



CLAPW E-Newsletter Spring 2022

Diversity, Equity, and Inclusion

AROUND THE WORLD BUFFET

The Diversity Equity and Inclusion Committee planned and implemented an **International Buffet** which focussed on the following countries; Ireland, Lebanon, France, Nigeria, England, Jamaica, Congolese/Central Africa, Egypt, Haiti, Pakistan, Thailand, China, and Mexico.

With the help of the CLAPW students, volunteers and staff, the DEI committee decided to take a **“trip around the world,”** learning about different cultures and foods that are significant to them. Along with information about the various countries, activities, decorations and music, there were wonderful menus created that included meals and beverages from starters to dessert that were representative of the various countries.

The event took place February 25 and was a great way to showcase the many beautiful countries that our staff members hail from and to demonstrate an agency wide appreciation for diversity and the ways in which it extends into all areas of life, including food palettes.

Community Living Ajax Pickering and Whitby (CLAPW) aspires for a culture where equity and inclusion are naturally occurring, and diversity is embraced as a source of learning and pride.



CLAPW aims for equity through the fair and respectful treatment of all people-staff and individuals served. This will be achieved through an intentional and respectful focus on, and recognition of, everyone’s unique qualities and attributes and creation of inclusive environments where all individuals feel respected, accepted, and valued.

We believe that supporting and engaging diversity of age, gender identity, sexual orientation, physical or intellectual ability, ethnicity, religion, and Indigenous heritage is integral to the services we provide.



The beauty of the world lies in the diversity of its people.

CHEF DOUG OF APPLEWOOD



Doug is cooking up a storm much to the enjoyment of his housemates. His recent offering of Lasagna was a resounding hit! Doug, shown here, is happy to share his recipe. When asked what he liked about cooking he said “I loved to watch it bake the bubbly cheese. I like to cook because it tastes yummy, and I think I will make this again.”

When asked how they enjoyed Doug’s lasagne his housemates had the following to say “I wanted more! It was delicious!” Maureen M. and “Amazing! I love lasagna” Michael D.

Thanks for sharing your recipe, Doug!

Ingredients

1 lb ground beef	1 large onion
1 bag Compliments Spaghetti Mix Frozen Veggies	2 Jars Classico Sauce
3/4 box lasagna Noodles	6-10 cubes Compliments frozen Spinach
1/2 cup parmesan cheese	1 475g container Ricotta Cheese
1 egg	Shredded/grated Mozzarella Cheese

Steps

1. Put a large pot of water on the stove and bring it to a boil. In a separate bowl ,place spinach cubes in warm water to defrost.
2. While waiting for water to boil, brown the ground beef in a large skillet.
3. Dice the onion and add it to the browned ground beef. Cook Until soft.
4. Add the Compliments vegetable mix to the meat sauce. Cook until soft.
5. Add Classico sauce and let simmer on low.
6. Pot of water should be boiled now, add lasagna noodle to the water and cook as per directions on the package. Approx. 8-12min.
7. While noodles cook and sauce simmers on low, grab a mixing bowl and a strainer. Use the strainer to strain the water out of the spinach bowl.
8. Squeeze the spinach until most of the water is out of it and place it in the mixing bowl.
9. To the mixing bowl add the egg, ricotta, and parmesan cheese and stir all together until combined. Put aside.
10. Now that everything is prepared it is time to layer your lasagna into a 9x13 pan as follows... 1st in the bottom of the pan place a layer of sauce to fully coat the pan (approx. 1/3 of the sauce) - then layer the noodles lengthwise over the sauce cutting the noodles with clean scissors to fit if necessary. - Over the noodles spread all the ricotta cheese mixture out evenly - layer with noodles width wise cutting as necessary - then layer with sauce - layer noodles lengthwise again - sauce and top off with the shredded mozzarella cheese.
11. Bake at 350 for 50-60 minutes. Cool 10 min before serving
12. Enjoy!





