



Monthly E-Newsletter

November 2015

Introduction:

Welcome to the February 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.

Initiative & Events:

On Monday, February 1st Susan attended the Mental Health Commission of Canada's Open House to celebrate the Commission's move to a new centralized office in Ottawa.



This event offered a unique opportunity to meet

and mingle informally with a number of MHCC staff to learn more about their initiatives, to network, and to promote the value of EARN. We are really pleased to report that we are planning to conduct a Learning and Networking Event on mental health in the workplace with the Mental Health Commission of Canada later this year. We shall be able to update you with more details and confirm the date in an upcoming edition of this newsletter. So stay tuned!



Social Capital Partners

This month, Social Capital Partners (SCP) presented information about the "Ontario Community Loan Pilot" and partnership agreements to our EARN members as well

as to various agencies across Ottawa who provide employment supports to people with disabilities, immigrants and new Canadians and Aboriginal peoples. With the pilot set to launch in Ottawa in April, we are hoping to connect our EARN Service Provider Partners with SCP as soon as possible. Here is a message from Jocelyn at SCP: *"Given the large number of new employers we hope to engage throughout the length of the pilot (up to 550), we know how important it is to have access to all available job seekers in the community through our Employment Service Provider partners so we are eager to hear back from those who are interested in being a pilot partner. We are looking to have MOUs back no later than February 29th. I'm more than happy to answer any of questions or address any concerns."*

You can contact Jocelyn at: jocelyn@socialcapitalpartners.ca or 416-646-1781 x 105. We are also excited to let you know that SCP has hired for the Recruitment Liaison position, and we will have an opportunity to meet her over the coming month.

This will be a great opportunity for EARN to attract small and medium sized businesses and we look forward to the future!

On Tuesday February 23rd Kelly presented on programs and services to help employers connect with people with disabilities as a panelist at Labour Market Ottawa's event, "Building Your Human Capital: Are You Ready" to an audience of approximately 100 employers.



This day saw the official closing of Labour Market Ottawa to launch its successor LEPC - the Local Employment Planning Council. LEPC's core purpose is to create and support a collaborative network of diverse stakeholders, to shape an innovative employment environment for Ottawa. Ingrid Argyle continues as the Program Manager with existing and new staff to implement LEPC strategies.

A key part of LEPC's organization will be the Central Planning Table, which reports to the Council's Steering Committee. This table will be the primary consultative body and its members will be comprised of key community representatives such as service providers, employer groups and different levels of government (e.g. the Ministry of Training, Colleges and Universities).

EARN will be ably represented at this Table by Kelly.

Upcoming Activities:

- Mark your calendar to attend EARN's 4th Annual Conference on Friday, April 8th!
- A Learning and Networking Event to promote mental health in the workplace, hosted by the Mental Health Commission of Canada, date to be confirmed.

Success Stories: Share Your Success Story with Us!



Your success stories are what make EARN's impact in our community stronger – each success story profiles an individual job seeker with a disability who found meaningful employment, highlights a best practice or showcases a great partnership that works.

We're looking for **new** success stories for 2016.

Do you have one to share? If you do, please contact Susan and we will be happy to include it in an upcoming newsletter.

Susan's Corner



Over the past month we have been working hard to create EARN's first ever Annual Report; it will cover topics such as our history, core activities, accomplishments and outcome based results, and give a taste of what we will be working on in the coming year.

Additionally we are revising our Recruitment Kit to include our new mission and strategic directions, and to give the latest metrics on our hiring data. It will continue to serve as a great tool for outreach and engagement. We are very proud to inform you that the EARN initiative now has **over 60** active partners and members!

And remember if you know an employer whom you believe champions inclusion in the workplace, please contact me. We always welcome new leads.

Finally, here is a Call to Action on accessibility made by world famous musician, Stevie Wonder, at the recent 2016 Grammy Awards.



