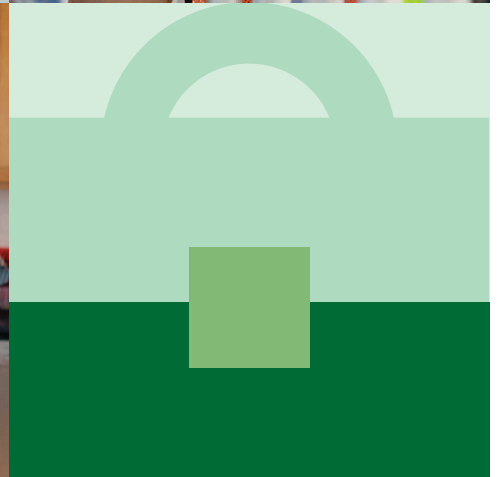




**Sinneave**  
FAMILY FOUNDATION

# 2022 Impact Report





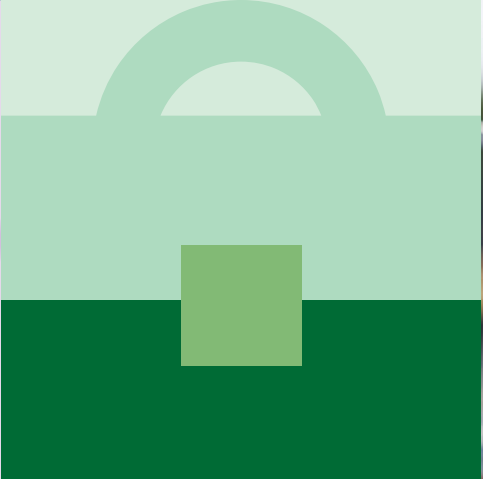
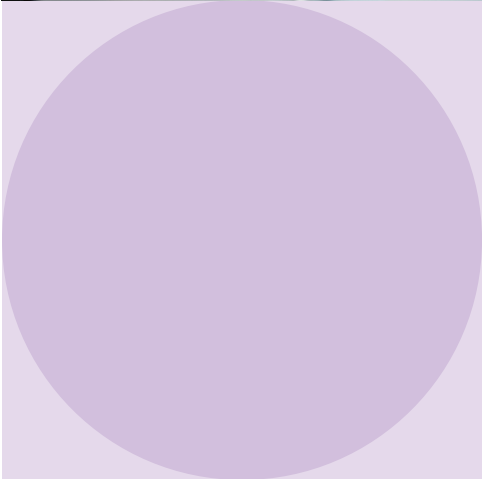
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### A Note About Language

Inclusive language reflects mindfulness and intentionality—it is a dynamic space that continues to evolve. By asking and listening, we continue to inform our use of language in all aspects of our work and are learning the considerations and preferences of autistic and neurodiverse individuals. We are acting in respect of preferences by including both identity first ("autistic") and person first ("individual or person on the autism spectrum") language throughout the report.

This Impact Report is an interactive document on our website with **direct links** to additional information on featured topics and projects.

Design by Field Trip & Co



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## President's Message



The Sinneave Family Foundation embraced continuous learning, quality improvement, and evidence-informed decision making throughout 2022.

We shifted from entirely virtual operations to hybrid approaches across most activities, which provided opportunities to learn, reflect, adapt and innovate. I wish to thank our staff, board of directors, corporate members, autistic advisors and community partners for their respective contributions to our collective achievements and impact in 2022. I particularly want to acknowledge the flexibility, openness and unwavering commitment demonstrated throughout this period of change.

We value lived experience as a rich and meaningful base of evidence to inform our priorities and initiatives and deeply appreciate those who contributed their perspectives through focus groups, advisory groups, interviews, surveys, projects, evaluations and discussions. You generously shared insights that helped us to sharpen our focus and enhance our resources. Thank you!

**Ask - Listen - Act** is a theme that captures our approach in 2022.

We sought to ask the right questions, to the right people, at the right time.

We recognized the need to spend more time listening in order to enhance our understanding of what we can do to realize needed changes and opportunities.

We committed to act in ways that embrace diversity, recognize the importance and power of language, and are focused on meeting the needs of autistic people and their families.

**Ask - Listen - Act** will continue to underpin our efforts as we move forward in advancing beyond awareness and acceptance to empowerment, inclusion, and equity.

— **TANYA MCLEOD**  
President

### Land Acknowledgment

With gratitude, we acknowledge that The Ability Hub is located on the traditional territories of the Blackfoot and the people of the Treaty 7 region in Southern Alberta, which includes the Siksika, the Piikani, the Kainai, the Tsuut'ina, and the Stoney Nakoda First Nations, including Chiniki, Bearspaw, and Wesley First Nations. The City of Calgary is also home to Métis Nation of Alberta, Region III. We pay our respect to elders, past and present, for stewarding the land, water and the life of this region. We acknowledge the legacy and harms of colonization and seek to move forward together to make things better and to be intentional about equality, inclusiveness and learning from the past.