Message from the Chair of the Board-Joe Visconti

Looking out my window as I am writing this the sun is shining and I can finally see large patches of grass and, in the garden, a few buds that have poked their heads out of the thawing ground. Eternal spring renewal is happening again.

Along with this renewal is coming the loosening of pandemic restrictions and a cautious return to normalcy. We welcome it.

Our Community Participation Program at Dowty Road has already begun, activities are happening, and we are looking forward to full participation in the coming weeks. We are also looking forward to the continued participation of our fabulous volunteers whose work has been so valued during the duration of the pandemic. We will not only acknowledge them during volunteer week in April but continue to show that we appreciate all their efforts throughout the year.

At this time of the year, we are undertaking our membership drive. One of the pillars of our organization’s Strategic Plan is for us to strengthen the voice of the families who we serve. I encourage all of you, then, to either renew or purchase a new a membership to CLAPW so that we can continue to grow and to be strong.

Finally, I would like to bid a fond farewell to one of our long-standing Board members, Moses Oke. We will miss Moses’ wisdom and knowledge and his wonderful personality and wish him all the best in his personal endeavours. In addition, I would like to welcome Sandra Harding to our Board. I look forward to what I know will be Sandra’s valuable contribution in the coming years.

May this time of year be one of renewal in the many aspects of your lives. Have a great spring everyone!

Message from the Executive Director-Lisa McNea Baker




It sure is nice to see and feel the arrival of spring! Once again, we have made our way through a long and at times challenging winter. We have learned to adapt to the many changes brought on by the pandemic and have endured repeated openings and closings of our day supports. I am pleased, that even with the many challenges thrown our way because of Covid, we have managed to make some good progress in realizing our strategic priorities. We took advantage of some of the down time to do some work at Dowty including upgrading our electrical and fire safety systems. This work was made possible by a facility renewal grant by the province.

Families, supported people, and staff have shown great flexibility and resilience during the unpredictable times. We are hoping to resurrect our Family Support Group soon. We recognize and appreciate the role families played in the creation of Community Living Organizations and want to get back to the days when families had more of a voice around service delivery and planning for their loved ones. We are very hopeful that we can resume gathering in the very near future.

As MCCSS continues to share information about the transformation of Developmental Services in Ontario we want to ensure that our families and agency members are kept up to date on any opportunities, issues or changes that may be relevant to them.

And finally, we are currently seeking two board members. Our board typically meets 10 times a year and as a governance board provides leadership, oversight, and support to the organization throughout the year. People committed to the agency mission and interested in governance can reach out to either myself at Lisa.mcneebaker@clapw.org or Joe Visconti, Board Chair, at Joe.Visconti@clapw.org for more information.

WE ARE HIRING!



THIS IS YOUR OPPORTUNITY

#BESTJOBONTARIO

OntarioDevelopmentalServices.ca

**BE A LEADER
IN YOUR
COMMUNITY**

with an exciting career in
Developmental Services

We are hiring part-time and relief staff to work in our residential locations. Please send resume to hr@clapw.org to be considered for an interview. We offer good wages, flexible hours, regular training, and the opportunity to make a difference!

BEST JOB EVER!

"A small team, committed to a cause bigger than themselves, can achieve absolutely anything." Simon Sinek

STRATEGIC PLAN UPDATE

We continue to make satisfactory progress on our Strategic Plan.

- ➔ As many of the individuals, and families who use our Community Participation virtual programs will know we have been conducting a survey/evaluation regarding our virtual programming. Staff are also being surveyed so that we can look at ways to extend and enhance this type of programming in addition to our in-person service delivery.
- ➔ Evening and weekend virtual programs are being offered consistently with approximately fifteen people attending each session each week.
- ➔ We have researched and gathered wellness resources and activities to support our staff members. Useful at any time, but particularly so, during the pandemic. We are adding wellness topics to our team meeting agendas ensuring that staff members are heard and have access to resources.
- ➔ We are looking at our onboarding process with newly hired CLAPW staff members to ensure that have the necessary skills and information to help them be successful.
- ➔ Our Diversity, Equity, and Inclusion committee has developed a workplan for priorities and striving to create a more welcoming and inclusive workplace.
- ➔ With the implementation of a new Financial System, we have increased transparency and created up to the minute access to our current financial standing.