Superstar Stevie Wonder had 'em alternately howling with laughter and nodding wildly in agreement at the 2016 Grammys Monday night. The R&B and soul musician was presenting the award for "Song Of the Year" alongside a capella group Pentatonix when he opened the winner's envelope.

"You can't read it, you can't read Braille, na na na na," joked the 25-time Grammy winner on stage to a roar of laughter. Wonder, 65, has been blind since infancy after a condition caused his retinas to detach while in hospital. But rather than making just a punch line, Wonder decided to make a statement.

"I just want to say — before saying the winner — that we need to make every single thing accessible to every single person with a disability."

From the Huffington Post Canada, February 22, 2016

Welcome New Members:

- Community Partners Network: Canadian Mental Health Association – At Work Program
www.ottawa.cmha.ca

Note: CMHA was formerly an EARN partner; now with renewed funding for employment programming, they have re-joined EARN as a member.

Welcome back CMHA!

Upcoming EARN Events:

EARN's 4th Annual Conference takes place on **Friday April 8, 2016** at Carleton University in the beautiful River Building.

EARN is delighted to announce that **David Onley**, former Lieutenant-Governor of Ontario, will provide the VIP Address on his personal experience living and working with a disability. Our Keynote Speaker will be Matt Peterson, Senior Director of Diversity at CIBC who'll present on what CIBC is doing to put inclusionary practices into place and he will call upon other employers to do the same.

Mony Dojeiji, host and producer of Ottawa Experts from Rogers TV, will be our Master of Ceremonies.

Presentations include:

- A panel of Champion employers will share their best practices in being “Open to Talent” during a session focused on ABILITY Hiring.
- Dr Judy Laws from Graybridge Malkam will lead us through an essential session on Bias-Aware Interviewing and Hiring Best Practices to ensure that you are *open to the talent* of people with disabilities.
- The Conference Board of Canada will share a section of their Employers Tool Kit which will provide you with practical tools and resources to create individual accommodation plans for new and existing employees.
- Next month we'll bring you details about an exciting new documentary and the EARN Success Panel!

More about the event: The conference is a half-day event and will provide opportunities for employers, employment service providers and community stakeholders to learn, share knowledge and network. We are anticipating a total attendance of approximately 175 people. We hope to empower participants through sharing knowledge and providing tools that can be brought back to the workplace and put into action immediately.

Reminder: Please share the conference invitation with employer partners in your networks!
Here's the link: <http://bit.ly/1KOcvJZ>

Conference Planning Committee Members:

- Lois Emburg, City of Ottawa
- Carol Ann Cameron, March of Dimes Canada
- Brian Marshall, Specialisterne Canada
- Ingrid Argyle, Labour Market Ottawa
- Karen Martin, Retire-at-Home Services
- Sydnie Cranford, Delta Ottawa City Centre
- Ruth Wright, Conference Board of Canada
- Amanda Barresi, Neil Squire Society

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

In the News:

- From the BBC online, here's an article about innovative technologies being developed by companies around the world soon to enable people with various disabilities to participate in the workforce and improve their quality of life. One of the companies profiled is located in Ontario. For more go to: [The tech giving people power to deal with disability](#)
 - Mark Wafer authored a commentary published in the Globe and Mail about the strong business case for hiring employees with disabilities. He also noted that with the closure of several Goodwill stores in Toronto, many people with disabilities lost their jobs. So he reached out to offer them opportunities at the Tim Horton's franchises he owns. To read more:
 - "A Better Slice of Life" is about the journeys of people with disabilities gaining independence and job readiness through learning culinary skills. It premieres in Toronto in March: you can find out more and see short videos about the making of this documentary at <http://abettersliceoflife.com/>
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Upcoming Meetings:

1. **Steering Committee** - Thursday March 3rd, from 9:00am – 11:00am
2. **Joint Working Group** - Tuesday March 8th, from 9:00am – 11:00am



From the Team at



To all of you

United Way / EARN contacts:

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