



2023 IMPACT REPORT

CDL Centre for
Diverse Learners

Letter from Alison & Christa

As we take a moment to reflect on the journey of the past year, our hearts are filled with immense gratitude and pride for the growth and achievements we've experienced together. It's been another rewarding year for the Centre for Diverse Learners (CDL), and we are thrilled to share this exciting chapter with our dedicated community.

We are so proud of the communities that we are a part of. This year, we focused on developing community partnerships. These collaborations have helped us to increase our collective impact beyond what we can do on our own. We have also worked hard to build an incredible team of committed staff and volunteers. Their dedication ensures that we are able to help more students get the support they need and deserve.

Your support has been the cornerstone of our success, and we are profoundly grateful for the trust you place in CDL. As we eagerly step into 2024, let's continue this journey together, making a positive impact and creating lasting change.

With heartfelt gratitude,
Alison Brindle
Executive Director

Christa Keating McKay
Chair of the Board

www.diverselearners.ca



CONTENTS

Introduction	3
Programs	4
Power of Volunteers	7
Ensuring EDIA	8
Communication and Awareness	9
Donor Story	10
Sustainability and Stability	11
Financials	12
Supporters	13

INTRODUCTION

At the Centre for Diverse Learners, our mission is to empower students with diverse learning needs to succeed in both academic and social-emotional domains.

In our unwavering commitment to this mission, we have structured our strategic plan around four key areas:



Nurturing Skills for a Lifetime

Our extensive range of programs addresses the unique needs of students in Halton and Hamilton, with a particular focus on essential skills lost during the pandemic. We offer over 9 programs in literacy, mathematics, social skills, and executive functioning, providing holistic support for our students.



600+

STUDENTS SERVED



10,780

HOURS OF
TUTORING TIME



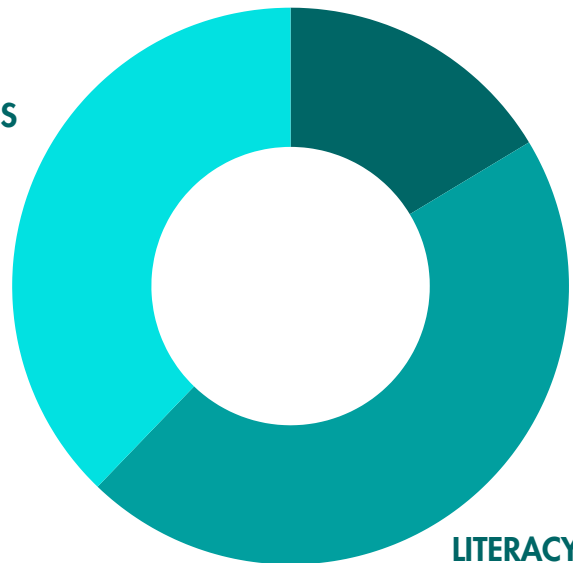
\$215,000

OF FREE PROGRAMMING
OFFERED IN COLLABORATION
WITH FUNDERS AND LOCAL
SCHOOL BOARDS.

Program Participant Breakdown

SOCIAL-EMOTIONAL
100

MATHEMATICS
231



LITERACY
280

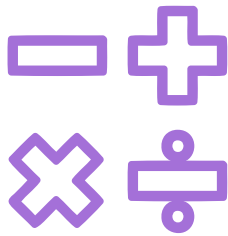


NURTURING SKILLS FOR A LIFETIME



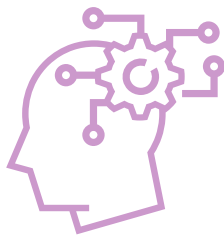
LITERACY

A new literacy program, Leaps in Literacy, has been created using the latest science and best practices for teaching literacy. The program incorporates the Science of Reading, Orton-Gillingham practices, UFLI, and the Ontario Curriculum. Small group settings led by trained teachers are part of the program, which was made possible by United Way Seed Grant funding.



MATHEMATICS

This was the third year of our Mastering Mathematics program and our 1:1 math tutoring. We launched these programs in response to the high demand for math support from our students and families. The pandemic left many of our students further behind, and these programs aim to foster students' skills and confidence in math.



ORTON-GILLINGHAM

Orton-Gillingham is a 1:1 approach that focuses on building foundational literacy skills. Our Orton-Gillingham program expanded this year as we hired and trained more tutors to support waitlisted students.



SOCIAL-EMOTIONAL LEARNING

Many of our students struggle with their social-emotional skills. This covers everything from forming connections with others to regulating their emotions to self-advocacy. Our Social Skills, Next Steps to High School, and Executive Functioning programs target these essential skills.

Expanding Our Reach

COMMUNITY PARTNERS

CDL worked on building collaborations with community organizations to embed services in neighborhoods where support is needed, reducing geographical barriers, and eliminating the trust barrier by working with established community partners.



SCHOOL BOARD PARTNERSHIPS:

CDL is proud to collaborate with our local school boards to promote our programs to those who need them, and advocate for students with exceptionalities on a 1:1 basis and in policy development and budget discussions. Partnering with our educational institutions helps address diverse learners' unique needs and fosters an inclusive educational culture.