The Omicron wave of the pandemic required us to defer a few activities that we had hoped to address. Our focus became keeping people as safe as possible and stabilizing our staffing. And that is the thing with Strategic Plans, they can be adjusted, just like the sails of a boat are adjusted to weather a storm at sea. Many thanks to our strategic planning committee especially to Roy Robinson who provided a great deal of assistance with the creation of our reporting dashboard. We are making substantial progress, enjoying the journey, and staying mission focused.



When you can't change the direction of the wind,
adjust you sails.-H. Jackson Brown, Jr.

KEEPING BUSY IN LOCK DOWN



"Do what you can, with what you have, where you are." — Theodore Roosevelt



Pooran Law is led by a group of like-minded lawyers who have devoted most of their personal and professional lives to promoting inclusion, enhancing the lives of people with disabilities, and working to improve the greater good of society. They are leaders in the Developmental Services Sector and have provided advice and guidance to many organizations and families.

Pooran Law was published in the February 2021 edition of Thomson Reuters' **Estates, Trusts & Pensions Journal**, and the information in that article regarding guardianship would be of interest to families involved in CLAPW. Many parents are surprised to learn that according to Ontario law, they have few rights to act on behalf of their adult son or daughter with a developmental disability. And, if it's determined that their son or daughter lacks legal capacity, they themselves may have few rights.

For people, "who others" deem to lack legal capacity, these are some of the barriers they face. The issue is so much more than an occasional inconvenience - it robs people of their legal personhood and denies them of their autonomy and dignity.

Too often, some practitioners are quick to suggest that legal guardianship be pursued, without considering other alternative and less restrictive options. The Pooran article, "**Guardianship as a Last Resort**" provides a summary of the law and a roadmap for practitioners when it comes to substitute decision-making in Ontario, with an aim to promoting a person's autonomy in the decision-making process. Read the article here:

https://pooranlaw.com/media/PL_PUB_40_ETPJ_239-PooranDicksonRahman.pdf

Want to learn more about Pooran law? You can check out their website at www.pooranlaw.com

LET THE INCLUSION LIGHT SHINE!

**don't try
to change the
disability "system"**



**change the way
you support
people**

openfuturelearning.org



"Diversity is not about how we differ. Diversity is about embracing one another's uniqueness."

Ola Joseph

"You never change things by fighting the existing reality. To change something, build a new model that makes the existing model obsolete." —Buckminster Fuller

Connected People

In March 2020, our Volunteer Services at Community Living Ajax-Pickering and Whitby was set to start our new Ontario Trillium Foundation Grow Grant. Our Grow Grant was dedicated to expanding and improving our Volunteer Services. We had done a great job of bringing volunteers into our services to support people with intellectual disabilities. Our next stage would be to focus on more 1:1 volunteer connections, where people with intellectual disabilities would be matched with volunteers who had similar interests.

Our Grow Grant was dedicated to support people with intellectual disabilities to become more actively involved in their community both through social and serious leisure pursuits and through ongoing volunteerism. This was going to help broaden their horizons and reduce isolation and loneliness that many people with intellectual disabilities live with.

But there was a strange new phenomenon happening around the world though, called Coronavirus.

At first, we thought we would just have to postpone the April 1st launch for a few weeks but by the end of the month it was apparent that this pandemic was going to last a little longer. We were able to 'pivot' and decided to push forward and launch July 2nd.

