



# Phoenix Rising

*Flying at Warp Speed*

~ by George Klukowski (GK)

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Although warp speed is still in the realm of science fiction (at least on planet earth), it feels very much like we are moving at such a mind bending pace these days. I can hardly believe that we are exactly one year away from our next accreditation. Where has the time gone? We are just about to release the latest draft of the Strategic Plan with all of its goals, tasks, and aspirations, the new 'Employee Performance and Development Plan' is being launched en masse as we speak, the website is in its final phase with content being developed for the official release now scheduled for May/June, with our South Island Training Initiative (SITI) partners we will be hosting the 7<sup>th</sup> annual conference for community social services in November 2013, and if that wasn't enough, we are one year away from the end of our lease agreement at Store Street and with that, it's time to find a new home for this bird.

We also have a new collective agreement proposal on the table that includes some modest wage increases that is likely to be ratified later next month. If it goes ahead, we will see wage increases of 1.5% in April 2013 and January 2014, as well as an additional wage increase of 1% at Step One for entry level employees. There is also a non-paraprofessional adjustment fund to further prop up some grid levels, particularly in those areas where employers have had serious recruitment and retention challenges. Other promising developments include an increase to \$0.45/km for mileage reimbursement and a fully funded 'Family Day'.

This has also been a tough time emotionally, as we lost a long-time client of the agency, David Powell, who passed away quietly in his apartment on February 1<sup>st</sup>. David was only 58 and we had had the privilege of supporting him for over 17 years. A few short days later, fiery and feisty Phoenix board member Minnie Clark passed away peacefully and unexpectedly at

the tender age of 81. Minnie was a long serving board member to many organizations in Victoria and her absence will be sorely missed, for she was a veritable tour-de-force.

With the recent balanced budget promising another year of austerity in community social services, it was a reminder of the need to continue planning our evolution mindfully and to work smarter with the resources that we have. The May election may bring with it a change of government and even if it does, I don't realistically expect much to change for the remainder of 2013/14 in terms of the fiscal forecast. That doesn't mean, however, that we can't benefit from opportunities in areas that are new to us. Thanks to Emma's hard work, our granting database is complete and a granting calendar has been developed to help us track what funding is available and when. What will follow later this year is the birthing of new ideas and directions in line with our strategic objectives which we can then market for the benefit of our community. In this way, we can begin to diversify our funding, as has long been our collective ambition.

With that said, I invite you to strap in and get ready for the jump to warp speed. It's going to be one very exciting and one very busy year. Try not to blink!!

## Board of Directors

**Signi Thorleifson, President**

**Susie Girling, Vice President**

**Gil Owen, Treasurer**

**Mary Valeriotte, Director**

**John Noble, Director**

**Josephine Harris, Director**

**Barb Ann Jones, Director**



# Diversity Committee

~ by Desiree Cabecinha

Since December 2012, the Diversity Committee has been meeting on a regular basis to move forward the agenda of diversity in our agency. The current focus of our action-oriented small group was to establish a solid foundation upon which Phoenix can build an invaluable and inclusive diversity model. The timing was remarkable in that our newly established "Employee Performance and Development Plan" was about to be implemented, thus requiring the creation of the "Diversity Competency"\*. Alongside the creation of this competency will be the creation of a social responsibility policy and terms of reference (please stay tuned for this in an upcoming newsletter).

The Diversity Committee's intention is to address the specific feedback from the strategic planning meeting held in 2012. The identified areas are: diverse and inclusive agency; community collaboration; identifying and amplifying good practice; be passionate, not passive; be active, not reactive; barrier busting; breaking through our self-imposed barriers; demonstrating leadership in how services are delivered; and "learning to go" - short training and "take aways" for our employees.

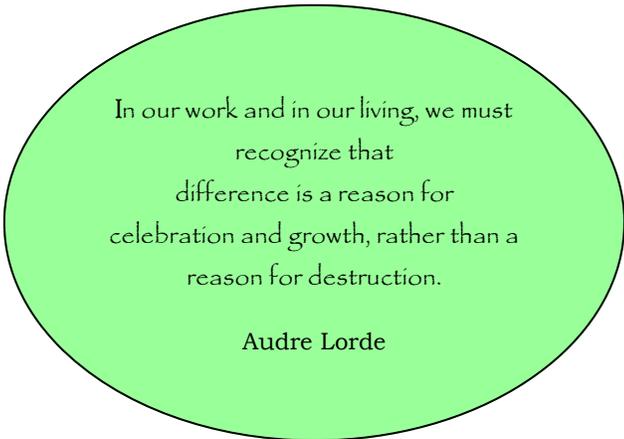
In addition to the "Diversity Competency" and the upcoming policy on "Social Responsibility", the committee has implemented an ongoing arena for our employees to access. Our "Diversity in Practice" board is now at our Store Street office and soon to be at our Joan Crescent location. The intention of this board is to raise awareness, promote equality, and respect, value, and support multiple ways of being. Furthermore, it is to encourage building diversity into the core foundation of our daily practices and growing our presence in

