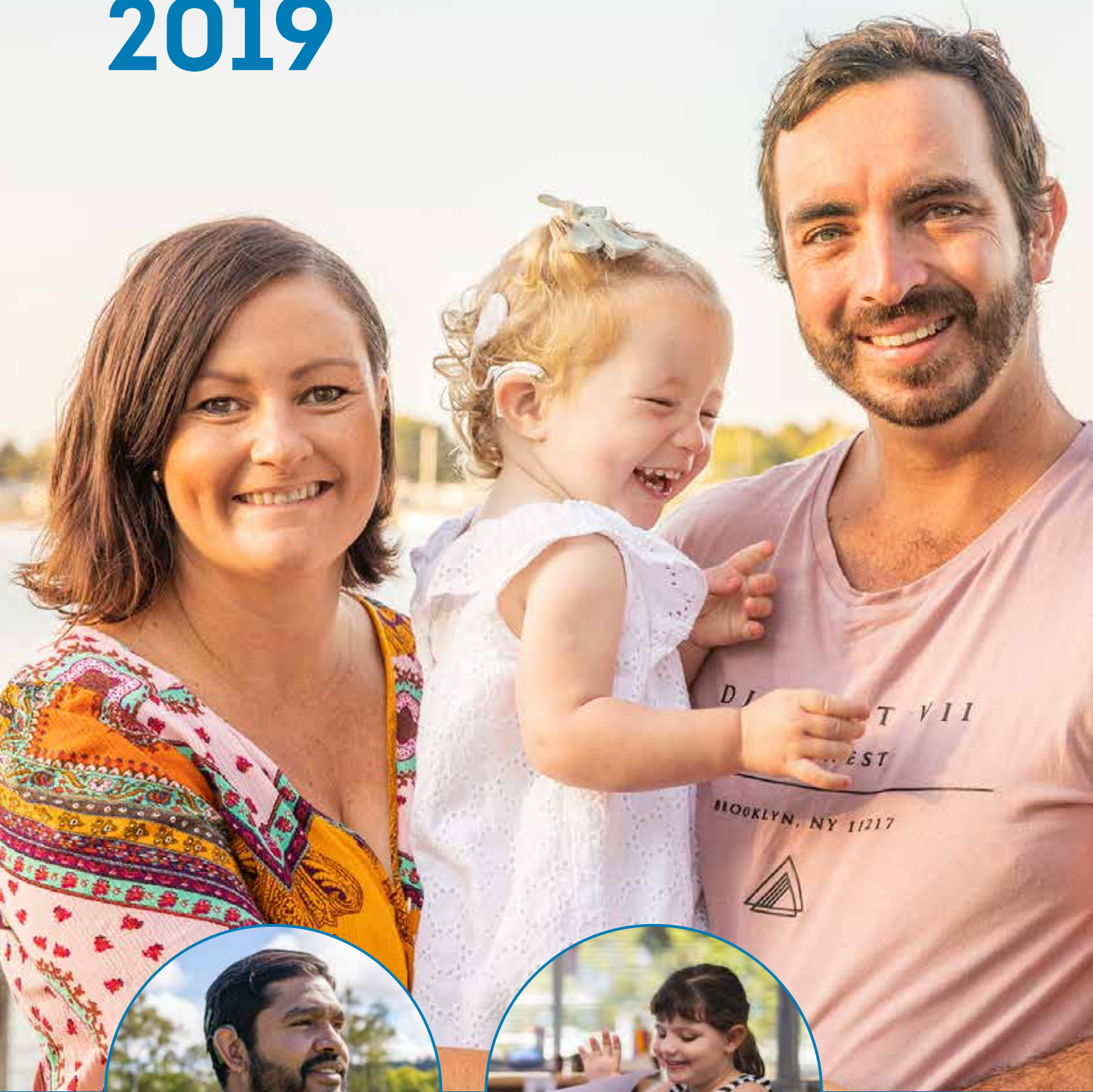


# ANNUAL REPORT 2019



Royal Institute  
for Deaf and Blind  
Children





# OUR MISSION

We provide quality and innovative services to achieve the best outcomes for current and future generations of Australians who are deaf or hard of hearing, blind, or who have low vision



**Front cover:**

Arlo and family, Djaan and Morgan are some of the many who are supported by RIDBC

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## The 2019 RIDBC Annual Report

For a deeper dive into sections of this Annual Report, go to our website [ridbc.org.au](http://ridbc.org.au)

- 2019 Comprehensive Financial Report
- Board and leadership profiles



# REPORT OF THE PRESIDENT AND CHIEF EXECUTIVE



**“We have benefitted from Sean's strong leadership and governance over a time of considerable change and transformation. We take pause to thank Sean for his enormous talent, leadership and dedication. We look forward to David's leadership as we enter a new phase of change and growth for RIDBC.”**

**- Chris Rehn, RIDBC Chief Executive.**



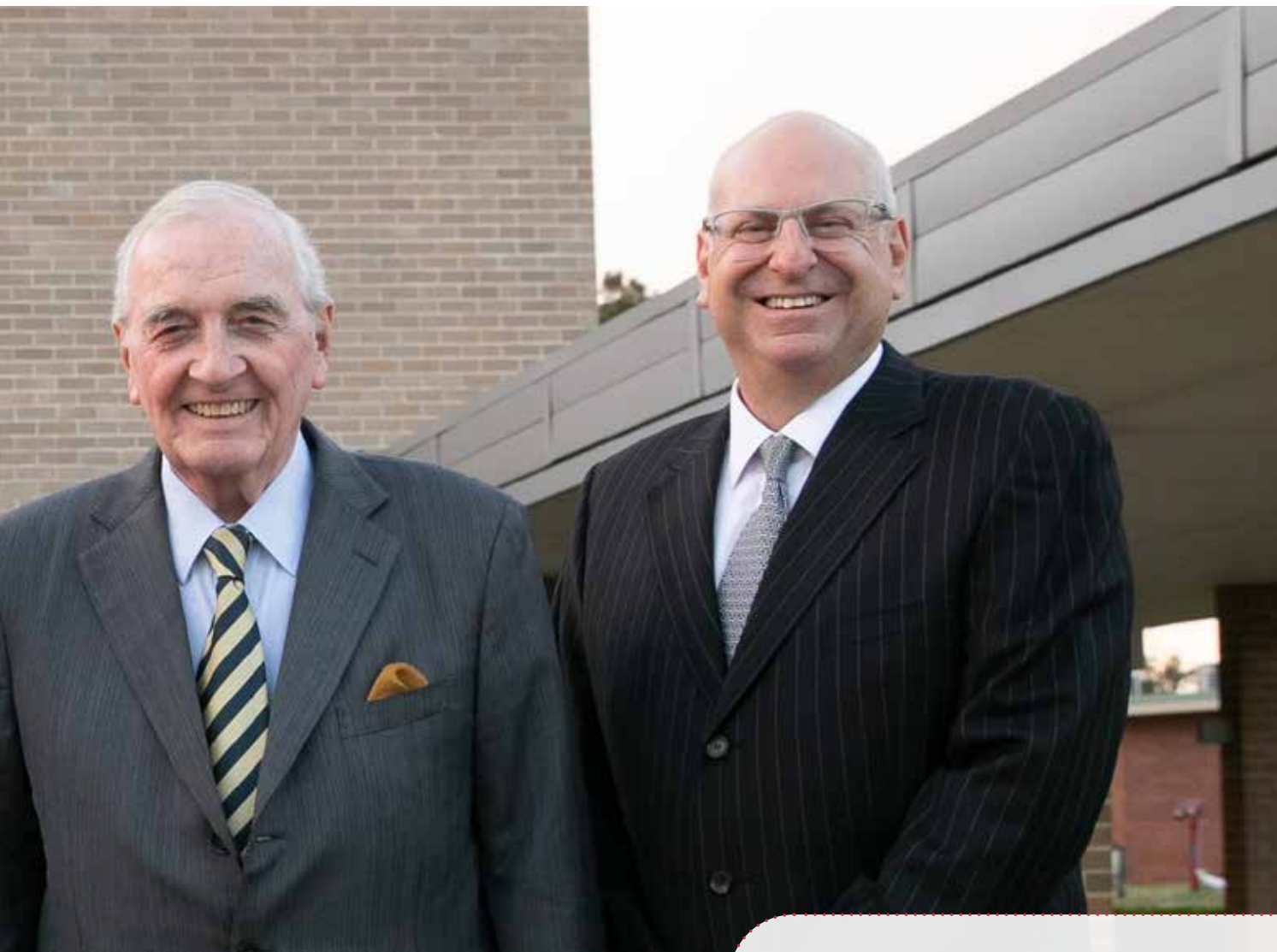
## 2019 IN REVIEW

Royal Institute for Deaf and Blind Children (RIDBC) exists to enhance lives, by redefining what's possible for people who are deaf or hard of hearing, blind, or who have low vision.

Our results only happen because of the dedication and commitment of a large community of people – our staff, supporters, partners, client families, volunteers, the RIDBC Board and many more. The following pages give insight into our impact in 2019.

Best in class services continue to be the hallmark of our offerings in 2019, with 10,000 children, adults, families and professionals benefiting from RIDBC's wide range of services.

Underpinning our work are the three pillars of our strategic plan – to reach more people, deliver best practice and secure our future. Four years into implementing our 2020 Strategic Plan, these pillars remain our guiding principles.



## Reaching more people

Our clients are the reason we exist. To reach more people and meet nationwide demand for our services we furthered our client focussed approach to service enhancement and operational delivery in 2019. Creating a more agile and community-centric organisation is at the heart of these endeavours.

We relocated to a new site in Darwin where we supported the first Indigenous child in the Northern Territory to receive a cochlear implant.

We were pleased to welcome the Catherine Sullivan Centre (CSC) to the RIDBC family. This merger will ensure continuation of crucial early intervention services in the Inner West area of Sydney. Throughout the year, we continued to work with the team to ensure a smooth transition for staff, and clients alike.

