

# INSIDE:



Truth & Reconciliation: Pg. 2



FASD awareness: Pg. 5



Workplace diversity: Pg. 8



Mock election at LOC: Pg. 10

# Inclusion NWT

since 1962



**DIAL-A-PUMPKIN!**  
A SEASONAL SERVICE  
OF THE ODD JOB SQUAD

Page 5



**FRAME LAKE  
DELIVERIES**

Page 8



SAM PAMEOGORAK, KELTON BROOME & CHRIS STRUS deliver the Frame Lake constituency newsletter for MLA Kevin O'Reilly.

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

**Inclusion nwt newsletter**  
**10/21/2021**



Inclusion NWT: (867) 920-2644 • [info@InclusionNWT](mailto:info@InclusionNWT) • [www.InclusionNWT.ca](http://www.InclusionNWT.ca)





ON SEPTEMBER 30, the first National Day for Truth & Reconciliation, students with the adult literacy class at the Literacy Outreach Centre honoured residential school survivors and those who never came home at the Sacred Fire in Somba K'e Civic Plaza.

This capped off a week of learning about the history

of Orange Shirt Day and the residential school legacy.

Members of the Inclusion NWT service teams, such as The Odd Job Squad and the Business Services Team, and Supported Living clients and staff donned orange in recognition of this important day of reflection, as well. #EveryChildMatters



# EMBRACE CHANGE



HERE AT INCLUSION NWT we have been all about embracing the possibilities of the changes that came at us over the last 18 months.

As this newsletter reaches you, we are just moving from another period of great restrictions back to the new normal. As we have since March 2020, we will move into this stage with caution. We will continue with the additional public health measures that have helped keep COVID at bay, which means we just keep on keeping on as restrictions ebb and flow.

We have been advised that we will probably be expected to ensure staff are fully vaccinated in the next month or so. With extremely high rates of vaccination already across the organization, we let the remaining staff

know this is coming so they have time to make their personal choices about how they wish to proceed.

You may notice new names for some of our services in the newsletter and on our website. This is just formalizing the changes that have happened over the last 18 months. We feel the restrictions of COVID have helped us to really look at the core of each area and find ways to improve and enhance the services we offer. This has involved smaller things, such as offering dedicated respite space in our buildings, and larger things, such as expanding the number of clients who are benefiting from the work experience and income associated with the Odd Job Squad work.

We have had success recently with

some wonderful new team members joining us. A big thank you goes out to staff and our newsletter readers who have sent great candidates our way.

We will have one more change in the coming weeks. We use the word service for what we do here and my job has been to serve the clients and families and support all the good work that the Board and staff do. After over 10 years of having the honour and privilege of supporting Inclusion NWT as Executive Director, I am stepping aside in mid-November to focus on family. We have a fabulous team and I know they will continue their good work, adapting and changing to meet the needs of those we serve.

Lyan



# WE'RE HIRING!

**Position: Executive Director**

Apply with resume and cover letter: [BOARD@InclusionNWT.ca](mailto:BOARD@InclusionNWT.ca)

InclusionNWT.ca

The small business  
community provides  
jobs, even during  
a tough time.

We can't  
thank you  
enough!

[InclusionNWT.ca](http://InclusionNWT.ca)

since 1962  
**Inclusion  
NWT**

**THANK YOU** to our supporters  
who made donations this fall!

...including Dave Lovell,  
the Sutendra Family and

## OMEGA MARINE

## BOARD NOTES



SUSAN CHAFFEE teaches Jas Powder how to fillet fish during an on-the-land workshop through the Literacy Outreach Centre.

## INCLUSION NWT SWAG CONTEST!

KEEP YOUR EYES OPEN for the above photo in next month's edition of *Up Here Magazine* (Nov/Dec).

We invite *Up Here* readers to search for our advertisement in the Nov/Dec issue to learn how they may participate in our contest!

The winners will receive swag courtesy of Inuvik Tourism.



The Importance of a Diagnosis in Individuals with F.A.S.D.

Mahasi Ortega  
Support Worker, Inclusion NWT

"The best way to support people with FASD is to remember that they are individuals just like you or me. They are struggling and they want to be successful. They want to work hard toward something, and we should give them that opportunity."

**CLICK HERE** to view two videos produced by the Dept. of Health & Social Services in September as part of FASD Awareness Month 2021. (Article courtesy of the GNWT.)

## Fetal Alcohol Spectrum Disorder (FASD)

is a diagnostic term used to describe the impacts on the brain and body of an individual who was exposed to alcohol before birth. It is the leading known cause of developmental disability in Canada. Current studies suggest that up to 4% of individuals in Canada are living with FASD, which is approximately 1.5 million Canadians (2019).