the community. The information board will highlight the theme of the month (e.g. March is "Women's History Month"), community events, personal development, and training opportunities for employees. If you have any information on upcoming events, holidays, training initiatives, or information around diversity that you would like to see on this board, please put this information in the Diversity Committee mailbox located in the file room at Store Street.

Recently, some Phoenix staff members have been partaking in community events and training initiatives. The events they have attended thus far are: 'Diversity in Practice' - Professional Development Course, Provost's 'Diversity Research Forum - Critical Conversations: Rethinking Realities', School of Child and Youth Care: 'Continuing the Circle' Reception, and the Stolen Sisters March 2013. In addition, select Phoenix staff members were asked to speak in the video "Making a Difference: Social Justice in Child and Youth Care". This three minute video can be accessed through the School of Child and Youth Care at the University of Victoria website: <http://www.cyc.uvic.ca/>.

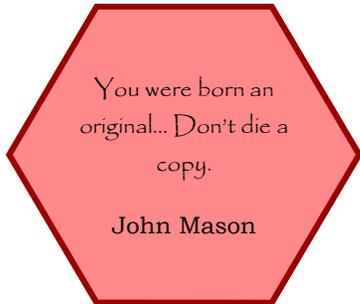
If staff members attended community events or training on their own initiative, we would love to hear about your experiences. Also, if you are interested in joining the committee or sharing your experiences, please email Karen at: [kbasi@phoenixhumanservices.org](mailto:kbasi@phoenixhumanservices.org).

\*Please refer to the following page to read through our newly developed "Diversity Practices Competency"!



## Financial Update ~by GK

With Joan off a good part of the past month with double eye surgeries, we have given her a bye on providing any financial update for this edition of "Phoenix Rising". That doesn't mean that she can hide from any questions you may have. So towards that end, please feel free to e-mail any queries to [jchalmers@phoenixhumanservices.org](mailto:jchalmers@phoenixhumanservices.org).



# Diversity Practices

To function day to day as an organization that is competent in its diversity practices, we must understand, accept, and respect differences. We involve and are involved with people who are reflective of the vast diversity in this community. We develop policies, services, and programs that are appropriate and relevant to diverse individuals. A diversity-competent organization respects differences and pays attention to the dynamics of difference. We reflect on our attitudes and behaviours through continuous self-assessment, expansion of our knowledge, and resources pertaining to diversity. We work in complementary fashion with other relevant service models to better accommodate the diverse needs of the persons that we serve. Diversely competent organizations consult with diverse communities and are committed to hiring competent employees that reflect the agency's diversity commitments and practices.

Diversity fundamentally refers to the unique constellation of characteristics that each of us possess that distinguish us as individuals and identify us as belonging to a group or groups. Diversity both includes and transcends concepts of race, ethnicity, socio-economic status, gender, religion, sex, family status, political belief, sexual orientation, disability, and age. Diversity offers strength and richness to the whole.

## **Acknowledges Diversity** (awareness/attitude)

Acknowledges the agency's current policies and procedures regarding diversity within the intake, assessment, and program practices.

Recognizes diversity within the agency's own employees and clients served.

Understands personal diversity and how it influences professional practice.

## **Addresses Diversity** (skills and training)

Addresses areas for personal development and training in relevant areas of diversity specific to the client population served in the respective program(s).

Seeks out training/materials specific to diverse needs of person served.

Adapts service interventions to accommodate diversity needs of the client.

Demonstrates respect, sensitivity and inclusiveness in all aspects of service delivery (e.g. use of appropriate language, adaptation of services to accommodate faith systems and accessibility of location).

## **Reduces and Resolves Instances of Oppression** (knowledge/program practices)

Actively consults and builds relationships with diverse communities.

Critically reflects and raises inquiry (systemic and societal).

Engages in respectful and proactive conflict resolution processes.

## **Integrates, Maintains, and Introduces New Diversity Practices** (sustainability)

Programs are regularly evaluated with respect to identifying and addressing gaps in and/or barriers to inclusive and diversity-relevant practices.