We progressed our plans to ensure more fit for purpose sites in a number of areas. To cater for the evergrowing demand in Western Sydney,

In 2019, we farewellled Sean Wareing AM (centre), after 10 years as RIDBC president. Pictured with Sean are RIDBC Chief Executive Chris Rehn and new RIDBC President David Dinte. **Read more on pages 34-35**

we extended our Rouse Hill site lease, expanded our Liverpool site footprint and progressed a new site at Werrington. We also progressed plans to move our Newcastle site. In 2020, we look forward to co-locating with Hunter ENT Hearing in purpose built facilities to provide important services for this region.

In 2019, we also entered a revised agreement with Macquarie University that will see us take carriage and build our own building within the Macquarie University precinct whilst leasing the land from the University. This is an exciting step towards building RIDBC Centres of Excellence and head office at the precinct in 2023.

## Delivering best practice

To continue to achieve excellence in everything we do, we have developed, delivered and demonstrated best practice in many ways in 2019:

- Enabling an even better client experience by refining our Client Care approach.
- Completion of teaching in affiliation with the University of Newcastle and a strengthened partnership with Macquarie University, with over 206 students enrolled in the Master of Disability Studies. The first group of 18 students graduated in 2019, with two graduates awarded the Macquarie University Award for Academic Excellence.
- Achieving school registration for the next five years for both the RIDBC Garfield Barwick School and RIDBC Thomas Pattison School, thanks to the hard work and commitment of all staff within the schools.
- Our Macquarie Readiness project progressed with critical steps towards our Centres of Excellence model at the Macquarie University precinct being achieved, such as architect appointment, concept planning and development application progression.
- Our vision experts partnered with their NZ and US counterparts to run a conference where RIDBC staff showcased their expertise via presentations as well as achieving a record number of peer-reviewed papers. And we added UEB Mathematics to the stable of UEB Online resources to support children with a vision impairment learn maths in braille.
- We launched dAp Dots, new resources to help children learn and understand braille alongside their parents. The online resources exist thanks to the depth of knowledge and research conducted by one of our own, Tricia d'Apice.

- We reviewed many administration functions to set us up for future success.
- We strengthened industry partnerships by collaborating on campaigns and programs and continued our sector influence via our in house thought leaders.

## Securing our future

Throughout 2019, we continued to focus on key strategic projects, whilst delivering best in class services and prudently managing our finances.

To secure our long term future and ensure we will be here to support future generations, we:

- Continued development of the rebrand project of RIDBC and all affiliated brands, programs and services to strengthen our identity and profile.
- Engaged a group of staff from across RIDBC who worked together to redefine our values. Our revised values will be the guiding principles as our organisation moves into the future.
- Saw significant progress and financial achievements in 2019 as we continued to adopt, integrate and advocate in the National Disability Insurance Scheme (NDIS) space.
- Advocated for the needs of our clients with policy makers. And as part of our involvement with The First Voice Group, we delivered certainty around minimum levels of NDIS supports for children who are deaf or hard of hearing.
- Set out to refresh the RIDBC website to ensure it is simple, engaging and meets the needs of our clients and stakeholders.
- Redefined our focus on creating a fundraising strategy that effectively operates in the ever changing and challenging fundraising landscape. Countless engagements with community groups, corporate partners, and donors continued to be a focus as we built deeper relationships with these key stakeholders of RIDBC.



## FINANCIAL PERFORMANCE

In 2019, RIDBC reported Total Revenue of \$65.9M which was an increase of \$14.8M or 29% from 2018. This included a non-operating gain of \$4.8M on the sale of our property at Glenmore Park earlier in the year. Total Operating Expenditure on activities increased by \$0.2M or 0.5% to \$48.7M, with 79% of our outgoings utilised for delivering student and client services, including our Cochlear Implant Program. We are most grateful for the generosity of our donors and supporters who contributed 40% of our Operating Revenue in 2019, including income from bequests and other fundraising activities. In addition, Commonwealth and State Governments contributed 33% of our Operating Revenue during the year.

We will continue to navigate a changing and challenging economic landscape in 2020 (impacted by the COVID-19 pandemic), whilst also focussing on driving new and existing revenue streams against prudent expense management which will enable us to continue delivering on our mission.

## YOUR SUPPORT

None of the vital work our committed staff do would be possible without our supporters - community supporters, corporate partners, philanthropists, donors, volunteers and our board. This annual report pays tribute to you and we trust shines a light on the impact you enable.



## A LOOK AHEAD

The end of 2019 saw Australia ravaged by the bushfire crisis. Our staff and clients live in many of the bushfire affected communities and in one of his final official roles as RIDBC President, Sean visited our north coast centre which was particularly impacted. We salute Sean's remarkable 19 years of RIDBC Board membership, inclusive of 10 years as RIDBC President, on page 34. We introduce new RIDBC President David Dinte on page 35.

Into 2020, our 160th year, we will continue to always strive to lift the limit on what's possible – from the tailored services we provide for children and adults, to breaking new ground in the sector. From our dedication to research and technology, to educating the next generation of experts and pioneers.

At the time of publication, Australia and the world was in the grips of an unprecedented health pandemic – novel coronavirus (COVID-19). 2020 was shaping up to be one of the biggest against our strategic plan to date, where we were set to hit major milestones. But like every organisation in the country, we've had to reimagine new ways to deliver services within the confines of social and physical distancing measures due to COVID-19. We've also had to reconsider our strategic priorities in this context.

Even amongst these challenges, we continue to deliver on our mission, albeit in many different ways, to ensure the communities we serve continue to have access to the vital services RIDBC provides.

We invite you to read on to see how we're lifting the limits of what's possible for the children, adults, families and professionals we support.

**David Dinte**  
RIDBC President

**Chris Rehn**  
RIDBC Chief Executive



# WHO WE ARE WHAT WE DO

RIDBC is Australia's largest non-government provider of therapy, education, cochlear implant and diagnostic services for people with hearing loss or vision impairment, supporting 10,000 adults, children and families each year. We deliver services from centres located across Australia and through our remote service for clients living in regional areas.

As a charity, we rely heavily on fundraising and community support to be able to continue to make a difference in the lives of children and adults who are deaf or hard of hearing, blind, or who have low vision.

## Our history

We've led from the front for 159 years. We established the first school for deaf children in Sydney — 20 years before education became compulsory for sighted and hearing children and 80 years before school attendance became compulsory for children who were deaf or blind.

We've been making a difference in the lives of people with hearing loss and vision impairment ever since.

Today RIDBC is shaped by our ambitious strategic plan, with an emphasis on expanding our footprint to enable us to reach more people and deliver best practice for people with hearing loss and vision impairment, their families and the professionals who support them.

## OUR PURPOSE



### Our community

We respond to the needs of children and adults with hearing loss or vision impairment, their families, and the professionals who support them.



### Our services

We provide innovative, distinctive and responsive services – when and where they are needed most.



### Our people

We deliver a range of comprehensive services in a person centred, effective and agile way.



# WE ARE DESIGNING A FUTURE TO DO MORE FOR THOSE WHO NEED US

## Our focus

We strive to develop and deliver the world's best sensory services for children, adults and their families. We are world leaders in the hearing and vision sector.

## What we do

We deliver:

- Paediatric audiology
- Early intervention and early learning programs
- Specialist preschools, schools and school support
- Accessible Information Services
- Remote delivery of services
- Therapy and allied health
- Cochlear implant services
- Research, postgraduate and professional education

## OUR VALUES



Integrity



Empowerment



Community



Respect



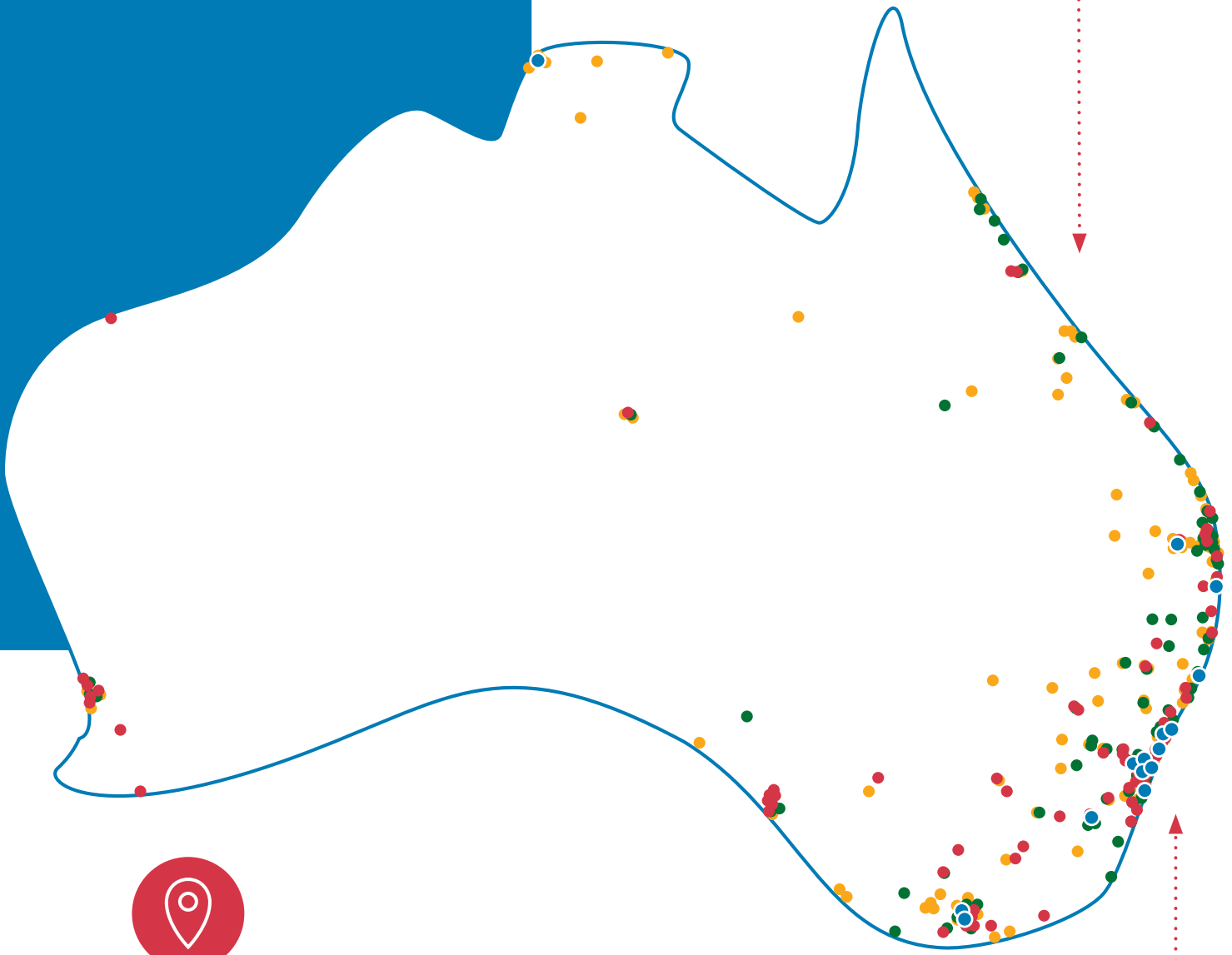
Courage



Communication

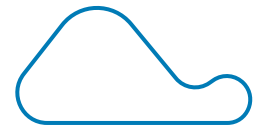
# 2019

## AT A GLANCE



An extensive network of  
**20 centres**  
plus visiting sites and  
remote services via  
telepractice  
across Australia

