



ANNUAL REPORT

APRIL 1, 2024 –
MARCH 31, 2025

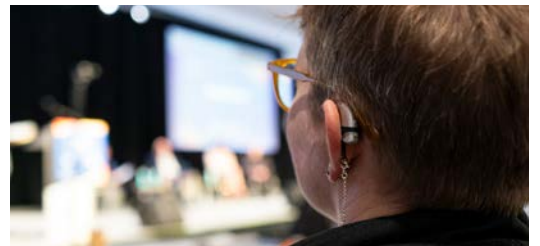


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SECTION 1

Rick Hansen Foundation *Who We Are*

Rick Hansen delivers a keynote at
National AccessAbility Day in Ottawa, ON

Rick Hansen receives the King Charles III
Coronation Medal from MP Parm Bains

Man In Motion World Tour Arizona 1985



About Us

Our Founder

In 1973, Rick Hansen, on his way home from a fishing trip, survived a truck accident that left him paralyzed from the waist down. As he learned how to navigate his community in a wheelchair, he also learned how to navigate people's changed attitudes toward him. In 1985, Rick began a 26-month wheelchair marathon across 34 countries around the world known as the Man In Motion World Tour to create awareness of the potential of people with disabilities and to raise money to remove barriers.

The Rick Hansen Foundation (RHF) was established in 1988. For over 35 years, RHF has worked to raise awareness, change attitudes, and remove barriers for people with disabilities.

What We Believe

We envision a society that embraces both attitudinal and physical accessibility, understanding that changes to attitudes, policies, and practices are needed to support truly inclusive communities. Guided by our 2024–2028 Strategic Plan, we deliver innovative solutions that accelerate a global movement for accessibility and foster a future where people with disabilities can thrive in healthy and inclusive communities. We invite everyone who shares this belief to join us in shaping a world where all people can realize their full potential.



The 2024-2028 RHF Strategic Plan

Our 2024-2028 Strategic Plan describes how we will achieve transformational change:

Goal #1: We will sharpen our focus on innovation and partnerships as core strengths within both existing programs and new globally relevant solutions.

Innovation is and has always been a part of our DNA and we will embrace it in new and courageous ways.

Goal #2: We will accelerate adoption of RHFAC in Canada and expand internationally.

Meaningful accessibility is essential to creating vibrant, resilient and healthy communities. We will continue to scale our RHF Accessibility Certification (RHFAC) program to become recognized as a leader in Canada and as we expand internationally.

Goal #3: Expand impact and maximize engagement through a unified marketing and communications approach.

We will unify our structure to strengthen our impact, resulting in increased awareness and engagement.

Goal #4: Achieve an enduring business model. We recognize that the changing financial landscape demands new and creative approaches to achieving financial sustainability.

These changes, together with our focus on partnerships, employee engagement and succession planning, will prepare RHF for a future in which people with disabilities can thrive in a world that is accessible, inclusive and healthy for all.

Access the full 2024-2028 RHF Strategic Plan at [RickHansen.com/Strategy](https://rickhansen.com/Strategy)



Message from Our Founder

As we mark 40 years since the beginning of the Man In Motion World Tour, I find myself reflecting on the extraordinary power of what can be achieved when people come together to remove barriers and create lasting change.

This past year, I've witnessed how our collective efforts, from the community level to the global stage, are making a meaningful difference in the lives of people with disabilities. Our impact has reached millions, from the terminals of Toronto Pearson Airport and LaGuardia Airport Terminal B to school classrooms, public buildings, and beyond.

I am incredibly proud of what our team, board, partners, and supporters have accomplished. Your belief in a world where everyone can go everywhere fuels our work every single day. We are creating a more accessible future, so all feel a sense of belonging.

When I rolled into Vancouver, British Columbia, in 1987, it was the completion of the Tour. However, my commitment to showing the world the potential of people with disabilities had only just begun. I had realized that my quest for the creation of a more accessible world didn't end when I crossed the finish line — it was the start of a movement. It's a movement that is ongoing and growing stronger because of you.

As we look ahead, let's double down on what matters. Let's continue to listen, to innovate, and to work together to create communities around the world that reflect the full diversity of human experience.

Thank you for joining us on this incredible journey. Our best work is still in front of us, and anything is possible.

Rick Hansen
Founder, Rick Hansen Foundation



Message from Our Board Chair and CEO

We are sincerely grateful to our supporters for partnering with us on our journey to make the world accessible and inclusive for everyone, everywhere. Our accomplishments reflect our Strategic Plan in action, to advance accessibility certification, training, and education; empowering youth; strengthening spinal cord injury (SCI) research and care; and breaking down barriers in nature. Across each area, the Foundation's work is grounded in lived experience, powered by innovation, and driven by partners at every level. In the pages that follow, you will learn about these significant accomplishments during the 2024–25 reporting period.

Key accomplishments during the 2024–25 reporting period include:

- With the leadership of RHF and Holland Bloorview Kids Rehabilitation Hospital in Toronto, a transformational gift of \$30M from The Slight Family Foundation, a consortium of 11 non-profit disability organizations, under the National Disability Initiative, are working together on a five-year project to provide Canadians with disabilities the supports and solutions they need to thrive throughout their lives, while also raising awareness to address ableism in schools, workplaces, and communities across the country.
- We continue to provide key facilitation in bringing major health care and government stakeholders in British Columbia to the table to discuss ways to enrich the experience of rehabilitation back to the community for those with acute SCI.