Initiates and actively creates and contributes ideas, solutions, and initiatives.

A range of diverse-appropriate service delivery models are planned, developed, and implemented.

We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color.

Maya Angelou



Whether one is rich or poor, educated or illiterate, religious or nonbelieving, man or woman, black, white, or brown, we are all the same. Physically, emotionally, mentally, we are all equal.....On this fundamental level, religion, ethnicity, culture, and language make no difference.

Dalai Lama XIV



# Getting to Know You

~ by GK

With the recent rebirth of the Staff/Board Liaison Committee, the issue of improving board to staff relations has been a focal point of the group's discussions. As a preliminary step in addressing that issue, I encouraged our board members to rework their biographies so staff could get a better picture of who they are and in some instances, what attracted them to serve on the Phoenix board. So without further ado, let me re-introduce you to your Board of Directors:

## Signi Jane Thorleifson - President

Born in Winnipeg, Manitoba, June 13, 1949; raised in Montreal from June 1959. Attended Beaconsfield High School and after graduation, took training in hairdressing, which I worked at for eight years, then trained as the first female barber in Montreal for three years. I took Interior Design at McGill University in 1975. Married and divorced with two grown daughters and two grandchildren. I moved with my children to Victoria in 1977, received an Office Administration Certificate from Camosun College, and began work with the Provincial Government in March 1979. I received a Diploma in Public Administration from Camosun College while working for Government. My career with the Provincial Government spanned 25 years as a Human Resource Advisor and Corporate Services Manager, which I retired from in 2004. In November 2005, I was hired by Camosun College as Administrative Officer for the School of Arts and Science until my retirement once again in May 2009. Using my Interior Design training, I have been buying, designing, renovating, and selling personal real estate properties in Victoria for the past 20 years and acting as General Contractor for those projects. I took AutoCAD at Camosun in 2008.

I was asked to join the Board of Directors four years ago, and find that I receive much more than I give. I admire so much the work that the agency provides to its clients, and the work ethics that are so strongly rooted in its employees and management. I am honoured to be part of this organization. What I feel that I bring to the Board and organization is knowledge of the provincial government, including experience with the Ministry of Health, Addiction Services (who were my clients), my administrative background, my love of people, and my abilities in moving human resource issues forward.

My interests include my family/grandchildren, skiing, boating, reading, writing, socializing with friends, and giving back to my community. I was raised all my life (until only three years ago) with the privilege, through my father, of an Air Canada pass to anywhere in the world I wished to travel. This inspired a huge passion in me for travelling the world to learn of new cultures and landscapes. It's something I will do with zeal for as long as I am able.

## Susie Girling - Vice-President

Susie Girling is a committed child and youth care professional who works to enhance the lives of children, youth, and their families. She received an Undergraduate Degree in Criminology from Simon Fraser University and a Graduate Degree in Child and Youth Care from the University of Victoria. She has worked for two decades in a number of direct care and management positions including youth residential care, child and youth mental health, youth probation, and school counselling. She currently has a position with the Vancouver Island Health Authority in Child, Youth and Family Mental Health Services. She chose to be on the Board as a way to assist in the growth, transition, and transformation of an organization and team she has history with and cares about. Being on the Board offers Susie an enhanced experience that offers a rewarding leadership experience and provides exposure to other disciplines and community members. She believes that the Board is vital to keeping an eye on the over-all performance of the organization and to ensure service goals are met. She also believes that Phoenix offers an excellent example of what can be achieved with skilled staff, strong community support, and dedicated volunteers.

## Gilbert Owen - Treasurer

Gil Owen, born in 1949, was raised and attended school in Saanich, graduating from the University of Victoria in 1970 with a major in English and minor in Sociology. He did further study at BCIT in Building Technology.

Gil and his wife, Suzanne, raised four sons in Brentwood Bay as he operated his own residential design and construction company. His hobbies include reading and boatbuilding, while also enjoying sailing, hiking/climbing, ski touring and travel. Although previously he has coached and supported his sons in their various sports endeavours, he now also looks forward to participating with his four grandchildren. Gil and Suzanne continue to live in Brentwood Bay.

## John Noble - Director

John, a graduate of the University of Aberdeen, began his career (after military service) as a teacher. He was Deputy Headmaster of a school for young offenders before coming to BC in 1966. He joined the Ministry of Social Services as Director of the provincial training school for young offenders.

From 1973 he was, successively, Director of Residential Programs for Children and Executive Director Social Services and Income Security Programs. He served a Deputy Minister of Human Resources (social services) from 1976 to 1987 and as Deputy Minister of Health prior to retirement in 1988.