- RIDBC centres
- RIDBC remote services via telepractice
- RIDBC Renwick Centre students
- Continuing professional education graduates
- Postgraduate students from NZ and Asia



## 10,000+ people supported by RIDBC in 2019

**1,000+** children received support via early learning programs

**400+** children supported who are blind or have low vision

**361** audiological assessments, including hearing tests and ear health evaluation for Indigenous children in Bowraville, Dubbo and Nambucca Heads



## 430+ hearing implant surgeries performed

**4,500+** cochlear implant recipients received ongoing support from our Cochlear Implant Program

**14** of Australia's top Ear Nose and Throat (ENT) surgeons work with RIDBC

**20** hospitals partnered with RIDBC to deliver cochlear implant surgery



## 1,825 person days of Continuing Professional Education delivered

**227** students enrolled in RIDBC postgraduate courses

**15%** increase in postgraduate enrolments since 2018

**100+** specialist presentations delivered by RIDBC experts nationally and internationally

**60** online seminars streamed globally

**45+** thought leadership webinars and podcasts



## 79% of expenditure spent on student and client services

**40%** operating revenue derived from fundraising and bequests

**\$24.2M** raised through charitable fundraising activities and bequests



## 181% increase in downloads of RIDBC apps

**75,000+** unique website visits

**1,195** new Facebook followers, an 11% increase since 2018





# OUR IMPACT



## COCHLEAR IMPLANT HELPS ARLO TO SHINE

**For children with hearing loss, early intervention is crucial for speech development. For two-year-old Arlo, access to a local service in her hometown of Port Macquarie, in Northern NSW, has her shining.**

“Arlo is a superstar and bright as a button – her speech and vocabulary are so far ahead of what we would expect,” said Natalie Opitz, Arlo’s Speech Pathologist at RIDBC Port Macquarie.

“Our sessions with RIDBC have always been incredible. They give us the confidence that we can give our child the support she needs,” mum Lauren said.

Arlo has a cochlear implant.

“We didn’t have to think about the decision too much when it came to Arlo getting implanted,” Lauren said.

“We wanted to give her that stability in her hearing, to know she would always have access to sound. I had no experience with hearing loss, and I immediately started to wonder if my baby would ever speak.”

“Her switch-on moment was fantastic for the family. Just a great moment.”

## SOPHIE’S TELLING HER OWN STORY

**Sophie is learning braille. She loves books and is proud of her developing skill. And although she isn’t “the only person in the world that knows braille” as she would tell you, she is learning from the best.**

In her first year of big school, six-year-old Sophie didn’t let her low vision get in the way of reading her favourite books. Sophie is supported by RIDBC Remote Services (formerly Teleschool), attending weekly individual sessions, facilitated by RIDBC vision consultant Cathie Wiltshire.

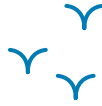
“Sophie is progressing very well, due in no small part to the excellent support network we have with her, her family and the team at her school,” said Cathie.

Sophie was one of the first students to learn braille using dAp Dots, a new set of resources developed by RIDBC Senior Consultant Tricia d’Apice. She was also the first student from her school to learn braille but given her success, she’s unlikely to be the last. Sophie has dedicated individuals guiding her to success, including her parents and several staff at her school.

Her mum, Lisa, couldn’t be prouder, “She was reading braille contractions earlier than some kids were learning printed words.”

When she grows up, she wants to travel to space so she can see Earth from afar. For now, it is learning braille that is opening Sophie’s world.





## LOCAL SUPPORT FOR BARB

**Married 43 years, Barb and husband Sid's journey has been a long one, founded on supporting each other.**

"We are always together, and we have always been there for each other," Sid said.

Barb has hearing loss, but that was never going to stop her. And neither was her age.

A bilateral cochlear implant recipient, her message to others is clear, "Don't let your hearing loss go. For me, cochlear implants have allowed me to hear better and be part of what's going on. I have more confidence now to meet people."

The decision to get a second implant was much easier for Barb because she knew what to expect. Whilst much of Barb's success can be attributed to her own hard work and commitment to accessing sound, she says that having access to a local service was invaluable.

Barb and Sid have made a home in Wollongong, a community they love.

Barb says that without the local RIDBC service, she would have had to take the three hour round trip to Sydney to access vital services.



## EARLY INTERVENTION CRITICAL FOR BILINGUAL CHILDREN

**For parents of children with hearing loss or vision impairment who speak a language other than English at home, navigating the health system and the services available can be daunting.**

Our Western Sydney RIDBC team support children and adults with hearing loss in some of Australia's most culturally diverse communities.

And whilst all RIDBC services provide access to interpreters, our Western Sydney team has a particular focus on providing families with as much support as possible in the language spoken at home.

Our clinicians and therapists work together to provide speech, language and hearing services.

"Early intervention is critical for all children to achieve positive language outcomes. Developing speech and language in two dialects can present additional challenges but with early intervention, children can become proficient in two languages over time," said Sandi Ambler, Head of Education at RIDBC.

Families of children with hearing loss can share experiences and build friendships through activities that facilitate learning in a multilingual playgroup run by the Western Sydney team. The playgroup, a welcoming, safe and supportive environment, complements hearing and early education services also available.



# OUR IMPACT

## CATHERINE SULLIVAN CENTRE JOINS FORCES WITH RIDBC

RIDBC and Catherine Sullivan Centre (CSC) have a shared ambition to provide services where they are needed most – to children who are deaf or hard of hearing.

CSC has been supporting the local community for nearly 50 years. RIDBC's 2019 partnership with the Catherine Sullivan Centre will ensure these vital services can continue.

Located in Strathfield, the inner-western Sydney centre continues to offer a unique, family-focussed program. Now and well into the future, CSC supports the unique communications needs of children with hearing loss.

We warmly welcomed our new CSC families and staff to the RIDBC family.



## GUARVI DELIVERS SPEECH

**In October, Taralye client, Guarvi, delivered a speech at Parliament House, Canberra.**

And while it wasn't quite an address to the nation, it was an important opportunity for Guarvi to share her experience with hearing loss and a vital message to the many parliamentarians present – the importance of early intervention for children with hearing loss.

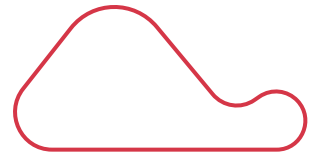
Speaking with a level of maturity well beyond her years, the seven-year-old represented Taralye, an RIDBC service, at the annual Cochlear-sponsored Power of Speech event.

“Guarvi has continued to develop her spoken language and has grown into a confident young girl participating in various school activities,” said Jean Moores-Chadwick, RIDBC Teacher of the Deaf and Guarvi's therapist.

“Sharing the moment of watching Guarvi speak [at Parliament House] was amazing and one I was honoured to share with her family.”

Taralye is an RIDBC service in Victoria.





## SHARING KNOWLEDGE INTERNATIONALLY

**SCIC Cochlear Implant program, an RIDBC service, collaborated with cochlear implant experts who provide services at scale in China. In March we welcomed Shandong cochlear implant clinicians to Australia to learn about the success of the SCIC Cochlear Implant Program.**

The international collaboration with Shandong ENT Hospital and Shandong Provincial (Cochlear Implant) Rehabilitation Centre is focussed on research and expertise in cochlear implant clinical practice and supported by Macquarie University and Cochlear Limited.

RIDBC Best Practice Leads Jane Brew and Kylie Chisholm travelled to China in November to present keynote addresses at China's National Conference on Prevention of Deafness. Jane and Kylie's presentations covered world-leading clinical processes, habilitation, telepractice and referral criteria backed by over 30 years of their combined experience. Their Chinese hosts service a local population of more than 100 million and supported 500 children with hearing loss the previous year.

"It was inspiring for us to see how fast China is taking on and developing world-class clinical practice and to see the investment being made in the areas of hearing research and patient service," said Jane.

## A FIRST FOR DARWIN

**Two-year-old Cherraya is already showing an artistic side. She loves to draw and, like most children her age, is keenly exploring the world around her. Now, thanks to bilateral cochlear implants, the Darwin-based toddler has access to a world of sound too.**

Cherraya was the first Indigenous toddler to receive a cochlear implant in the Northern Territory, undergoing surgery at the Royal Darwin Hospital in April. Cherraya was born with profound hearing loss, identified during newborn screening.

Her cochlear implants were switched on after the close-knit Darwin RIDBC team provided audiology, early intervention, pre-therapy and advocacy for Cherraya.

Key worker, Liz Fisher, an RIDBC Teacher of the Deaf, was present for much of Cherraya's journey - before, during and after 'switch-on'.

"Cherraya responded to sound immediately and I cried from happiness. I'll never forget it," said Cherraya's mum, Rosalie.

Liz continued to support Cherraya in her home, allowing her to be in a familiar environment for therapy, with the whole family there.

The future is bright for the toddler. "Those who receive cochlear implants very early in childhood tend to have the best outcomes. Our goal for Cherraya is that she will catch up to her peers with her speech and language skills before she goes to school," said Liz.



