

Carmichael Connection

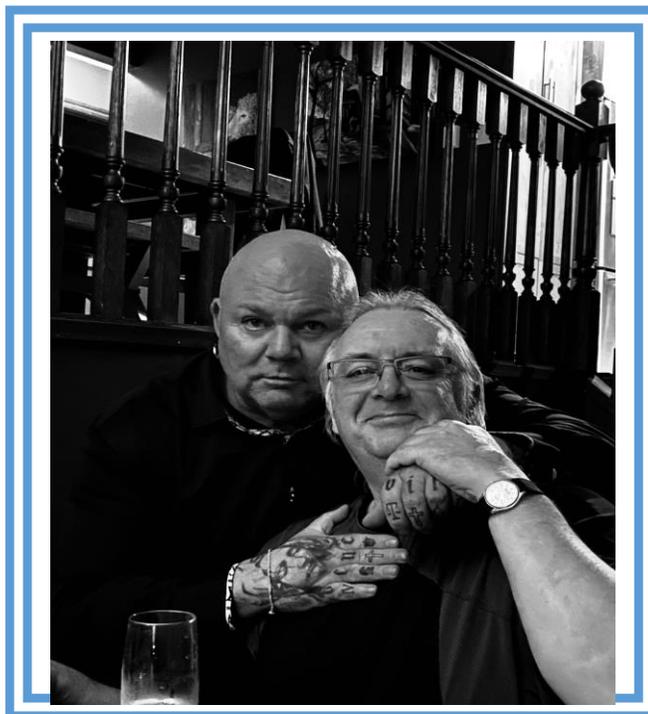
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CONGRATULATIONS ON YOUR RETIREMENT MICHAEL H.!

Submitted by: Carmela & Mike Taylor



Michael H. started with Carmichael Enterprises April 5, 2013 and will be retiring December 31, 2019.

Enjoy your much earned retirement!

Staff Spotlights

November Birthdays

Justin	Melody
Carmela	Miranda
Thierry	Victor
Rasheed	Selena
Christine	Jim

October Birthday Winners:
Olaoti Ian

December Birthdays

Anesu	Frank
Ekansha	Tobiloba
Mary	Derwin
Alfredo	Sheila
Nitish	Derrick
Steven K	Ron
Muchengeti	

New Staff ~ Returns

Jasmine	Summer
Sam	Nitleen
Doyle	Oscar
Ireen	Andrew
Robin	Jaynece

November Birthday Winners:
Victor I.

Positive Observances for Wellbeing Part 4

Submitted by: Carmela Taylor ~ Executive Administrator

“Hatha Yoga by Donation is ongoing Monday & Friday mornings (7:00 am-8:00 am) and Wednesday evening 5:30 – 6:30 pm in our Yoga Room at Head Office”

Carmela Taylor
Executive Administrator
/Co-Owner

“Whatever disturbs the mind and body disturbs the spiritual life – it’s all one energy” says Nischala Joy Devi. When we practice **brahmacharya**, we are exercising self-control and self-discipline; we don’t let excesses in society rule over us. Over-indulgence in anything is sickness to the mind and body. In yogic principles, this means conservation of vital energy in order to direct one’s attention to divine pursuit and self-knowledge. If we want to “pursue the divine” we need to exercise restraint from retaliation in the way of non-violence and forgiveness, restraint from arrogance in the form of humility and modesty, restraint from excessive splurging in the form of moderation, and restraint from excessive anger or cravings in the form of calmness and self-control. Some people tend to want high drama in life but if we want to lead balanced, happy lives then we need to kiss negative energy goodbye. As St. Thomas of Aquinas pointed out, “self-control is the disposition of the mind which binds the passions”. Let us be good binders of the excesses and temptations of this world and let it go.