After retirement, John worked on a number of initiatives including working with the faculty of Douglas College and community representatives, resulting in the creation of the report entitled "The Door to Independence", regarding skills training for persons with disabilities. The policy recommendations were subsequently adopted by the Board of Douglas College. He co-authored a report with Valerie Lannon for the Ministry

## Getting to Know You *(con't from page 4)*

of Women's Equality that led to the development of a model for inter-ministry co-ordination of programs that address family violence and sexual assault.

In association with Doug Allen, John conducted a study of the system for licensing and inspecting care facilities in BC for the Minister of Health and provided a comprehensive report with recommendations. The report, titled "Community Care Facilities - A Focus on Licensing", was accepted for implementation by the Ministry.

As consultant, he was responsible for the preparations necessary for implementing the Provincial Referendum of September 1990. This included the development of a strategy paper and briefings for the Premier, Cabinet and individual Ministers, co-ordinating with Public Affairs Branch and advertising agencies, setting up the Referendum Office and training seconded personnel for staffing the 1-800 public response telephone lines.

John's experience as a volunteer has included board positions with the United Way, the Cordova Bay Association, and the Sara Spencer Foundation.

When asked to chair the inaugural Board for Phoenix, John was attracted by the challenge and the opportunity to put a lifetime's experience to work. John has enjoyed the camaraderie of the Board members and the staff with whom he has come in contact. For John, it is a bonus to have an enjoyable way to serve the community.

### **Mary Valeriote - Director**

Professionally, until retirement, I was a Chemistry lecturer/teacher in England and then in Ontario, at the university and high school levels. I have been actively involved as a volunteer in the area of persons with disabilities for the last 30 years and have served on the Board of the Oakville (Ontario) Association for Community Living, the Ontario Rett Syndrome Association, the Children's Services Coordinating and Advisory Group for the Halton region in Ontario, and the South Island Community Council (a liaison between the community and Community Living British Columbia). Currently, I am a member of the CLBC Advisory Committee on Ageing.

My daughter, who is 36 years old, has Rett Syndrome. She lives at home and since moving to Victoria 10 years ago, she has attended the CATS day program administered by Phoenix.

I think it is necessary and prudent to have representation on the Board from program participants or their families, and I feel that my background and experience can be of value. That explains why I have become a Phoenix Board member. It is my hope that Phoenix will continue to be a well-respected agency in Victoria and that it will expand its activities in a fiscally responsible and a thoughtfully designed process. I welcome the opportunity to serve on the Board of Phoenix Human Services Association.

### **Barb Jones - Director**

I was born in Victoria, B.C., the youngest of eight, and have lived here since birth. I attended Lampson Elementary, Esquimalt Junior and Senior High Schools, and graduated in 1966. I obtained my Licensed Practical Nursing Certificate in 1969, from the B.C. Vocational School in Victoria. I worked as an LPN at St. Joseph's and Gorge Road Hospitals while our children were young. In 1987, I attended Camosun College and graduated with a Registered Nursing diploma in 1989. I continued to work at the Gorge Road Hospital and Five North at VGH in rehabilitation nursing until 2005.

I have enjoyed various volunteer positions since leaving hospital nursing, such as: reading program at George Jay Elementary; KIT (Keep in Touch), a call-out program sponsored through the Langford RCMP designed to 'keep in touch' with vulnerable individuals that struggle with issues such as health, mobility, and social isolation; and, for the past four years, at the Mustard Seed as a clinic nurse two days a week.

I knew nothing about Phoenix Human Services until a present board member and friend, Gil Owen, asked me to consider being a board member. Upon hearing an overview of the programs and services this organization provides, I felt it would also provide me with more knowledge of resources available for many people with whom I come in contact. I thought perhaps my experience could bring something of use to the board as well. I still have much to learn about how a board functions and the actual services each Phoenix program offers, but I look forward to doing so and being an effective supporter of this worthwhile organization.

### **Josephine Harris - Director**

I was born in England and immigrated to Victoria, BC, in 1970 by myself when I was 22. Instead of this being the anticipated first leg of a journey around the world, I married in 1972 and had a daughter in 1976. She now has two boys, who are 8 and 2 and are the light of my life.

I went back to school in 1985 at age 37 and graduated from University of Victoria in 1989 with an honours degree in Geography (Resource Management). Over the last 20 years or so, I have worked for the provincial government and as a private consultant, in the environmental review of major industrial projects, and the meaningful inclusion of the general public and First Nations communities. I specialize in negotiating between government, companies, and First Nations on benefits packages for communities.

