

Carmichael Connection

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“If you’re not stirring the pot, you’re sinking to the bottom. Be defiant and loud for the greater good – generate change and advocate for the people who need it most. Brandish your pride in being part of a gang of rebels with a cause”

Hooligan Street Swag

Global Sponsorship ~ SOK Orphanage

Submitted by: Mike Taylor ~ Hooligan Street Swag



Mike Taylor
Hooligan Street Swag
<https://hooliganswag.com>

Staff Spotlights

September Birthdays

- | | |
|-----------|--------|
| Andrea | Ernest |
| Jarrold | Tamara |
| Calvin | Seren |
| Fay | Alaina |
| Priscilla | Olaoti |
| Noel | Peter |
| Ian | |

August Birthday Winners:

- Amy Clara

New Staff ~ Returns

- Jeremy
Evangeline
Julien



Positive Observances for Wellbeing Part 3

Submitted by: Carmela Taylor ~ Executive Administrator

In previous issues of the newsletter, I talked about niyamas (tools in achieving happiness and self-confidence). This time, we will learn more about yamas: moral, ethical and societal guidelines that will help us transform negative energy and cultivate an abiding sense of peace. There are five yamas: Ahimsa (non-violence), Satya (truthfulness), Asteya (non-stealing), Brahmacharya (energy moderation), and Aparigraha (non-grasping).

To practice **ahimsa** in our daily life, we want to “recognize that the other person is you”. If we adhere to the golden rule that most people refer flippantly – “do not do to others what you don’t want done to you” I believe our world would be a better place. Acceptance and non-judgment are key qualities of ahimsa. We might not agree with other people’s opinions or condone other people’s actions but we can still show respect by speaking out in a place of compassion and peace. As the late Dr. Martin Luther King’s famous quote espoused – “Returning hate for hate multiplies hate, adding deeper darkness to a night already devoid of stars. Darkness cannot drive out darkness, only light can do that. Hate cannot drive out hate, only love can do that”. Perhaps if more people show acceptance and love, positive change will happen in our world.

According to Nischala Joy Devi (teacher, healer, author and co-founder of Commonweal Cancer Help Program) in each moment we must ask ourselves: “Am I speaking the truth? Am I just giving my opinion filtered through my mind and all my prejudices?” **Satya** is our manifestation of our thoughts, words and actions so we need to choose our words – do our words lift up or put a person/s down? Growing up my mother would always admonish my siblings and me that if we cannot say anything nice about a person then don’t say anything at all. Looking back now, it was a sound advice albeit passive but sometimes silence is golden as words are so powerful, it could either hurt or benefit a person. Is it your truth? Is it true for the other person? My truth won’t be your truth so we cannot be objective about anything. But according to Paul Copan (a Christian theologian and apologist), “Truth is true even if no one knows it, truth is true even if no one admits it, truth is true even if no one agrees with it, truth is true even if no one follows it, and truth is true even if no one but God grasps it fully.” In essence, we have to be true to ourselves and be mindful how we communicate that truth to others – is it beneficial? Is it productive? Is it uplifting?

Asteya is the value of generosity, honesty and honour; do not steal and all good things will come to you. “You shall not steal” is one of the ten commandments handed by God to Moses and the Israelites; we are not talking about just stealing material things – how many times do we covet for other people’s talents, other people’s husband or wife, other people’s energy? We have all taken what was not ours to take or kept what was not ours to keep at some point in our life. As we know nothing good comes out of stealing, it digs a hole into our being. Each of us has a responsibility to consider what impact our actions can do to the people involved. We have to consider that if we take, we have to give back – this is asteya. We have to be kind to others and serve one another; in everything we do, we need to consider if our actions are honourable to our divine self and to others as well.

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.

“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

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.

Knowledge		Never	Sometimes/Occasionally	Fairly Often/Pretty Well	Always/very well
Gain from my mistakes	I will make mistakes and will learn from them				
Assess the limits of my knowledge	I will recognize that my knowledge of certain cultural groups is limited and commit to creating opportunities to learn more				
Ask questions	I will really listen to the answers before asking another question				
Acknowledge the importance of difference	I know that differences in colour, culture, ethnicity etc. are important parts of an individual's identity which they value and so do I. I will not hide behind the claim of "colour blindness".				
Know the historical experiences of non-European Canadians	I am knowledgeable about historical incidents in Canada's past that demonstrate racism and exclusion towards Canadians of non-European heritage (e.g. the Chinese Head Tax, the Komagata Maru, Indian Act and Japanese internment).				
Understand the influence culture can have	I recognize that cultures change over time and can vary from person to person, as does attachment to culture				
Commit to life- long learning	I recognize that achieving cultural competence involves a commitment to learning over a life-time				
Understand the impact of racism, sexism, homophobia	I recognize that stereotypical attitudes and discriminatory actions can dehumanize, even encourage violence against individuals because of their membership in groups which are different from myself				
Know my own family history	I know my family's story of immigration and assimilation into Canada				
Know my limitations	I continue to develop my capacity for assessing areas where there are gaps in my knowledge				
Awareness of multiple social identities	I recognize that people have intersecting multiple identities drawn from race, sex, religion, ethnicity, etc. and the importance of each of these identities vary from person to person				
Inter-cultural and intracultural differences	I acknowledge both inter- cultural and intracultural differences				
Point of reference to assess appropriate behaviour	I'm aware that everyone has a "culture" and my own "culture" should not be regarded as a point of reference to assess which behavior is appropriate or inappropriate				
		1 ptx	2ptx	3 ptx	4 ptx



“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

Safety on the job!

Working Alone or in Isolation

Under the Occupation Health and Safety Regulation, working alone or in isolation “means to work in circumstances where assistance would not be readily available to the worker (a) in case of an emergency, or (b) in case the worker is injured or in ill health.”

Staff members who work alone or in isolation tend to be more vulnerable than those who have co-workers present. If you are alone at work and you get injured or an emergency occurs, how will you get help? What if you are rendered unconscious? Even though such incidents aren't that common, when they do occur, the consequences can be serious.



Carmichael has established clear, written procedures for checking the well-being of staff who will be working alone. Person check-in procedures include the following:

- A designated resource to contact at a specific time
- Precise time intervals between checks
- A procedure to follow in case the employee cannot be contacted

These procedures are important and you should always follow them when you are working alone. Keep yourself and your co-staff safe!