# OUR IMPACT



## NEW RESOURCES HELPING FAMILIES LEARN BRAILLE TOGETHER

Parents, guardians and educators can now learn the braille code along with braille-reading children, with the launch of dAp Dots. The dAp Dots books and resources help people learn and understand the fundamentals of the Unified English Braille (UEB) code.

dAp Dots is named after creator Tricia d'Apice, Senior Consultant and Teacher of Vision Impairment at RIDBC.

Tricia's research found that braille reading literacy of students in Australia and New Zealand was many years behind that of their sighted peers. dAp Dots is designed to close that gap, by providing high quality literature, at a low cost.

dAp Dots offers a range of print-ready books available to buy as digital files, used to produce your own embossed or swell paper books.

"Parents of sighted children often invest time and money into their children's literacy. This is not always possible for parents, carers and/or families of a child who is blind," Tricia said.

"Braille books are rarely, if ever, available at bookstores or local libraries. As well, the parents rarely know the braille code."

Launched in 2019, the resources have received significant interest locally and abroad.

dAp Dots adds to a range of other RIDBC resources including UEB Online, the world's first eLearning braille course, created to help people learn braille on a device, irrespective of their level of vision.

## ELISHA'S A HEARING LOSS ADVOCATE

RIDBC Thomas Pattison School student Elisha stood up in front of the NSW Parliamentary Friends of Hearing Health and Deafness to present in Auslan (Australian Sign Language) about the importance of having qualified interpreters in mainstream schools.

Representing RIDBC at the August event, the 11-year-old was supported by her entire class who thought she did a wonderful job.

Elisha didn't mince her words with her message to the Friends.

"I think the Government needs to ensure all children who are deaf that attend mainstream schools have access to professional interpreters so that they can access the same level of education that hearing students do," she said.

Well done Elisha!





## COCHLEAR IMPLANTS A GAME CHANGER FOR DJAAN

**Keen footballer Djaan has played rugby league since childhood and is highly celebrated in his hometown of Lismore.**

Hearing loss doesn't impact his life, despite being born deaf.

"I have quickly learned to adapt – and so have the teams I have played on. More than anything, I think my deafness has given me additional skills, and helped me to be a better player," Djaan said.

The father of four has a passion for helping others but at one time it was he who needed some help. That's when he found Cleon Kirby and the team at RIDBC Lismore, receiving his first cochlear implant in 2015 and a second in 2018.

"They are just fantastic. I actually think they saved my life – well at least my hearing! I couldn't have done it without them."

RIDBC Audiologist Cleon Kirby said, "Djaan is fantastic, we are just so proud of him."

Cleon said that for someone like Djaan, cochlear implants are life-changing.



## FIRST HIGHER DEGREE GRADUATES AT MACQUARIE UNIVERSITY

**The first cohort of students enrolled in the RIDBC Renwick Centre's new Master of Disability Studies graduated in 2019.**

Eighteen graduates were awarded their degrees at Macquarie University, as part of the affiliation between RIDBC Renwick Centre and the University that saw enrolments in the Master of Disability Studies commence in 2017.

Two graduates received the Macquarie University Award for Academic Excellence – Cassandra Holmes, who specialised in Orientation and Mobility instruction and Sharyn Fyvie, who graduated in the Deaf/Hard of Hearing specialisation.

Disability rights advocate Graeme Innes AM, former Disability Discrimination Commissioner, spoke at the graduation ceremony. Graeme warmly acknowledged the first Renwick Centre graduates. Graeme was among the first students in the new School for the Blind when RIDBC commenced operations at North Rocks in 1961.

Macquarie University Vice-Chancellor, Professor Bruce Downton, who presided over the graduation ceremony, acknowledged the importance of the University's relationship with RIDBC Renwick Centre and congratulated the inaugural graduates.

More than 160 students are now enrolled in the Master of Disability Studies at Macquarie University. In 2019, the Renwick Centre's teaching affiliation with the University of Newcastle was formally concluded.





# FINANCIAL SUMMARY

## 2019 Financial summary

In 2019 we continued to successfully deliver against our strategic plan to reach more people, deliver best practice and secure our future. RIDBC reported Operating Revenue of \$61M which was an increase of \$10M or 19.5% from 2018.

Our generous donors and bequestors contributed 40% of our Operating Revenue in 2019. Whilst bequest income was at an all time high in 2019, income from donations and fundraising activities is proving to be increasingly challenging. A new five year fundraising and development strategy has been implemented but will take time to deliver significant increases in revenue.

Commonwealth and State Governments contributed 33% of our Operating Revenue in 2019, 40% of which related to NDIS revenue from increased client activity.

The increased activity in the organisation's

operations also resulted in increased Total Operating Expenditure albeit relatively minimal, i.e. increase of \$0.2M or 0.5% from \$48.5M to \$48.7M in 2019. This was across many of the operational and support areas, offset by a decrease in fundraising expenses of \$0.4M while transitioning to the new fundraising strategy.

79% of RIDBC's outgoings were utilised for delivering student and client services, including the Cochlear Implant Program in 2019.

Finance, Administration and General Management costs were contained to 6.9% of operational expenditure.

The 2019 financial statements include the acquisition of the Catherine Sullivan Centre on 26 April 2019 for nil consideration.

Non-operating income of \$4.8M relates to the sale of the property, plant and equipment at Glenmore Park in January 2019.

## 2019 Income and expenditure summary

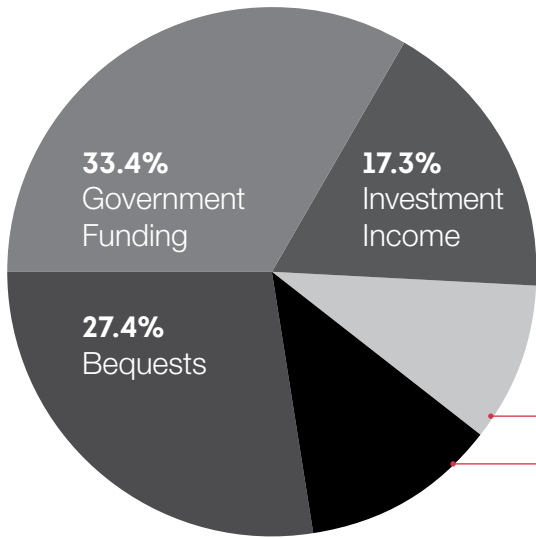
	2019 (\$,000)	2018 (\$,000)	Change %
Total Operating Revenue	61,036	51,079	19.5%
Total Operating Expenditure	48,716	48,478	0.5%
Operating Surplus / (Deficit)	12,320	2,601	
Non-Operating items*	4,848	(498)	
<b>SURPLUS AFTER NON-OPERATING ITEMS</b>	<b>17,168</b>	<b>2,103</b>	

\*2019 includes a \$4.8M gain on the sale of property, plant and equipment at Glenmore Park



Layelle is excelling in two languages - Arabic and English. A cochlear implant recipient, she is supported by RIDBC to develop speech and vocabulary.

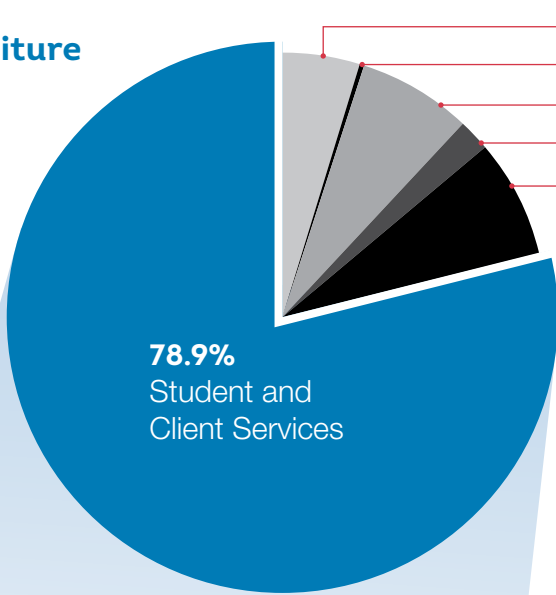
## 2019 Revenue



**Comprehensive financial report is available on the RIDBC website.**

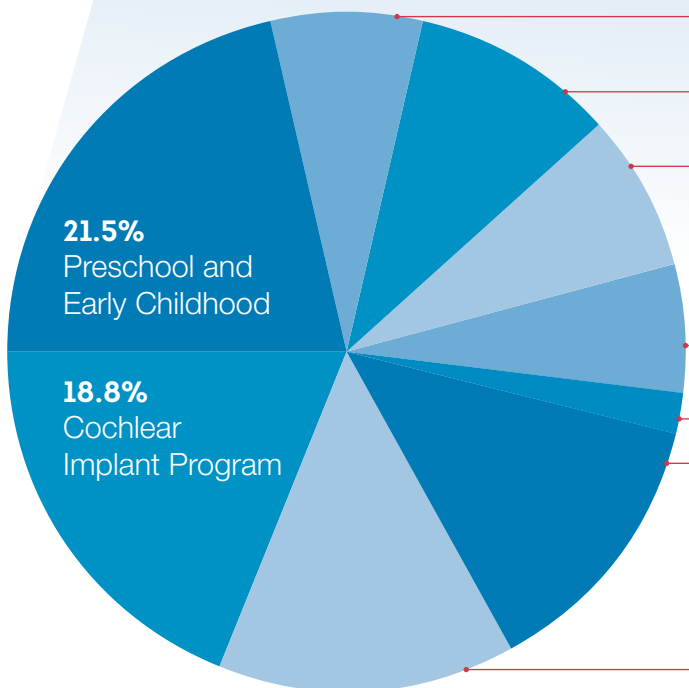
- 9.7% Other Sales, Fees, Income
- 12.2% Charitable Fundraising

## 2019 Expenditure



- 4.7% Strategic Initiatives
- 0.3% Investment Management
- 6.9% Administration
- 1.8% Marketing & Communications
- 7.4% Charitable Fundraising

## 2019 Expenditure: student and client services



- 7.4% School children who are blind or have low vision
- 9.5% School children who are deaf or hard of hearing
- 7.7% School children who have sensory and additional disabilities
- 5.9% Professional education and research at RIDBC Renwick Centre
- 1.9% RIDBC Jim Patrick Audiology Centre
- 13.1% Community support services, including allied health and remote services
- 14.2% Victorian early intervention and other client services



# THANKS TO YOU

Support from philanthropic partners, corporate partners, committees, individual donors and the community underpins the critical services RIDBC provides.