I have never been involved in a not-for-profit organization or volunteered before and, through Phoenix, would like to give back to Victoria in recognition of what Victoria has given me over the years.

# Negotiation—What is a Bully Anyway?

~ by Julia Menard

The term “bully” has become more and more common these days.

There is Pink Shirt Day in Canada, to raise awareness for “anti-bullying” (the next Pink Shirt Day is February 27). [BullyingCanada.ca](http://BullyingCanada.ca) is calling upon our federal government to implement a National Anti-Bullying Awareness Day in December, to be called Blue Day (complete with a national petition). The United States has its own such events, as do many other countries around the world.

The idea that we need reminders and encouragement to be more kind to each other is foundational. All the major religions hold it as central; some say we are born compassionate and it's the core of who we are (through the layers of ego and pain). We all have “angels of our better nature” - to quote the title of an amazing book about the roots of violence.

At the same time, there are some inherent challenges with using the word bully. I can see at least two:

Firstly, the word itself is loaded - no one wants to be called a bully, and no one wants to be bullied. It's become a word that has stigma and shame attached to it - for both the “victim” and the “villain”. If we are so vehemently opposed to the very existence of a bully - it's pretty hard to admit that maybe we have at some point, somehow, acted like one.

We need compassion to engage the dark side - our own or someone else's. Someone I was working with who was accused of being “the bully” once said, quite eloquently, that even the despised Gollum (Lord of the Rings) had a noble purpose!

When we use the word “bully” like a noun (you ARE a bully) - there is not much room to BE anything else. And we begin to separate ourselves from the “other” (you are “bad” and I am “good”) - which is where violence begins in the first place. If I see you as “bad” and me as “good” - it's easier for me to treat you harshly. As Gandhi said: ***“An eye for an eye makes the whole world blind.”***

The second issue with using the term “bully” is it is used very loosely. More pause is needed to clarify what behaviours are being talked about and what impacts are being meant. Instead, in some high profile cases of “bullying” - the word easily degenerates into counter-accusations, recriminations, and interpersonal mush (to borrow Gervase Bushe's phrase).

If we believe that the primary intention when a harm is experienced is to “make things right” (a restorative justice orientation) - then how can we create spaces that encourage that?

We need the opportunity to enter into a dialogue about what was done and what the impact was, to start to see things from another person's point of view. Calling “names” doesn't provide that opportunity - the “bully” can then too easily deflect, shut down, ignore. No change happens!

Perhaps, instead of using the term “bully” as a noun, or even “bullying” as a verb - if we are to use the term at all - how about “bully” as an adjective? So - we could notice “bullying behaviours”. Maybe this might be the way to refocus us back onto specific behaviours instead of labels.

One of the most powerful tools parties use in mediation, to help move towards resolution, is to separate observations about someone's behaviour from interpretations, conclusions, or evaluations about those behaviours. The first kind of observation (the one without evaluation) is a lot easier to hear - and engage in meaningful dialogue about. Whereas hearing about the judgments and evaluations the other has about our behaviours only triggers a defensive, shutting down reaction (so that we don't engage). Dialogue stops; walls go up.

Here's a list of behaviours that can cause harm - advertently or inadvertently - from the [BullyingCanada.ca](http://BullyingCanada.ca) website (geared towards children but applicable to all):

- Punching, shoving and other acts that hurt people physically
- Spreading bad rumours about people
- Keeping certain people out of a group
- Teasing people in a mean way
- Getting certain people to “gang up” on others

The sites also lists four common types of bullying:

- **Verbal bullying** - name-calling, sarcasm, teasing, spreading rumours, threatening, making negative references to one's culture, ethnicity, race, religion, gender, or sexual orientation, unwanted sexual comments.
- **Social Bullying** - mobbing, scapegoating, excluding others from a group, humiliating others with public gestures or graffiti intended to put others down.
- **Physical Bullying** - hitting, poking, pinching, chasing, shoving, coercing, destroying or stealing belongings, unwanted sexual touching.



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*The opinions expressed by those interviewed or those contributing are not necessarily those of Phoenix Human Services Association or its management.*

## Negotiation—What is a Bully Anyway? *(con't from page 6)*

- **Cyber Bullying** - using the internet or text messaging to intimidate, put-down, spread rumours or make fun of someone.

Does this list help you identify what behaviours you might have engaged in, or experienced, or seen others engage in? Has there been a discussion about what's going on, impacts on everyone, and deeper motivations of all? Can there be such a discussion -

and how can you be a compassionate instigator of such a dialogue?