## Our Team

Within and beyond our organization, we are focused on promoting safety, respect, and belonging, while amplifying voices and empowering people through opportunity.



As a team, we embraced an **Ask - Listen - Act** approach to internal activities throughout 2022. We asked staff about the return to in-person work and co-developed a hybrid workplace model that would support employee flexibility while concurrently delivering on operational priorities and overall accountabilities. We reflected collectively on our experiences with this hybrid model after six months, and took action to fine-tune our approach.

We prioritized employee well-being and were intentional about taking action to create and sustain a healthy, safe, inclusive and caring work environment. We set aside regular dedicated time to connect as a group and to learn from and with each other about topics of importance. We also took time to get to know each other better through shared experiences and just plain fun.

We committed to ongoing learning and professional development for all employees. With keen interest in enhancing our innovation processes, more than a dozen employees participated in an Innovation and Design Thinking Workshop Series through the

**“Where it’s been different at Sinneave is I’ve been able to be myself, and everyone just sees me as I am.”**

— RYAN  
Program Associate

Haskayne School of Business at UCalgary. Implementing the principles of innovative thinking, our team members are embracing a culture of curiosity and innovation and are encouraged to consider how to apply these principles to everything that they do.

## Serving People Directly

The transition to adulthood is challenging. There are questions, options and decisions to be made at every turn. We are here to help.

The world can seem designed for those who live, learn, and work in a certain way, but humans are neurodiverse. Autism is one example of neurodiversity experienced by approximately 1 in 50 Canadians<sup>1</sup>. While autistic people go through the same life events as everyone else, their experiences—how they process and respond to information—can be very different.

In an autistic student's experience of education after high school, for example, how do they identify their unique strengths and interests, and how do they find ways to highlight those abilities in the classroom? How do they navigate a new peer social environment? Can they obtain help that they may need to equitably compete in an academic setting? How do they come to understand and advocate for what they may need?

There are similar questions relating to employment. It can be tough to find a job that matches skills, strengths and interests in a work environment that is autism-inclusive, neuro-affirming (accepts, understands, and values neurodiversity) and accessible. How might they navigate a traditional job interview when their communication strength is written rather than verbal? How might they address their specific sensory needs working in a new environment?




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**75% of participants in Skills Groups sessions report that they used one or more strategies to help them to take action towards something that is important to them.**

When it comes to housing, the jump from living at home with the support of family to a greater level of independence can feel overwhelming. How do they know where to turn for support? Who can help guide them to finding a suitable place to live? Do they have the critical skills necessary to live safely on their own?

The Sinneave Family Foundation offers a variety of free of charge services in which staff work with individuals and their families to build on their unique strengths, understand their options and help develop plans to achieve their life goals in post-secondary education, employment and housing.

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**“Skills Groups are really good...everyone speaks and shares their experiences, and that’s a really humanizing moment.”**

— MASON  
Skills Group Participant

1. Canadian Academy of Health Sciences. (2022). Autism in Canada: Considerations for future public policy development - Weaving together evidence and lived experience. Ottawa (ON): The Oversight Panel on the Assessment on Autism, CAHS.

## Working with the Community to Reduce Barriers and Enhance Opportunities

The Sinneave Family Foundation recognizes that working with individuals to help them prepare to achieve important life goals is central to their success—but it is not enough.

The complex systems that surround Education, Employment and Housing can create barriers for neurodiverse people to participate equitably. Therefore, equally important work must take place through a range of formal and informal collaborations that feed a collective wave of change at the community and systems levels locally, provincially and nationally.

At a community level, Sinneave helps others to create more equitable environments. We help educators to recognize and apply strategies and tools to create teaching and learning environments that are conducive to all students' success. We support employers to create work conditions that are more universally supportive and flexible. We share practical approaches for landlords to ensure their policies are not creating unintended barriers. We connect community stakeholders and those with lived experience in ways that help them to gain knowledge, build confidence and achieve their goals related to inclusion. Community engagement and knowledge sharing are fundamental aspects of our day to day work.

At a systems level, Sinneave works to get issues of priority onto agendas for discussion and consideration of policy makers and we connect with stakeholders to generate momentum in areas of shared interest. We concurrently support research and generate evidence that will inform decisions, influence change and advance solutions. We aim to bend the borders of existing systems where they could meet needs identified by autistic youth and adults, and we seek to redesign borders from an autistic lens where required.

The Sinneave Family Foundation works as a strong collaborator to reduce barriers and create more opportunities for autistic people to live, learn, work and thrive in their communities. We aim to meet needs in the short term, promote change in the medium term, and generate evidence to inform systemic change in the long term.

