireachtas Committee on housing and decongregation.
- » Active member of a range of policy committees including the Community and Voluntary pillar; the Disability Stakeholder Group and the Disability Participation and Consultative Network to name a few.
- » Attended political party's Ard Fheiseanna.

Health Advocacy

Highlights of our year included



Section 39

A major focus of our work throughout 2023 was dedicated to a resolution in the recruitment and retention crisis in the disability sector. We worked with member organisations and a range of other stakeholders to progress the issue as an urgent concern. This has been fuelled by the long-running disparity in how some organisations, including Section 39, were funded and consequently the growing disparity in pay and other areas. There was a sense of relief that a planned strike in October was averted at the last minute. As 2023 drew to a close, unfinished business still remained regarding the lack of parity of esteem and funding for Section 39 organisations.

Department of Health Dialogue Forum and launch of Partnership Principles

DFI has been part of the Dialogue Forum since its inception and we were delighted to be part of the launch event. DFI has been part of the Dialogue Forum since its inception and we were delighted to be present for the launch of the Partnership Principles publication, which was launched by Minister for Health, Stephen Donnelly, on 3 April. We very much welcome the Partnership Principles as an essential first step in bringing about a cultural change in the relationship between the health services and the voluntary sector. We look forward to seeing the application of the Partnership Principles in the development of the

new Health Regions. We also welcome the fact that the Partnership Principles give full recognition to the hybrid nature of our health services where voluntary organisations play an essential role.

Disability Action Plan

The long-awaited Disability Action Plan was published in December. This is the Government's implementation plan for the Disability Capacity Review and follows years of under funding in the sector. DFI advocated for the Action Plan to be grounded in the UN Convention on the Rights of Persons with Disabilities, UN CRPD. In particular, for there to be a significant focus on community-based services that promote independence. The Disability Action Plan includes welcome targets in relation to Children's Services, adult day services, personal assistance, residential services, home supports, and multi-disciplinary therapies.

The Neuro-Mapping Project

On 19 April, Minister Anne Rabbitte launched a report on Phase One of the Neuro-Mapping Project – a joint partnership between the Health Service Executive (HSE), the Disability Federation of Ireland (DFI) and the Neurological Alliance of Ireland (NAI). The report highlights that the vast majority of the 800,000 people living with neurological conditions across Ireland, live within the community. It also shows that there are over 60 community based voluntary

organisations supporting those people, providing a wide variety of services in response to their needs. Progress was also made on Phase Two of the Project in 2023.

National Health Advisory Forum (NHAF)

Through the NHAF this year we had briefings on the Neuro-Rehabilitation Strategy's implementation; on the HSE's Health Service Plan 2023 by the HSE's assistance national director for disability; and, critically on the reform of the health services through the development of the Health Regions. This was an introduction to members on the restructure presented by the HSE's lead to this programme of work, Liam Woods. In addition, we published survey findings from data gathered from Section 39 funded organisations of our members. This was critical information to inform the advocacy space.

Health Advocacy Representation

DFI continues to grow our health advocacy representation. Our relevant policy for member organisations was approved by our Board and an additional shared protocol is embedded into the health programme. This has strengthened our systems of support, which include a number of thematic advisory groups. We have representation on 39 external health committees, pushing forward issues and priorities for change through these different fora. Including the HSE's National Consultative Committee. This

committee work is also supported by 27 representatives from across DFI members. We held our first in-person gathering of our health representatives in our office in Fumbally Lane in December.

Health Region Development

Work on the Health Regions took a huge amount of time this year. We had a series of engagements with the HSE and the Department of Health on the development of the Health Regions. This included attending four workshops, making a written submission, and engaging on both their integrated service delivery workstream and Health Region implementation planning group. Along with others, we successfully advocated for disability leads in each of the six Health Regions and for greater engagement with the Department of Children, Equality, Disability, Integration and youth.