The third stage of this project has focused discussions on practical approaches to post rehab support for SCI patients and work is progressing on a pilot SCI Navigator Project to persons with SCI and their primary care physicians living in rural and remote areas to bolster continuing rehabilitation.

Photo caption: RHF staff photographed around a globe sculpture at Larry Berg Flight Path in Richmond, B.C.



Rick and Amanda Hansen personally reached out to congratulate each scholarship recipient on their selection

Inaugural National Disability Initiative meeting

APN2025 photobooth

- In its inaugural year, the Rick & Amanda Hansen Scholarship for Youth with Disabilities program, generously funded by the April 1 Foundation, supported five students in their pursuit of post-secondary education. The five scholarship applicants received surprise video calls from Rick and Amanda Hansen notifying them that out of 130 eligible applicants, they were chosen to receive a scholarship starting this past September. Under the auspices of the RHF School Program, we also trained 600 educators in disability inclusion and accessibility through our School Program's Educator E-Learning, creating more inclusive classrooms across Canada.
- Through the introduction of our Accessible Outdoors Program, made possible through the generosity of The Peterson Family Foundation and local supporters and sponsors, our new accessible vessel, *Everyone Everywhere*, enables people with disabilities to experience outdoor activities in ways previously unimaginable. Fitted to support a range of disabilities, this game-changing program is much in demand and feedback underscores how appreciated the program is and how underserved the sector had been. The program is intended to collaborate with other non-profit partners to remove barriers in the natural environment for people with disabilities, including the development of innovative boat design and accessible docks and marinas.
- Our annual Accessibility Professionals Network (APN) conference, presented by Accessible Employers and Vancouver International Airport, was held at the end of March. The sessions featured an exciting lineup of national and international speakers who discussed the latest initiatives advancing accessibility from across Canada and abroad. We were thrilled to host Daniel Van Sant, Director, Disability Services, Harkin Institute as our keynote speaker for Day 2.

- We are especially gratified to continue to deepen our collaboration with the Harkin Institute in Iowa despite the shifting of traditional international linkages experienced globally. On April 23, we proudly announced that the Tom and Ruth Harkin Center, home of The Harkin Institute for Public Policy & Citizen Engagement at Drake University in De Moines, Iowa, achieved RHF Accessibility Certification (RHFAC) Gold. It is the second building in the U.S., following LaGuardia Terminal B in New York, to achieve this honour. Discussions are now underway with the Harkin Institute to explore how we can collaborate on bringing RHFAC to the forefront in the U.S.
- Achieving RHFAC Gold and adoption of RHFAC by major aviation hubs and municipalities continue to grow. Toronto Pearson Airport, which hosts approximately 35M visitors annually, and New York's LaGuardia Airport's Terminal B, and the City of Richmond, B.C., where RHF is headquartered, have all achieved RHFAC Gold. In addition, Richmond has committed to rating all new city-owned buildings through RHFAC.
- We were honoured to be invited by the Canadian government to nominate 40 individuals to receive the King Charles III Coronation Medal, which was launched in 2023 to commemorate King Charles and Queen Camilla's ascension to the throne. This limited-edition award recognizes individuals across the country for their exemplary and significant impacts to their communities. RHF recognized individuals who have made lasting impacts in the areas of SCI research, disability advocacy, accessibility and inclusion, and community building. The awarding of this commemorative medal was especially meaningful as it coincided with the beginning of the 40th anniversary of our Founder's Man In Motion World Tour.

The above is only a snapshot of our many achievements of 2024–25. As always, the Foundation's continuing success is made possible through the hard work and dedication of so many. Our deepest gratitude extends to our Board directors, staff, donors and partners. Thank you!

With appreciation,



Jane Halford, FCPA, FCA, ICD.D
Chair, Board of Directors



Doramy Ehling
Chief Executive Officer



SECTION 2

Conversations in Canada and on the Global Stage

UN's 17th Conference of State Parties Session on the CRPD

An illustration of "The Power of Mind Friendly Communities" webinar

An illustration of "Just Because We Can" public service campaign



SECTION 2

Key Highlights



Attended UN's 17th Conference of State Parties Session on the Convention on the Rights of Persons with Disabilities