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**“Sinneave Family Foundation remains a critical contributing partner to numerous collaborative partnerships that have furthered the activities of Alberta’s united autism community.”**

— LYNDON PARAKIN

Vice President, Autism Society Alberta

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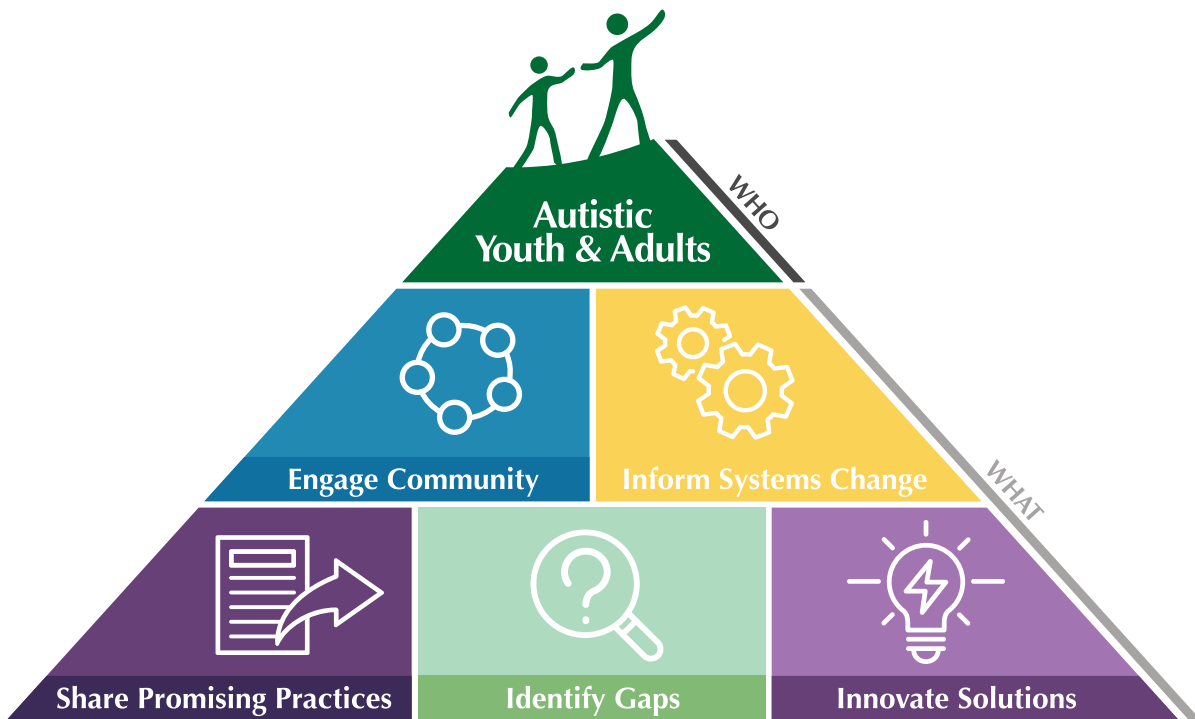
**“Many thanks to the Foundation for continuing to support—in such a constructive way—the collaborative efforts for collective impact in Canada.”**

— STELIOS GEORGIADES

Founder, Co-Director, **MacART**;  
Chair in Autism & Neurodevelopment

## Our Approach

We aim to provide value to the community by collaborating and investing in initiatives that we believe will remove barriers and enhance opportunities for autistic adults.



**Our Vision**

Autistic adults live, learn, work and thrive in their communities and realize their desired futures.

**Our Mission**

Reduce barriers and enhance opportunities for autistic youth and adults.

**Our Impact**

Improved outcomes in education, employment and housing.



## Featured Collaborations

In 2022, Sinneave contributed financially to the community through 26 grants. The following featured collaborations are some examples.

### Canadian Journal of Autism Equity

Offering a platform to amplify autistic voices and experiences and bring them to the attention of policymakers, academics and the Canadian public.

In September 2022, Autism Ontario recognized the editorial board of the CJAE with the Gerry Bloomfield Award in the professional category for *"important contribution to the elevation of autistic voices and lived experience in the area of autism research and public policy."*

### The Great Equalizer Project

Putting autistic and neurodiverse jobseekers at the centre of an integrated employment service delivery model.

*"I can't tell you how much we appreciate the support —it is so key for us."*

— **GARTH JOHNSON**  
CEO, Meticulon

### Autism Alberta's Family Resource Centres

Addressing capacity needs in rural communities to remove system barriers to accessing support and opportunities.

*"Provision of in-kind support, resources, and funding to address capacity needs in rural communities is supporting Autism Alberta's Family Resource Centers to assist with the timely needs of families across all regions of the province."*

— **LYNDON PARAKIN**  
Vice President, Autism Society Alberta

### Innovations in Autism Symposium

Connecting researchers from different disciplines and countries to mobilize learnings and share innovative strategies.