With the transfer of disability functions from the Department of Health to the Department of Children Equality, Disability, Integration and Youth (DCEDIY) we met a number of times with Senior Officials from DCEDIY to flag issues of concern and to learn of their strategic approach to addressing disability under their remit.

We also issued a series of health updates to our members to inform them of ongoing committee work, opportunities to be a DFI representative; events; operational issues and calls for submissions.

Self-Advocacy Programme



Our Self-Advocacy Programme is part of the DFI advocacy strategy to support the UN CRPD implementation in the community.

This program, which commenced in January 2022, saw a lot of activity in 2023.

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.

Actions in 2023 have established an environment through which many pathways have been developed amongst our membership for the empowerment of people with disabilities to emerge and flourish.



Self-Advocate Shannon O'Farrell Molloy is pictured with Miriam O'Callaghan at the media training graduation in March.



Padraig Hannafin of Rehab is pictured at our Making Advocacy Real Event in Cork.

We have supported the development of self-advocacy structures in 21 member organisations to date.

We also delivered a Training Programme for key workers on self-advocacy which took place in October.

We delivered the first in a planned series of Making Advocacy Real Events. Member organisations gathered with us in Cork on 30 November for a shared learning event which saw the initial design of our DFI self-advocacy toolkit taking shape.

We delivered two media training courses for self-advocates, the first took place over four Mondays in March and the second over four Mondays in November. A total of 24 self-advocates graduated from our media training programme in 2023.

Community and Disability

In our Community Advocacy work, we engage with people with disabilities to support their direct participation and engagement in local decision making. We also work with our member organisations across the country and a variety of partners and key stakeholders.

Local implementation of UN CRPD

In 2023 we invited expressions of interest from suitably qualified consultants to work with us on our Implementation of the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD) at Local Level project. This DFI project aims to investigate this further; gathering evidence to inform improved coordination and delivery of UN CRPD at a local level; ultimately to have a positive impact for disabled people.

Disability Matters Committee on inclusive elections

In October, we delivered a presentation to the Disability Matters Committee in the Oireachtas on the topic of 'Ensuring Inclusive Local and EU Elections'.

Launch of Wicklow's Disability and Inclusion Strategy

Wicklow's first ever Disability and Inclusion Strategy was launched in October. The strategy outlines how Wicklow County Council and other



DFI's Laura O'Callaghan pictured at the launch of the Inclusion Strategy by Wicklow County Council.

community stakeholders will work to make Wicklow a more accessible and inclusive county, over the next five years, Wicklow County Council's Disability and Inclusion Steering Committee, DISC for short, have been working towards this launch since their committee was established in 2020. A great deal of work and consultation took place in the build-up to the strategy, led by DISC, of which DFI's Laura O'Callaghan is a member.

New Quarterly Community and Disability Newsletter

We also launched a new quarterly Community and Disability Newsletter with issue one published in December.

A Federation of our Members

Growing Membership Base

This year we were delighted to report a 12% increase in our membership base. The broader and stronger our membership gets, the greater our power to make a real difference to the lives of disabled people. By increasing our membership, we are providing more professionals with the knowledge and insight they need to champion improved quality service delivery and real inclusion for all disabled people under the UN CRPD.

Focus on our Foundations

2023 was also an exciting year for us as we introduced a new Membership Development Manager. This role creates an intentional and purposeful focus on building our foundations as a Federation and increasing opportunities for our members to share their intersectional expertise and experiences. This includes increasing our understanding of the challenges facing disability services across community sector professionals, carers, disabled people, volunteers, and members of the public, leading to a more sustainable and empowered DFI membership.

Increase in Membership Engagement

This collaborative work across all DFI Teams has had a corresponding positive impact on engagement across our membership base, with 112 of our 123 members actively engaged in more than one DFI programme or committee during the year. Representation roles assumed by DFI member organisation professionals also increased significantly, particularly across the growing Health Advocacy Programme, which grew to 32 individual committee roles over 2023.