Thank you to all our supporters for making a difference **every day**.





# THANKS TO YOU

Without our supporters we could not do the work we do! And 2019 was no different.

## The year that was

None of the vital work our committed staff do would be possible without the generosity of our supporters. You enable us to deliver on our mission, providing best practice service delivery and the best possible outcomes for our clients.

Your contributions have supported Australians who are deaf or hard of hearing, blind, or who have low vision to reach outcomes and life goals with RIDBC's support.

Thank you to all of you! Here is a snapshot of how your support makes a difference.

## Grants

### Support for early literacy

A partnership with RIDBC is giving children in their early years the opportunity to take part in the Premier's Reading Challenge — an opportunity they wouldn't otherwise have had without access to braille, large print and e-text.

Children who are blind or have low vision now have 60 books to choose from in a new library made possible by the Shaw Foundation.

These children are now devouring books just like their sighted classmates.



Sonali from RIDBC Accessible Information Service holding a braille transcribed book

### Online braille library makes the inaccessible, accessible

Accessible, quality literature and curriculum textbooks can be very expensive and hard to come by.

But thanks to the generous support of the Brian M Davis Charitable Foundation, the Hildanna Foundation, the J B Bedwell Endowment, The Perpetual Foundation, the Silbey Endowment, and the Skipper-Jacobs Charitable Trust, any child in Australia who is blind or has low vision will be able to access a library of eBooks suited to their needs.

RIDBC's Accessible Information Service pioneered the production of computerised braille in Australia and specialises in the production of braille, large print and other alternative format publications. A lot of work goes into the production of the alternative format publications and it takes time too.

With the new braille library, children who are blind or have low vision will be able to access resources to help them achieve personal and educational outcomes, wherever they live. This means children in remote areas will be able to access the same resources as children in cities, which is a great outcome.



**56,000+**  
gifts received in 2019

**20,000+** supporters from corporates, grant funders, community fundraisers, philanthropists, fundraising committees, individual donors and bequestors

# THANKS TO YOU

## Outreach hearing health service gives Indigenous children a head start

Indigenous children at risk of developing hearing loss are having their hearing and middle ears screened as part of the RIDBC outreach hearing health service.

Thanks to an anonymous donor, RIDBC is able to help slow avoidable hearing loss in Indigenous communities in Dubbo, Goulburn, Macksville, Nambucca Heads and Tennant Creek. Each community will be visited at least three times a year over a two year period. During this time, 2,000 children aged 0-8 will receive hearing and middle ear screening. Through this generous donation, the program has been funded until June 2021.

It is estimated that 66% of Indigenous children have persistent untreated otitis media (middle ear inflammation and infection) that often leads to a hearing loss. The damage caused by persistent ear disease leaves between 40% (urban) and 70% (rural and remote) Indigenous adults with hearing loss and auditory processing problems.

The screening program means Indigenous children can be supported with appropriate referral and management pathways aimed at reducing their risk of hearing loss and increasing engagement in education.



Audiologist Kim Ter-Horst from the RIDBC outreach program

## Corporate partner enables first Top End Camp

Our partnership with Hyundai Help for Kids has enabled RIDBC to broaden the reach of our camps across Australia so that more children have the opportunity to access these fun and memorable educational and social experiences with their families.

In 2019 we held our first ever Top End Camp in Darwin. The camp brought together local and rural children with hearing loss over two days packed with interactive educational and social activities.

The idea of holding a camp in Darwin came about due to the growing number of children who required hearing services in the NT. But the camp would not have been possible without our partnership with Hyundai Help for Kids, who support the residential camp program for the RIDBC Remote Services (formerly Teleschool) across regional Australia. Thanks to Hyundai Help for Kids, the NT families connected and children got together to take part in interactive educational activities, kick around a footy, learn from Healthy Harold, handle snakes and see all kinds of animals during a visit to the Territory Wildlife Park. Most importantly, new friendships and memories were formed. NT families had the opportunity to develop support networks, and build connections with other children and families who share similar experiences to them.

Thank you Hyundai Help for Kids, and to our other corporate partners and supporters for helping children with hearing loss or vision impairment realise their potential.



Thanks to Hyundai Help for Kids, NT families connected at the Top End Camp





Qantas Pathfinders charity flight to Mildura

## Committees and events

To our fundraising committees such as Lantern Clubs, Horizon Committee, Abstract Committee and community fundraisers who donate their time to engage their communities in an effort to raise funds and advocate for the work of RIDBC: we are humbled by your commitment — thank you!

Qantas Pathfinders have been supporting RIDBC for over 50 generous years! 2019 saw another successful Charity Flight raising over \$100,000 with generous support from Qantas, Dnata Catering, Sydney Airport, McGuigan Wines, VIVA Energy and Airservices Australia.

## Audiology equipment in memory of Mary & Alan Longstaff

Mary and Alan Longstaff lived for many years in Blackburn, Victoria as their family grew. Taralye, an RIDBC service (then known as the Advisory Council for Children with Impaired Hearing, or ACCIH) was a fortunate recipient of their strong community support.

Mary Longstaff was kindergarten assistant at Taralye for 6 years from 1976-82, a tradition carried on by her daughter Sue who did part of her kindergarten teacher training with Taralye. Mary and Alan Longstaff continued to be passionate supporters of Taralye and, from their estate, their children Neil, Sue and Peter will continue their legacy of helping Victorian children who are deaf or hard of hearing through a donation of audiology equipment, in memory of their parents.



A hilarious revue again packed out Norths for five nights, raising over \$150,000



Mary Longstaff with children at Taralye in 1982

# THANKS TO YOU

## RIDBC HONOUREES

RIDBC wishes to acknowledge the contributions of the professionals, organisations and community members who are critical to the work we do for children and adults with hearing loss or vision impairment across Australia.

### Life Governors as at 31 December 2019

Abigroup Limited	Network Ten Pty Ltd
Andrew Pethebridge	Norman Rydge AM OBE
Broadspectrum (Australia) Pty Ltd	NORTHS
Bruce & Joy Reid Trust	Opera Australia
Charles P Curran AC	Patricia Tang
Cochlear Limited	Qantas Airways Limited
Crane Group Limited	Richard Bonyngé AO CBE
De Lorenzo Hair & Cosmetic Research	Richard Owens AM
Don & Sharon Moss	Robert Albert AO
Dorothy Malouf OAM	Rotary Club of Carlingford
Dr John Gregory-Roberts	Rotary International District 9680
Dr Pat Mutton	Rotary International District 9690
Emeritus Professor Christine E Deer AM	Rotary International District 9750
Graeme Skarratt OAM	Royal New South Wales Bowling Association Inc
Gwynvill Group	Sean Wareing AM
Ian Holmes	Sir Michael Parkinson CBE
James N Kirby Foundation	St Andrew's Cathedral School
Janet Calvert-Jones AO	Suttons Motors Pty Ltd
John Calvert-Jones AM	Sydney Airport Corporation Limited
John Race	Tasia Varvaressos
Kathleen Breen Children's Charity Trust	Terrace Tower Group
Kenny Cheng	The Profield Foundation Trust
Kumagai Australia Pty Ltd	The R A Gale Foundation
Lynda Rydge Guyton	Vera Rado
Lysia O'Keefe	Vincent Fairfax Family Foundation
Merry Howie	
Myer Community Fund	
National Australia Bank	

## Visiting and honorary professional staff and organisations

### Consulting Otologist

Professor William Gibson AO, AM, MD, FRACS, FRCS  
Associate Professor Catherine Birman MBBS, PhD, FRACS, GAICD

### Consulting Paediatrician

Dr Elizabeth Peardon MBBS, DCH, MPH, PhD, FRACP

### Auditor

Grant Thornton Audit Pty Ltd

### Banker

St George Bank

### Solicitor

Bartier Perry  
Coleman Greig Lawyers  
Corrs Chambers Westgarth  
Integroe Partners  
Marquette Intellectual Property  
Matt Crouch Legal  
Meyer Vandenberg Lawyers  
Sparke Helmore Lawyers

### Insurance Broker

Aon Risk Services Australia

### Investment Adviser

JANA Investment Advisers

## Life Members appointed 2019

Ross Anderson	Colin Mercer
Timothy Blomfield	Betty N Morrison
Marilyn Dann OAM	Matthew Pearce
Dorothy R Dare	Christina Pender
Nellie Davies	O E Phillips
Sam Dempster	H Quinlan
Joan Hale	David Ross
M B Hamilton	Ian & Margaret Ross AM
David Henley	Kenneth M Saxby
Gladys & Ken Mann	Peter & Joan Selby Smith
Gordon McAuslan	Eleanor Sydney-Jones
Gail McGill	Peter Watts
Graham & Judith McKnight	



## Bequests received in 2019

James Anderson	Antica Jokic
Keith Anderson	Moya Kaul
Una Andrews	Hope Kelly
Colin Archer	J & C Kennedy Trust
Ruth Atkinson	Dorell Lackey
Frederick Baldwin	Vera Lawrence
Rodney Ball	Ross Lindsay
Margaret Beckley	Warwick Lukins
Bruce Benson	Ida Lyall
Eileen Birch	Deborah Marks
Cynthia Birrer	Gretta Maston
Joyce Blomley	Barbara Maxwell
Audrey Bownas	Robert McDonagh
Lisa Box	Frances Milat
Norman Bradford	William Moore
Lola Bruton	Ethel Murray
Margaret Bushell	Audrey Neville
Margaret Castle	Diane Nixon
Frederick Clark	Peter Norrie
Thelma Clarson	Eric Nowak
John Cole	Brian Oakley
Sandra Cousins	Marcello Palleschi
Doris Cox	Andrew Paul
Elaine Crofts	Gloria Pittman
Hazel Cromack	Marcus Quinlivan
Ericsson Dean	Margaret Ralston
Jean Deck	Edmund Resch
Lionel Dege	John Richards
Nancy Denson	Alberta Richardson
Lorna Dixon	Margaret Richardson
Konstantin Doku	Bernard Rothbury
James Duckham	Owen Shiels
Roma Ellis	Joyce Sivertsen
Beryl Ellison	Frederick Slater
Michael Ellwood	William Small
Lorna Eshuis	Peter Smith
George Gain	Joyce Steenbhom
Violet Gerrett	Laurence Tracona
K & G Gluck Trust	George Tsisivis
Jack Gornall	Thomas Tuite
Arthur Groves	Joyce Tyrer
Norman Heaton	Barbara Vance
Judith Hodge	Basil Vincent
Gladys Humphreys	Sir William Walkley
Clare Humphries	Warren Watkins
Pieter Huveneers	Harvey Wicht
Frederick James	Sidney Williams



Braille literacy allowed Theodore to follow his dreams. Theodore, who was born blind, was supported by RIDBC from preschool right through to the HSC.