*"There is a need for innovation, not in a particular tool or a particular intervention, but instead innovation in the way we think... an innovation of individual-contextual approaches to mental health."*

— **JONATHAN WEISS PH.D.**  
Keynote - May 5, 2022

### Autism Data Collective

Facilitating and accelerating multidisciplinary, multi-sector, and multi-jurisdictional data initiatives.

*"Thank you for helping to build capacity in the Data-to-Policy space and action for our pan-Canadian data collaborative."*

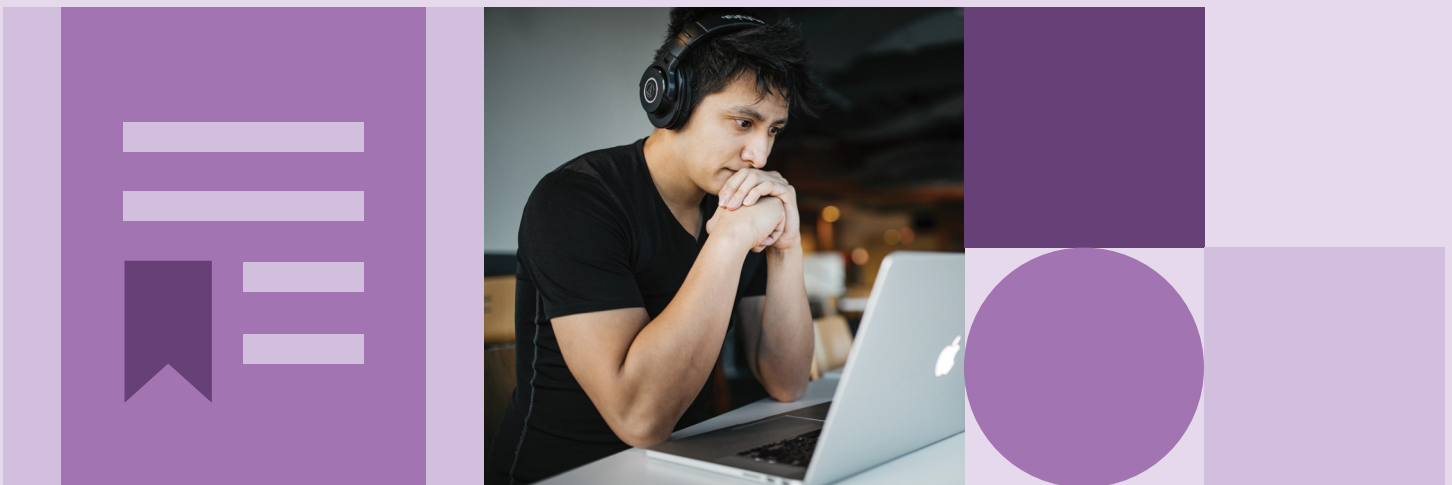
— **JONATHAN LAI**  
Executive Director, Autism Alliance of Canada

# Education

Education beyond high school predicts greater financial and employment security in adulthood. Many autistic students have the ability to compete academically in post-secondary studies but their graduation rates remain lower than other students<sup>1</sup>.

In 2022, Sinneave invested across the education ecosystem with a goal of improving post-secondary outcomes.

1. Canadian Academy of Health Sciences. (2022). **Autism in Canada**: Considerations for future public policy development - Weaving together evidence and lived experience. Ottawa (ON): The Oversight Panel on the Assessment on Autism, CAHS.



### Investing in Students

Sinneave offers a number of programs and services designed to support students in building specific skills while boosting their confidence through individual and group coaching that will position them for success in post-secondary settings.

We also invest directly in post-secondary students by providing financial scholarships. The Dr. Fraser Mustard Scholarship is provided to graduate students pursuing academic training in a program that advances knowledge in the field of autism. The Richard Haskayne Scholarship is provided to students on the autism spectrum who are pursuing education beyond high school. The Sinneave Directors Award can be applied to post-secondary tuition, supportive technology or other items that support goals in post-secondary education.



### Investing in Educators

Setting students up to succeed begins long before high school graduation. In 2022, we developed an innovative educator webinar series to share specific strategies that can create the conditions for a greater range of neurodiverse students to succeed in the classroom.

