



# Rotary at Work BC Newsletter June 2018

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## We're Growing

With more than two years of experience in Rotary District 5050 we're well positioned to expand into other Rotary Districts and 5080 is the first one. Capitalizing on Mark Wafer's speaking engagements in the Kootenays and through relationship with Community Living BC in that region, in May members of our committee embarked on a road trip to Castlegar, where they hosted "The Economic Case for Inclusion".



We will return this summer, to follow up with service providers and provide support as they form a Rotary at Work BC committee in their area, and join local Rotary clubs to forge relationships with Rotarian business owners.

Arrow & Slovan Lakes Community Services Society is the first agency to join Rotary in District 5080 under the umbrella of Rotary at Work BC. Mayumi van der Pol, Rotary Club of Nakusp President, commented on the new relationship.



"Their membership will be valuable to our club, especially because they are very well connected to our community where we are trying to reach out... We had a wonderful Rotary meeting today. We feel that the addition of Arrow & Slovan Lakes Community Services added a depth to our club."

As a result of the new connection, Mayumi and husband Kees (past Rotary District 5080 Governor) hired people with diverse abilities through WorkBC to do some work at their home.

Contact [annette.williams@rotaryatworkbc.com](mailto:annette.williams@rotaryatworkbc.com) to find out more about Rotary at Work BC, how to join a Rotary club near you, or to find an employee for your business.

## A Job Well Done and New Friends by Arienne Jaeb, Mission Association for Community Living (MACL)



**Dignity**  
MEMORIAL

As part of a Rotary at Work BC initiative, the Mission Mid-day Rotary Club invited me to present on the benefits of becoming an inclusive employer. Tammy, Rotarian and manager of Woodlawn Mission Funeral Home, was in attendance and curious about whether tapping into the demographic of persons with diverse abilities could be a solution to hiring a replacement for Woodlawn's retiring maintenance worker. Tammy approached me after the meeting to learn more.

The job expectations outlined by Tammy seemed like a good match for Markus, a quiet young man who had a preference for a maintenance or grounds keeping job in an environment with minimal noise. Through the collaborative effort of Tammy, Markus, and his MACL Employment Services job coach, a task list was created. Markus started out working to maintain the cleanliness inside the funeral home, and now also does the exterior grounds keeping. With this task list on hand for Markus to access during his shift, he completes his job with diligence and a positive attitude. Markus can be seen maintaining the grounds even on the days that others prefer to be inside.

Markus really values the ability to work in a way that contributes to an important business. He loves his job and earning a paycheck. Markus has built relationships with his coworkers and with them, he shares his love of Star Wars, the weather and his weekend plans.

As a testament to Markus's work ethic and unassuming personality, Tammy reports that he has become a valued employee at Woodlawn Funeral Home. His coworkers recently had a surprise birthday party for Markus, complete with pizza and cake, and presented Markus with a gift card.



## Meet the Dream Team



Jason is the newest Dish/Prep employee at Brown's Socialhouse in Chilliwack. He found a friend in fellow dishwasher Steven who taught him the ropes in the dishwashing area. Jason is proud of his new workplace and it shows up in his sparkling dishes and super clean work area. His fellow workers have been very encouraging through the training process and are happy to see the reliable "dream team" of Steven and Jason taking care of their dishes.

Be sure to check out Browns Socialhouse's new location in Abbotsford, opening this summer.

**BROWNS SOCIALHOUSE**  
restaurant • bar • socialize

## Business Leadership Network Continues to Meet

Our second Business Leadership Network meeting was held on February 22. It was attended by 20 employers and 15 Rotary at Work BC service providers. Guest presenter Marco Pasqua from Presidents Group provided insight to the benefits, support, and resources employers can receive when hiring people with diverse abilities. What's the Presidents Group's main message? Embracing an accessible and inclusive workplace is just good business.

Their website is bursting with resources for small and large businesses including an array of videos educating about inclusion, and tip sheets on:

- How to Write Inclusive Job Postings,
- Understanding your Team's Concerns with Inclusive Hiring,
- Interview Questions That You Can and Cannot Ask

Check out [www.accessibleemployers.ca](http://www.accessibleemployers.ca) for the complete list of resources.



## Champion Employers Tell Their Stories



We've made new videos in which inclusive employer champions talked candidly and unscripted about their experiences hiring people with diverse abilities. Take a look at what they have to say about why they hired inclusively, perceived concerns and the resolutions, plus the benefits the employees brought to their workplaces. There were so many quotable moments, it was difficult to select the final footage. Take a look and tell us what you think: [www.youtube.com/channel/UCA5miKwGI-Lhpi3lABFQikg](https://www.youtube.com/channel/UCA5miKwGI-Lhpi3lABFQikg).

Thank you to Dock Visual Media for the production of the videos, and to the businesses who participated: Woodlawn Mission Funeral Home; Vancity; Hallmark Retirement Communities; JD Farms; Meridian Farm Market; Home Depot; Starbucks; and Canuel Caterers.

## FAST FACTS

86%

of workers who have a disability have average or above average attendance records

97%

of workers who have a disability rate average or above average in safety on the job

67%

of workplace modifications cost less than \$500

51%

of adults in Canada who have disability are unemployed

22%

of adults in Canada who have a developmental disability are employed, which is the lowest employment rate of any disability type

## About Us

Rotary at Work BC addresses the staggering unemployment rate for people who have a disability, while educating business owners/operators about the benefits of becoming an inclusive employer and tapping into this demographic.

We connect employers to employment services in their community that can assist them with:

- Locating potential candidates who have a disability
- Pre-screening the candidates
- Providing on-the-job training and orientation support
- Assisting with workplace accommodations
- Providing on-going support, information and other resources that will help make recruitment and retention smooth and easy.

### FOR MORE INFORMATION

#### We do presentations!

Contact [annette.williams@rotaryatworkbc.com](mailto:annette.williams@rotaryatworkbc.com) to find out more and to book yours.

[www.rotaryatworkbc.com](http://www.rotaryatworkbc.com)

<https://www.facebook.com/RotaryatWorkinBC/>

<https://www.youtube.com/channel/UCA5miKwGI-Lhpi3IABFOikg>

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