Trust within membership of the unique role DFI provides remains paramount, with a renewed focus on understanding the priorities of each individual member. Membership reviews carried out over 2023 provided members with a confidence to articulate the value they require through membership, providing them with a safe environment to talk, share information, and build their understanding of the tangible supports we provide. This work has strengthened our connection with DFI members and built sustainable communication pathways between the broad church of DFI membership and internally across our Teams. This has been reflected in the increase in member engagement through our Strategic General and Annual General Meetings, which saw a 40% increase in member engagement at this key strategic oversight level.



Meeting of the Centres for Independent Living which took place on 15 August 2023

Member-Led Initiatives

Membership reviews provided us with an opportunity to focus on specific membership asks, including recognising:

- » Professionals within our membership are a vital source of experience and insight for each other and for us, leading to the creation of a Personal Assistance Advisory Group, and a Delivery Service Advisory Group through the Health Advocacy Programme, the latter of which has been key to informing our direct representation through the Dialogue Forum.
- » The immense challenges faced by changing workplaces within the disability sector, resulting in the provision of three dedicated Human Resource expert sessions on key areas of compliance concern.
- » The need for a renewed focus on quality and re-engagement with the Improving Quality programme.
- » Crisis level recruitment and retention issues across the sector, leading to a dedicated Section 39 campaign through Advocacy and Policy, and wider involvement and representation across the sector.
- » The growing need for collaboration to ensure sustainability of service delivery across our membership, resulting in a dedicated Personal Assistance Service Provider working group pilot programme.
- » The need for member voices to be reflected at every level of our activities with dedicated policy expertise through the evolving Policy and Advocacy Forum, key worker engagement in our growing Self-Advocacy Programme, and an increase in the voice of the experts by lived experience guiding all aspects of our work including representation in Europe.
- » A better understanding of the breath of DFI membership through an annual member survey, which will demonstrate the inherent value provided by DFI members across the country.



DISABILITY EQUALITY TRAINING



Our CPD accredited Disability Equality Training has gone from strength to strength in 2023 and continues to be a powerful factor in the development of self-advocacy in our member organisations.

We offer a range of comprehensive solutions designed to foster an inclusive and equitable work/social environments. Our unique approach involves co-creating training content with disabled persons and partnering with professional trainers who are experts by experience ensuring authenticity and relevance.

Utilising first-hand experiences to explore disability to reframe the learners thinking is part of our unique and innovative approach. Leveraging

experiences of the experts offers a shared approach to disability inclusion that generates the best impact. Employing their many years of experience, our trainers have created an enjoyable, informative and challenging workshop for delegates to attend. The training gives delegates a solid foundation in areas such as communication, appropriate language, types of disabilities, legislation, barriers for people with disabilities, accessibility, discrimination and creating an inclusive environment in the workplace.

Our disability training workshops helps businesses and organisations to feel empowered and confident when discussing disability, supporting or employing people with disabilities.



Staff from Monaghan County Council are pictured during a session of DFI's Disability Equality Training which was delivered by Pierce Richardson.

In 2023 we introduced a number of new communications initiatives and worked to grow our social media reach. Some of the projects we worked on in 2023 included:

The DFI Podcast

We launched *The DFI Podcast* on Spotify in February and published eight episodes in 2023 focusing on issues such as Cost of Disability, the retention and recruitment crisis, Budget 2024, Self-Advocacy, and an interview on the Wasted Lives report with Ombudsman Ger Deering.

Podcast Studio

In 2023 we worked with member organisations and self-advocates to make our podcasting studio available to them.

Website refresh

We conducted a refresh of our website with the new look home page going live in October featuring an enhanced section promoting the work that DFI does, a new Projects and Partnerships section and a new Member Newsfeed which highlights the advocacy and campaign work that our member organisations are engaged in.

Newsletters

The readership of our monthly newsletter and health update continued to grow in 2023. We also introduced two new quarterly newsletters – one on Community and Disability and one on Advocacy.



