

INSIDE:



LOC students celebrate: Pg. 2



George Erasmus wins Pg. 3



Summer Buddies Pg. 4



June job boom: Pg. 5

Inclusion NWT

since 1962



Javaroma barrista and Inclusion NWT – EmployABILITY client Annie Strus is profiled in the Ready, Willing & Able (RWA) 2021 Annual Report. RWA is a national partnership of Inclusion Canada, the Canadian Autism Spectrum Disorders Alliance and their member organizations.



PAGE 6



BERTHA POKIAK TAYLOR (LEFT), RICHARD KOLSON AND EVA CHARLO walk together for outdoor exercise – and to enjoy summer's bright warmth – alongside Supported Living staff. For more scenes of daily life with our clients and staff, turn to page 8 and follow our social media pages (Facebook, Instagram & Twitter)!

We provide lifelong support for individuals with disabilities and their families in the NWT, since 1962.

inclusion nwt newsletter

07/23/2021



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PICTURED: Jas Powder, (from left); Xiaoyi Yan (Aurora College); Caitlin Vandermeer; Thomas Gagnon-van Leeuwen (LOC Instructor); Chris Strus; Julie White; Gilbert Beaudoin; Kineta Michel; and Susan Chaffee.



Year-end ceremony with the Literacy Outreach Centre

by Thomas
Gagnon-van Leeuwen

The Literacy Outreach Centre celebrated all the hard work of our students over the past year, on June 23.

With more than 30 people in attendance, students in three of our programs received their completion certificates: Adult Literacy, Introduction to Computers and Introduction to Office Skills.

It was an unusual year, but we made the most of it, with on-the-land trips, science experiments and many creative projects.

Staff from both Inclusion NWT and Aurora College helped make this event a success! A special thank you to Adam and Skills worker Oliv-

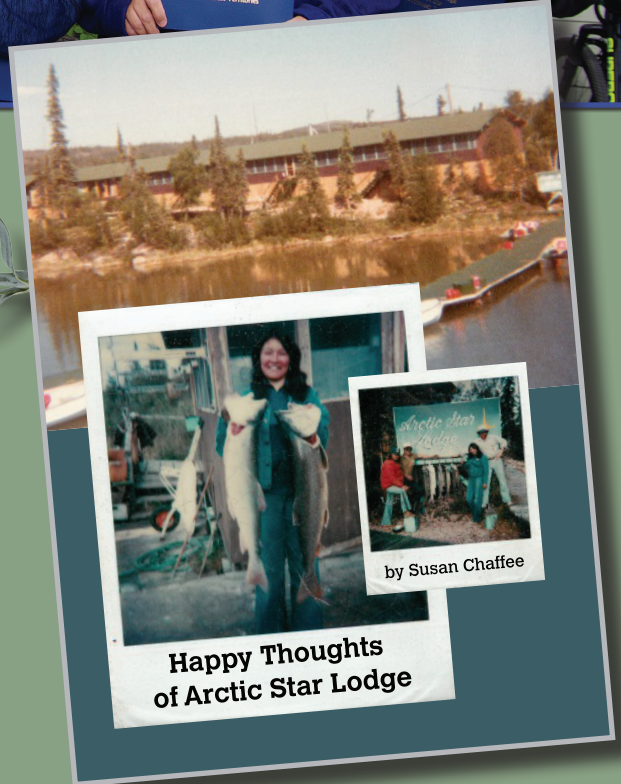


GILBERT BEAUDOIN receives his LOC certificate.

ia who grilled burgers for our BBQ lunch.

The event also featured the launch of student Susan Chaffee's self-published book: *Happy Thoughts of Arctic Star Lodge*.

The Literacy Outreach Centre provides a range of programs for adults who want to improve their literacy skills.



Happy Thoughts of Arctic Star Lodge by Susan Chaffee tells of Susan's experience as the first female guide at a fishing lodge in the East Arm of Great Slave Lake, starting in the 1970s.

The book is written at an accessible level

for beginner readers of all ages, with lots of colour photographs.

Susan wrote and self-published this book with the support of her instructors at the Literacy Outreach Centre (a partnership between Inclusion NWT and Aurora College).

1978. Great Slave Lake.

I was the first female guide in the Northwest Territories.

This is my story.



Congratulations George!

Another Bloomin' Raffle winners announced

by Inclusion NWT staff

THANK YOU to our 14-strong volunteer team that helped sell 1,416 tickets as part of our major annual fundraiser for 2021: Another Bloomin' Raffle.

Close to 550 supporters purchased the tickets, helping our organization achieve our fundraising aspirations. We are very grateful for everyone's support.

