



Carmichael Connection

August 2017

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CARMICHAEL ENTERPRISES RESIDENTIAL PROGRAMS LTD

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Global Sponsorship ~ New Philippine Project

Submitted by: Carmela & Mike Taylor – Owners of Carmichael Enterprises

New Global Fundraising sponsored by Carmichael Enterprises to benefit Lamwas Elementary School is now on!

Lamwas Elementary School is located in the hinterlands of Tanjay City, Philippines; it is actually part of the Department of Education but it is not easily accessible as there are no public transportation and electricity in the area. In fact, the principal whom I know well and his teachers go up to the mountains on a Monday morning and board with the locals during the week and return to their homes in the city on a Friday when the school lets out. It might be incomprehensible that there is no electricity or access to any modern amenity as we take that for granted but for them it is a reality. Perhaps the children and even their parents might not even know what Internet is all about. We have been interested to help out for a while but we did not know where to begin. The wish right now for the school principal is to have a small library built so the children can get immersed in the imaginary world of books, but even the books are lacking. I appeal to all of you and encourage your family and friends as well to donate gently-used books that are age-appropriate and drop them off at head office. It might be a small part on your behalf but I believe that every little thing counts. Thank you so much.



The state of the buildings are in a sorry state...volunteers including parents of the school children do what they could every year, before school starts with whatever money they could scrounge up.



In June of this year, they held emergency preparedness drill...here are the school children outside.



THE ISM'S

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**who gossips to
you will gossip
about you.**

MANAGING GOSSIP

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STAFF SPOT LIGHTS



Birthdays ~ August 2017

Aquila Fred Nicole
 Jen C Pam Heather G
 Brandie Mark D Kelsey

Staff Draw Winners

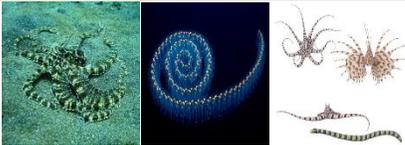
JULY: Russ Sam



Welcome New Staff & Returns

Bernadette Alfredo
 Denise Lucille

RANDOM FAST FACTS



The Mimic Octopus can not only change colours, but will mimic the shapes of other animals, like the flounder, lionfish and sea snakes!



Otters sleep holding hands!

OOPS!

If we have missed anyone off the Staff Spotlights please contact the office so we may correct in the next issue. Thank you!



SEXISM

Submitted by: Cathy Bontogon, Residential Coordinator

Sexism are behaviours and beliefs that rank the sexes (the physical characteristics that define male and female) and genders (the cultural definitions of what is feminine and what is masculine), placing more value on one than another.

As a group in most societies, men have more power and prestige than women and certain male characteristics are given preference.

Because of this, issues of sexism and homophobia may overlap, as both create expectations of what women and men should be.

The following are some examples of sexism:

- Making jokes that demean and sexualize women.
- Being denied a job because it is not a job "traditionally" done by women.

Sexism can be very subtle or extremely evident. It sets specific roles for women and creates an environment that devalues and negates their accomplishments and skills. It can be an extremely challenging issue to confront because it exists both in our personal relationships (e.g. our family and friends) as well as in the world in which we live.

"Because a woman's work is never done and is underpaid, or unpaid, or boring, or repetitious... because we're the first to get the sack and what we look like is more important than what we do.

Because if we get raped it's our fault and if we get bashed we must have provoked it... if we raise our voices we're nagging bitches and if we enjoy sex we're nymphos and if we don't we're frigid....and if we love women it's because we can't get a real man... and if we ask our doctor too many questions we're neurotic and/or pushy and if we expect community care for children we're selfish...and if we stand up for our rights we're aggressive and unfeminine and if we don't we're typical weak females.... and if we want to get married we're out to trap a man and if we don't we're unnatural... because we still can't get adequate safe contraception but men can walk on the moon and if we can't cope or don't want a pregnancy we're made to feel guilty about abortion and... for lots and lots of other reasons we are a part of the woman's liberation movement."

~Author Unknown~

HATHA YOGA BY DONATION ~ COMING SOON

Submitted by: Carmela Taylor, Executive Administrator/Co-Owner

I have been practicing yoga since 2010 and just recently finished a 200-hour teacher training certificate for Hatha and Kundalini Yoga. When I first started yoga, the idea was to have a time for myself but it has evolved into something more – it has definitely made me stronger not just physically but mentally. It hasn't made me perfect because no one actually is but it made me much more aware of my self-worth and of those around me.