### Investing in Systems

Sinneave has worked collaboratively with UCalgary over several years to advance their vision to consider students of all neurologies in designing learning experiences. In 2022, we committed \$3.75M over four years to UCalgary to support the development and implementation of a **Work Integrated Learning Initiative for Neurodiverse Students.**

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**“The Haskayne Scholarship has strengthened my belief of how motivation and hard work can help someone accomplish their goals.”**

— JOSHUA

Scholarship Recipient

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**“This scholarship makes a massive impact at a critical time in my studies where I’m balancing family, my last course, and looking for work. Thank you so much!”**

— JENNIFER

Scholarship Recipient

37  
Awards Granted  
Totalling \$43,160

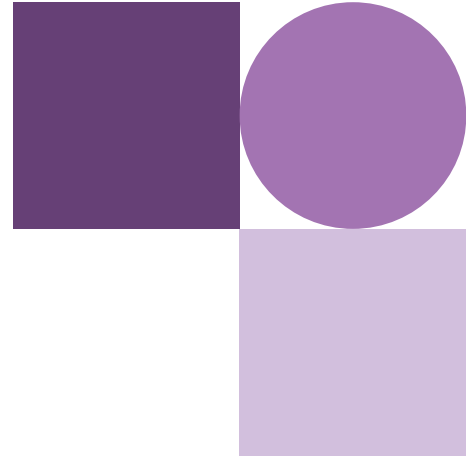
## Work Integrated Learning Initiative Opens Doors for Neurodiverse Students

There is a broad recognition that students receive significant benefits when some of their learning takes place in a workplace setting. Common work integrated learning opportunities include Co-ops, Internships and Practicums. Building confidence, learning about workplace culture and putting newly acquired knowledge to work are a few ways that this type of learning creates important bridges from school to the workplace.

There are, however, a number of things that can get in the way of students realizing the full benefits of a work-integrated style of learning. For some students, a traditional interview is a barrier to landing the work experience job. Other students worry about whether and how to ask for accommodations in this new setting. Consequently, neurodiverse students are underrepresented in work integrated learning settings.

The Sinneave Family Foundation identified the opportunity to partner with the University of Calgary to advance its goals for campus-wide systems change that would foster success for neurodiverse students while in school, and support their transition to employment upon graduation. The University's experiential and work-integrated learning goals are to ensure that all students are able to equitably participate and thrive in work experience settings. This new initiative will bring together those who make up the broad work integrated learning ecosystem to look at programs and workplaces with the needs and strengths of neurodiverse people in mind. A key principle is to work with students who have lived experience with neurodiversity as partners to inform this work.

It is still early days, but providing equitable access for neurodiverse students, sharing lessons learned with other post-secondary institutions, and helping employers connect to a broader range of diversity is a win-win-win and has the potential to drive significant systems change.



**“The University of Calgary is committed to ensuring that all of our students have the opportunity to learn through work-integrated Learning....We need to transform our programs so they are inclusive of all neurologies.”**

— ERIN KAIPAINEN

Associate Director, Experiential and Work Integrated Learning at the University of Calgary

## Educator Series Offers Knowledge and Practical Tools

Educators support a wide range of neurodiversity in the classroom every day and are eager to learn what they can do to help every student succeed to the best of their ability using a strengths-based approach.

Sinneave's newly developed Autism Learning Series for Educators focuses on understanding autism and neurodiversity in the classroom. In partnership with the Calgary Regional Consortium, the series was made available, both live and online, to educators (teachers, educational assistants, and administrators) wishing to develop a deeper understanding of increasingly diverse classroom environments.

Topics included how autism could present in the classroom, the common co-occurring conditions that often accompany individuals on the autism spectrum—for example, anxiety, ADHD, depression—and fostering student independence in the classroom.

Sinneave also delivered tailored versions of the Educator Learning Series with a focus on “twice-exceptional” students—students that are both autistic and gifted—for schools in Edmonton and Calgary.




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**“Absolutely wonderful series. Appreciated the strength-based approach.”**

— JANE  
Attendee

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**335** Educators from secondary and post-secondary schools attended our 3-Part Educators Learning Series.

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**100%** of survey respondents indicated that the Educator Series provided useful information and/or specific strategies to integrate into their current practices.

# Employment

Having meaningful work and earning income is a key goal of adulthood. Autistic Canadians who are able and want to work, however, are often unemployed or under-employed.

In 2022, Sinneave acted by investing across the employment ecosystem with a goal of improving employment outcomes. Through in-house programs as well as local, regional and national partnerships with government, educational institutions, and community organizations, we helped young people develop skills and strategies to assist in finding employment.



### Investing in Prospective Employees

Sinneave offers a number of programs, services and learning activities both in person and online, designed to support motivated job seekers to achieve their employment goals. For example, Launch + Skills is a goal focused coaching program where regularly scheduled sessions are intended to support skill development—in this case, improving employment readiness.

### Investing in Employers

Helping prospective employees prepare for employment is only part of the success equation. The other part is having employers who are engaged, knowledgeable, and motivated to offer work environments that support success for a wide range of diversity, including neurodiversity. Sinneave offers a unique service called #ExperienceAutism where we facilitate a conversation with employers to talk specifically about how they can ensure their workplace environment is welcoming. The service is offered in-person or virtually. Sinneave brings two staff members, a registered psychologist and an Autistic Advocate, to a conversation to talk about how to apply some key autism-friendly principles in their workplace.

