

Carmichael Connection

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MBT Global Enterprises Inc.

Submitted from: Mike Taylor, Executive Director

We are excited to announce the launching of a new project our Executive Director Mike Taylor has undertaken with partner Mike Bote.

MBT Global Enterprises Inc has joined with Magsaysay Global out of the Philippines that is the largest deployment organization in Southeast Asia. They provide staff to numerous countries throughout the globe.

Magsaysay is interested in branching out into the Community Living sector and provide staff for agencies like ours. They have also requested Carmichael Enterprises to build a training curriculum for students in the Philippines. This will ensure staff have the core training necessary before they are deployed to North America.

The president of Magsaysay recently visited Vancouver Island and had an opportunity to see group homes during his time here as the Philippines do not have any residential programs in the country.

We are excited about this new opportunity and we will also be obtaining staff for our company as well.



Staff Spotlights

New Staff

- Kawaljeet
- Christopher Muzamba
- Matteo
- Rutendo
- Evelyn
- Jane Francis

New Staff

- Titilayo
- Shivangi
- Theresa
- Munir
- Tinotenda
- Keegan



COVID-19, flu, cold or seasonal allergies?

Excerpts from: <https://www.ctvnews.ca/health/coronavirus/covid-19-flu-cold-or-seasonal-allergies-how-to-tell-the-difference-between-symptoms-1.5114356#:~:text=The%20novel%20coronavirus%20is%20a,body%20and%20a%20sore%20throat,source=AP>



Unravelling the common symptoms of COVID-19

The differences between COVID-19, influenza, seasonal allergies and a cold

- Symptoms are common
- Symptoms occur sometimes
- Symptoms are uncommon
- Symptoms are rare
- Doesn't have these symptoms

Symptom	COVID-19	Flu	Cold	Seasonal allergies
Body aches				
Cough				
Diarrhea				
Fatigue				
Fever				
Headaches				
Itchy or watery eyes				
Loss of smell or taste				
Nausea or vomiting				
Runny / stuffy nose				
Shortness of breath				
Sneezing				
Sore throat				

CLBC Cultural Safety Policy ~ Part #2

Excerpts from: <https://www.communitylivingbc.ca/about-us/policies/>

Creating a Culturally Safe Space

To create a culturally safe environment, service providers are encouraged to:

- Identify and engage with Indigenous people and communities in their region to understand and develop a culturally safe space and practice
- Develop respectful and transparent relationships with Indigenous individuals, their families and/or support networks, and communities, and
- Maintain a safe space in their office that is culturally appropriate to meet with Indigenous individuals, families, and/or support networks.

How Do We Do This? Service providers can create a welcoming and safe space by:

- Reflecting on their personal values, assumptions, privilege, and belief structures that inform their interactions with Indigenous individuals
- Displaying Indigenous artwork
- Using a traditional territorial acknowledgement of Indigenous peoples when meeting in-person and in email signatures
- Recognizing and treating Indigenous individuals as people first, not only as people requiring services
- Introducing themselves and explaining their role within the organization
- Establishing relationships with local Indigenous communities
- Explaining how services (e.g., Community Inclusion) work to ensure individuals along with their families and/or support networks understand how and when to access services
- Demonstrating a willingness to be collaborative and flexible in the way services are delivered by how it can accommodate their needs (e.g., a home sharing environment permits smudging)
- Recognizing and equalizing power imbalances in individual-service provider relationships by:
 1. Acknowledging that individuals can make choices about how services are delivered
 2. Expressing concerns about their services without negative consequences, and
 3. Respecting changes in choices and/or goals over time.
 4. Taking the time to get to know individuals, their families, and/or support networks, and communities
 5. By showing genuine interest, and listening respectfully
 6. Being attentive
 7. Treating them with respect and empathy
 8. Being aware of stereotypes and acknowledging individuals' lived experiences.
 9. Being respectful by conveying kindness and humility
 10. Using open communication to allow individuals the time to express their feelings and talk about their experiences without fear of judgment
 11. Asking questions and providing input and feedback
 12. Respecting individuals' cultural beliefs, lifestyles, and
 13. Respecting and safeguarding individuals' privacy, and confidentiality



Richard Jock, CEO, FNHA

"The standard was developed by Indigenous thought leaders and champions, providers, patient partners, administrators, academics, and knowledge keepers, co-chaired by Gerry Oleman and Dr. Nel Wieman. I am grateful for their dedication and thoroughness. The Cultural Safety and Humility standard is a quality-based approach to make the BC's health and social service institutions safer for all Indigenous people."

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*“Carmichael
Enterprises is
committed to
meeting the needs
of individuals with
disabilities”*



We're on the Web!

www.carmichaelenterprises.ca

Workplace Bullying & Harassment

Submitted from: Scott Hartnett ~ Health & Safety Coordinator

Workplace Bullying and Harassment

Workplace bullying and harassment includes any inappropriate conduct or comment by a person towards a worker that the person knew, or reasonably ought to have known, would cause that worker to be humiliated or intimidated. It excludes any reasonable action taken by Carmichael or managers relating to the management and direction of workers or the place of employment.

Checklist of Duties

Workers must:

- Not engage in bullying and harassment
- Report bullying and harassment they witness or experience
- Apply and comply with Carmichael's bullying and harassment policies and procedures

Managers must:

- Not engage in bullying and harassment
- Apply and comply with Carmichael's bullying and harassment policies and procedures

Employers must:

- Not engage in bullying and harassment
- Develop a bullying and harassment policy statement
- Take steps to prevent or minimize bullying and harassment
- Develop and implement procedures for reporting incidents and complaints, including procedures for reporting when the employer, supervisor, or owner is the alleged bully or harasser
- Develop and implement procedures for dealing with incidents or complaints
- Inform workers of the policy statements and prevention measures
- Train workers and managers
- Annually review the policy statement and procedures