Power of Inclusion webinar included 640 attendees



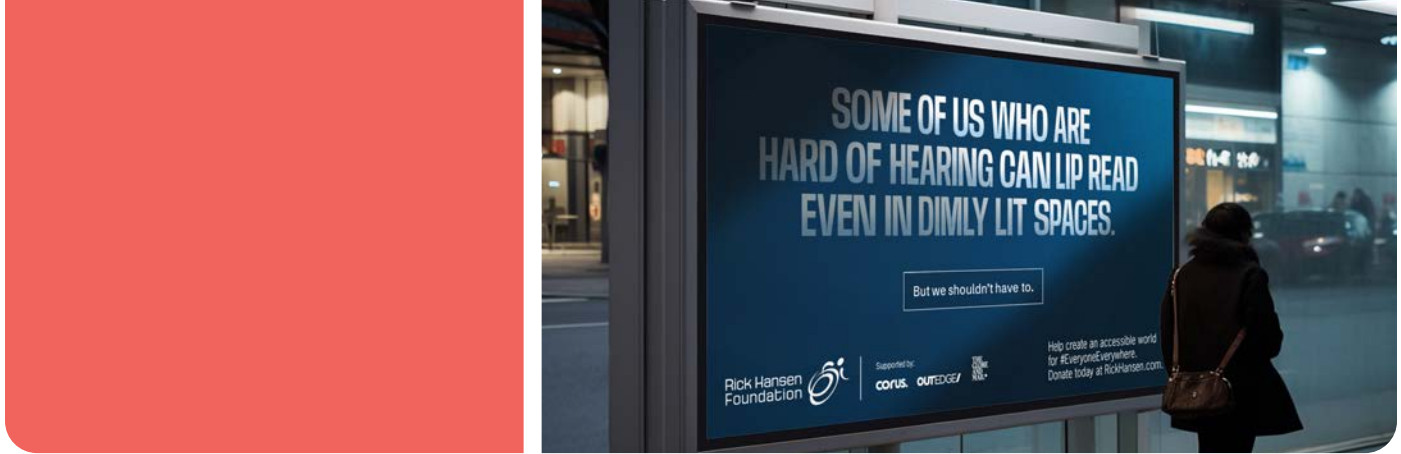
"Just Because We Can" public service campaign achieved more than 33 million impressions



Strengthened 4 international partnerships



Sharpened our focus on innovation



Conversations in Canada and on the Global Stage

Alignment to 2024-2028 RHF Strategic Plan:

- ✓ Goal #1: Sharpen our focus on innovation and partnerships as core strengths within both existing programs and new globally relevant solutions.
- ✓ Goal #3: Expand impact and maximize engagement through a unified marketing and communications approach.

RHF continues to play a key role in shaping accessibility conversations both in Canada and on the global stage. This year, RHF was proud to attend multiple international gatherings, including the United Nations' 17th Session on the Conference of State Parties hosted in New York, as well as key conferences held in Montreal, Ottawa, Singapore, and Washington, District of Columbia.

In 2021, we launched a 'Power of Inclusion' webinar series to raise awareness about continuing physical and attitudinal barriers. To date, we have welcomed 2,497 people to our panels including 640 people to this past fiscal year's panels titled 'The Power of Mind Friendly Communities' (285 attendees in May 2024) and 'The Power of Inclusive Decision Making' (355 attended our December 2024 panel).

Our integrated "Just Because We Can" public service campaign achieved over 33 million impressions and implicitly questioned why barriers aren't being removed as a matter of societal responsibility, helping increase recognition of accessibility as a fundamental human right demanding urgent action. The campaign contributed to a 50 per cent increase in holiday season donations, despite a Canada Post strike, and increased the perception of accessibility barriers (+45%) and urgency regarding accessibility (+22%).

Photo caption: An illustration of "Just Because We Can" public service campaign



“ I just want to say I love your new commercial on accessibility. I am a new wheelchair user and there are barriers many able-bodied people take for granted, like stairs, missing curb cuts, or accessible door buttons that are broken, hard to find, or too far from the door. Thank you for showing exactly how I feel when I encounter a barrier.

— “*Just Because We Can*”
campaign viewer

The campaign was also recognized for its creative and business impact receiving six awards from highly regarded organizations, including Communication Arts, Advertising Design Club of Canada, Atomic Awards, Shots Awards, Clio Awards, and the Canadian Marketing Awards.

Internationally, the RHFAC methodology is gaining recognition. RHF strengthened our relations with international partners this past fiscal including Harkin Institute, Drake University, Stonybrook University and Valuable 500. We aim to deepen our international relationships and co-create initiatives that amplify accessibility across borders.

Rick Hansen Foundation was featured in Valuable 500's flagship publication, shared with 500 organizations operating across 64 sectors and 44 countries. This recognition further amplified our belief that accessibility must be embedded in leadership across industries and borders.

The Tom and Ruth Harkin Center at Drake University, home to the Harkin Institute, became one of only two RHFAC Gold-certified buildings in the United States (following LaGuardia Airport in 2023). The building's design process, which centred lived experience from the outset, exemplifies RHFAC ethos in action.

RHF also continued our leadership role in the Social Sciences and Humanities Research Council–funded project Quality in the Built Environment: Quality through the Lens of Lived Experience, now in its third year. This ambitious collaboration with 14 universities, 70 researchers, and 67 organizations aims to redefine how quality, inclusion, and social value are integrated into Canada's built environment.

The RHF School Program online resource library was accessed 4,142 times during the reporting period. Users from around the world downloaded our materials, which are focused on teaching disability inclusion and accessibility.

These efforts embody our priority to amplify accessibility on the world stage, ensuring that awareness, research, and innovation in Canada contribute to global systems change. By sharing knowledge, building partnerships, and elevating lived experience, we are helping to accelerate a global movement for accessibility and inclusion.



The RHFSP Youth Leadership Committee brings young people together to amplify the message of the needs and priorities of youth with disabilities in Canada



SECTION 3

Meaningfully Accessible
Environments:

*The RHF Accessibility
Certification Program*

Accessibility includes having assistive listening systems in place for those who wear hearing aids

The APN2025 conference drew a sell-out crowd

Promotional pamphlets for RHFAC Training



SECTION 3

Key Highlights



1,803 people registered for an accessibility training course totalling over 3,855 learners trained to date



329 sites RHFAC rated surpassing our goal of 200



RHFAC Gold awarded to Toronto Pearson Airport (35M+ annual visitors)



RHFAC adopted as requirement by the City of Richmond, B.C.; Cities of Vancouver, Surrey, and Williams Lake B.C.; and Halifax, N.S. continue to integrate RHFAC into design and development requirements



Municipal Accessibility Policy Toolkit developed



The RHF Accessibility Certification Program (RHFAC)

Alignment to 2024-2028 RHF Strategic Plan:

- ✓ Goal #2: Accelerate adoption of RHFAC in Canada and expand internationally.