### Investing in Systems Change

Sinneave continues to work in collaboration with others to generate evidence relevant to autism and employment in Canada. We lead and facilitate data collection as well as program evaluation initiatives, and we synthesize information from a variety of sources into practical resources. We share these resources to support knowledge mobilization and action, with helpful fact sheets, tools and guides available through the [Worktopia website](#).



Worktopia Connects attendee reading employer toolkit

**“I needed to hone my life management skills so that I could be a trustworthy and reliable bus driver... Taking the program tips and tricks seriously helped a lot.”**

— JONATHAN

Launch + Skills Graduate



**87.5%**  
of #ExperienceAutism participants feel more confident in their ability to apply the 6 Principles of #ExperienceAutism to their work setting.

**91 people participated in 13 #ExperienceAutism sessions in 2022**

## Supporting Employment Preparedness

In 2022, as we began to emerge from the pandemic, a significant shift took place in the workforce as a shortage of labour, both in skilled and unskilled workers, became a critical issue for many businesses. So why, then, is it so tough for an autistic adult to find a job these days?

There could be several reasons, starting with the job search itself. From resume building and cover letter writing, to interview preparation, the actual interview and follow-up, it can sometimes seem an overwhelming process just to get a foot in the door. Once you're in the door...what does it take to maintain that job, or to grow within the company?

That is where EmploymentWorks comes in—an employment preparedness program developed by Sinneave and offered in a variety of formats. Program staff across the country work together to share lessons learned and collect evidence to support program enhancements. Collectively, we are achieving almost double the employment rates amongst individuals who have enrolled in the program, compared to employment rates reported in the general autistic population in Canada.

EmploymentWorks offers employment skills development and job sampling in actual workplaces, followed by supports for job seeking. Access to virtual job simulations and other resources are also made available to program participants.

Edward is a graduate of EmploymentWorks who came with a number of years' experience working in the film industry, and looking to change careers. He says what he learned through the program changed his perspectives—about himself, about the job search, and about life in general.




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**312 participants across 55 programs in 7 provinces completed the EmploymentWorks program in 2022.**

“The biggest change I’ve experienced personally is how I’m seeking employment and career opportunities,” he explains. “I’ve made significant alterations to my CV. I’ve changed my approach to employers and how I communicate after the interview. I’ve learned about my own strengths and weaknesses.” Now, he says, “I’m getting interviews and making great connections.”

Along with the practical skills and knowledge gained, Edward has a sense of optimism for the future.

“I’m not the negative person I used to be,” says Edward. “All that has been thrown out the window. I was frustrated with not getting interviews, but since the program...I’m a lot more aware of the opportunities. And I owe a lot of that to Sinneave.”

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**“Don’t be afraid of discovering yourself and who you are, and just accept that you need help, because a lot of people like myself...[are] reluctant to do more research to get the help needed.”**

— ELYSHA  
EW Participant



## Supporting Business Success

When it comes to staffing his business with a neurodiverse workforce, Alan has some definite opinions.

A manager at AutoValue, a Calgary-area family business operating for more than four decades, Alan believes in offering opportunities to employees to work to their full potential. The company has tapped into Sinneave for support that has led to hiring more than one of their front-line workers.

AutoValue recognizes that building a neurodiverse workforce plays to everyone's best qualities, skills and strengths, and that by opening their minds—and their doors—they are breaking stereotypes and supporting eager workers while benefiting their business.

Many employers are motivated to embrace greater diversity and neurodiversity, but don't know how to connect with highly underutilized autistic talent.

EmploymentWorks provides opportunities for employers and prospective employees to come together in a supported environment and learn a bit about one another. Many EmploymentWorks participants, having gained some valuable skills and grown in their confidence, go on to be hired by organizations where they participated in job sampling.

Drew is one of those people. Drew came into the EmploymentWorks program after completing high school; he knew he needed meaningful work in an environment that would provide him with some challenges. Hired to work at AutoValue, he's been with the company for a few years, rising through the ranks to a point where he is now a head cashier and occasionally has the responsibility of opening the store.

"Engaging employers like AutoValue is essential to the success of EmploymentWorks," says Ian Humphreys, Sinneave Employment Advisor. "Across different sectors, exposing people to a range of opportunities they hadn't considered is the backbone of the EmploymentWorks program and we are excited by the number and variety of employers who want to work with us."

Sinneave is supporting business success and enhancing employment opportunities through employer-focused services and supports.