Hamilton Boards:



Hamilton-Wentworth
Catholic District School Board
Believing. Achieving. Serving.

HWDSB

Halton Boards:



Halton
District
School
Board

HALTON
CATHOLIC
DISTRICT SCHOOL BOARD

CD
SB

The collaboration between the HEDR and the Centre for Diverse Learners has proven incredibly beneficial in enhancing the capacity of HEDR's membership to provide more robust support to diverse learners in the workplace. This collaboration fosters a more inclusive and equitable work environment, ensuring that individuals from all backgrounds have the resources and understanding they need to thrive.

Daven Seebarran at HEDR (Halton Equity and Diversity Roundtable)



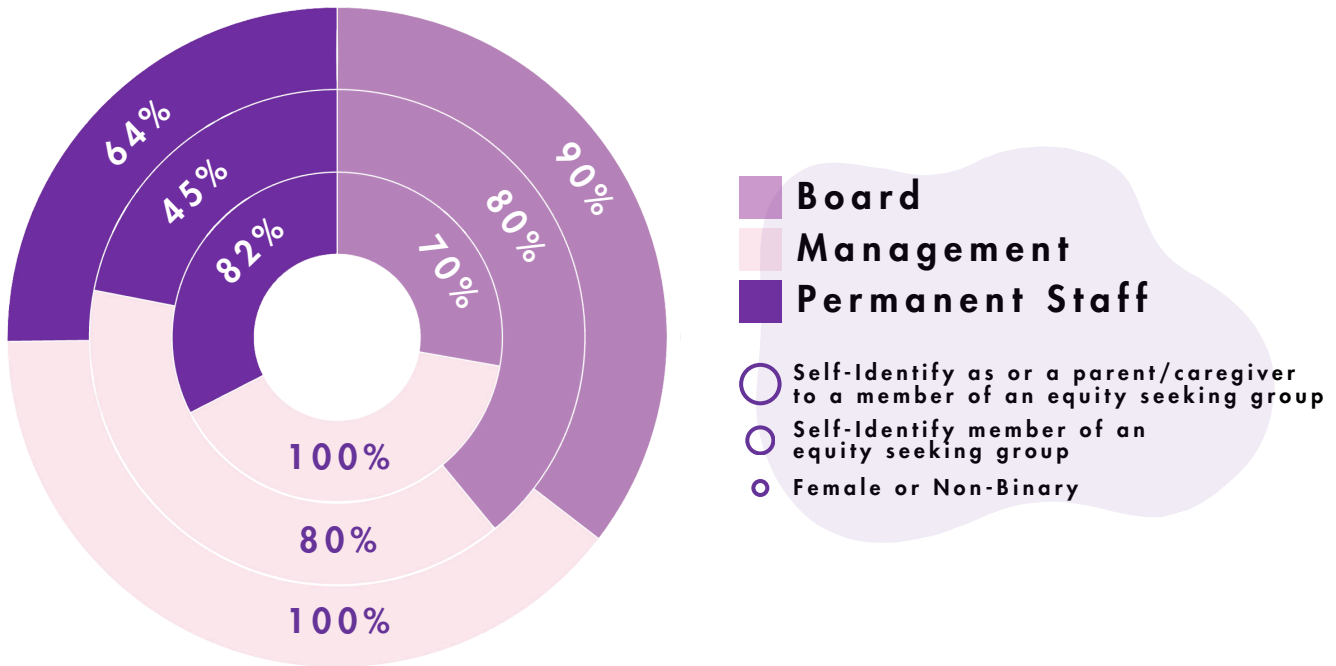


THE POWER OF VOLUNTEERS

Volunteers play a crucial role in the success of CDL. Their dedication and passion for education have made a tremendous impact on the lives of the students we serve. From providing one-on-one tutoring support to organizing educational events and workshops, volunteers enrich the learning experiences of our students and contribute to their academic growth. **THANK YOU!**

Ensuring Accessibility, Equity, Diversity and Inclusion

Who We Are Matters At CDL, we value diversity. We know that different perspectives, cultures, experiences, and ways of thinking make us stronger. We are proud to be a complying member of the Government of Canada’s 50:30 Challenge, with the aim of at least 50% of our Board and Management identifying as Female or Non-Binary, and 30% representing equity seeking groups.



We also worked hard this year to change the narrative on neurodiversity. Our vision is a world where neurodiversity is unconditionally accepted and supported.

We worked to dismantle preconceived notions and stereotypes about neurodiversity and create an environment that values the unique strengths and contributions of neurodiverse individuals. This year we accomplished this through the delivery of school and community workshops and spreading awareness through our enhanced communication channels.

Neurodiversity may be every bit as crucial for the human race as biodiversity is for life in general. Who can say what form of wiring will be best at any given moment?