Yoga is not about handstands and headstands although if one can do it good on you. People have a misconception about yoga – one has to be spiritual, one has to be flexible, one has to be a vegetarian, one has to be a certain size, etc. - but yoga is so much more than these. I love wine and I love wearing heels, it doesn't mean I have to suddenly turn into a raw vegetable munching, sandal wearing hippie because I'm into yoga. It is the acceptance of your true self, owning up to your limitations and most of all it is the uniting of your mental, physical and spiritual well-being.

Our bodies are like cogs on a tire, if one is out of sorts then the tire is not balanced. Yoga is harnessing one's strength and letting one's consciousness be. It is one of the best ways to do self-care.

If you have not tried yoga or if you want to join and help out a worthy cause, please join me in the fall – dates and times are still to be firmed up.

Proceeds of your donation all go into building a small library and providing books to the Lamwas Elementary School, in the hinterlands of Tanjay, Philippines.

Carmela Taylor, RYT 200 (Yoga Alliance-certified)



Hatha Yoga

UP COMING EVENTS



INTERNATIONAL OVERDOSE AWARENESS DAY

August 31, 2017

<https://www.overdoseday.com/>



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BC DAY

August 7, 2017

Managing Gossip in Workplace ~ Stop the ongoing epidemic

Excerpts from: Monica Jensen, RPT Principal, The Aviary Group ~ IPM August Newsletter

<http://www.workplace.ca/newsletter/pdf/pdf1496794183.pdf>

Gossip is widespread in the workplace. At times, it appears as if employees have nothing better to do than gossip about each other. They chat about their organization, their coworkers and their bosses. They often take a half truth and flip it into an entire hypothetical reality. Speculating on the team's future, who will let go, who is seeing who and what employees are doing in their personal lives?

Employees are capable of gossiping about everything and they do in a workplace that fails to bring about a stop to the chatting employees.

A certain amount of gossip is likely to occur in any workplace. Employees are curious to know what is going on and like to chat about work matters. The essential point is to determine when the gossip is inappropriate. If the gossip is inappropriate and not addressed, it may lead to low employee morale or a toxic work environment.

As a manager, the need to stop the gossiping occurs when it becomes disruptive to the workplace and the business of work, it is hurting employees' feelings, and it is damaging interpersonal relationships or injuring employee motivation and morale.

Since research shows that gossip is disruptive in the workplace, what can we do to address it? Let us look at a few different approaches as a team and as an individual to addressing gossip in the workplace.

When you deal with gossip as a team, consider putting a ban on gossiping. Some workplaces have adopted an official ban on workplace gossip by having employees sign a pledge. Although extreme it may be effective. To discourage gossiping, encourage employees to speak to each other about issues that are causing them problems before they bring it to their supervisors or other parties' attention.

In the age of social media, it becomes easier to spread rumours and gossip about others. This can cause tremendous harm to the culture of the workplace. Organizations today need to deal with social media and keep an eye on emails, personal blogs and Facebook discussions among employees. Finally, confront rumours promptly. Providing factual information about layoffs, problematic situations or surplus of employees serve them better than to leave them speculating on their own. It is important to discuss the impact that gossip may have in the workplace. Discuss openly the differences between active communication and gossip. In today's workplace, verbal harassment has legal ramifications. Employers have a duty to take action against verbal harassment when they become aware of it.

In dealing with gossip as an individual, always share information. Be generous with the non-confidential material. This has proven to put a check on the gossip mill. Interestingly closed doors can set off alarms even if the intent is innocent.

Let people know that you may be interrupted at any time unless in a private meeting. Be sensitive about appearances. Often rumours and gossip form around cliques in the workplace. Try to avoid forming groups and reach out to new people to keep the loop open. If all else fails, walk away. Gossip loses its momentum when there is no audience.

Find a way to tactfully suggest a more efficient channel for complaining or remove yourself from the discussion. If you start to focus on the positive qualities of your colleagues, you will automatically have nice things to say about each other.

Workplaces that have the highest levels of gossip seem to be the ones where employees are not engaging in work duties. Stay busy. If your day is full of tasks which you find thought-provoking and rewarding, you will be less likely to get distracted by trivial activities.

We spend long hours at our job. Make a point of cultivating relationships and activities outside your workplace. Having strong relationships outside the office often provides sources of emotional support and objective advice.

Unfortunately lurking at the extreme end of the gossip spectrum is workplace bullying. What may seem as harmless rumors to some, may amount to intimidation and harassment for the targeted employees. Complications of physical and mental health issues arise and need to be addressed in the proper forum.

Finally, become a role model. Do not indulge in any gossip yourself. Become a leader in this area. Do not feel the need to chat in order to feel connected, liked or to be informed about your team. Taking a stand to prevent random gossiping creates a better work environment for everyone.

Carmichael Connection

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