



# Carmichael Connection

## October 2015

**HEAD OFFICE**  
 2219D McGarrigle Road  
 Nanaimo, BC V9S 4M4  
 Tel: (250) 585-2889 Fax: (250) 585-2861

**CARMICHAEL ENTERPRISES RESIDENTIAL PROGRAMS LTD**

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### LECTURE AT SILLIMAN UNIVERSITY

Submitted by: Mike Taylor, Executive Director  
<http://su.edu.ph/>

The Executive Director Michael Taylor had the pleasure of doing a 3 hour lecture at an international university in the Philippines in August. Michael was invited to speak in front of University Faculty members from the Social Work Department, Psychology Department, Nursing Department, and the Education Department.

The lecture was delivered on the SIVA Model and provided an overview of each of the modules of SIVA and also looked at potential implementation into the school's curriculum in these various departments.

Upon completion of the lecture and with feedback given by the faculty members the President, Dr. Ben Malayang III invited Michael to return in January and teach the entire model as well as provide a Train the Trainer program to be able to teach the model in the respective departments!

SIVA as well as components of the Carmichael model will soon be taught within an international university.



Silliman University ~ Philippines



Dr. Ben Malayang III



### IMMUNIZATION

Adults need vaccines to stay healthy!

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### WORK BARRIERS

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## STAFF SPOT LIGHTS

happy  
birthday  
to you!

## Birthdays ~ October 2015

Andrea	Peter
Jessi	Michael T
Monika	Ian
Noel	



## Welcome New Staff &amp; Returns

Grace	Chris M	Ron
Will	Justin	Jessi

## RANDOM FAST FACTS



**Thanksgiving is the reason for TV dinners!** In 1953, Swanson had so much extra turkey (260 tons) that a salesman told them they should package it onto aluminum trays with other sides like sweet potatoes — and the first TV dinner was born



There is a power plant under construction in Minnesota that will burn 700,000 tons of turkey "litter" (a combination of droppings and bedding material) each year to provide power for up to 60,000 homes.

## OOPS!

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

THANK YOU!



## IMMUNIZATION – NOT JUST FOR KIDS

Excerpts from: The Wellness Connection ~ Fall-Winter 2015 ~ Costco

ADULTS NEED VACCINES TO STAY HEALTHY

Vaccines stimulate your body's immune system to produce antibodies that protect you from getting a disease or getting a disease a second time. In Canada immunization has saved more lives in the past 50 years than any other medical intervention. In fact, infectious diseases now cause less than 5% of all deaths in our country. Adults require immunization to stay healthy and stop the spread of disease to others.

Adults who were not vaccinated as children or received incomplete immunization may not be protected from various preventable diseases and could be at risk of infecting others. You should receive the following vaccinations if you have not had the vaccine or the disease:

- ◆ Tetanus
- ◆ Diphtheria
- ◆ Pertussis (Whooping Cough)
- ◆ Measles
- ◆ Mumps Rubella (German Measles)
- ◆ Varicella (Chicken Pox)

Adults who did receive tetanus, diphtheria and whooping cough immunizations as a child will need a booster or helper shot, to maintain protection. You should receive a whooping cough booster once in adulthood and a booster for tetanus and diphtheria every ten years. Tetanus and diphtheria are available in a combination vaccine so one injection covers you for both.

DO I NEED TO BE VACCINATED?

If any of the following statements apply to you, you need to be vaccinated.

- I want the best protection against preventable diseases
- I am pregnant or plan to be pregnant
- I plan to travel to another country
- I travel frequently for business
- I am a gardener or worker with soil on a regular basis
- I am a parent or a grandparent
- I am a student living in residence
- I have a medical condition that increases my risk of getting infections
- I am a health care worker or caregiver
- My job or lifestyle exposes me to infection

You never outgrow your need for immunization. It is as important for you as it is for your children. Remember to keep a record of the vaccines you've received in the past to help you stay organized and up to date. The **Immunization Canada App** is a great tool for doing just that. Immunization provides the longest lasting, most effective protection against disease for you, your family and your community.

**Get vaccinated today!**

<http://immunize.ca/en/default.aspx>

<http://www.immunizebc.ca/>

## DISABLED STILL FACE WORK BARRIERS

Excerpts from: **Benefits Canada**

<http://www.benefitscanada.com/benefits/disability-management/disabled-still-face-work-barriers-47144>

While Canada has made great strides in equal opportunity employment, companies might still be inadvertently discriminating against disabled individuals.

Many firms continue to engage in practices that shut out individuals with disabilities, often right from the application process, according to experts. And, observers note, disabled people's marginalization in the labour market is compounded by the fact that Canada's public system for disability benefits is essentially a confusing patchwork of programs.