In 1996, I was involved with a national conflict resolution conference. Their slogan is one that carries great hope in my heart:

**"People talk. People listen. Things change."**

## Why I Didn't Wear a Pink Shirt

~ by Stephen Hammond

I don't like wearing a pink shirt on Pink Shirt Day.

Don't get me wrong, when years ago Nova Scotia students David Shephard and Travis Price decided to show a school bully they can wear whatever they want and he can't get away with bullying anyone...they were very successful. What they did was fantastic and if everyone did something similar when a bully tried to get his/her way, we'd be on a very different planet. But now everyone has jumped on the bandwagon, with media and other corporations putting up big banners and encouraging everyone to wear pink. I don't bother.

I would in an instant if my "actions" actually did something (how tough is it to wear a certain colour shirt once a year?). If I were to use my pink shirt to go up to someone who was giving me trouble or calling me names, I'd do it in a heartbeat. That would be a wonderful use of wearing a pink shirt and it was very successful when David and Travis rallied many friends from Central Kings Rural High School in Cambridge, Nova Scotia wore pink to show the bully that not only "homosexuals" wear pink.

Somehow, encouraging people to wear pink shirts and to talk about bullying, for one particular day of the year is magically supposed to do something. But words without actions are meaningless. And I mean truly meaningless because a lot of time, money and resources may be put into a day that doesn't tell us anything new. Here's the standard script:

- Stand up to a bully
- Talk to someone if you are being bullying
- Speak up if you see others being bullied

Well, that pretty much covers it and these are wonderful and valid actions to take. But I'd be surprised if anyone over the age of 6 hasn't heard some version of this...yet bullies still persist with kids and adults still afraid to speak up. Know why?

- The fear of a bully is greater than our belief that something will be done
- Bullies prosper in young age and in old age...just look at some of the people leading the government of Canada (or ask a Canadian government scientist)

Despite all the protections people are promised for speaking up, we see many examples where no protections are truly given and people can't afford to lose a job or opportunity.

I could go on, but then I would be stating the obvious. If we really want to stop bullying then we have to hand out real consequences to those who abuse others. That's true for the school yard as it is for the workplace. In my work, I'm constantly telling management

that it's not good enough to hold onto "top performers" if they abuse others. Lay down the law, expect change and if not, show them the door.

Yesterday was pink shirt day and if we want to celebrate the actions of two students who took a stand, I'm all for it. But it will take more actions like theirs, not just the symbolic stuff that has followed, to make real change. Know what else happened yesterday? U.S. President Barack Obama unveiled a statue commemorating Rosa Parks, the African American woman who wouldn't give up her seat for a white passenger. Her actions lead to her arrest, but also to the ruling segregated buses were unconstitutional in the U.S. In the process, she lost her job and lived most of her life in obscurity as she had to move up north to get any kind of job. Now talk about standing up to bullies.

Or yesterday, the Supreme Court of Canada ruled that Saskatchewan's Human Rights provisions against hate crimes were in fact constitutional. Despite a tsunami of opposition from every right wing mouth piece, James Komar, Brendan Wallace, Guy Taylor and Kathy Hamre, with the complete support of the Saskatchewan Human Rights Commission, took William Whatcott to Human Rights saying his disgusting pamphlets incited hatred against gays and lesbians. (By the way, many civil libertarians also wanted the hate provisions struck down. I often agree with them, but not on this one.)

The unanimous decision of the Supreme Court was penned by Justice Marshall Rothstein. He wrote:

"Hate speech, therefore, rises beyond causing emotional distress to individual group members. It can have a societal impact. If a group of people are considered inferior, sub-human, or lawless, it is easier to justify denying the group and its members equal rights or status...As the majority becomes desensitized by the effects of hate speech, the concern is that some members of society will demonstrate their rejection of the vulnerable group through conduct. Hate speech lays the groundwork for later, broad attacks on vulnerable groups. These attacks can range from discrimination, to ostracism, segregation, deportation, violence and, in the most extreme cases, to genocide."

You want, guts? You want to stand up to bullies? How about sticking your neck out so far that you have hate groups all over the world saying vile things about you. These four did, along with many supporters. Mr. Whatcott - someone who says he used to be homosexual - will likely continue saying the horrible things and there will be plenty of pressure on the Saskatchewan government

## Why I Didn't Wear a Pink Shirt *(con't from page 7)*

to change the law. Hopefully the government won't cave and hopefully Mr. Whatcott will be thrown in jail if he keeps saying and writing his dangerous filth. Say what you want...but from jail if it's a criminal offense.