The pandemic had brought on more isolation and loneliness for people. We had also lost most of our volunteers who had been previously coming in to support our agency programs. Our new mandate was to recruit volunteers and have them engage people in community life and our 'community life' was now in lockdown. How would this community engagement happen?

We decided to use a virtual platform and connect people 1:1 so they could get to know each other. Our intent was to have people head out into community-based activities or explore volunteering together when it was safe to do so.

Little by little we started to build our volunteer data base as amazing people stepped forward to volunteer with us. We matched our shiny new volunteers with people that were missing their family, friends, jobs, and day programs; everything they had loved to do in person. Two by two they were introduced virtually, and we started to see lots of smiles and laughter



and a kind of bonding we didn't expect. People were making connections by chatting, playing games, and sharing music. Sure, the technical side of things was a load of work but as the people learned how to get themselves into a virtual meeting, they were finding new friendships and a few computer skills we never would have imagined.

These pairs have grown plants from seeds together, chatted about their anxieties, watched funny videos, listened to music, created cookbooks, played games, baked desserts, and gone on virtual tours to places they've wanted to see or places they used to live.

The first year of the grant we matched 20 pairs and in the second year we are almost at 25. As volunteers moved on due to new jobs or schooling, we had the people we support asking to be rematched because they had enjoyed the experience so much. We also had some of the pairs meet up and get out into the community last summer as things had opened for a few months.

At this time, we have had 72 matches (half of those rematches) since July 2020. The people we support really seem to enjoy and look forward to each week as they meet up with their volunteer.

After the first year, we sent out a survey to gauge success and here's what they found: 'Based on the survey input of participants, their families and the volunteers involved, the program, funded by the Ontario Trillium Foundation (OTF) and sponsored by Community Living Ajax-Pickering and Whitby (CLAPW), was a resounding success in its first year of operation.'

THANK YOU TO OUR VOLUNTEERS

Continued- We have been able to meet our target goals for the Grow Grant and more. We hope to watch the people we have matched get engaged in community life as businesses start to reopen this year. This experience has been invaluable to everyone involved and has been an honor to be a part of.

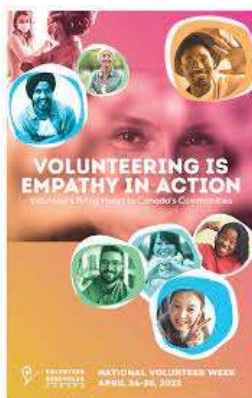
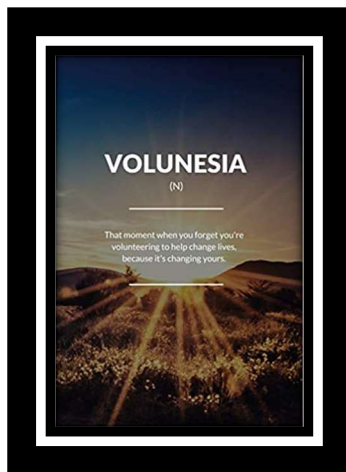


Heather and Shannon cheering on the Gens!

If you know of anyone interested in being matched with a volunteer for some extra social time, please reach out to Sharon Burgess at Sharon.burgess@clapw.org

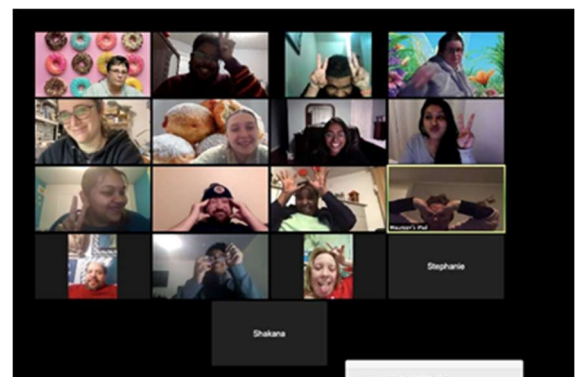


This is Candice and Samantha her volunteer during one of their zoom chats.



