

## THE FACES OF ABILITY



# EARN PAIRE

EMPLOYMENT  
ACCESSIBILITY  
RESOURCE NETWORK

PARTENARIAT EN ACCÈS,  
INFORMATIONS ET  
RESSOURCES D'EMPLOI

## Monthly E-Newsletter

December 2015

### Introduction:

Welcome to the December edition of the EARN monthly E-Newsletter!

The purpose of the newsletter is to keep you informed about what EARN and it's members are working on plus what is happening in the province regarding disability and employment.

Your feedback on how we are doing is appreciated and valued. Send comments, suggestions and your success stories to: [sforster@unitedwayottawa.ca](mailto:sforster@unitedwayottawa.ca).



**RBC  
Royal Bank**

Each year December 3<sup>rd</sup> marks the International Day of Persons with Disabilities. The theme for 2015 is:

Inclusion matters: access and empowerment for people of all abilities.

We asked you to share how you celebrated December 3<sup>rd</sup>. Two accounts came our way.

From RBC representatives, **Marieke van Noppen**:

RBC Reach hosted a great event inviting our staff to come and hear stories from other employees – one employee who has a disability and one employee who has a disabled adult child at home. Both employees were very engaging in their presentations while being very transparent. They shared some of the challenges, some of the accommodations as well as a few humorous incidents along their journey. There was great conversation around how RBC supports their needs, what they look for from their coworkers, and what has made their experience so positive....positive enough that both individuals have built careers with RBC and have been with RBC for over 20 years. It was well attended and generated a great deal of open dialogue around the necessity of an inclusive model inside our workplace as well as pride in the RBC model and experience of our employees.



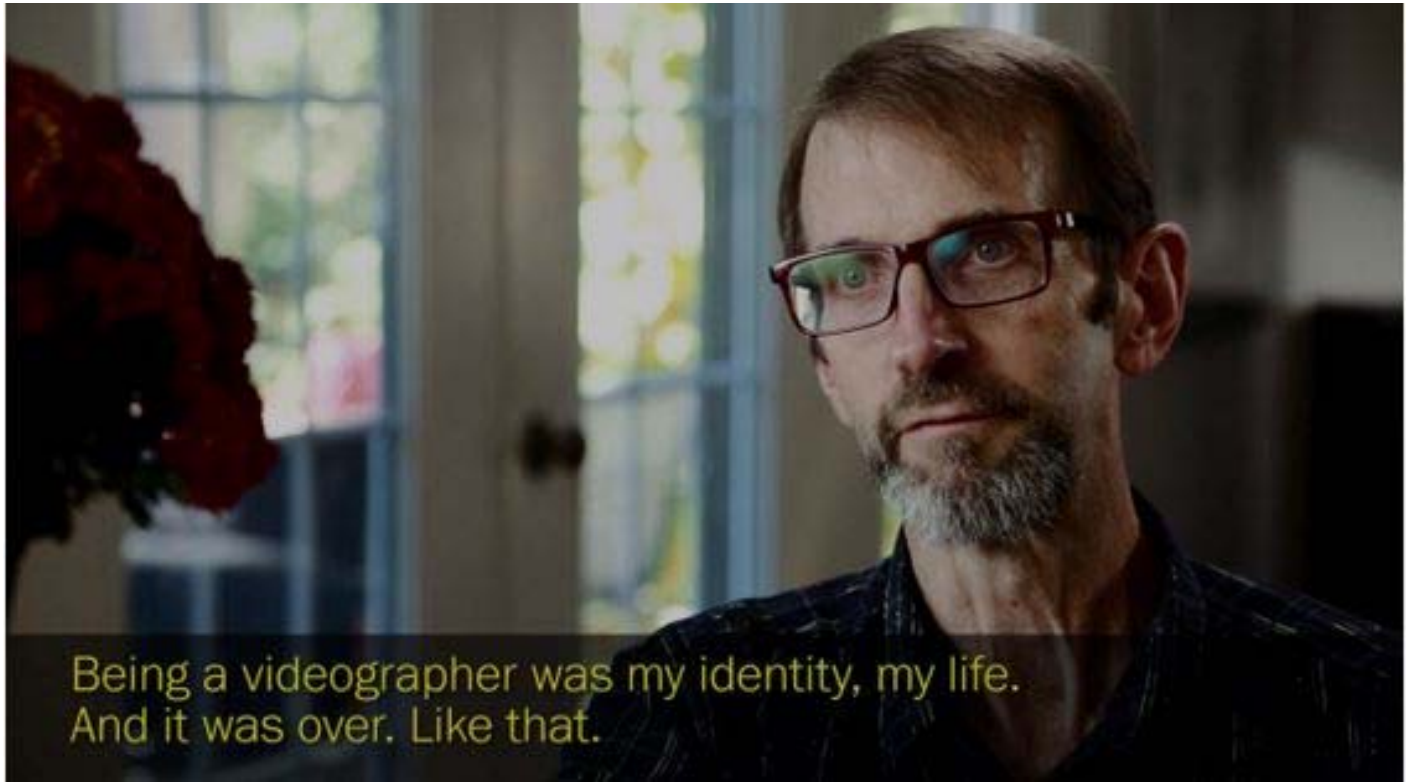
Jasmine Bradbury-Klyman of the International Development Resource Centre (IDRC) reported that IDRC staff members attended the International Day of Persons with Disabilities 2015 organized by the Federal Public Service at Library and Archives Canada.



