

Carmichael Connection

INSIDE THIS ISSUE:

- Self-Care 2
- Cultural Competency 3
- Health & Safety 4

Outreach Drop-In Renovations!



“You don’t have to see the whole staircase, just take the first step”

Martin Luther King

Urban Artist Justin Delacuesta from Sacramento California created this masterful mural in Outreach’s Drop-In Centre’s new movie room.

Staff Spotlights

January Birthdays

- | | |
|-----------------|--------------------|
| Timothy Kelechi | Jasmine Julian |
| Rekha Chovi | Kevin N Clementina |
| Amanda S Dayo | Adeyinka Damilola |

December Birthday Winner:

- | | |
|---------|---------|
| Alfredo | Derrick |
|---------|---------|

New Staff ~ Returns

- | | |
|----------------|-------------|
| Alanna Corrina | Taylor Newe |
| Jacqueline | |



10 Tips~Self-Care for the Holiday Season

Excerpts: www.psychologytoday.com/ca/blog/modern-mentality/201911/self-care-the-holiday-season

1. Make time for you

During the holiday season, it's common to experience a surge in activities on your social calendar. Quite simply, it's hard to practice self-care without the time. Some strategies (i.e., breathing techniques) can be practiced while out and about, but self-care commonly necessitates a calmer, quieter environment. While some people may be fueled by the increased engagement during the holidays, if you lean more towards introversion, intentionally blocking time for yourself is essential. Even for the social butterfly, taking time for yourself is important to moderate the need for external validation.

2. Be true to yourself

The commercialization of the holidays paired with the highlight reels of social media provides the perfect formula for competition. Take time to align with your values, and recognize what is important to you. If you reflect on this at the beginning of the season, you can check from time to time to make sure you are aligning with your true self. For example, if a core value of yours is humility, it might be incongruent to compare your neighbor's new faux tree with your 14-foot evergreen.

3. Build your emotional intelligence

Society typically frowns upon being connected to your emotions. People who are sensitive often feel weak and vulnerable. However, attuning your emotional awareness is helpful in being able to discern your needs and regulate accordingly. It's common to feel overwhelmed by the energy of the holiday season. When you recognize this emotion you may be tempted to sweep it under the rug. But it doesn't go anywhere, and it may actually grow and overpower you. On the other hand, being able to tap into your feelings allows you to use your emotions as signals. Noticing when you begin to feel overwhelmed can help you to recognize that you can cope to bring yourself back to equilibrium. Perhaps this means taking a break from the conversation or clearing some time for you the next day.

4. Create healthy boundaries

Boundaries are essential for our mental well-being. During the holidays, it can be helpful to establish and honor your limitations with yourself. If you cannot respect your own boundaries, you pave an easy path for others to step over your parameters as well. Let's say for example that earlier in the year you crafted the intention to avoid fueling negative self-talk. While it may be more difficult during this season, maintaining your personal boundary is essential. Instead of deflecting a compliment with self-deprecating humor and opening the stage for being the butt of jokes that may permeate through your self-esteem, hold true to the boundaries you establish with yourself. The holidays are often a prime time to practice your boundaries with others. Be mindful of creating bounds to repel toxicity, but caution letting negativity overshadow positivity. A common mistake in enforcing boundaries is that they can be so stern that we may end up neglecting healthy connections. While you may need to exercise restraint with the person who is nagging you about your personal life, know when it's okay to let someone in who genuinely cares about you.

5. Focus on the present

The holidays can be a time that we reflect on the past including thoughts of the year behind us, the traditions that have evolved, the relationships that ended, and the lives that we have lost. It can also be a time that prompts worry and fear, from concerns about being in the presence of toxic people or what is to come in the year ahead. We cannot time travel to the past or future. Instead of revisiting the past or obsessing about the future, give yourself the gift of the present. Take time to set technology aside and immerse yourself in the present moment as the best version of yourself.

6. Learn to let go

Since 2019 saw a surge in self-care efforts across the globe, you may have made more intentional efforts for your wellness than ever before. If this is the case, you may feel more prepared to handle seasonal stress than ever before. However, don't let the pendulum swing too far to the irrational notion that you now have full control over how the holidays go. Take a moment to think about what you can manage, and what you need to release.

7. Don't force change

During the holidays many spend more time with their loved ones than in the months prior. For some this warmth and connection align well with self-care, but for others, seeing others' journeys can serve as a distraction. Self-care does not mean that you have to isolate yourself from your loved ones, but it's important to recognize when you prioritize someone else's wellness more than they prioritize their own. There are ways that you can help a loved one who might need help, however, research has shown that behavioral change is complicated and cannot be forced.