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**"I don't believe in being just one thing. That can-do attitude led me to be accepted by AutoValue. I end every day satisfied and I'm genuinely happy."**

— DREW

EW Graduate and AutoValue Employee



Drew and Alan at AutoValue

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**"The employees have been great. For us, as a company, giving everyone a chance to have equal opportunity has brought nothing but success."**

— ALAN

Manager

# Housing

Many autistic adults live with their parents well into adulthood as there are few suitable, affordable housing options available. As parents age, it becomes clear that the situation is not sustainable over the longer term.

In 2022, Sinneave acted by investing across the housing ecosystem with a goal of improving housing outcomes.



### Investing in Individuals

Whether someone is early in the process of seeking to understand the landscape of affordable housing, or feeling ready to take the next step in independence, Sinneave offers programs and services designed to support individuals on the journey to living as independently as possible. Specifically, Sinneave provides life skills coaching with a focus on independent living, and a Housing Specialist to help individuals connect to a housing solution with the right amount of support.

### Investing in Creating Access to Affordable Housing

Sinneave coordinates with affordable housing providers and support agencies to create opportunities and facilitate access to affordable housing units in Calgary. In this coordinating role, we raise awareness within the affordable housing sector and advocate for autistic adults who previously had no way to access affordable housing. Sinneave also helps to facilitate agreements between service providers and families in specific buildings to provide light wrap-around supports and social activities for autistic tenants in the building.

### Investing in Systems Change

Affordable, suitable housing is a pressing priority for Autistic Canadians. In 2022, Sinneave collaborated with the Accessibility Institute at Carleton University to create a housing knowledge synthesis hub. This initiative will build on learnings from various Solutions Labs funded by the Canada Mortgage and Housing Corporation. **Solutions Labs** are intended to solve complex housing problems in new and innovative ways.

The desired goal is to collaborate with housing champions across Canada to get practical knowledge into the hands of stakeholders in order to encourage action and promote positive change.



## Autism and Affordable Housing: Promoting Action by Sharing Lessons Learned

The Sinneave Family Foundation housing team has worked with affordable housing providers and support agencies to help many autistic adults find homes of their own. In recognition of National Housing Day on November 22, Sinneave, in partnership with the Autism and/or Intellectual Disability Knowledge Exchange Network (AIDE Canada), presented a [webinar](#) to share a decade's worth of hard-won and inspiring lessons learned.

**79%** of those we helped move into affordable housing in Calgary report that their quality of life has somewhat or significantly improved as a result of living more independently.

Since 2018, we have worked with 4 housing providers and 3 support agencies to support 54 autistic adults to move into affordable housing units in Calgary.

## Living On My Own

Ken and Susan found themselves at a crossroads. Aware that it was time for their adult child Mabon to take the next step towards independence and venture out into the world on their own, in their own living space, they had many questions—most importantly, was Mabon ready?

When the couple relocated to Alberta, they sought answers to their questions and came across Sinneave. They signed Mabon up for the Launch + Skills Program and learned about Sinneave's role in facilitating the application process to affordable housing rentals.

Eventually, a housing opportunity opened up for Mabon. "To be honest we weren't sure it would be a good fit when we first heard about it," explains Susan. "We weren't sure it would meet their needs and circumstances."

"Most importantly," Ken continues, "Mabon saw it and loved it at first sight." Despite their doubts, they pursued the application with Sinneave's assistance.

Today, Mabon lives in a one-bedroom apartment in a building with a variety of adults, including 20 autistic tenants. A community support agency coordinates activities in the building where the tenants can meet and share interests. Mabon also has a support worker who comes in several times a week to help with cleaning, living skills, companionship, as well as social and emotional support.

It is going well for Mabon, and Ken and Susan have learned some very valuable insights into the importance of independence for them all.

"Don't underestimate your adult child," offers Susan. "They typically rise to the occasion. They surprise us with what they are capable of. That may be the most pleasant surprise for us."



Ken and Susan

"Be realistic," she continues. "There will be ups and downs, and it's just riding through those, and making sure everybody comes out on the other side."

"Prepare your child as much as possible through the opportunities that are available through organizations like Sinneave," suggests Ken. He suggests that parents learn about organizations that provide opportunities for social interaction, workshops and skill development.

All agree on one thing—Mabon moving into their own apartment with some supports is a big step toward adulthood, and it is a good thing.

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**"I think what it means to thrive as an autistic adult is being able to just generally be content with your life, and I am definitely doing that...I really like living on my own."**

— MABON  
Autistic Adult

## Connecting a National Network of Housing Champions

The fact that many autistic adults live with their parents well into midlife leads to a pressing and legitimate question—what will happen when those parents are gone?

Some pockets of funding have produced innovative solutions. Unfortunately, stakeholders continue to reinvent the wheel because they do not have opportunities to learn from these successes.

National and Provincial governments have recognized the need to include Housing as part of any Autism Strategy, however there are no mechanisms currently in place to share successes, leverage ideas and work together to build momentum and inform government policy on housing.