December 4<sup>th</sup> was the premiere of **Talent Untapped**, a documentary by Anna-Karina Tabunar. Talent Untapped is a tribute to people with visible and invisible disabilities who prove that talent comes in all shapes, sizes, ages and abilities. This project gives a voice to people who are often marginalized and shut out of the workforce.

Many of you would have seen the trailer at the EARN Conference back in April. The full film is amazing! There are great interviews and contributions by our own Linda Simpson, Performance Plus Rehabilitative Care and Mark and Valerie Wafer, Tim Hortons along with many more. One employer commented "I thought, what will this film tell me that I don't already know? Wow, now that I've seen it, it makes me think of my workplace and our hiring practices a little differently now."

## Watch The Preview!



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### Upcoming Activities in the New Year:

- On Tuesday, February 23<sup>rd</sup> Labour Market Ottawa is holding two events: For employers - Building Your Human Capital: Are You Ready? (8:00 am to 12:00 pm). For Service Providers - Building Connections: Coordinating for Client Success (9:00 am to 4:00 pm). We'll circulate more information as it becomes available from our partner, Labour Market Ottawa.
- In December, we formed the Annual Conference Planning Committee to meet regularly, starting in January 2016. The event will take place on Friday April 8<sup>th</sup> 2016. If you are interested in helping us plan the Annual Conference, please contact Kelly Mertl at [kmertl@unitedwayottawa.ca](mailto:kmertl@unitedwayottawa.ca).

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### Success Storires:

The success story this month is the impact of EARN's Career Fair – a direct hire!



**Your Health.**  
**Your Home.**  
**Your Choice.**

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### *A Career Fair Success Story!*

The EARN Career Fair resulted in a number of EARN job seekers being offered positions; we know of five such hires to date. The following report comes from Karen Martin of Retire-At-Home Services.

**Job Title:** Companion for Seniors

Karen writes about this new employee:

*What impressed me was his kind and compassionate nature, his calm disposition and desire to help others.*

*The family of the client has expressed how much they adore him and how their father (who has Alzheimer's) took to him immediately. The family is so impressed in fact, that they only want this employee to continue with their father (no one else!)*

*Our case manager also stated that the employee was very professional, calm and followed all the company policies. He was very patient with the client and reported important information back to the nurse after the shift. He has completed 3 shifts so far and has also been booked for several shifts into November and December.*

We extend many thanks to Karen for sharing this success story with us!

Do you have a success story to share? If you do, please contact Susan and we will happy to profile it in an upcoming newsletter.

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## Susan's corner:



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Decembers seems like the right time to reflect on what we have accomplished this year. EARN has, as of going to publication:

- **56** members
- **12** new members since April 1<sup>st</sup>, 2015
- Our new members are engaged in all capacities within EARN:
  - 1 Steering Committee (Labour Market Ottawa)
  - 1 Employer Leadership Group (Retire-At-Home Services)
  - 2 Service Provider Resource Group (Canadian Hearing Society, Specialisterne)
  - 7 Business Leadership Network (Canada Mortgage and Housing Corp., Conference Board of Canada, Desjardins Financial Security Independent Network, GEM Health Care, National Arts Centre, Rockwell Collins, and United Way Ottawa)
  - 1 Community Partners Network (Community Employment Resource Centre)
- 128 entries in the Outreach Tracker, the majority are employers
- 106 active in progress/pending or prospects

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### Welcome New Members:

No new members this month, outreach efforts will continue in 2016 and we have already set up meetings in the New Year to promote EARN and to continue to expand our membership!

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### Upcoming EARN Events:

We are working on our calendar for 2016 – stay tuned! If you have any ideas, please let us know!!

- Friday Apr 8<sup>th</sup> - SAVE THE DATE: EARN's Annual Conference – 7:30am-1pm

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### In the News:

- From HRM Canada here are some best practices on the dos and don'ts of talking about disability. These tips are from the program director of a leading disability organization who offers her expert advice on using the right terminology and what to avoid: [The dos and don'ts of talking about disability](#)
- Dealing with Diabetes: For HR, the impact of diabetes on the workplace can be significant: From absenteeism and presenteeism to disability claims, lower productivity and high drug costs. *CanadianHR Reporter*, in partnership with Sun Life Financial, put together a roundtable to hear from the experts about the challenges and possible solutions for employers. [Dealing with Diabetes](#)
- Here's a good news story to end this year: Ontario's sheltered workshops for people with intellectual disabilities will soon be closing forever. ODEN – the Ontario Disability Employment Network recently posted an article from the Toronto Start about these closings which reported that the options being developed 'one individual at a time' will be paid jobs, volunteer work and other activities in the community. To find out more: [Ontario's sheltered workshops to close forever](#)

## Upcoming Meetings:

After the holidays, we will see you in January 2016!

### Steering Committee

- Thursday January 7th from 9:00am – 10:30am

### Joint Working Group

- Tuesday January 12th from 9:00am – 11:00am



From the Team at



To all of you...

Happy Holidays and all the best to you and your families in 2016!



## United Way / EARN Contacts:

Susan Forster: [sforster@unitedwayottawa.ca](mailto:sforster@unitedwayottawa.ca)

Martin Dubois: [mdubois@unitedwayottawa.ca](mailto:mdubois@unitedwayottawa.ca)

Kelly Mertl: [kmertl@unitedwayottawa.ca](mailto:kmertl@unitedwayottawa.ca)