Now in its seventh year, RHFAC continues to set Canada's benchmark for meaningful access in the built environment. Developed using principles of Universal Design and grounded in lived experience, RHFAC goes beyond code compliance to assess real-world accessibility. Each RHFAC rating brings us closer to embedding accessibility into policies, procurement, and standards across municipalities, industry, and government to build communities where everyone can participate fully.

This year, 329 site ratings were completed by RHFAC Professionals, surpassing our target of 200. We witnessed the continued expansion of the program across municipalities, private industry, and public infrastructure. Notably, Toronto Pearson International Airport achieved RHFAC Gold, becoming Canada's highest-traffic RHFAC-certified site with over 45 million visitors annually. As part of its accessibility journey, the airport introduced a sensory space to support neurodivergent travelers and released a comprehensive three-year plan with transparent progress updates.

Our target for the fiscal year was to have five or more international sites rated through RHFAC by March 31, 2025. As of year-end, one rating was completed with one underway due to the changing geopolitical climate. We are revisiting our international strategy to help focus and ensure stronger uptake moving forward.

We have worked closely with cities such as Richmond, B.C., which now requires RHFAC Gold for all new civic builds, as well as Surrey, Vancouver, and Williams Lake, B.C., and

Photo caption: RHFAC Training at Vancouver Community College



Rick Hansen and Kurush Minocher

Two people walking through an event, one using a white cane for navigation

“ It was welcoming to see just how thorough the RHFAC process was. It was a wonderful exercise for us. It highlighted gaps that exist that we can now work through. This is one piece of a broader journey of making Toronto Pearson the most accessible airport in the world.

– *Kurush Minocher, Greater Toronto Airport Authority’s Executive Director of Customer Experience and Airline Relations*

Halifax, N.S. where RHFAC continues to be embedded into internal design and developmental standards.

Lastly, we also developed an Artificial Intelligence data analysis tool to uncover trends in our online RHFAC Registry, which we will continue to refine and use to measure progress.

Accessibility Training and Education Key Accomplishments

In response to increased demand, and with continued support from the Government of Canada’s Sectorial Workplace Initiative and RBC Foundation, we enhanced our training and education offerings by redeveloping three key courses: **RHFAC Professional Training, RHFAC Fundamentals Training, and RHF Inclusion & Accessibility Training.** Training helps participants move beyond minimum code requirements and integrate meaningful accessibility into planning, design, and retrofitting. By strengthening expertise across sectors, RHFAC Training helps shape a built environment where people of all abilities can fully participate.

More than 1,803 learners across Canada accessed these courses through a growing network of six

post-secondary institutions and four industry associations. Our Accessibility Professional Network (APN) also continued to grow, reaching 531 members — the highest number to date — and our APN2025 conference welcomed a record 555 registrants.

This year marked the successful completion of the three-year Building National Capacity for Accessibility Training & Credentials project, supported through the Government of Canada's Sectoral Initiatives Program (SIP). With \$8 million in funding from Employment and Social Development Canada, the project professionalized the accessibility field, embedded inclusive design into mainstream practice, and supported Canada's workforce in "building back better."

Accessibility Training and Education Key Accomplishments



1,803 people registered

For one of our accessibility training courses this fiscal year totalling over 3,855 learners trained across Canada to date

3 Updated training courses launched

Training delivered via:

6 Post-secondary institutions

4 Industry associations

531 members

In the Accessibility Professional Network (APN)



555 attendees

At the APN2025 Conference, presented by Accessible Employers and Vancouver International Airport



Completion of the three-year Building National Capacity for Accessibility Training & Credentials project, supported by the Government of Canada's Sectoral Initiatives Program.



SECTION 4

Creating Inclusive Schools and Empowering Youth: *The RHF School Program*



RHF Ambassador Sharon Brant delivered an Ambassador presentation to 400 students at Pleasantville Public School

A banner promoting the RHFSP

Moderator and RHF Ambassador Jessica Kruger with speakers Emily De Boer, James Kwinecki, and Élise Doucet at BC CAISE conference 2025



SECTION 4

Key Highlights



19,591 youth reached through our educational resources and Ambassador presentations



5 Difference Maker of the Year Award Recipients announced



5 Rick & Amanda Hansen Scholarships for Youth with Disabilities awarded (up to \$40K over five years)



9 Youth Leadership Committee members mentored



8 new educator resources created reaching 11 provinces/territories and international downloads



2,184 registered and 1,758 completed our RHF Inclusion & Accessibility E-Learning



The RHF School Program

Alignment to 2024-2028 RHF Strategic Plan:

- ✓ Goal #1: Utilize our innovation model to enhance the RHF School Program in order to continue to meet the changing needs of today's educators and students.