If you want to wear pink, go ahead. But while you're wearing pink, stand up to someone who's being a bully. When that happens, I'd be happy to support pink shirt day. One last quote from David Shepherd, I found on a CBC website. It was in response to the fact that their pink shirt campaign shut up the bullies:

"If you can get more people against them ... to show that we're not going to put up with it and support each other, then they're not as big as a group as they think are," he says.  
Wise words for such a young man.

This February 28, 2013, article has been provided courtesy of Human Rights educator, Stephen Hammond. **Stephen Hammond**, B.A, LL.B, CSP, is a speaker, trainer and author working in the field of workplace human rights. Contact Stephen at 866-685-8338 or [stephen@stephenhammond.ca](mailto:stephen@stephenhammond.ca).



## Paying It Forward

~ by Colleen Toohy

hand-over-hand guidance to get started in the computer world. With his support, he taught me how to burn a music cd and access the Internet. Years later, his parents became members of the Vancouver Island Charity Riders Association, who generously donated funds to Phoenix Human Services Association, which are now available to children in need through the "Shiny Side Up" fund.

I recently discovered a resource, the Computers for Schools Program, which sells refurbished computers/laptops to schools and non-profit organizations. Thanks to the "Shiny Side Up" fund, 10 laptops were purchased and will be given to children in the CLS Children's program. These laptops will be used as an educational tool to further develop finger dexterity, typing skills, and technological skills, as well as an opportunity to learn responsibility. It has been a great delight to be a part of this opportunity to learn through the use of computers and witness it come "full circle". A heartfelt "thank you" to Ryan, Kristine, and Scott for their thoughtfulness, generosity, and "paying it forward".

First and foremost, Elyn and her parents Dale and Grace would like to thank the Vancouver Island Charity Riders for their generous donation which enabled them to purchase an iPad for Elyn.

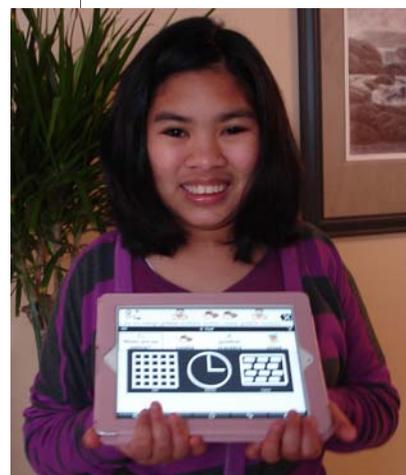
## The Shiny Side of Life

~ by Iona Gallacher

Elyn was born in the Philippines and moved to Canada in April, 2011. Due to her diagnoses of Mild Cerebral Palsy and a Moderate Intellectual Disability, Elyn struggles with verbal articulation, constructing full sentences, and maneuvering her "pencil grasp." In December, 2012, when Elyn found out she was approved for an iPad through the "Shiny Side Up" fund, she was very excited. She would say, "iPad," at home and during session outings with me, her AYCW. When she first received the iPad, Elyn had little knowledge about the technology and required support around its usage. She was strongly motivated to use the iPad and has learned many technological skills such as swiping to get to a variety of pages, pressing small buttons to open programs, and locating a WiFi signal. Her parents were particularly impressed when Elyn problem-solved to find a WiFi signal in her home; she walked around to different rooms until she was able to see the bars on the top of the screen. The iPad has served as an educational tool and Elyn uses it to locate letters from the alphabet and practice spelling her name as well as her parents' names. Elyn is proud of her iPad and enjoys showing others how it works. She has learned responsibility as she makes sure she is gentle when using it, and will plug it in if the battery needs to be charged. Elyn is very social and enjoys talking about the people she meets. She has been able to add pictures of her friends from school into her iPad program so that she can practice constructing full sentences about the people in her life. Through the use of the Proloquo2go program, Elyn is able to learn new vocabulary and can add photographs to make it more personal. The iPad with this program is a tool which will be significantly beneficial for Elyn to use now and in the future. Elyn has a future goal of getting a piano program on her new iPad so that she can learn how to play the piano. It has been my pleasure to witness and be a part of this amazing contribution.  
Thank you, Vancouver Island Charity Riders!

Gratitude is the fairest  
blossom which springs  
from the soul.