Brenda Drumm is pictured with Ombudsman Ger Deering following his interview on The DFI Podcast

Member Spotlight

We have continued with our Member Spotlight feature where we profile new and existing members of DFI in interviews and podcasts.

Social Media

We had an overall reach on social media in 2023 of 1.5 million. We launched new profiles on Threads and Tik Tok and saw growth across all of our channels which also include Instagram, X (Twitter), Facebook and LinkedIn.

We have been lifting DFI off the written page into more imaginative multimedia content which included more than 100 videos, storytelling and video shorts and enhanced visuals and design.



Staff putting their heads together at our event in Limerick on our three year Advocacy Strategy.

Strategic Plan 2022–2025

Progress Reports were produced every four months on the implementation of our Strategic Plan. These were presented to our Company Members at our Strategic and Annual General Meetings.

Advocacy Plan 2023–2026

Our Three-Year Advocacy Plan was adopted at a Board Meeting on 14 September 2023.

Governance Compliance Code

DFI's board of directors approved our compliance with the Governance Compliance Code on 14 September 2023.

Appointment of new Auditors

We completed a tender and interview process for the provision of professional auditing services. 'Woods, Delaney and

Partners Ltd T/A ND Audit and Advisory' were subsequently appointed as DFI's new Auditors by the Company Members at an Extraordinary General Meeting on 7 December 2023.

Revised Membership Fee Structure

A revised membership fee structure was approved by DFI's Board of Directors on 13 July 2023. The new structure generates membership fees based on an organisation's annual turnover rather than the number of staff. The rationale for this change is to provide equity for our member organisations in what they are being charged.

HSE Audit

DFI was included in the HSE audit programme of HSE funding agencies in 2022. During 2023 we provided

the HSE with progress reports on our implementation of the recommendations detailed in the audit report.

Annual and Strategic Meetings

We held our AGM and our Strategic General Meetings as hybrid offerings in 2023. Topical issues looked at during these meetings included:

- » Section 39 bodies service continuity, staff recruitment and retention
- » Section 39 pay issue post the ICTU ballot,
- » Findings from DFI's Membership Survey on pay
- » The sustainability of voluntary organisations

Improving Quality

We successfully obtained the Improving Quality Foundation Level re-certification. We will be working towards applying for accreditation at Progression Level in 2024.

HR/Staff Development/Staff Wellbeing

The Board of Directors commenced the recruitment process for a new Chief Executive Officer in preparation for



One of the DFI staff well-being sessions held in 2023.

current Chief Executive Officer, John Dolan's, retirement in 2024. Principal Connections were selected as the external recruitment company to assist with this piece of work.

We developed a new Role Description template and updated all staff role descriptions.

We worked on addressing the top issues highlighted in our Staff Engagement Report which was developed by Quality Matters. The content of this report is based on an anonymous survey that all DFI staff had the opportunity to complete.

Our Wellbeing Committee organised four events for staff throughout the year.

The DFI Year in Numbers

1

#MakeWayDay trending at number one on social media



1

One self-advocacy event in Cork



4

Four well-being sessions



8

Eight podcast episodes



39

DFI represented on thirty-nine external committees



24

Twenty-four self-advocates graduating from our media training



17

Seventeen policy submissions made



13

Thirteen delegates at the Fifth European Parliament of Persons with Disabilities in Brussels



123

One hundred and twenty-three DFI Member Organisations



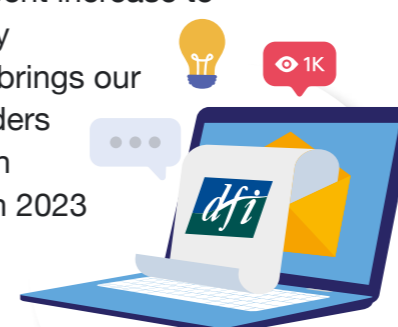
3,400

Three thousand four hundred emails sent to TDs in our Take Action campaign on Section 39 campaign