Since 2001, the Rick Hansen Foundation School Program (RHFSP) has empowered children and youth to become champions of accessibility and inclusion, helping them recognize barriers, challenge stigma, and build more inclusive communities. This year, the program reached 19,591 students through our educational resources and Ambassador presentations, surpassing our goal of 15,000. Each interaction sparks awareness and empathy, inspiring the next generation to see accessibility not as an accommodation, but as a shared responsibility.

To deepen this impact, we continued to deliver the RHF Educator Inclusion & Accessibility E-Learning course, training 1,920 educators with 2,371 currently registered. Of those who completed the course, 100% reported they felt better equipped to promote inclusion and accessibility in their classrooms — an increase of 1% over last year. We also continued to deliver Professional Development sessions to educators across the country, some in partnership with organizations such as Harmony Movement and Holland Bloorview.

Our Youth Leadership Committee, made up of nine youth with and without disabilities from across Canada, met monthly to provide youth perspectives and engage in skill-building sessions on topics like public speaking and navigating social media. We were also proud to award five Difference Maker of the Year Awards and five Rick & Amanda Hansen Scholarships, generously funded by the April 1 Foundation, each worth up to \$40,000 over five years, to outstanding Canadian students with disabilities pursuing post-secondary education.

Photo caption: Rick Hansen at the Rick Hansen Secondary School 25th Anniversary in Mississauga, ON



“ Great job everyone! This workshop offers something valuable for every educator – whether you’re in early childhood, teaching, administration, or student support. Thank you for the tools, inspiration, and conversation.

– Participant feedback



The RHFSP is a cornerstone of our Strategic Plan’s commitment to cultivating the next generation of accessibility leaders. Each resource, presentation, and scholarship help promote empathy, challenge ableism, and empower young people to create momentum for a future where disability inclusion and accessibility are understood as fundamental human rights.



RHF Ambassador presentations continued to be a highlight of RHF School Program engagement. Our team of trained Ambassadors who are individuals with varying lived experience of disability, delivered dynamic presentations that fostered empathy and understanding in K-12 classrooms across the country.

We are looking to work with partners in the coming year to reach and empower even more young people including indigenous youth with disabilities.

A professional development session at Rick Hansen Public School in Aurora, ON

Russell Tabata, Difference Maker of the Year Award Recipient

Kids at the Colour Run, Langley School of Fine Arts



Made possible by the generous support of Scotiabank and The Gordon and Ruth Gooder Charitable Foundation.

Scotiabank. THE GOODER FOUNDATION



SECTION 5

Advancing Spinal Cord Injury Cure and Care Initiatives

G.F. Strong 50 Years of Rehab Event
 Doors to the PARC facilities
 Blusson Spinal Cord Centre employees



SECTION 5

Key Highlights



5 seed grants, 20 trainee travel awards



9 scientific publications this year



PARC attendance up to 45 visits/day, offering six weekly exercise classes



Work-Integrated Learning program expanded (10 UBC Kinesiology students)



The International SCI Biobank approved 35 global research requests and cited in six peer-reviewed papers



Led BC SCI Care Strategy resulting in new SCI Navigation Service



Advancing Spinal Cord Injury Cure and Care Initiatives

Alignment to 2024-2028 RHF Strategic Plan:

- ✓ Goal #1: Partner with governments, community organizations, health authorities, and other key stakeholders to implement a hub-and-spoke approach to rehabilitation, research and care across BC.

RHF continues to invest in world-class SCI research, rehabilitation, and innovation through its long-standing partnership with the International Collaboration on Repair Discoveries (ICORD) at the Blusson Spinal Cord Centre. This funding supports the people, infrastructure, and programs driving discovery, improving care, and strengthening community participation for those living with SCI.

In 2024–25, RHF funding supported five new Seed Grants and 20 Trainee Travel Awards, enabling researchers to advance high-impact studies and share their findings at national and international forums. These grants are part of RHF’s strategy to accelerate cures-focused research: they provide the early data and momentum required to secure large-scale external grants. This past year, one seed grant of \$33,000 was leveraged into a \$995,000 Canadian Institutes of Health Research award for a study titled *Remodelling chromatin to promote regeneration after spinal cord injury* for Dr. Brett Hilton.

Projects funded by RHF seed grants also led to nine peer-reviewed scientific publications this year, spanning topics from autonomic regulation, exercise rehabilitation after SCI, and novel cellular mechanisms of recovery.

Funding also supported shared scientific infrastructure that benefits hundreds of researchers across disciplines. This includes essential laboratory equipment, research

Photo caption: The ICORD building in Vancouver, B.C.



“ The Rick Hansen Foundation has supported the Spinal Cord Injury Research Evidence project which reaches over a quarter million users per year. The majority of users are health care providers who find information on the website to improve their clinical practice and outcomes for their patients.

– *Dr. Janice Eng*



The Blusson Spinal Cord Centre, home to ICORD

The Blusson Spinal Cord Centre

support staff, and the International SCI Biobank (ISCIB), which is a global resource that houses biospecimens, imaging data, and clinical information for use by qualified researchers worldwide. Over the past year, ISCIB fulfilled seven international research requests from institutions across 10 countries, contributing to a cumulative total of 35 projects worldwide. Data was cited in six peer-reviewed publications and more than 50 scientific presentations.

The Yuel Family Physical Activity Research Centre (PARC) also continued to grow with RHF’s support. Located at the Blusson Spinal Cord Centre, PARC provides a welcoming, fully accessible environment to stay active and connected. Attendance increased to averaging 150–200 visits per week and reaching up to 45 visits per day. PARC also served as a training ground through the Work-Integrated Learning program, where 10 UBC Kinesiology students gained practical training in adaptive exercise and physical activity counseling.