8. Practice gratitude

Gratitude is a gift that can help us broaden our perspective. It's an excellent coping skill because it can be practiced at any time and it doesn't cost a dime. Thankfulness is a gift that you can give yourself, but you may also choose to share your gratitude with others as well. If you catch yourself falling into negativity during the holidays, try to reflect on all that you are grateful for, not to minimize your struggles, but to help you see what your struggles may be overshadowing. Choosing to share gratitude with others can improve bonding and can spark warmth in your holiday gatherings.

9. Consider closure

With the end of the year near, you may find yourself evaluating the months prior. As you prepare for the New Year (and new decade) ahead you might realize that there are obstacles to your mental wellness that you have been carrying that you no longer wish to hold. Perhaps this is a conflict with a once close loved one or an unhealthy habit you wish to cease. If you are ready and able, this is a great time to practice forgiveness. If your hopes are high, but you believe you are lacking the ability to address this concern, it may be helpful to consider seeking professional assistance to help you achieve closure in the future.

10. Commit to growth

This is a good time for self-exploration as you acknowledge the year behind you and the fresh year ahead. How have you made use of your strengths? How have you worked on your personal growth journey? Take time to embrace imperfection. Accept that no one is perfect; however, remember that we all have the potential to grow. Instead of shaming yourself for the resolutions you abandoned in February, make note of all that went well and use the remaining gaps to empower yourself to set self-loving goals for 2020.

Class Diversity and the Workplace

Submitted by: Cathy Bontogon, Residential Coordinator



Studies have found that the more homogeneous workplaces tend not to perform as effectively as those that embrace diversity of all kinds.

Class migrants, or social class transitioners, are those who have progressed through socioeconomic classes in their lives. Those that have managed to progress in this way bring particular value and unique skills to the workplace that those who grew up economically privileged may not have.

People who move between classes can often relate very easily to others, collaborate well, and be skilled at understanding others from various walks of life.

But it is a difficult path for those from different classes if the workplace is not supportive and inclusive. As with other cultural differences, it is important to always be mindful of how we perceive others, and the benefits to our clients and our teams by remaining open to their strengths and values.

Let's take a moment to think about those who may be experiencing challenges with housing, debt, lack of formal education. They may feel they have to change their style of dress to fit in, or be keenly aware that they don't eat the same foods that others do, or participate in the same leisure activities and feel they need to cover this up in order to belong. How can we promote inclusion within our programs for our teammates?

“Inclusion is not a matter of political correctness. It is the key to growth.” —
Jesse Jackson

Carmichael Enterprises Residential Programs

2221C McGarrigle Road
Nanaimo, BC
V9S 4M4

Phone: (250) 585-2889

Fax: (250) 585-2861

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



We're on the Web!

www.carmichaelenterprises.ca

Staying Safe at Work!

British Columbia has laws to keep you safe at work

In Canada there are safety laws to protect you when you are working. These safety laws vary depending on the industry you are working in, the type of work you are doing, and the equipment you are using.

The role of WorkSafeBC

WorkSafeBC is a public agency that promotes workplace health and safety for the workers and employers of British Columbia (B.C.). WorkSafeBC also provides injured workers with compensation, medical benefits, and help returning to work safely after their injury.

WorkSafeBC can help you

Even if you come from another country to work on a temporary basis in B.C., WorkSafeBC covers you. You have the same rights and responsibilities as all other workers in B.C. as soon as you begin working here. That means if you get a work-related injury or disease while working in B.C., and you miss work because of it, you may receive compensation from WorkSafeBC to replace your lost wages. WorkSafeBC will also pay for your medical care including tests, treatments, prescription drugs, and surgery if needed, and will help you return to work safely.

The definition of work-related injury or disease

Generally, a work-related injury means that you were hurt while working and the injury was caused by something related to your job. Work-related diseases are those that happen because of the type of job that you are doing.

What to do if you are injured at work

Tell your supervisor or employer immediately. Even if the injury is not serious and you do not need to miss time from work, you should tell your employer. Also, you should see a doctor as soon as possible. If you need an ambulance or taxi to get from your workplace to a hospital or doctor's office, your employer will pay for it. Be sure to tell the doctor that you hurt yourself at work.

If you miss work due to your injury

If you have to take time off from work, call WorkSafeBC's Teleclaim Contact Centre at 1 888 WORKERS (1 888 967-5377). The telephone call is free from anywhere in B.C. WorkSafeBC staff will take all of your information over the phone, answer your questions, explain what is going to happen next, and help you start a claim for compensation and medical services. If you have trouble with English, you can talk with someone who speaks your language.

Your medical care will be covered

If you have a work-related injury, you will not have to pay for any of your related medical expenses. Also, it is against the law for your employer to ask you to pay for workers' compensation.

Your responsibilities

As a worker, you need to follow the safety rules at work. Ask for help if you do not know how to do something safely, and tell your supervisor if you see something dangerous at work.