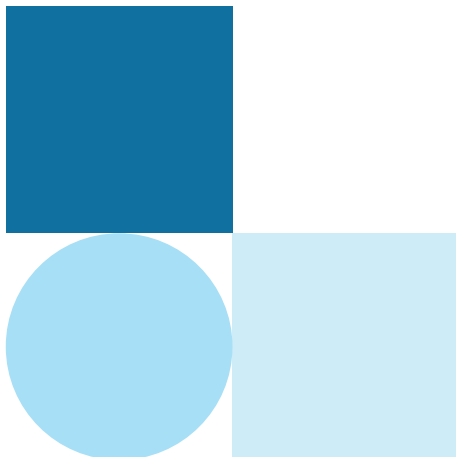
What if we could work together to gain some real traction on housing for Autistic Canadians?

Sinneave partnered on a 18-month Canadian Mortgage and Housing **Solutions Lab** project that asked autistic individuals, families, care providers, and agencies about their housing experiences. Discussing challenges in finding affordable, suitable housing, the project created a point of connection for champions focused on improving housing outcomes for Autistic Canadians. One of the proposed solutions generated by the lab was to build a national network focused on housing.

Sinneave took initiative to begin building this national housing network. As a first step, the idea arose to establish a knowledge synthesis hub to collate information and knowledge from the community, extract lessons learned, identify emerging practices, and make the information readily accessible for others to incorporate within their settings. The Accessibility Institute at Carleton University was a logical fit to take on the role as hub, with its mission to advance accessibility for people with disabilities through research, innovation, education, community engagement and policy.

Sinneave has funded the Accessibility Institute for a three-year project—**Accessible Housing Through an Autism Lens: A National Network Approach**—with the objective to consolidate and share existing knowledge and to conduct applied research into new housing solutions for Autistic Canadians in various jurisdictions nationally.

The shared goal of creating a National Autism Housing Network is becoming a reality with the potential to drive a paradigm shift in housing for autistic adults.



**“Collaborative community work is important to ensure we learn from and build on leading practice and models. Families, used to navigating in isolation and exhaustion, need to know there are communities and systems-level solutions available to them and their loved ones.”**

— PARI JOHNSTON

Founder of the CMHC project called Housing through an Autism Lens Solutions Lab (HAL)

# By The Numbers

## Shared Outcomes Achieved in 2022

We helped:

**81** individuals attend education beyond high school



**124** individuals get jobs



**11** individuals live independently, with support



Total People We Served Directly

**2,365**



## Our Digital Reach

**1,800** monthly newsletter subscribers

**44,441** new website visitors

**537,158** total impressions across **5** social media platforms

## Contributions to the Community

**Financial Contributions to the Community**  
**\$3,090,185**  
 (26 grants)

**In-Kind Facility Utilization at The Ability Hub:**  
 More than **4,000** hours valued at **\$125,107**

**In-Kind Contributions to Projects:**  
**4,438** Staff hours valued at **\$268,288**

If you are interested in booking space at The Ability Hub, or partnering with us please contact [info@sinneavefoundation.org](mailto:info@sinneavefoundation.org)

## Board Chair's Message



It was a privilege to chair the Board of Directors of The Sinneave Family Foundation in 2022.

Once again, the management and staff demonstrated resilience through the shift from virtual to hybrid operations. They continued to evaluate, adapt and innovate their approaches towards creating opportunities and reducing barriers for autistic youth and adults as well as their families.

I would like to thank our knowledgeable Board of Directors for their commitment, and to recognize two board members that retired in 2022. Laurene Beloin served as a Director for more than six years and made a significant impact as a member of the Governance and Audit & Risk Committees. Garry McCulloch served as a Director for ten years. I would like to express a very special thanks to Garry for his leadership as Investment Committee Chair, his many years as Board Chair, and for his continued involvement with the Foundation.

This year the organization acted on what was learned through extensive community engagement, collaborated with government, and convened stakeholders with shared interest in improving employment, education and housing outcomes for Autistic Canadians. We are deeply appreciative of the organization's staff, and all who shared their perspectives and stories, and worked with us in a variety of ways to elevate our shared impact.

— **MICHAEL LAMBERT**  
Board Chair

### Members of the Corporation

- Rick Sinneave
- Brune Sinneave
- Andrew Hakin
- Garry McCulloch



### Board of Directors (from left to right)

- Tanya McLeod
- Carl Andrade
- Melinda Noyes
- Cobus van de Venter
- Susan Mallon
- Michael Lambert
- Evan Spiropoulos


### Directors not pictured


- Roby Brar
- Dawn Leonard Gaudreault
- Ian Holloway
- Scott Morrow
- Wesley Peters
- Jason Scheyen
- Michelle Chan
- Carissa Carleton


## Contact Us


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