15,000

A fifty per cent increase to our monthly newsletter brings our annual readers up to fifteen thousand in 2023

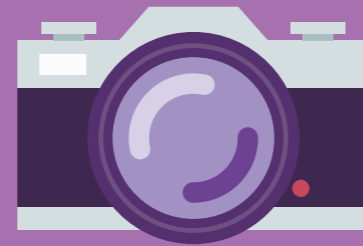


1,500,000

1.5 million reach on social media



The DFI Year in Pictures



Minister Anne Rabbitte is pictured in Dublin at the launch of the report from Phase One of the Neuro-Mapping Project with representatives from the three sponsoring organisations: HSE, DFI and the Neurological Alliance of Ireland.



Fiona Bolger, CEO of DFI Member Organisation Spinal Injuries Ireland is pictured with DFI's Allen Dunne at the launch of the Partnership Principles in Dublin.



DFI's Riona Morris, John Dolan and Dr Emer Begley pictured at the eighth National Economic Dialogue which took place on 12 June at Dublin Castle.



Disability Activist Paul Alford congratulating Carolyn Akintola following her speech on disability rights at the Fifth European Parliament of Persons with Disabilities which took place on 23 May in the hemicycle of the European Parliament in Brussels. Paul and Carolyn were part of DFI's delegation to the Parliament.



The DFI team pictured at a staff event in Limerick on the development of our Three-Year Advocacy Strategy.



Broadcaster Miriam O'Callaghan was guest presenter at our self-advocate media training graduation in March. She is pictured here with disability activist Michael Meere from Co Clare.

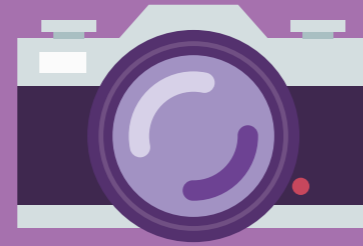


DFI's Aine O'Sullivan is pictured with Andrew Roche at the presentation of certificates following his completion of a Community Based Self-Advocate Mental Health Workshop delivered by DFI in Cork.



The Irish Delegation to the Fifth European Parliament of Persons with Disabilities pictured at a reception for them in the Irish Embassy in Brussels.

The DFI Year in Pictures



DFI's Lisa Fenwick is pictured on Make Way Day in Galway with disability activists and advocates and with guide dog Leon.



Our second self-advocate media training graduation took place in November. Alison O'Reilly of the Irish Examiner and DFI's Director of Advocacy Dr Emer Begley are pictured here with the second Class of 2023.



DFI hosted a Making Advocacy Real Event in Cork on 30 November which was our flagship event for International Day of Persons with Disabilities and Purple Lights 2023.



Senator Tom Clonan hosted DFI for a Pre-Budget briefing in the AV Room of Leinster House. He is pictured here with Rosaleen Doherty of DFI Member Organisation Donegal Centre for Independent Living and DFI CEO John Dolan.



DFI represents its member organisations on over 30 National Health and other Statutory Committees. On 12 December we hosted a Health Reps gathering in our offices in Dublin. DFI's Cathy McGrath is pictured here introducing the event.



DFI's Pre-Budget Submission 'Time for Action – Invest in People with Disabilities' was launched on 29 June. We were joined by disability activists Carolyn Akintola and Michael Meere for the launch who are pictured here with DFI CEO John Dolan and Director of Advocacy Dr Emer Begley.



The launch of Make Way Day 2023 with self-advocates Brenda Drumm and Gary Kearney, DFI CEO John Dolan and members of the roads policing unit of An Garda Síochána.



DFI's Laura O'Callaghan is pictured at the launch of Wicklow Co Council's Disability and Inclusion Strategy with members of the DISC Committee.