RHF’s support further enabled ICORD’s Annual Research Meeting and Trainee Symposium, with 180 attendees and 78 posters, the largest number in the history of the combined event. These gatherings

strengthen Canada's position as a global leader in SCI research and ensure new discoveries are rapidly translated into practice.

RHF's partnership with ICORD continues to accelerate scientific progress, develop future medical leaders, and enhance quality of life for people with SCI across Canada and beyond.

Strengthening Systems of Care with the BC SCI Care Strategy

RHF facilitated the community-led development of the BC Spinal Cord Injury Care Strategy, finalized in 2023, and is now collaborating with partners across the province to advance its implementation. The strategy takes a lifelong view of SCI, spanning the continuum from injury and acute care through rehabilitation and community reintegration. It also identifies critical opportunities to strengthen the system of care.

Systemic barriers include the absence of a provincial mandate for SCI and rehabilitation, limited capacity in specialized services, gaps in coordination across health and community systems, and a lack of clinical awareness due to relatively low patient numbers. Exacerbated by the province-wide shortage in primary care, these factors leave individuals with SCI vulnerable at every stage of their recovery and reintegration.

Among its key recommendations to address these barriers, the Strategy calls for:

- Recognition of SCI as a provincial health priority.
- Development of a provincial rehabilitation strategy.
- Creation of a neurorehabilitation Health Improvement Network (HIN).
- Investment from the provincial government in new rehabilitation infrastructure, beginning with a centre of excellence in the Lower Mainland to anchor a provincial network of neurorehabilitation services and research.

Building on this foundation, RHF convened an informal provincial SCI Network of practitioners and administrators from across B.C.'s health authorities. This network serves as an early bridge toward a formal HIN and identified the need for a new SCI Navigation Service (SCINav) as its top priority. SCINav will support both patients and clinicians in navigating the complex pathways of SCI care.

To help operationalize this initiative, RHF has committed \$1.05 million over three years to pilot SCINav in partnership with G.F. Strong Rehabilitation Centre in Vancouver, B.C. The service will launch initially in rural and remote communities before expanding province wide. RHF also contributed to the Government of British Columbia's provincial rehabilitation strategy consultation to ensure that the priorities outlined in the BC SCI Care Strategy are reflected in future health system planning.



Blusson Spinal Cord Centre employee and ambassador Kyle Gieni with students



SECTION 6

Removing Barriers to Nature: *The RHF Accessible Outdoors Program*



Passengers on board the *Everyone Everywhere* vessel

A man accompanying a woman with vision loss on a park trail

Laetitia Mfamobani on board the *Everyone Everywhere* vessel



SECTION 6

Key Highlights



100 individuals welcomed aboard the program's accessible vessel, *Everyone Everywhere* during the pilot phase



Goal to reach 500 people next fiscal year



Secured partnerships with Power to Be, Pacific Salmon Foundation and the Fraser River Sturgeon Conservation Society



The RHF Accessible Outdoors Program

Alignment to 2024-2028 RHF Strategic Plan:

- ✓ Goal #1: Utilize our innovation model to establish programming to remove barriers to the natural environment for people with disabilities.

The RHF Accessible Outdoors Program, through the generosity of The Peterson Family Foundation and community partnerships with Power to Be, the Fraser River Sturgeon Conservation Society, and the Pacific Salmon Foundation, is breaking down barriers in the natural environment so people with disabilities can experience outdoor activities in meaningful ways.

While *Everyone Everywhere*, our new accessible vessel, has already opened the water to people with a wide range of disabilities since its soft launch in October 2024 at the Steveston Marina in B.C., the program extends well beyond the boat itself. In this first phase, we are working to address accessibility gaps in the broader marine environment, from docks and marinas to industry practices. By combining innovation with strong partnerships, the Accessible Outdoors Program is helping reshape how the outdoors is designed and delivered, ensuring nature is accessible to everyone.

The program is built around three pillars: *Everyone in Nature*, which enables people with disabilities to access natural spaces; *Difference Makers*, which engages and empowers a growing network of organizations committed to removing barriers in their own communities and sectors; and *Knowledge Generation*, which gathers insights from lived experience, research, and partnerships to guide future programming, resource allocation, and community engagement strategies.

Photo caption: The *Everyone Everywhere* vessel at Victoria International Marina



“ To be able to sit in the captain’s chair and the co-pilot’s chair of the boat, to have the accessible washroom, and to be able to move around. It was freedom. Being on *Everyone Everywhere* was really energizing to see the possibilities.

– Accessible Outdoors Program participant
Mike Stiles



Research shows that time spent in nature leads to lower stress levels, improved mental health, and greater social engagement for people with disabilities. As we expand, our vision is to apply what we’ve learned on the water to parks, coastlines, and other natural spaces across Canada.



The Accessible Outdoors Program demonstrates how accessibility must extend beyond buildings. By combining innovation with lived experience and strong partnerships, we are reshaping natural environments so people with disabilities can experience the health, social, and community benefits of nature. This work reflects our Strategic Plan’s focus on applying accessibility solutions to new systems and sectors.