## Permanent funds

18th Australian Infantry Brigade Association of NSW Fund	John B Bedwell Fund
Ann Ratcliffe Fund	Joseph Tyrrell Fund
Dora & George Garland Memorial Fund	Neville McWilliam Prize Fund
Elsie McLachlan Bursary Fund	Robert Simpson & Amy Caroline Brown & Family Fund
Frederick Gregory-Roberts Prize Fund	Stan and Betty Graham Bursary Fund for GBS
Ian Paul Fund	Stan Graham Bursary Fund for TPS
Ivan Rado Memorial Fund	The Estate of Joan Isabel Craven Fund
Jack and Gwen Freeman Fund	Vera Rado Fund
Jane Vickery Memorial Fund	William & Gladys Judd Memorial Fund
Japan Australia Friendship Fund	William H Boydell Fund

# THANKS TO YOU

## Community supporters

Abstract Committee	Freemasons Victoria	Lions Club of Sussex Inlet & District Inc	Rotary Club of Mitcham
Baulkham Hills Sports Club Limited	Grandviews Bowling & Recreation Club	Mandavilla Events	Rotary Club of Turrumurra
Clovelly Women's Bowling Group	Keysborough Golf Club	Rangeville Early Education Centre	The Way in Network

## Corporate supporters

Apple Inc	F B Rice	Mood Media Australia Pty Ltd	Strikeforce AMC
Australasian College of Optical Dispensing	Glencore International AG	National Auto Glass Supplies	The Chase Hotel
Capital Investment Group	Gwynvill Group	National Club Limited	The Lane Vineyard
CMV Truck & Bus Pty Ltd	Hyundai Help for Kids	Qantas Airways Limited	Vinta Investment Management Pty Ltd
De Lorenzo Natural Hair Care and Cosmetics	J J Richards & Sons Pty Ltd	RBA Group	Vtech Telecommunications
Endes Pty Ltd	Lee & Sons (Aust) Pty Ltd	Seasonal Supplies	Wandglow Pty Ltd
	Maxim Accounting & Business Advisors		Zen Imports Pty Ltd

## Trusts and foundations

Ausgrid Employees' Children's Appeal	James N Kirby Foundation	Payne Family Charitable Fund	The Hildanna Foundation
Australian Chinese Charity Foundation	JB Bedwell Endowment	Peter Williams Trust Fund	The J & G Bedwell Endowment
Birchall Family Foundation Trust	JDR Family Trust	RACV Community Foundation	The John Bedwell Endowment
Brian M Davis Charitable Foundation	JLDJS Foundation	Rotary Club of Carlingford	The Johnson Family Foundation
Bruce & Joy Reid Trust	John and Diana Smythe Foundation	Sibley Endowment	The Miller Foundation
Carolyn & Michael Gray Foundation	Kathleen Breen Children's Charity Trust	Skipper-Jacobs Charitable Trust	The Perpetual Foundation
Cochlear Foundation	Kool Nominees	Telstra Kids Fund	The Profield Foundation Trust
Commonwealth Bank Foundation	Lady (Mary) Fairfax Trust	The Amelia Eliza Holland Trust	The R A Gale Foundation
Deafness Foundation	Lazberger Family Fund	The Belalberi Foundation	The Rydge Foundation
Duchen Family Foundation	Liangrove Foundation	The Chris and Sally Woodforde Fund	The Shaw Foundation
Dunstan Family Foundation	Limb Family Foundation	The Denton Family Trust	The UBS Australia Foundation
Feilman Foundation	Maple-Brown Family Foundation	The Dick and Pip Smith Foundation	Thomas Hare Investments Trust
Foundation of Graduates in Early Childhood Studies	Marathon Trust	The Donald Boden Memorial Trust	U & A Foundation
Geoff and Helen Handbury Foundation	Macquarie Group Foundation	The F M Bradford Endowment	Victorian Foundation for the Promotion of Oral Education of Deaf
Goudswaard Family Foundation	Mutual Assistance Society, Sydney	The George Lewin Foundation	Victorian School Building Authority
Henson Foundation	Nell & Hermon Slade Trust	The Hargrove Foundation	William Angliss Charitable Fund
	Olsson Property Group Trust		
	Parramore Family Foundation		



15 corporate volunteer groups like Amgen generously donated time, skills and goods in 2019



2019 Golf Day for Taralye, an RIDBC Service

## Acknowledging some of our wonderful individual supporters

F L Adamson	Dr John Gerofi	Graham and Judith McKnight	Peter and Joan Selby Smith
Robert O Albert AO	Maureen Graham	Colin and Janice Mercer	Carolyn Shih
Ross Anderson	Paul Grant	Robert J Merlino	Charles Shuetrim AM and Sandy Shuetrim
Rita M Andre	Charles Grigor	Sue Metzmacher	Dr Guy Silberstein
Betty Armbruster	Matthew and Catherine Gwynne	Meredith Miller	Anthony Skinner
L R Barnett	Peter Haeusler	Jeanette Milston	Dr John Wright-Smith
Mark Beencke	Brian Harrison	Catherine Moroney	Anne Stayner
Clive Berghofer AM	Stuart Hart	Don and Sharon Moss	Peter Stephens
Anne Bi	Geoff Hartnett	Mancelino D Neves	Margaret Stevens
Timothy Blomfield	Betty C Hatch	Patricia D New	Maureen Stevenson
Isobel Bocalatte	Julie Hawthorne	Robert Nicolson	Barbara Stone AM
Pauline Bridge	Benny Youbin He	Gwenyth O'Brien	Frank Swan
Leo Browne	Rita Chuyin He	Norm O'Neill	Anthony Sweetman
Pam Bunney	Lijun He	Harin and Lakmali Panambalana	Eleanor Sydney-Jones
Elaine G Butler	Margaret Hellings	Christina Pender	Patricia Tang
David G Cable	Ellie Huang	Dr Andrew M Pethebridge	Ray D Thoett
Laurence Cable	Fay Hudson	Tom and Robyn Pinzone	Graham Timmins
John Calvert-Jones AM and Janet Calvert-Jones AO	Barbara Humphrey	Vera Rado	Graham Todd
John T Cameron	Marie Humphreys	Rosemary Rajola	Annette Waight
Peter J Campbell	Ian Huntley	H Ralston AM and Dr J Ralston	A Wales AM and G Wales
Rosemary Campbell	Gordon Ingate	Geoff Reidy	Peter and Jan Ward
Evelyn Chan	Frank Isaacs	Michael and Karen Rich	Peter Watts
Kenny Cheng	G R Johnson	Tony Robinson	Anabel Westwood
Justin Cherrington	Steven Kalmin	Peter R Robson	Gil C Wheaton
Allyn Colgan	Christine Kenworthy	Sandra Rollo	Bernard Wilson
Hugh C Condon	Sudha and Vijay Khandelwal	Kerry Rose	Tani Wilson
Hugh C Condon	Lawrence Kupkee	Alison Rosenberg	Brian Winter
Ken Cooper	Ivy Kwan	Sophie Rothery	Ruth Wood
Charles P Curran AC	Alan and Mary Longstaff	Bernard Royle	Roy and Gay Woodward
Margaret E Dobbin	Iain MacDonald	Norman B Rydge AM OBE	Janet Wright
John Dorrington	James A Mackillop	Richard Rydge	Jie Yang
Michael J Driscoll	Nancy McFarlane	Margaret Sansom	Dr Jason Yeo
Robyn G Dwyer	Anita S McKenzie		Zhiqin Zhou
Rachel C Fitzhardinge			
Rochelle Franks			



# OUR PEOPLE

Our people are the lifeblood of RIDBC.

We have an ongoing commitment to providing our world class services to those who need us, so that we can continue to deliver on our mission.





# OUR PEOPLE

Our people are highly skilled professionals who work together so that our clients and students can achieve the best outcomes.

We invest in the talent of our 450 staff and we nurture our generous volunteers. Our staff benefit from having industry leaders in the fields of hearing loss, vision impairment and early intervention delivering best in class professional development from our centre for research and professional studies, RIDBC Renwick Centre.

2019 saw a 25% increase in volunteer hours contributed across RIDBC by community members, corporate volunteers and students. The direct and positive impact of our volunteers enables RIDBC to deliver on our mission. This year, 18 RIDBC volunteers were nominated for a 2019 NSW Volunteer of the Year Award and, in a first for RIDBC, two of our volunteers won a regional category which took them through to the State Finals.

**“It is an honour and a privilege to be invited and involved with RIDBC”**

**- Anne, RIDBC volunteer**



**25,000+**  
**hours contributed**  
**by volunteers, a 25%**  
**increase on last year**

**25** people received RIDBC volunteer service and recognition awards:

**2** people received 20-year awards

**6** people received 15-year awards

**196** students from 41 schools and universities conducted their work experience with RIDBC



Sue Walters, Clinical Support Officer and President of CICADA, was awarded the Medal of the Order of Australia (OAM) for service to people who are deaf or hard of hearing



Genelle Cook, Manager of the RIDBC Jim Patrick Audiology Centre, was awarded the Medal of the Order of Australia (OAM) for service to people who are deaf or hard of hearing



Dr Frances Gentle, RIDBC Renwick Centre Lecturer was presented with an honorary doctorate by the University of Newcastle in recognition of her national and international work on bringing education to people with vision impairment

# OUR PEOPLE

Our people take on additional, important leadership roles within the sector each year, nationally and internationally:

- Directorships
- Board members
- Advisory boards
- Life Members
- Consultant experts
- Committee members
- Peak bodies
- Editorial committees
- Academia

Our people are not only our staff, they are board directors who steer good governance of RIDBC and take on additional committee roles to assist in exercising functions of the board. They are our leadership team, our supporters, our patrons and our community.