Empathy has no script. There is no right way or wrong way to do it. It's simply listening, holding space, withholding judgment, emotionally connecting, and communicating that incredibly healing message of 'You're not alone.'

BRENÉ BROWN





The Culture Club Committee

A group of CLAPW employees have banded together to create the “Culture Club” Committee. This group is taking steps to enhance the workplace culture. **We know that our biggest asset is the people who work at CLAPW**, and we know how important it is to feel good about the work you do.

This committee has held a few zoom paint nights, organized the annual holiday door decorating contest and helped to highlight special events such as Bullying Awareness Day throughout the year. Recently the Culture Club organized a delivery of CLAPW branded tumblers to all the incredible CLAPW employees as token of appreciation for their dedication and hard work over the winter.

And in recognition of World Compliment Day on March 01, the Culture Club oversaw the distribution of hundreds of compliment cards to be used by CLAPW employees to recognize their colleagues.

Coming back this summer is our annual Garden Contest with the lovely Garden Gnome Ed Clapper once again up for grabs.



CHEERS FOR PEERS-EMPLOYEES/TEAMS OF THE MONTH

Staff nominated by their peers for putting the CLAPW mission into action!

December

Louise Kitchener

January

Shannon Shepherd
Pittman Team

February

Beth Jones



CLAPW Door Decorating Contest



CLAPW Compliment Cards



CLAPW Staff Paint Night



Mission: Community Living Ajax-Pickering and Whitby is dedicated to supporting people with developmental disabilities so they can live full lives and be effectively, safely, and inclusively supported in their own communities. We serve that mission by offering a broad range of personalized supports and services, closely aligned with their individual goals and choice of where they want to live, learn, work, and enjoy their leisure time.

“There is little success where there is little laughter.” Andrew Carnegie

WE REMEMBER NANCY

On March 17th, 1986, Nancy Downey moved into Pittman as a 37-year-old woman where she would spend the next 37 years of her life. On January 09, 2022, all the staff at Pittman received that fateful call that Nancy had sadly passed away. Nancy was the matriarch of the house and she let it be known that she could do what she wanted when she wanted.

She was tiny and mighty. By appearances only, she looked frail, but she quickly reminded us of her strength when she would try to barrel through us when she wanted to go upstairs, and we dared to stand in her path. Or when she would grab hold of our arm to place our hand on the top of her head when she wanted some comfort.

Nancy enjoyed her time alone. But there were times when she would hug staff just because. She would often lay quietly on the sofa when we arrived for our shifts, just waiting for an opportunity for her housemate to get up from her chair so she could swiftly leap up and run

over to her housemate's chair and sit. Nancy could be heard belly laughing when her housemate was visibly upset at the one-sided game of musical chairs. Her laugh often made us laugh too.

Although the current staff at Pittman only had the opportunity to work with Nancy over the past few years, we are all in agreement that she made her presence known and she continues to be missed by everyone and will be for a long time.

Rest easy Nan,

Winsome and the Pittman team



USEFUL LINKS

DSO

www.dsontario.ca

Pooran Law

www.pooranlaw.com

Durham Association for Family Resources

www.dafrs.com

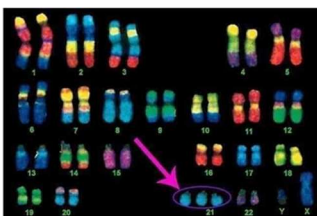


On March 21, World Down Syndrome Day, we celebrate and raise awareness by wearing our brightest and loudest socks!

Together we can create a single global voice advocating for the rights, inclusion, and well-being of people with Down Syndrome in our community and around the world. Every year people all around the world come together to celebrate World Down Syndrome Day by wearing brightly colored socks.