Mike Stiles in the co-pilot’s chair of the *Everyone Everywhere* vessel

Guests experiencing the joy of barrier-free boating aboard *Everyone Everywhere*

RHF Founder Rick Hansen’s famous quote is featured on the *Everyone Everywhere* vessel



SECTION 7

Reporting and Our Team



B.C. staff at a summer potluck

Donor recognition wall in the entrance of the RHF head office in Richmond, B.C.

Staff at the APN2025 Photobooth



Staff and Culture Highlights

Our people remain at the heart of everything we do. This year, we continued to build a positive and inclusive workplace culture through various employee-led initiatives. Key highlights included:

- **Employee-Led Initiatives:** Our employee engagement groups [wellness, culture, IDEA (inclusion, diversity, equity, and accessibility)], and social committees played a significant role in enhancing our workplace environment.
- **Wellness Activities:** Throughout the year, we held a series of mini sessions on well-being and introduced a fall challenge to promote health and wellness.
- **IDEA Initiatives:** We introduced the ASL Bloom app, helping our team to learn and practice phrases in American Sign Language. Inclusion and Accessibility training was provided to all staff to ensure a more inclusive workplace.
- **Mentorship Program:** Our mentorship program was redesigned to include mentor-led workshops, peer groups, and self-directed learning. The focus was on career growth, development, and fostering a supportive environment with open communication.
- **Staff Development:** Seven peer learning coordinators supported staff development in areas such as data privacy, AI, analytics, and inclusive design.
- **Employee Recognition and Engagement:** An internal survey revealed that 85% of RHF staff feel recognized, valued, and proud to work at the Foundation.
- **Flexible Remote Work and Summer Wellness Schedule:** We continued to support work-life balance by maintaining a flexible remote work policy and summer wellness fortnight schedule.

Internally, we remain committed to promoting a workplace where employees feel recognized, supported, and empowered. This reflects the same values of inclusion, diversity, equity, and accessibility that we champion across society.

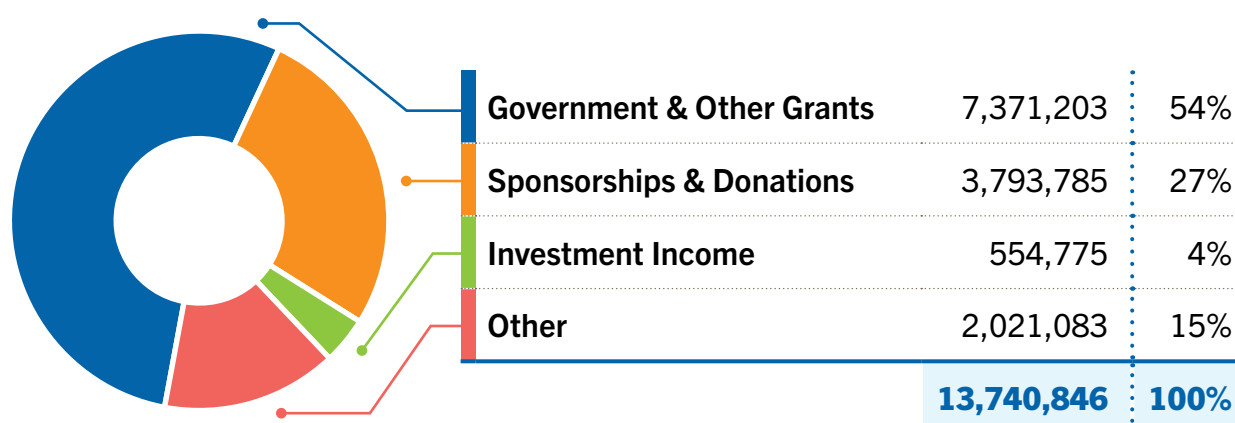
Fiscal 2025 Financials

Alignment to 2024-2028 RHF Strategic Plan:

- ✓ Goal #4: Achieve an enduring business model. We recognize that the changing financial landscape demands new and creative approaches to achieving financial sustainability.

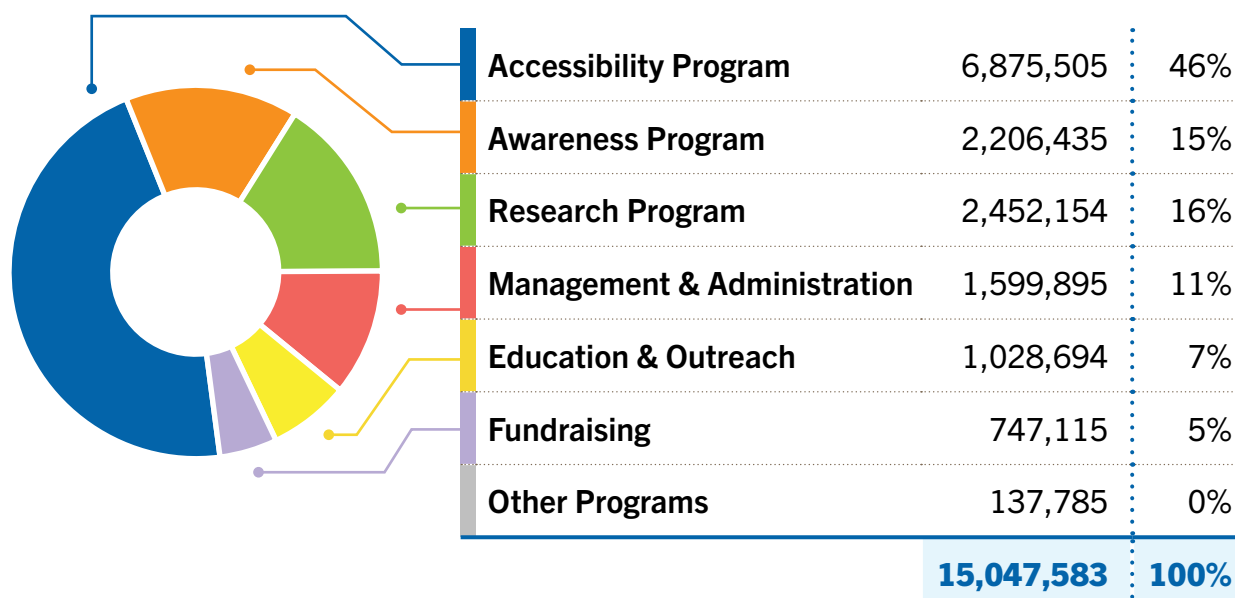
Revenue for the year ended March 31, 2025