Extract from 2023 Financial Statement

Statement of financial activities for the year ended 31 December 2023

	Note	Restricted funds 2023 €	Unrestricted funds 2023 €	Total funds 2023 €	Total funds 2022 €
Income from:					
Donations and legacies	5	–	88,058	88,058	69,625
Charitable activities	6	284,051	1,330,146	1,614,197	1,620,978
Other activities	7	81,854	41,913	123,767	191,124
Total income		365,905	1,460,117	1,826,022	1,881,727
Expenditure on:					
Raising funds		–	5,758	5,758	3,162
Charitable activities		343,849	1,416,607	1,760,456	1,658,034
Governance costs	9	–	101,310	101,310	81,090
Total expenditure		343,849	1,523,675	1,867,524	1,742,286
Net movement in funds		22,056	(63,558)	(41,502)	139,441
Reconciliation of funds:					
Total funds brought forward		42,802	1,428,122	1,470,924	1,331,483
Net movement in funds		22,056	(63,558)	(41,502)	139,441
Total funds carried forward		64,858	1,364,564	1,429,422	1,470,924

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

Balance Sheet as at 31 December 2023

	Note	€	2023 €	€	2022 €
Fixed assets					
Tangible fixed assets	13		15,671		51,640
			15,671		51,640
Current assets					
Debtors	14	91,853		146,876	
Cash at bank and in hand	21	1,480,970		1,476,955	
			1,572,823	1,623,831	
Creditors: amount falling due within one year	15	(159,072)		(204,547)	
Net current assets			1,413,751		1,419,284
Total assets less current liabilities			1,429,422		1,470,924
Total net assets			1,429,422		1,470,924
Charity funds					
Restricted funds	18		64,858		42,802
Unrestricted funds			1,364,564		1,428,122
Total funds			1,429,422		1,470,924

The financial statements were approved and authorised by the board on 9 May 2024 and signed on their behalf by:

Michael Doyle
Director

Francis Brennan
Director

DFI Member Organisations 2023

Affiliate with Nominating Body Status

- » Acquired Brain Injury
- » AHEAD
- » Alzheimer Society of Ireland
- » Anne Sullivan Centre
- » Arthritis Ireland
- » Blanchardstown Centre for Independent Living
- » Bluestack Special Needs
- » Caring and Sharing Association
- » Central Remedial Clinic
- » Cheshire Ireland
- » County Roscommon Disability Support Group
- » Cystic Fibrosis Ireland
- » Debra Ireland
- » Disabled Drivers Association
- » Donegal Centre for Independent Living
- » Down Syndrome Ireland
- » Dyslexia Association of Ireland
- » Enable Ireland
- » Epilepsy Ireland
- » Fighting Blindness
- » Galway Centre for Independent Living
- » HAIL
- » Headway Ireland
- » Huntingtons Association
- » Irish Guide Dogs for the Blind
- » Irish Haemophilia Society
- » Irish Kidney Association
- » Irish Motor Neurone Disease Association
- » Irish Society for Autism
- » Irish Wheelchair Association
- » Leitrim Association for People with Disabilities

- » Longford Centre for Independent Living
- » MS Society Ireland
- » Muscular Dystrophy Ireland
- » National Federation of Arch Clubs
- » Vision Ireland
- » Neurofibromatosis Association of Ireland
- » Northwest MS Therapy Centre
- » Parkinsons Ireland
- » Polio Survivors Ireland
- » Reach Ireland
- » Rehab Group
- » Sophia Housing Association
- » Special Olympics
- » Spinal Injuries Ireland
- » St Catherines Association
- » St Gabriel's Foundation
- » Vantastic
- » WALK
- » Waterford Centre for Independent Living
- » Western Care Association

Affiliate

- » Ability West
- » Accessible Community Transport Southside
- » Áiseanna Tacaíochta
- » AK Inspired Ability
- » Arts & Disability Ireland
- » ASPIRE
- » Athlone Access Awareness
- » Autism Initiatives Ireland
- » Autism Support Louth and Meath
- » Bodywhys
- » Care Alliance Ireland
- » Carlow Centre for Independent Living