**“Working at RIDBC is truly a unique experience. No wonder so many staff have worked for decades with RIDBC.”**

**– James, staff member**



## 41

### staff received RIDBC length of service awards

7 received 10 year awards

13 received 15 year awards

9 received 20 year awards

2 received 25 year awards

1 received 30 year award



Dr Sue Silveira, RIDBC Renwick Centre Senior Researcher, was awarded her Doctor of Philosophy (Education) by the University of Newcastle



RIDBC President (2009–2019) Mr Sean Wareing was appointed as a Member of the Order of Australia (AM) for significant service to children who are deaf or blind



RIDBC Audiologist Dr Kirsty Gardner-Berry was awarded the Medal of the Order of Australia (OAM) from NSW Governor, Margaret Beazley AC

## Our Patrons



His Excellency General,  
The Hon. David Hurley  
AC DSC (Ret'd),  
Governor-General  
of Australia, and  
Mrs Linda Hurley  
**Joint Vice Regal Patrons**



Mr Norman B  
Rydge AM OBE  
**Vice Patron**

## Our Board



Mr David Dinte  
**President**



Mrs Barbara Stone AM  
**Vice President**



Mr Peter van Dongen  
**Vice President**



Associate Professor  
Catherine Birman  
**Director**



Mr Charles M Cowper  
**Director**



Mr Roger Gee  
**Director**



The Honourable  
Robyn Parker  
**Director**



Mr Matt Pearce  
**Director**

## Our Senior Leadership Team



Chris Rehn  
**Chief Executive**



Shy Bastianpillai  
**Chief Financial  
Officer**



Melissa Bergin  
**Director, Fundraising  
and Development**



Robyn Bridgwood  
**Executive Officer**



Bart Cavalletto  
**Director, Services**



Hockman Chang  
**Director, Technology,  
Operations and Property**



Professor Greg Leigh AO  
**Director, RIDBC  
Renwick Centre**



Nicole Smith  
**Director, Marketing  
and Communications**



# OUR PEOPLE

## STAFF IN THE COMMUNITY

Many RIDBC staff take on additional, important leadership roles within the sector each year.

### Tricia d'Apice

**Secretary**, Pacific Region, International Council for the Education of People with Visual Impairment (ICEVI)

**Life Member**, South Pacific Educators in Vision Impairment (SPEVI)

### Nick Boulderstone

**Director**, Audiology Australia

**Committee Member**, Audiology Australia University Accreditation Committee

**Committee Member**, Audiology Australia Professional Practice Standards Working Group

### Tristan Clare

**Executive Committee Member**, Australian Braille Authority

### Jacqui Donnelly

**Member**, Accessible Assessment Working Party, Round Table on Information Access for People with Print Disabilities

### Kirsty Gardner-Berry

**Member**, Australasian Newborn Hearing Screening Committee

### Frances Gentle

**President**, International Council for the Education of People with Visual Impairment (ICEVI)

**Co-President**, South Pacific Educators in Vision Impairment (SPEVI)

**Honorary Life Member**, SPEVI

**Executive Committee Member**, World Blind Union

**Member**, Inclusive Education Task Group, International Disability and Development Consortium (IDDC)

**Member**, Editorial Committee, The Educator, ICEVI

**Member**, Editorial Committee, JSPEVI

**Honorary Life Member**, Round Table on Information Access for People with Print Disabilities

### Greg Leigh

**Chair**, Australasian Newborn Hearing Screening Committee

**Co-Chair**, International Committee, International Congress on Education of the Deaf (ICED)

**Chair**, Scientific Program Committee, ICED 2020

**Consultant Expert on Education**, Deaf Australia

**Member**, Key Scientist Group, HEARing Cooperative Research Centre

**Board Director**, Deafness Foundation

**Member**, Department of Educational Studies Advisory Board, Macquarie University

**Member**, Advisory Board, H:EAR Hearing Education Application Research Centre, Macquarie University

**Member**, Editorial Board, Phonetics and Speech Sciences

**Member**, Editorial Board, Journal of Deaf Studies and Deaf Education

### Sonali Marathe

**President**, Round Table on Information Access for People with Print Disabilities

**Member**, Australian Inclusive Publishing Initiative

**Member**, Working Party for publishing, "Introduction to Inclusive Publishing", Australian Inclusive Publishing Initiative

**Consultant**, Expert Advisory Group, ARC linkages Project by Monash University: 3D Printing to Improve Access to Graphics by People with Vision Impairments

**Consultant**, Working Party on Libraries Australia Marrakesh Project, National Library of Australia

### Pranitha Moodley

**Director**, South Pacific Educators in Vision Impairment (SPEVI)



## Philip Newall

**Editorial Associate**, Journal of the American Academy of Audiology

**Expert Committee Member**, Chinese Scientific Journal of Hearing and Speech Rehabilitation

**Board Member**, Hearing International

**Senior Consultant**, China Research and Rehabilitation Centre for Deaf Children

**Visiting Professor**, University of Santo Tomas and University of the Philippines, Manila

**Emeritus Professor in Audiology**, Macquarie University

## Sue Silveira

**Director**, Australian Orthoptic Board

**Director**, Cataract Kids Australia

**Australian Representative**, International Orthoptic Association

**Convenor of Awards and Grants Standing Committee**, Orthoptics Australia

**Member**, Orthoptics Australia Council Advisory Committee

**Member**, Editorial Board, Journal of South Pacific Educators in Vision Impairment

**Public Officer**, South Pacific Educators in Vision Impairment

**Member**, State-wide Eyesight Preschool Screening (StEPS) Implementation and Review Committee, NSW Ministry of Health

## Trudy Smith

**President**, Educators of Deaf Students Association, New South Wales

**Member**, Family Centred Early Intervention International Executive Committee

**Chairperson**, National Association of Australian Teachers of the Deaf

## Andrew Spencer

**Member**, Program Committee, ALIA National Conference 2020



Tricia d'Apice, like many at RIDBC, are leaders in the community supporting people with hearing loss and vision impairment.

# SEAN WAREING AM: 19 YEARS WITH RIDBC



Witnessing a major change to healthcare for children with hearing loss was a highlight of Sean Wareing's 19-year RIDBC Board membership.

Concluding ten years as RIDBC President, Sean said, "something that really stuck with me was being there when the Newborn Hearing Screening (SWISH) program started and of course that happily coincided with the cochlear implant becoming more readily available."

"As children began to get implants at a younger and younger age, we saw them start school at the same level as their hearing peers and sometimes even more advanced. It was a triumph."

His association with RIDBC began when he was looking for an opportunity to give back by sharing his business experience with a not for profit organisation. Introduced to RIDBC through a friend, he joined the board not long after, in 2000.

"Running an organisation the size of RIDBC involves many of the same things you need in any other corporate business, so I was ready to apply my expertise there. But, of course, I learnt so much about hearing loss and vision impairment along the way, and it became the job I did for the longest and enjoyed the most."

Sean was elected Board Vice President in 2003 and President in 2009. In his 19 years on the board, Sean contributed to many changes

and developments as RIDBC grew and extended its footprint to reach more people. His time was a period of growth for RIDBC, from four sites to 20 and six mergers. Other achievements included overseeing a new investment strategy, advocating for new systems and a pivotal leadership role for the 2016-2020 Strategic Plan and its strategic objectives.

He was influential in the appointment of current Chief Executive (CE), Chris Rehn, after a previous CE tenure of 23 years. And Sean participated in countless board workshops, facilitating projects with the RIDBC Senior Leadership Team.

Sean's contribution spanned across key organisational decisions and ventures, mergers and acquisitions, strategic partnerships, future growth, improved customer journeys, a full brand review, our NDIS offering and further outreach to Indigenous and vulnerable communities.

Sean credits his role at RIDBC as one of the most rewarding of his substantive career. Sean, and wife Liz have been great supporters financially and through attendance at many events including Pathfinders Charity Flights.

He was appointed RIDBC Life Governor in May 2019 and recognised in June 2019 as a Member of the Order of Australia (AM) for his significant service to children who are deaf or blind.

After stepping down from the RIDBC Board, Sean plans to spend more time with his family, travel, play competitive bridge, keep fit and read.

His advice to incoming RIDBC Board President David Dinte is "have the time, make the time, give the time."

Thank you, Sean.

# DAVID DINTE, RIDBC PRESIDENT



**“We have good reason to be positive about the future of RIDBC with good governance, good management, financial strength and a solid strategy for growth. We are in a good position to reach even greater heights in the future.”**

**- David Dinte, RIDBC President.**

David Dinte's long association with RIDBC reaches back 20 years as a board member.

David brings extensive experience in property, business and not for profit organisations to his role as President.

Appointed Vice President of the board in 2009, David is a Life Member of RIDBC, Director of Souths Cares and member of the International Council of Shopping Centres.

One of his goals as President is to foster a 'people first' approach and to strengthen the board's ties with RIDBC's people and values.

David will also oversee the expansion of RIDBC's footprint both through investment and partnerships. As well, David's leadership will see RIDBC embed our regional management structure to better enable localised tailoring of services, informed by best practice.

David will lead RIDBC as we crystallise integrated ways of working, further unite,

rebrand, and relocate our head office and found Centres of Excellence at the Macquarie University precinct.

David is very culture focussed. He spearheaded the creation of a new board subcommittee for People and Culture.

He will lead RIDBC through the next phase of our strategy, with the objectives of reaching more people, delivering best practice and securing our future.

Core to the strategy will be a focus on stronger connectivity, productivity and sustainability in all aspects of our work. David will also oversee governance initiatives which will take RIDBC into the future.

David is honoured to be working together with such an excellent board and Senior Leadership Team.

Welcome, David and thank you for your 20 years of commitment to date to RIDBC.