FASD is a lifelong, brain-based disability. It presents differently in each person, due to the wide variation of alcohol effects on brain development. Each individual living with FASD is unique, and has areas of both strengths and challenges.

Individuals living with FASD may experience some degree of challenges in their daily living, and may need support with motor skills, physical health, learning,

memory, attention, communication, emotional regulation, and social skills to reach their full potential.

Individuals living with FASD are resilient and have much to offer. The brain is always growing and changing. Although FASD is a spectrum, research shows us that early and appropriate supports can

make a positive impact and improve outcomes for those with this disability.

Supports and services can help individuals with FASD manage their challenges. These supports can be offered by family, friends, and the community. An

individual with FASD may also require specialized education programs, supported independent living environments and peer/community mentor support to participate in community activities. When unsupported, individuals with FASD are faced with especially high rates of mental

health and substance use difficulties.

Support for families affected by FASD is important to ensure they can balance the support needs of the individual with FASD with a healthy, positive lifestyle. Families may benefit from specialized training, funding initiatives, and respite and support groups.

Any woman of childbearing age who uses alcohol is at risk of having a child with FASD. It is safest to not drink if you are planning to become or are pregnant.

However, prevention of FASD is much more than telling people who are pregnant or who may become pregnant to avoid drinking. Research tells us that women do not intentionally seek to harm their unborn children.

Some women may be unaware of their pregnancy when drinking heavily. Some women have addictions and mental health challenges and find quitting extremely difficult despite being pregnant.

Some women have abusive partners who pressure them to drink while pregnant.

Preventing FASD requires work from everyone in a community, not just the pregnant person.

**"Preventing FASD requires work from everyone, not just the pregnant person."**



# Dial-a-Pumpkin

## SUMMON THE ODD JOB SQUAD!

by Inclusion NWT staff

GROCERY STORES typically sell out of pumpkins well before Oct. 30, so The Odd Job Squad would like to help ensure your household is not left out!

While store supplies last, The Squad is available to deliver your online pumpkin order! Just

call or text us at (867) 445-6967 or email us at [info@InclusionNWT.ca](mailto:info@InclusionNWT.ca) to arrange for delivery.



PICTURED: Clara Tutcho, Terry Kuliktana and Kineta Michel.



DIAL-A-PUMPKIN  
(867) 445-6967

Place your grocery order then summon us!

THE ODD JOB SQUAD

STEP 1: place an online order for pumpkins with your favourite grocer

STEP 2: Summon The Odd Job Squad at: (867) 445-6967 or [info@InclusionNWT.ca](mailto:info@InclusionNWT.ca) to request pick up and delivery of your pumpkins (and any other purchases)

STEP 3: Scare the wits out of neighbourhood children on Oct. 30th



## AND SO IT BEGINS...

Like it or not, snowy driveways are on the way! The Odd Job Squad is ready! (Please remember to book your jobs 24-72 hours in advance for snow shoveling!)

Pictured: Adam LePrieur, Kevin Scottie and Billy Refugia (Skills Facilitator)



## THE ODD JOB SQUAD job stats for September

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

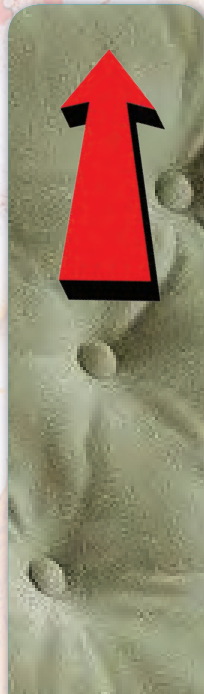
Book 24 hours+ in advance



DUMP RUNS



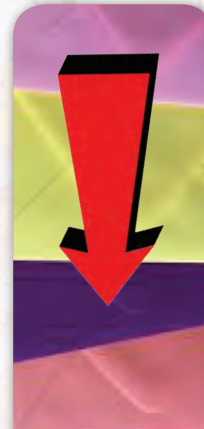
LAWN CARE  
(raking, hauling gravel, mowing, trimming etc.)



SMALL FURNITURE MOVES/ DELIVERIES



MISC.  
(wood-stacking, assembling furniture, cleaning etc.)



SPECIAL PROJECTS



ONLINE GROCERY ORDER PICK-UPS



# Disability Employment Awareness Month

by Inclusion NWT staff

IN CELEBRATION of Disability Employment Awareness Month, Inclusion NWT and our partners at Ready, Willing & Able would like to recognize our employers in the Northwest Territories!

Inclusion NWT supports meaningful employment opportunities in the Northwest Territories for individuals with an intellectual disability and persons on the autism spectrum.

Clients who receive support from Inclusion NWT enjoy the challenge and fulfillment of working and building on their skills in long-term positions in many different industries.

With each successful RWA-supported job placement comes a big boost in the business community's commitment to fostering a neurodiverse workforce and an increase in positive community education among our neighbours.