Funds raised will assist our Employment Services and Respite Services, which serve more than 80 clients and their families.

TONY FLORIO, Inclusion NWT Board Fundraising Chair (top left), congratulates **George Erasmus and Eve Erasmus** on winning the \$10,000 grand prize, June 18. **Danielle Cuvelier and Janet Diveky** (right) sold tickets in the community. Other prize winners included: **ESJS staff, Brianna Spicer, Simone Washie and Pawan Chugh.**





Summer Buddies in action!

by Inclusion NWT staff

FUN AND IMAGINATION fill the schedule for the 2021 Summer Buddies program!

Organized by Inclusion NWT, the Summer Buddies program offers youth with or without a disability space to socialize and connect over the summer months.

For July, our four program staff joined 15 children and teens for plenty of Covid-cautious adventures!

The Jr. Buddies (ages 6-10) meet daily in the morning, while the Summer Buddies (ages 11-18) meet in the afternoon.

"With some strategic scheduling, each buddy is paired one-on-one with a staff member," said Josie Nagel, Summer Buddies coordinator. "We do our best to tailor activities to spark the interests of each of our buddies. Whether that's dinosaurs, music, painting, biking or European war history (we love our teens), we find specific activities for

each kid to enjoy and later connect with others to make long lasting friendships."

The Jr. Buddies (ages 6-10) meet daily in the morning, while the Summer Buddies (ages 11-18) meet in the afternoon.

If you're interested in learning more, please reach out to youth@InclusionNWT.ca, or call 867-446-1772 today!

(Program is subject to change due to the ongoing COVID-19 pandemic.)

PICTURED: Darian (clockwise from left) collaborates on a collage with Josie Nagel, program facilitator; Aydin beams a smile while playing dinosaurs with facilitator Jordyn Riou; and Seth leaps to catch soap bubbles floating on the breeze.

THE ODD JOB SQUAD set up the seating for the ESJS end-of-school-year ceremony at the Folk on the Rocks site in June.



THE ODD JOB SQUAD job stats for June

THE ODD JOB SQUAD seeks to assist under-employed individuals who self-identify with a disability to derive a small income from one-time or short-term work while they search for permanent employment.

TEXT THE HOTLINE:
(867) 445-6967

Book 24 hours+ in advance

**DUMP
RUNS**

LAWN CARE
(raking, hauling
gravel, mowing,
trimming etc.)

**ONLINE
GROCERY
ORDER
PICK-UPS**

**SMALL
FURNITURE
MOVES/
DELIVERIES**

**SPECIAL
PROJECTS**

MISC.
(wood-stacking,
assembling furni-
ture, cleaning etc.)



Javaroma owner Rami Kassem hired barrista Annie Strus in March 2019 through the Inclusion NWT – EmployABILITY service.

Javaroma celebrates everyday diversity & inclusion

by Amelie Duranleau
National Program Manager
– Operations, RWA

IN 1996, the owners of Javaroma imagined a friendly place where people could have good conversations over a good coffee. Today, this café is a must-see for Yellowknife residents who feel like they are welcomed in an environment that represents their community: tightly woven and rich in its diversity.

Among the skilled barristas which produce the highest standard of coffee experi-

ence, Annie Strus has been working in the café since March 2019. Like her colleagues, Annie prepares the orders, delivers customer service and helps clean the dining room.

She was the second candidate hired through the Ready, Willing and Able program (RWA); a national program that makes employers aware of the benefits of hiring neurodivergent candidates and provides access to talented candidates with an intellectual disability or on the autism spectrum.

Javaroma owner Rami

Kassem explains that his commitment to diverse hiring is part of the culture of his company, which has always looked to hire people with atypical backgrounds.

Rami points out that by hiring the candidates through RWA – and their local delivery partner, Employability/Inclusion NWT – he could be sure that they were not 'employees apart,' but rather gradually integrated into the various tasks all Javaroma employees perform.

Rami stated, "Annie was a customer of the café before she became our employee.

Her dream was to work here, and we were able to make it a reality. We wanted her to evolve in an environment that gives her the opportunity to progress, in the same way as other employees."

In terms of Annie's on-the-job performance Rami explains: "The café offers several types of coffee and Annie refers to recipes (if needed) to prepare coffees according to the company standards. We have put in place strategies that help her respond to customer orders quickly. She also over-

Continued next page...



Javaroma barista Annie Strus

...continued from pg.6

came her shyness, as part of the job is speaking to customers to ensure they are satisfied with their service. Customers love it. Employees too. Annie does social activities with her colleagues outside of work hours."