- » Carmichael Centre for Voluntary Groups
- » Centre for Independent Living Cork
- » Children in Hospital Ireland
- » Childvision
- » Chime
- » Cork Deaf Association
- » Cork Stroke Support
- » Crann Centre
- » Dara Community Living
- » Dyspraxia DCD Ireland
- » Employability Service West Cork
- » Family Carers Ireland
- » Feach
- » FICTA
- » Galway Autism Partnership
- » GROW Mental Health
- » Heart Children Ireland
- » iC.A.R.E
- » Inspire Wellbeing
- » Irish Heart Foundation
- » KARE
- » Kilkenny Centre for Independent Living
- » Lakers Sport and Recreation Club
- » Lucan Disability Action
- » Mental Health Reform
- » Migrane Association of Ireland
- » Move4Parkinsons
- » Neurological Alliance of Ireland
- » North Tipperary Disability Support Services
- » Offaly Centre for Independent Living

- » Prader Willi Syndrome Association Ireland
- » Reach Deaf Services
- » RHS Homecare
- » Sharing the Journey
- » Sligo Centre for Independent Living
- » Spina Bifida Hydrocephalus Ireland
- » St Hilda's Services
- » Tipperary Centre for Independent Living
- » West Limerick Independent Living
- » Westmeath Centre for Independent Living
- » Wexford Disability Development (CIL)

Associate

- » Alcohol Forum
- » Association of Occupational Therapists in Ireland
- » Autism Support and Family Advocacy Network
- » Bloomfield Mental Health Services
- » Cavan and Monaghan Parents Committee
- » Donegal Special Needs Parents Committee
- » Extra Care
- » Fionnathan Productions
- » Galway Rural Development
- » Mayo Autism Camp
- » PALS
- » Positive Futures: Achieving Dreams, Transforming Lives
- » Respond
- » Voluntary Services International
- » Youth Advocacy Programmes Ireland

DFI Board Members List 2023

These are the members of our Board who served in 2023. There were some changes to the board in 2023 and these are highlighted below:

- » Francis Brennan
- » Pat Clarke (resigned 29 June 2023)
- » Michael Doyle
- » Ann Marie Ellison
- » Karen Foley
- » Pdraig Hannafin (appointed 29 June 2023)
- » Owen Hillery (appointed 24 October 2023 and resigned 13 January 2024)
- » Aoife Lambe (appointed 29 June 2023)
- » Siobhán Long
- » Wendy McCarry (resigned 29 June 2023)
- » Darragh McDonald (resigned 17 June 2023)
- » Peter Murphy
- » Grainne O’Leary
- » Julie Sharp



We had two Strategic General Meetings and our AGM which took place in hybrid format in 2023. Our AGM had a topical session which looked at the Transfer of Functions to the Department of Children, Equality, Disability, Integration and Youth.



Outgoing Chair of the DFI Board Fran Brennan, CEO of Polio Survivors Ireland is pictured launching the DFI Annual Review at our AGM which took place on 29 June.

Change never happens at the pace we think it should. It happens over years of people joining together, strategizing, sharing, and pulling all the levers they possibly can. Gradually, excruciatingly slowly, things start to happen, and then suddenly, seemingly out of the blue, something will tip.

Judith Heumann (1947–2023), fondly remembered as the mother of the Disability Rights Movement.



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.

DFI, Fumbally Court, Fumbally Lane, Dublin 8

Tel: 01-4547978

Email: info@disability-federation.ie

Web: www.disability-federation.ie



[@DFIIreland](https://www.facebook.com/DFIIreland)



[@DisabilityFed](https://twitter.com/DisabilityFed)



[@disabilityfederationire](https://www.instagram.com/disabilityfederationire)



[tiktok.com/@dfi_ire](https://www.tiktok.com/@dfi_ire)



podcasters.spotify.com/pod/show/thedfipodcast

Registered Charity Number: 6177

Company Number: 140948

Charities Regulator Number: 20010584