And most disabled Canadians do want to access the labour market, said in an interview Diana McCauley, manager of employment services at Spinal Cord Injury Ontario, a non-profit organization.

But as many as 54% of the country's working-age disabled population—about 3.8 million individuals—are unemployed, according to the Canadian Survey on Disability released by Statistics Canada. Some see this as a conservative estimate, however, because it doesn't capture the number of those who have given up on their job search. In comparison, the country's general unemployment rate is 6.9%.

Canada's small employers, for example, have been slow to hire disabled people. A recent survey by BMO Financial Group reveals that in 2013, only three in 10 small business owners recruited people with disabilities, the same as the previous year.

### Access denied

One reason for the high unemployment rate among people with disabilities are employer practices which essentially exclude them from the workforce—and many of these practices happen as early as the application process, experts note.

For example, a number of companies insist on accepting only online applications. But people with a vision disability may not have the right software to complete the online process, said McCauley.

Also, she added, some employers phrase vacancy announcements in a manner that makes disabled people feel unwelcome. That includes failure to insert statements that the company is an equal opportunity employer as well as the use of phrases such as "must be able to drive," McCauley said. But often, a person can still do a job by taking public transportation instead of driving, she explained.

Another obstacle for people with disabilities is that some companies can be inflexible about job requirements, refusing to consider candidates who don't meet all of them, McCauley said.

Yet another barrier are the assumptions that many employers have about the skills of disabled people, their absence rates and the insurance costs they would pay if they hire those individuals. But many of these assumptions are erroneous—and often, the accommodations an employer has to make are not onerous or costly at all.

Observers point out that disabled people actually bring a lot of positive traits to the table. Some of the main ones are loyalty and diligence, since they're willing to go the extra mile in order to keep their jobs, given that finding work is hard for them

### Patchwork of policies

Another major reason why Canada's disabled community is largely on the margins of the labour market is the country's incoherent set of disability support programs, according to experts. Unlike some other advanced nations, Canada has no uniform, national disability policy. What it has is a number of policies that vary across provinces and territories.

Apart from being impenetrable and incoherent, Canada's policies are also based on a narrow view of disability, MacEachen said. "The policy is often focused very strongly on functional ability, which is a very limiting way to understand these issues," she explained, adding that understanding the social component of disability is also key. This is where employers can play a role, she said.

"A lot of the programs are based on training the individual to have more skills," she said. "[But] we may [also] need programs to encourage employers to take a chance on people and actually hire them, too."

But in order to better integrate disabled individuals in the workforce, it's also important establish links between Canada's disability programs, rather than bringing them into one system.

## UP COMING EVENTS

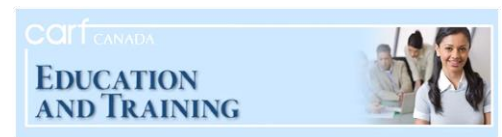


supporting individuals through valued attachments

## 2 DAY SAFETY MGT TRAINING

**Nanaimo Staff**  
**October 1 & 2, 2015**

<http://www.sivatrainng.ca/>



## CARF Canada

### CARF Canada Advanced Performance Measurement

**November 16 to 18, 2015**

**Simon Fraser University at Harbour Centre**  
**515 West Hastings, Room 700**  
**Vancouver, BC**

<http://www.cvent.com/events/carf-canada-advanced-performance-measurement/event-summary-oac44f07c4c54804bae95e43c37bcbf8.aspx>



**Monday**

**October 12, 2015**

# Staff Announcements

Mike Taylor would like to congratulate our latest additions to the management team!

Cathy Bontogon  
Residential Coordinator

Devon Schulz  
Manager ~ Wellington Place

Sebastian Nock  
Manager~ Lost Lake Home



## YES IT'S THAT TIME AGAIN!

THE ANNUAL  
CARMICHAEL CHRISTMAS  
PARTY

FRIDAY

DECEMBER 4, 2015

LANTZVILLE LEGION

PLEASE RSVP BY  
NOVEMBER 6, 2015

TO:  
[melody.carmichael@shaw.ca](mailto:melody.carmichael@shaw.ca)

OR CALL MELODY @ 250-  
585-2889 WITH YOUR NAME  
AND PLUS ONE!



Carmichael Connection

Serving Nanaimo to Campbell River

Randi's Place ~ Wellington Place ~ Oceanside Place ~ Creekside Place ~ Shamrock Home ~ Hammond Place ~ Uplands Home ~ Harbourview Place ~ Matt & Dan's Home ~ Buckley Bay Home ~ Bronte's Home ~ Outreach Home ~ Lost Lake Home