Like over 73 per cent of other businesses who have hired via RWA, Javaroma has reported receiving great positive feedback from customers/clients regarding their commitment to inclusion.

Rami says that one of his clients came to offer Annie a bouquet of flowers to show her appreciation for the work she does.

He adds: "The impact on the customers is undeniable and this is good for business. Some customers come to the café only because they want to encourage companies that hire in an inclusive way."

Rami concludes by saying that his company is like a small 'version' of Canada; somewhere that offers everyone a chance to prosper. Rami says "We have people of diverse backgrounds, visible minorities, allophones, people with diverse backgrounds, etc."

He also points out that employers must be open to inclusive hiring and never forget that everyone may one day find themselves in a situation of disability: hence the importance of creating inclusive work environments. Overall inclusive hiring is just good for business all around: "The employees referred by RWA are loyal, and their attitudes are exemplary."

Yellowknife employers:

WE'VE OVERCOME OUR BARRIERS. LET US HELP YOU WITH YOURS.

We invite you to sit down with us over a cup of coffee to discuss where employABILITY might work with your business.

Perhaps you have high turnover, struggle to find dedicated staff or are under-resourced to provide training for new hires who may have a disability.

We can help.

As a no-cost resource for employers and potential employees, we encourage you to contact us.

- We will work together to help solve your workforce challenges.
- Similar to any hiring process, we only place a candidate who matches the skills you require.



employABILITY

a service of

since 1962
**Inclusion
NWT**

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www.InclusionNWT.ca

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*We look forward to
meeting with you!*

Summer adventures

Joey Oogaaq explores Long Lake by paddle

by Ghyslain Letourneau

JOEY LOVES any outdoor activity and he loves to try new things. So, this month, staff took Joey on a paddleboard because we thought Joey had probably never paddleboarded before. Joey loved it!

Joey enjoys being around the water and enjoys any water-related activities. He liked seeing people having fun boating, canoing and paddleboarding. He laughed when dogs jumped in the water by the shore while he was paddling.

After finishing his paddleboard experience, Joey visited the beach to cool off in the water and warm up in the sun.



JOEY OOGAAQ PADDLES the Inclusion NWT canoe on Long Lake. Joey enjoys sharing new summer experiences with Supported Living staff.

WE ARE HIRING!

RESPITE WORKERS
(casual)

- 6-10 hrs per week
- Mostly evenings and weekends

SUPPORTED LIVING WORKERS

(Permanent part-time and casual)

- Mostly evenings and weekends
- P/T Sat & Sun

Please send resume and cover letter to:
ed@InclusionNWT.ca

LISTEN UP!

Inclusion NWT needs your help to spread these messages in Yellowknife:

"Inclusion NWT is hiring staff to fill several positions."

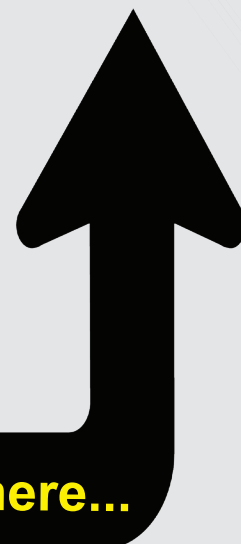
AND

"Inclusion NWT seeks a three-bedroom rental."

More info up here...

3-BEDROOM UNIT WANTED!

The Inclusion NWT Supported Living Service requires a 3-bdrm house or apt to rent by Sept. 1st. Landlords please call: 920-2644



Welcome to The Squad!



Chelsey Makaro joins Skills Training & Community Inclusion

A PPE MASK can't hide the fact that Chelsey Makaro is super proud to be the newest member of The Odd Job Squad!

"It's fun! I get to learn different things," she said, raising two thumbs up!

No two days are the same when working with The Squad, she added.

"I've done lawncare, weed-whacking, (recycling) bottles – a lot of different things!"

Chelsey began on-the-job training with the Inclusion NWT Skills Training & Community Inclusion service earlier this month, shortly after graduating with her 2021 class at Sir John Franklin High School.

When her shift at Inclusion NWT is done, Chelsey's workday isn't!

She also works a shift doing food prep at Dominoe's Pizza. She started working for the company more than a year ago, and was thrilled to return this summer following a hiatus resulting from the Covid-19 pandemic.

Chelsey is equally active in her spare time, sharing activities with friends, biking and making art – handmade jewelry and paintings.

"I give them away to people that will love them," she said.

The Skills Training & Community Inclusion service provides employment and life, social and literacy skills and community activities for adults with an intellectual/developmental disability.