Harvey Blume

COMMUNICATION

Impactful Communication and Awareness: Spreading Knowledge

At CDL, we know that we can't change the world for diverse learners without effective communication and awareness building. This year we championed:

12th

Annual Solutions for Learning Conference

264

Educators participated, across Canada and the USA

5,280

Hours of professional development provided on educational best practices to support diverse learners.

2,043

Average monthly newsletter readers

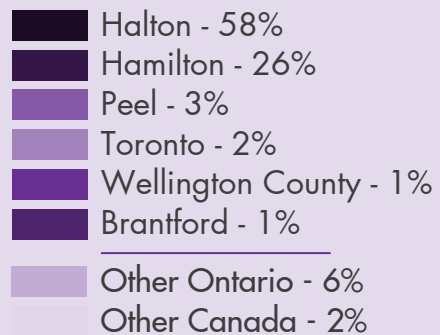
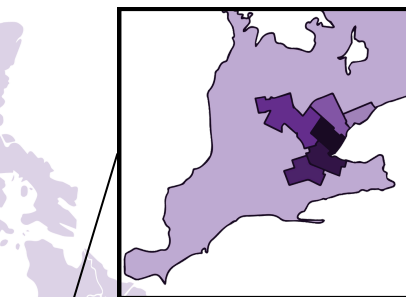
↑40%

Increase from 2022

571

Workshop Registrants
Parents and Youth

Workshop Impact for Participants



Geographical Reach



DONOR STORY

Joe Dog's Gasbar & Grill played a pivotal role in supporting CDL by contributing \$15,000 as part of their annual fundraising lottery. This generous donation allowed us to enhance our programs and extend our assistance to more students in need, particularly subsidizing students in our literacy and math programs. We extend our heartfelt thanks to Joe Dog's Gasbar Grill for their unwavering support.



SUSTAINABILITY & STABILITY

Organizational Sustainability and Stability: Building for the Future

Our ongoing efforts in this area are focused on ensuring the longevity and effectiveness of our programs and organization so that we can continue to serve our community.

Investments in our Staff: Our staff are the backbone of this organization. CDL is committed to ensuring that we offer appropriately paid employment with opportunities for growth, whilst ensuring a healthy work-life balance.

At the Centre for Diverse Learners, we understand the importance of providing a living wage to our employees and the positive impact it has on their lives, their families, and their communities. We believe that everyone deserves to earn a fair wage that allows them to live with dignity. By partnering with the Ontario Living Wage network, we hope to inspire other organizations to join us in this effort to build a more just and inclusive society.



**FLEXIBILITY IN
WORKING CONDITIONS**



**706 HOURS OF
TRAINING PROVIDED**



With our growth comes an increased recognition of the vital work we do within the community. This has increased donations and support from corporate funders, and grantors, leading to more long-term funding sources and diversifying our revenue.



With support from the Government of Canada's Investment Readiness Program, we have expanded our Social Enterprise, Elevate Learning Centre, a small private school developed to support the unmet needs of diverse learners in grades 1-8 who are struggling to learn in a regular classroom. Enrollment has grown by 80% this year. Ultimately, 30% of spaces in Elevate will be subsidized and the organization will flow funds back to CDL to support community programming.

CDL Financials (to year-end March 31st)

Revenue	2023	2022
Programs	737,161	296,578
Events	43,662	33,108
Grants	485,546	340,451
Total	1,298,498	704,178
Expenditures		
Programs	648,600	316,296
Events	13,153	9,847
Fundraising	1,176	-
Grants: Programs	201,233	127,018
Grants: Strategic Planning	60,000	-
Grants: Fundraising	-	60,308
Grants: Advocacy	75,504	153,125
Grants: EDI Research	148,808	-
Admin Salaries/Wages	63,801	63,439
Admin Costs	30,661	28,661
Rent	20,965	20,137
Total	1,263,901	778,831
Profit/(Loss)	34,597	-74,653

This year, we successfully focused on recovering our reserves, after our decision to use them to support community pandemic recovery in 2021-22. We increased our programming dramatically and acted as a key community partner for all of our local school boards, providing tutoring services under one-off Ministry of Education funding to support students struggling with learning gaps after the pandemic. In the coming year, we expect our revenues to return to a more normal level.

SUPPORTERS

Our Supporters

\$100k+

Halton Region, Ontario Trillium Foundation, TD Bank



\$50k+

Government of Canada Investment Readiness Program, Hamilton Community Foundation



\$10k+

Government of Canada's Community Services Recovery Fund, RBC, United Way Halton & Hamilton, Joe Dogs Gasbar and Grill

Community Services Recovery Fund



United Way
Halton & Hamilton



\$5k+

100 Women Who Care Hamilton, Keller Williams Realty, 100 Women Who Care Milton



\$500+

Shawna Reyneker, Susanne Toito, Vipul Patel, Brian Guest

Wrapping up the year is always exciting. The Centre for Diverse Learners remains committed to its mission of empowering students with diverse learning needs. We have made substantial progress in our key strategic areas, and our impact and geographical reach continues to grow. As we look to the future, our focus remains on making a lasting difference in the lives of diverse learners and ensuring they are successful and can thrive in an accepting world.