# OUR PEOPLE

## RESEARCH, PUBLICATIONS AND PRESENTATIONS

RIDBC people have an impact on our mission by engaging in research and sharing knowledge via publications and presentations

### RESEARCH

Listed alphabetically by first named investigator

*The early communicative environment prior to and following cochlear implants: Impact on children's early communicative and cognitive development* (Prof. Edith Bavin, Dr Julia Sarant, Prof. Candy Petersen, Dr Peter Busby, & **Prof. Greg Leigh**). Supported by ARC Linkage Grant LP 110100070.

*Association between intra-operative Cochlear Response Telemetry (CREST) and hearing preservation.* (Kerrie Plant, **A/Prof. Catherine Birman & Dr Wai Kong Lai**). Supported by Cochlear Ltd.

*Feasibility study with the MOCA-H and HADS for elderly cochlear implant recipients* (**A/Prof. Catherine Birman**, Dr Fearghal Toner, & **Rachelle Hassarati**).

*Choral participation for children who use cochlear implants* (**Jane Brew, Rachelle Hassarati**, & Amandine Petit). Supported by Deafness Foundation.

*e-IMP Online: Development of the Infant Monitor of vocal Production (IMP) as an online assessment instrument* (**Dr Robyn Cantle Moore**). Supported by the HEARing Cooperative Research Centre.

*Profiling the auditory-vocal progress of infants (<12 months of age) who are developmentally at risk for speech delay* (**Dr Robyn Cantle Moore**). In affiliation with Telethon Speech & Hearing.

*Longitudinal outcomes of hearing-impaired children: Early vs later intervention* (Dr Teresa Ching, Prof., Dr Bonnie Parkinson, Prof. Linda Cupples, **Prof. Greg Leigh**, & Dr Cara Wong). National Acoustic Laboratories-led project supported by US National Institutes of Health, Grant Number: 2R01DC008080-11A1.

*Significance of habilitation to newly implanted adult CI recipients* (**Kylie Chisholm & Rachelle Hassarati**).

*Hearing preservation outcomes of lateral wall and perimodolar electrodes at Sydney Cochlear Implant Centre* (**A/Prof. Melville da Cruz, Phillip Chu, Dr WaiKong Lai, & Karen Byth**).

*Beyond Speech: Towards better communication for children with hearing loss.* (Prof. Katherine Demuth, A/Prof. Mridula Sharma, **Prof. Greg Leigh, Inge Kaltenbrunn**, Dr Aleisha Davis, & Ms Alison King). Supported by ARC Linkage Grant LP180100534.

*Simultaneous cochlear implantation and removal of acoustic neuroma.* (**Dr Robert Eisenberg, & Dr Halit Sanli**).

*Accessible UEB Online: Developing an on-line training program in the Unified English Braille Code for learners who are blind or have low vision (including family members and professionals with vision impairment).* Supported by the JSDJS Foundation and the James N. Kirby Foundation. (**Dr Frances Gentle**).

*UEB Online for Mathematics: Developing an on-line mathematics training program in the Unified English Braille Code for learners who are blind or have low vision* (**Dr Frances Gentle**). Supported by the JLDJS Foundation, Skipper-Jacobs Charitable Trust, Thomas Hare

Investments Trust, Duchon Family Foundation and the Sibley Endowment.

*The role of data-logging and functional listening in monitoring client outcomes* (**Rachelle Hassarati, Dr WaiKong Lai, & Colleen Psarros**).

*A phase I/II nonrandomized, controlled trial, evaluating the safety and efficacy of neurotrophin gene therapy delivered during cochlear implant surgery.* (Prof. Gary Housley, **A/Prof. Catherine Birman**, & Prof. Catherine McMahon). Supported by NHMRC, Garnett Passe and Rodney Williams Memorial Foundation, and Cochlear Ltd.

*Widening the scope of speech and language assessment in children with hearing loss from culturally and linguistically diverse backgrounds.* (**Dr Sharon Hurt, Inge Kaltenbrunn, Kylie Chisholm, Rachelle Hassarati, & Allison Gangell**).

*Delayed diagnosis of misplacement of cochlear implants into the vestibule: A novel technique to reinsert the existing pre-curved electrode* (*CI-512 Contour Advance*) (**A/Prof. Jonathon Kong & Prof. William Gibson**).

*The effectiveness of telepractice in delivering specialist early intervention services to deaf and hard of hearing children and their families - PhD project* (**Melissa McCarthy**—Supervisor/s: **Prof. Greg Leigh & Prof Michael Arthur-Kelly**).

*The influence of processor upgrades on quality of life outcomes of CI recipients.* (**Eleanor McKendrick, Nichola Midgley, & Rachelle Hassarati**).

*The delivery of cochlear implantation related services in a remote access environment - PhD project - Macquarie University* (Colleen Psarros - Supervisor/s: A/Prof Catherine McMahon, **Prof. Greg Leigh & Prof. Robert Cowan**).

*Orthographic facilitation of vocabulary learning in children with hearing loss - PhD project - Macquarie University* (Andrea Salins - Supervisor/s: Prof Anne Castles, Prof. Linda Cupples, **Prof. Greg Leigh**).

*Intraoperative Remote Assistant testing* (**Dr Halit Sanli, Philip Chu, & Dr WaiKong Lai**).

*Objective monitoring of residual hearing following cochlear implantation.* (**Dr Halit Sanli, Philip Chu, & Dr WaiKong Lai**).

*Profiling children with vision impairment in Australia - The Australian Childhood Vision Impairment Register* (**Dr Sue Silveira**). Supported by the Japan Australia Friendship Fund (JAFF).

*Early intervention for infants at risk for cerebral palsy: Babbling study.* (Dr Roslyn Ward, & **Dr Robyn Cantle Moore**). In affiliation with Children's Hospital, Perth, WA.

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## PRESENTATIONS

A selection from more than 100 presentations made by RIDBC people

**Birman, C.** (2019, November). Two novel therapies delivered with cochlear implant devices: Steroid eluting array and gene therapy. *12th Asia Pacific Symposium on Cochlear Implants and Related Sciences*, Tokyo, Japan.

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**Birman, C.** (2019, November). Single sided hearing loss: Sydney Cochlear Implant Centre experience (invited). *12th Asia Pacific Symposium on Cochlear Implants and Related Sciences*, Tokyo, Japan.

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**Birman, C.** (2019, September). Progressive paediatric sensorineural hearing loss. *Australian New Zealand Society of Paediatric Otolaryngology ANZSPO 2019 RPAH*. Sydney.

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**Birman, C.** (2019, March). Cochlear implant outcomes and cochlear nerve dysplasia. *Australian Society of Otolaryngology Head and Neck Surgery - 69th Annual Scientific Meeting*, Brisbane.

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**Byrne, A.** (2019, November). What is the role of the Orthoptist and Ophthalmologist in the NDIS application process? *76th Orthoptics Australia Conference*, Sydney.

**Cantle Moore, R.** (2019, September). eIMPrimer. *Itinerant Teacher of the Deaf Conference (ITOD 2019)*, Sydney.

**d'Apice, T.** (2019, June). The results of braille literacy research. *VISCON 2019*, Sydney.

**d'Apice, T.** (2019, May). Results of braille literacy research. *Round Table on Information Access for People with Print Disabilities 2019 Conference*. Brisbane.

**Donnelly J.** (2019, November). Accessible assessments for students with vision impairment. *Australian Disability Clearinghouse on Education and Training*. Perth.

**Edwards, F.** (2019, October). The Orthoptist role in diagnosis and management of CVI. *American Academy of Certified Orthoptists Annual Meeting*, San Francisco, USA.

**Edwards, F.** (2019, November). The Orthoptist role in the diagnosis and management of CVI. *75th Annual Australian Orthoptic Meeting*, Sydney.

**Gardner-Berry K., Sanli H., McTaggart M., & Hassarati R.** (2019, March). The changing profile of paediatric cochlear implantation over 26 years at the Sydney Cochlear Implant Centre: Age at implant, unilateral vs bilateral, and radiological findings. *10th Australasian Newborn Hearing Screening Conference*, Gold Coast.

**Gentle, F.** (2019, July). Achieving human rights through innovation in early childhood education for young children with vision impairment. *3rd International Conference on Special Education (ICSE)*, Surabaya, Indonesia.

**Gentle, F.** (2019, May). **Towards inclusive education with high expectation.** *International Seminar on the 80th Anniversary of Education for the Blind in Thailand*, Bangkok, Thailand.

**Gentle, F., & Howse, J.** (2019, May). RIDBC launch of UEB Online for Mathematics. *Round Table on Information Access for People with Print Disabilities 2019 Conference*, Brisbane.

Howse, J., & **Gentle, F.** (2019, November). Unified English Braille: Exploring the code and implementation approaches. *Getting in Touch with Literacy Conference 2019*, Seattle, Washington.

**Hurt, S., Kaltenbrunn, I., Chisholm, K., & Gangell, A.** (2019, May). Widening the scope of speech and language assessments in children with hearing loss from culturally and linguistically diverse backgrounds. *Speech Pathology Australia and New Zealand Speech Therapy Association Joint Conference*, Brisbane.

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**Kaltenbrunn, I.** (2019, July). Creating inclusive and accessible natural learning environments for young children with hearing loss in the community. *3rd Infant-Toddler Conference*, Sydney.

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**Rennie, M., Matthews-Lane, C., & Meskin, T.** (2019, June). Achieve listening and spoken language: single case study of a child with Charge Syndrome. *International Society of Early Intervention (ISEI) 2019*, Sydney.

**Rennie, M., Matthews-Lane, C., & Meskin, T.** (2019, June). Attending, listening, relating through playful interaction: Longitudinal case study of a child with cerebral palsy and profound hearing loss. *International Society of Early Intervention (ISEI) 2019*, Sydney.

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**Silveira, S., & Gentle, F.** (2019, June). A strong foundation: Innovative ideas and best practices. *VISCON 2019*, Sydney.

**Silveira, S.** (2019, November) Rethinking assessment of children with vision impairment. *AAPOS – RANZCO - APSPOS 2019 Joint Meeting (organised by American Association for Pediatric Ophthalmology and Strabismus)*, Sydney.

**Silveira, S.** (2019, July) Understanding the functional impact of childhood vision impairment. *3rd Infant and Toddlers Conference*, Sydney.

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