“By acknowledging abundance, we recognize the blessings in everything and give insights into the purpose of our worldly existence” – this is **aparigraha**. This is very challenging to practice especially in our society today; consumerism, social media standing, accumulation of wealth, educational achievement, family pedigree, etc. obsess our society. There is always that covetousness, that want of what we don’t have or even if we have it, we still want more. Aparigraha is letting go of obsession and possession whether this be material or habit. It is recognizing that we can’t latch on to something or someone because nothing or no one belongs permanently in this physical world. We are here to be stewards and be responsible for what God has provided for us; we enjoy our abundance for what it is at the moment and let it go when time comes. Gratitude is a big part of aparigraha; when we are free from want and we recognize that what we have is enough, gratitude comes easily. It becomes part of us – we are grateful we are alive, we are enjoying our life, we have family and friends who love us, we have warmth and comfort, we are enough. We have to let go of what we don’t need (negativity, petty jealousies, the want to be perfect, ego, etc.), these only drain our energy.

Whether you practice yoga or not, these yamas and niyamas are good common sense guidelines to follow for leading healthier, happier, spiritual lives.

~Carmela Taylor, RYT~

Hatha Yoga by Donation is ongoing Monday & Friday mornings (7:00 am-8:00 am) and Wednesday evening 5:30 pm – 6:30 pm in our Yoga Room at Head Office. This is offered to all interested employees whether you are a beginner or a serious yogi, and want to have fun. Contact carmelataylor@carmichaelenterprises.ca for details.

Cultural Competence Self-Assessment Checklist ~ Knowledge

Excerpts from: Greater Vancouver Island Multicultural Society

Read each entry in the Awareness, Knowledge and Skills sections Place a check mark in the appropriate column which follows. At the end of each section add up the number of times you have checked that column. Multiple the number of times you have checked "Never" by 1, "Sometimes/Occasionally" by 2, "Fairly Often/Pretty well" by 3 and "Always/Very Well" by 4. The more points you have, the more culturally competent you are becoming.

Skills		Never	Sometimes/ Occasionally	Fairly Often/ Pretty Well	Always/ very well
Adapt to different situations	I am developing ways to interact respectfully and effectively with individuals and groups				
Challenge discriminatory and/or racist behaviour	I can effectively intervene when I observe others behaving in racist and/or discriminatory manner.				
Communicate across cultures	I am able to adapt my communication style to effectively communicate with people who communicate in ways that are different from my own.				
Seek out situations to expand my skills	I seek out people who challenge me to maintain and increase the cross-cultural skills I have.				
Become engaged	I am actively involved in initiatives, small or big, that promote understanding among members of diverse groups.				
Act respectfully in cross-cultural situations	I can act in ways that demonstrate respect for the culture and beliefs of others.				
Practice cultural protocols	I am learning about and put into practice the specific cultural protocols and practices which necessary for my work.				
Act as an ally	My colleagues who are Aboriginal, immigrants or People of Colour consider me an ally and know that I will support them with culturally appropriate ways.				
Be flexible	I work hard to understand the perspectives of others and consult with my diverse colleagues about culturally respectful and appropriate courses of action.				
Be adaptive	I know and use a variety of relationship building skills to create connections with people who are different from me.				
Recognize my own cultural biases	I can recognize my own cultural biases in a given situation and I'm aware not to act out based on my biases				
Be aware of within-group differences	I'm aware of within-group differences and I would not generalize a specific behavior presented by an individual to the entire cultural community.				
		1 pt x	2 pt x	3 pt x	4 pt x



“Remember that cultural competence is a process, and that learning occurs on a continuum and over a life time.”

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



We're on the Web!

www.carmichaelenterprises.ca

You have rights as a worker in BC!

The right to a safe workplace

You have the right to work in a safe workplace and be told if the work you are doing may be dangerous. Your employer must put safe work practices in place, and you must follow them. Your employer also has to make sure you have the training you need so you can protect yourself from any possible dangers at work and avoid being exposed to materials that could make you sick.

The right to report an injury

You have the right to call WorkSafeBC to report an injury that happened at work. It is against the law for an employer to tell you, or ask you, not to report your injury.

The right to refuse unsafe work

You have the right to not perform work if you believe there is a risk of harm or accident. If you have health or safety concerns at your work, you should let your supervisor know immediately. It is against the law for an employer to fire you or punish you in any way for refusing to do unsafe work or for reporting unsafe work to your supervisor. If something at work feels unsafe, tell your supervisor, and explain why you are not comfortable. In most cases, your supervisor will be able to fix the problem. If your supervisor does not provide a satisfactory answer, then discuss it with that person's supervisor, someone from your safety committee, or a union representative if there is one at your work.