Henry Ward  
Becher



# Minnie's Gone

~ by David Burns (former CAFCA Executive Director)

Minnie is gone. She was/is a friend. I took her to doctors, we shared events. Minnie's favourite introduction was, "How ya doing, kiddo?" So human; no barriers, no bull. Minnie was aware of all that was happening around her. One never got away with anything around Minnie. She noticed everything and 'things' that were unclear, you could be sure that Minnie would clarify.

Minnie was on the Child and Family Counselling Association (CAFCA), Phoenix Human Services Association, Surrounded By Cedar, James Bay Community Association Boards of Directors and loved all of us who cared about children and families. She was born a social worker and later earned her credentials, as if she really needed them anyway. She was perceptive, cared about everyone, gave all she had. I don't know how to say goodbye. That's what I'll tell her when she reaches down from Heaven to ask me, "How ya doing, kiddo?"

## Reflections on Life

~ by Lynn Mullally

Shortly after David Powell passed away, I had the opportunity to help his brother Trevor and sister-in-law, Marion, clean out his apartment. Trevor and Marion had arrived the day before from Saskatchewan to sort out David's affairs.

As we bundled most of his life's accumulation into black garbage bags, I found myself reflecting on the meaning of life and particularly, our attachment to our "stuff". It's a sobering thought that someday, a stranger may be going through the accumulated "stuff" of our lives and bundling most of it into garbage bags. I know that my daughters probably won't want the vase I got as a wedding gift in 1972, or the hundreds of baby photos of themselves. The things which are precious to me may have little value to anyone else.

I've come away from this reinforced about how important our work is, in particular the mindset which we bring to it. Also, that our focus and energy is kind of wasted if it goes towards material possessions, as opposed to self-growth, enlightenment, and cherishing our relationships with all of our fellow travellers.



## Remembering David Powell

~ by Marjorie van Orden

David Powell, a Phoenix client since the early nineties, died at his home on February 1. As David's three siblings live far from Victoria, Phoenix workers offered him support in many day-to-day matters over the years. People who work at the Store Street office would have known David from his regular Thursday noon time visits. I was fortunate to have worked with him for about five years (from 2005) as part of the Adult Community Living team.

I often work at Joan Crescent now, and my cycle route takes me through the parking lot of David's apartment block. I always think of him as I whiz through there. Yesterday morning I saw three deer looking somewhat displaced, yet calmly walking on their little pointed hoofs across the concrete parking lot. David's apartment block is near the downtown core, right by an intersection where many roads merge. Likely these deer were lamenting, as David often did, for a bit of greenery to look out on.

If I'd been with David at the time, I'm sure he would have remarked on seeing the deer in such a strange place: "Well, whaddya think of that!" But if he'd seen them on his own, likely no one would have heard about it. David did not share much about his life on the days in between when I saw him. He was private, proud, and cautious; things he had learned in a life that had at times been pretty tough on him. David was often blunt in reminding me about how much easier life is for those of us who, as he'd put it, "have driver's licenses and graduated from high school". Through his comments like these, and from his expressions of gratitude when I was able to help him, David helped me to have more appreciation for my own abilities to maneuver through life, abilities I easily take for granted.

For David, it was very important to live as independently as he could in his own apartment. He liked the freedom to do what he wanted, when he wanted. His interests included music and he had a wide knowledge of musicians, especially the rock stars of the seventies. David had a great sense of humour and when he was in a fun mood, he'd act out little scenes to explain his point, and crack himself up at his own antics. He'd crack me up too. His acting showed a definite slapstick influence from one of his favorite TV shows, "The Three Stooges".

David also enjoyed good food. One of my fond memories of him is at a restaurant meal. Phoenix was treating David to a Christmas seasonal lunch and he chose the Appletree Restaurant at Hillside Mall. It was an absolute pleasure for me to sit across the table from David and watch him eat. I don't think I have ever seen anyone take such delight in a meal. He had decided what he was going to have long before we got to the restaurant. When his order came, a plate piled high with steaming, freshly fried liver and onions, David's eyes lit up. He tucked into his meal with exuberant gusto, commenting between each mouthful how delicious it was. David's restaurant table manners were normally excellent, so I am not sure if my memory serves me right, but the picture I hold of David at this meal is with a linen napkin tucked in his shirt, oblivious to all his fellow diners, licking the last drop of gravy from his plate.

While David was managing his life quite well, he often expressed his concern of the future as he aged. He was afraid of losing his independence and of getting "old-timers' disease". It seems David's heart had other plans for him. He died of a heart attack at age 58. David, may you rest in peace.

It is not the length of life,  
but the depth of life.

Ralph Waldo Emerson