Where Our Funding Comes From



Expenses for the year ended March 31, 2025

How We Put the Funding to Work



Statement of Financial Position

March 31, 2025, with comparative information for 2024

	2025	2024
ASSETS		
Current assets:		
Cash and cash equivalents	\$ 7,728,617	\$ 10,063,948
Accounts receivable	1,077,773	567,187
Prepaid expenses and deposits	251,416	347,413
	9,057,806	10,978,548
Investments held at fair value	6,629,674	7,186,284
Tangible capital assets	797,111	638,969
Intangible assets	1,648,390	1,069,661
Intellectual property rights	1,800,000	1,800,000
	\$ 19,932,981	\$ 21,673,462
LIABILITIES AND NET ASSETS		
Current liabilities:		
Accounts payable and accrued liabilities	\$ 1,062,670	\$ 1,322,826
Deferred revenue	230,421	391,936
Deferred contributions	7,795,419	8,991,176
	9,088,510	10,705,938
Deferred capital contributions	2,349,360	1,569,921
TOTAL LIABILITIES	11,437,870	12,275,859
Net assets:		
Unrestricted	2,156,078	2,379,617
Internally restricted	6,205,465	6,884,418
Endowment	133,568	133,568
TOTAL NET ASSETS	8,495,111	9,397,603
	\$ 19,932,981	\$ 21,673,462

Statement of Operations

March 31, 2025, with comparative information for 2024

	2025	2024
Revenue:		
Government and other grants	\$ 7,371,203	\$ 8,471,843
Sponsorships and donations	3,793,785	2,094,950
Investment income	554,775	663,049
Other	2,021,083	1,176,651
TOTAL REVENUE	13,740,846	12,406,493
Expenses:		
Accessibility	6,875,505	6,728,312
Awareness	2,206,435	2,236,430
Research	2,452,154	1,675,494
Education and outreach	1,028,694	1,075,140
Other	137,785	29,983
Total programs	12,700,573	11,745,359
Fundraising	747,115	773,995
Management and administration	1,599,895	1,551,652
TOTAL EXPENSES	15,047,583	14,071,006
Surplus of revenue over expenses before the undernoted items	(1,306,737)	(1,664,513)
Fair value changes on investments	404,277	443,745
Surplus (deficiency) of revenue over expenses for the year	\$ (902,492)	\$ (1,220,768)

Please refer to our full set of audited financial statements at [RickHansen.com](https://rickhansen.com).

Thank You!

Thank you to the continued support of our funders, donors, supporters and partners committed to removing barriers for people with disabilities and creating a world where everyone can go everywhere!

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April 1 Foundation
Chisholm Thomson Family Foundation
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Bequests

Estate of Frances Vallance	Estate of Robert David Kerr
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Hildegund Brueckmann Charitable Foundation (SCGF)

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Michael Reid
Nancy Lyzaniwski
Rick and Amanda Hansen
Sarah McCarthy

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Executive Team

Doramy Ehling, Chief Executive Officer

France Gagnon, Chief Financial Officer & Vice President, Operations

Brad McCannell, Vice President, Access & Inclusion

Sarah McCarthy, Vice President, Strategic Initiatives (until December 2024)

Mike Reid, Vice President, Resource Development

Amanda Basi, Senior Director, Programs

Laura McBride, Senior Director, Awareness

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8 am to 4 pm Pacific Time

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1-800-213-2131

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schools@rickhansen.com

RHF Accessibility

Certification Program

access@rickhansen.com

Accessibility Advisory Services

rickhansen.com/advisory-services

Spinal Cord Injury Enquiries

sci-research@rickhansen.com

Social Media

Follow @RickHansenFdn on [Facebook](#), [Instagram](#), [X](#) and [LinkedIn](#) to stay up to date on the latest in accessibility news and on the impact our supporters are making for people with disabilities.

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Tamara Vrooman. O.B.C. (*retired July 16, 2024*)

Program Committees

- Accessibility Certification Program Advisory Committee and Technical Subcommittee
- School Program Advisory Committee and Youth Leadership Committee



We are proud to be one of 77 organizations globally selected by an independent review panel for the [Valuable 500 Directory](#). The directory features organizations with expertise in digital, physical and cognitive accessibility, as well as tools for inclusive recruitment and branding practices.



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