Ready, Willing & Able (RWA) is a national partnership of Inclusion Canada, the Canadian Autism Spectrum Disorders Alliance (CASDA) and their member organizations.

Funded by the Government of Canada and active in 20 communities across the country, RWA is designed to increase the labour force participation of people with an intellectual disability or Autism Spectrum Disorder (ASD).

There are approximately 500,000 working age adults with intellectual disabilities or ASD. This untapped workforce can help address labour shortages while making businesses stronger, more diverse and more productive.

**"This untapped workforce can help address labour shortages."**

**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**

employability@InclusionNWT.ca  
(867) 920-2644  
www.InclusionNWT.ca

4919 53rd Street  
PO Box 981  
Yellowknife, NT  
X1A 2N7

*We look forward to meeting with you!*

**Travailler ENSEMBLE pour créer une main-d'œuvre inclusive**

**Working TOGETHER to build a more inclusive labour force**

Octobre 2021 | Mois de la sensibilisation à l'emploi des personnes en situation de handicap  
October 2021 | Disability Employment Awareness Month

PDC est reconnaissant du travail des 200+ organismes d'employabilité partenaires à travers le Canada.

RWA gratefully acknowledges the work of its 200+ supported employment agency partners across Canada.



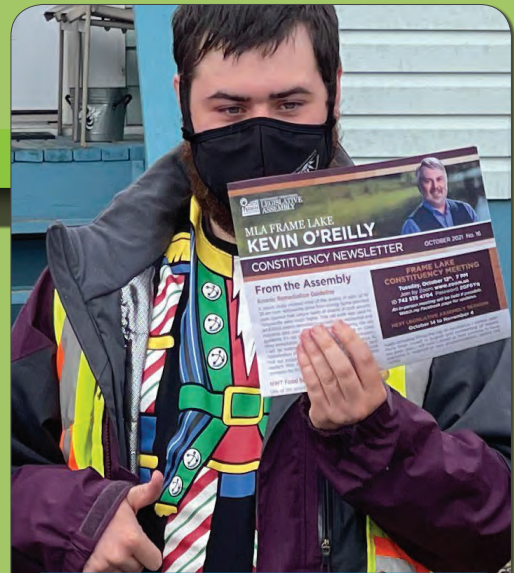


920-2644  
CALL US TODAY!

## HIRE OUR TEAM

Inclusion NWT supports individual employment in the community and also provides work opportunities through our Business Services Team. Our Business Services Team offers the following on a fee-for-service basis to businesses, organizations, government offices and the public:

- Courier delivery
- Poster distribution
- Document shredding
- Mail preparation
- & more...



**KELTON BROOME** distributes the Frame Lake constituency newsletter for MLA Kevin O'Reilly.

## FRAME LAKE DELIVERIES

by Inclusion NWT staff

**FRAME LAKE** MLA Kevin O'Reilly hired the Inclusion NWT Business Services Team to deliver the fall edition of his constituency newsletter.



**Kevin O'Reilly**

Earlier in the month during the Federal Election, Michael McLeod's re-election campaign office hired the Team to deliver 1,600 flyers in two days to several Yellowknife neighbourhoods, including parts of Frame Lake.



**Michael McLeod**

"We were so happy with their work," said Christina Monroe, of the Michael McLeod re-election campaign.

## SPECIAL PROJECTS

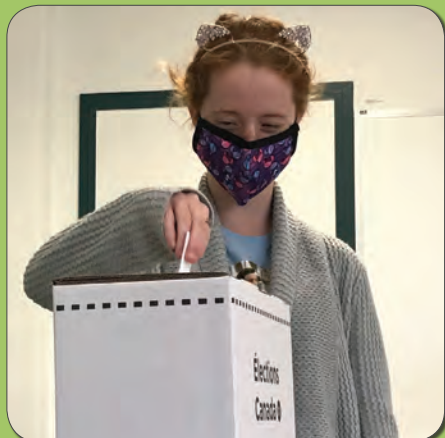
The Team also accepts special projects, such as:

- Flyer delivery
- Mail preparation
- Affixing luggage tags
- Assembling conference kits
- Affixing promotional stickers

THE BUSINESS SERVICES TEAM DELIVERS



## ELECTION REHEARSAL



*CHELSEY MAKARO casts her vote in the mock 2021 Federal Election staged by her Adult Literacy Class.*

AFTER A WEEK of learning about why we vote and our local candidates, clients at the Literacy Outreach Centre cast ballots in a mock election on Sept. 20.

Students voted for real at the Elections Canada polling station later that afternoon.

In the week following the election, the class wrote letters to their newly-re-elected MP to express their concerns regarding food security, the cost of living, housing, climate change and Northern roads.