These are chromosomes. They look like socks, right? This is where the idea for brightly coloured socks for World Down Syndrome Day came from.....simple and yet genius March 21 is symbolic because people with Down syndrome have 3 copies of their 21st chromosome. 21:3 (Chromosome 21. 3 copies=21st day of the third month of the year)

Don't forget to rock your bright socks on March 21! Send pictures to cultureclub@clapw.org



RECRUITING BOARD OF DIRECTORS

Although the AGM, which is held each September seems a long way off, we are beginning the recruitment process now for a couple of board members. Are you a CLAPW member in good standing? Do you have a passion for the mission of the agency? Do you have a background in Finance, HR, Public Relations, or Social Services? Do you have previous board experience or are you seeking to gain board experience? **YOU** might be just who we are looking for! To learn more about the opportunity reach out to E.D. Lisa at lisa.mcneebaker@clapw.org or 905-427-3300 ext. 237.



COMMUNITY OUTREACH HUB

Connect with an Ontario Works Outreach Worker at a Public Library and learn about the variety of social services supports and resources available to you. **No appointments needed**

SERVICES OFFERED:

Get assistance communicating with community agencies, online form application, and navigating the social services system. Learn about the social services supports and resources available, including:

- Housing;
- Case management;
- Financial stability and literacy, tax services
- Counselling;
- Children's Services referrals;
- Advocacy;
- Food security;
- Crisis intervention;
- Trustee Youth Program

Library Hours and Contact Information

CLARINGTON LIBRARIES	WHITBY/OSHAWA LIBRARIES
<u>Courtice Library</u> First Wednesday of every month Heather Dumo – Ext 5238	<u>Whitby Library</u> Tuesdays 10:00-2:00 Jessica Beshara – Ext 7824
<u>Bowmanville Library</u> Tuesday – 10:00-3:00 Thursday – 10:00-3:00 Katie Powers – Ext 5216 Michelle Marsh – Ext 5219	Thursdays 1:00-4:30 Cedric Marion – Ext 2742 <u>Jess Hann/South Oshawa Library</u> Thursdays 10:00-3:00 Kim Hutchison – Ext 5235 Heather Dumo – Ext 5238
<u>Newcastle Library</u> First Monday of every month 1:00-3:00 Kim Hutchison – Ext 5235	<u>Oshawa Library Northview Branch</u> Wednesdays 10:00-3:00 Kim Hutchison – Ext 5235 Heather Dumo – Ext 5238
<u>Orono Library</u> First Friday of every month 10:00-12:00 Kim Hutchison – Ext 5235	

Whitby Office Line: 905-666-6239

Oshawa Office Line: 905-436-6747

SUMMER JOBS GRANT

Once again, this year we have made application to the Summer Jobs Grant Program to enable us to hire 11 summer students. These students will help with online programming, a transitional aged youth summer program, administrative support, marketing and promotions, and property maintenance. We are pleased to have the opportunity to work with young people who bring great enthusiasm and energy to their roles.

Please pass the word along to young people (under 30) that you may know who are in post-secondary education that may be looking for summer jobs.

We can think of no better place to have a summer job than CLAPW!

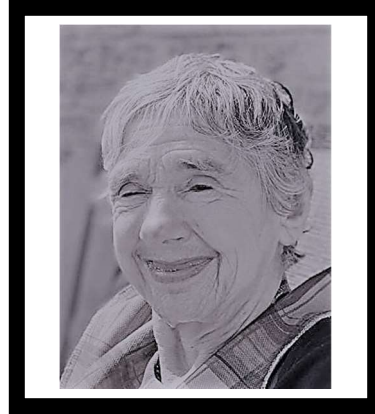
WE WILL REMEMBER

Since our last newsletter, we have lost two people who had been supported for decades by CLAPW. We are thankful that we had the opportunity to know them, learn from them and care for them. May they rest in peace.



Glenn

1975-2021



Nancy

1947-2022

Those who touch our lives, stay in our hearts forever.