**SPORTS TO RETURN!**

OUR FRIENDS at Special Olympics NWT are preparing to reboot their Sport Skill Development Program for ages 12 and up, following a five-month hiatus in response to the Yellowknife Covid outbreak.

For more information, or to register, contact: [sport@sonwt.ca](mailto:sport@sonwt.ca).

**ALWAYS READY TO LEARN!****Clara Tutcho studies Big Bang Theory**

*by Sherry Budzinski, LOC Tutor*

CLARA TUTCHO has been working on her literacy skills with me since March 2021. I have enjoyed every minute of it! She is such a lovely person who is eager to learn.

Clara has worked hard over this time and it shows in her reading skills. She always wants to learn more and is willing to put in the extra work.

Her literacy accomplishments to date would be in her hard work ethic, learning new words on a weekly basis, recognizing words, reading words and putting these words into short sentences.

She is gaining speed and learning

new words faster, which is great to see.

After a number of words have mastered, we create a book for Clara. She takes pride in reading the words back to me from her book. I think Clara enjoys every part of our literacy classes, but she does especially enjoy her books.

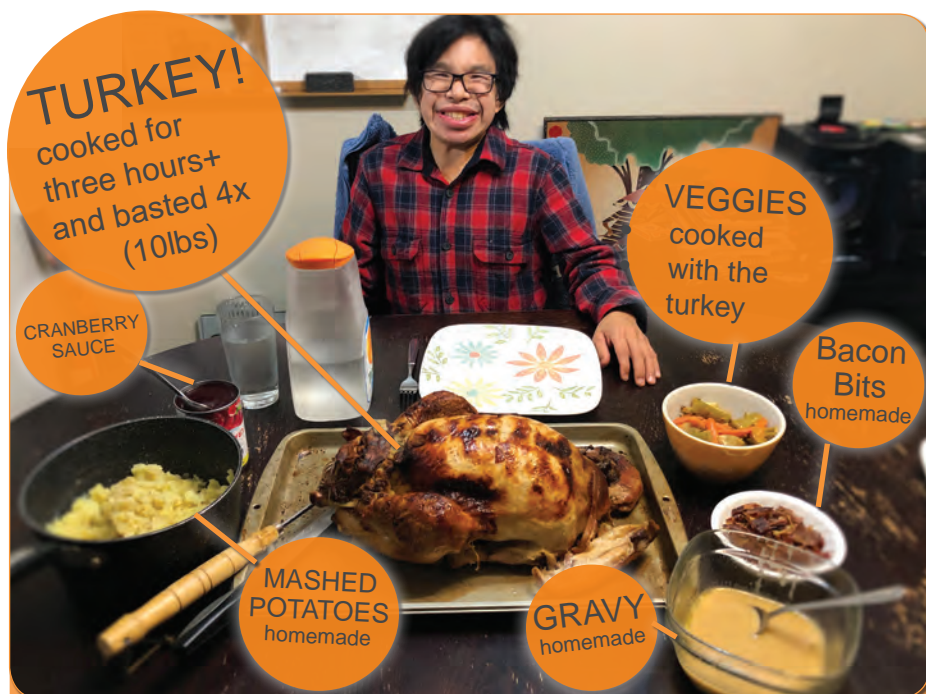


*CLARA TUTCHO works on a word-recognition exercise based on her favourite television series, Big Bang Theory.*

New words and exercises We will continue on with introducing new words in our months ahead while Clara completes a more short assignments.

Congratulations Clara! You have come a long way! Keep up the good work!





# TOGETHER sharing thanks

by Inclusion NWT staff

THANKSGIVING DINNER prepared by roommates Julie White and Chris Strus was epic, even by holiday standards!

The roommates prepared the meal alongside Glenn Malaque, Supported Living Team Lead.

Chris shared a collection of things he is thankful for, including his work with Inclusion NWT, his friends and his communication with his mom.

Julie gave thanks for her parents, brothers and friends.



**ROOMMATES** Caitlin Vandermeer and Kineta Michel share a big turkey dinner at home.

Kineta said she is thankful for her mom. Caitlin also said she is thankful for her mom and family.



**BERTHA TAYLOR** shares a special dinner with her household.

# THANKS!



JACKIE MCKINNON zips by the Abe Miller Building to donate produce, greeted by Sam Pameogorak.

## NUTRITIOUS DONATION

A DOZEN gardeners or more popped by the Abe Miller Building in September and October to donate fresh produce for our Supported Living households.

Carrots, tomatoes, lettuce, beets, kale and lots of potatoes were among the veggies dropped off in boxes and bags with care.

Much of this healthy food found its way into thanksgiving dinners enjoyed by Supported Living clients in their homes on Oct. 11.

All members of the YK Garden Collective are committed to donating 25% of their produce to charitable organizations, including Inclusion NWT, and for that we are thankful!

