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AND MORE!

A NOTE FROM ANN

As we face the second wave of the global pandemic, we are also facing the changing weather. To be honest, I am not looking forward to the snow. I know that visiting outdoors and getting fresh air has been such an important part of our daily activities over the last several months, and to think that we need to move indoors and further apart to remain safe is not easy to accept.

These last several months have been challenging for everyone and I'd like to take a moment to express my sincere gratitude for the people we support, our staff, and all the families, we really are in this together.

I am pleased to announce that KW Habilitation is officially an Employer Partner with the Canadian Centre

for Diversity and Inclusion ([CCDI](#)) which provides us with a number of benefits that will support us on our diversity and inclusion journey.

We have also been looking ahead and are beginning to think about where we are as an Agency and where we want to be in the future. People Minded Business (PMB) has joined us to develop a strategic plan that will lay out our path forward.

The plan we develop with PMB will move us through the COVID-19 Pandemic but will also shape the way we work and what we focus on in the future.



We invite you to sign up for one of these sessions.

- Family Focused – For families – Tuesday, October 20th – 1 PM or Thursday, October 22 – 6:15 PM ([RSVP](#))

Please [RSVP](#) by ASAP and we will send you a link to join.

STAFF APPRECIATION DAY 2020!



Staff appreciation day has been an annual event for many years. Most years we all get together for a bbq and activities but this year we had to do things a bit differently. Instead, hosted a drive-thru staff appreciation event!

The event sent staff on a KW Hab 'Road Trip' and when they arrived, each team member received a bag of snacks and a map - just in case they got lost. Stops at the 'gas station', photo booth, farmers market, and ice cream shop made it a memorable trip. Windshields were expertly cleaned by our senior leadership team, a game of "Bumper Stumpers" caught people guessing and the farmers market, where everyone received flowers and delicious Our Farm goodies were definite highlights.

All along the way there were posters, handmade signs and decorations to express gratitude to KW Hab team members. This event, which ensured Habbbers felt appreciated by both the senior management team and our board members would not have been a success without the planning and execution of the Committee for Excellence. This dedicated group of people from all across KW Habilitation work together to provide terrific staff development opportunities and their fundraising initiatives go directly back in to great events like this.

Thank you to the 160 Habbbers who attended and a special thanks also goes out to the group of people living next door who greeted staff members with cheers as they arrived for their road trip.

SIMON'S JOURNEY TO FINDING EMPLOYMENT

COVID-19 hasn't been easy for anyone, but we have heard several stories about how difficult things have been for local businesses. Many people have lost jobs or have been temporarily laid off work and this has significantly affected job seekers and people supported through KW Career Compass.

Simon Garcia was concerned that he would not be able to find work during the COVID shutdown but he was determined to do what it takes to find a job that suited him. This included consistently being on the lookout for jobs online, meeting with his job coach on a weekly basis, and handing out resumes at a tech job fair. After more than a year of interview preparation, resume building and gaining confidence and right in the middle of a global pandemic, Simon Garcia was hired for a job that he was the perfect fit for.

Harry Watson; owner of KW Auctions and KW Safe storage had already been thinking he needed extra help, and recently with a higher demand of online shoppers buying from his website he decided it was time to hire an assistant.

When Harry met Simon back in July, it was clear that he would be perfect for the role. Simon was very excited to start at KW Auctions and KW Safe Storage, which included organizing new merchandise, sorting for the following weeks auction, taking photos of items, and getting sold items ready to be picked up.

When asked about his job, Simon said; *"My favorite things at my job is talking with the costumers, because I like to be social. I also enjoy listening to my background music during my work shift."*



CLICK TO ENLARGE

SUMMER LEISURE

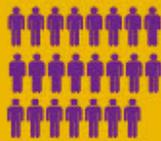
Fun in a different way for 2020

Inspiring Abilities. Enriching Lives.

23

PARTICIPANTS

Some returning, some brand new...all looking for fun and adventure!



DIFFERENT ACTIVITIES

11



Including: Mustang Drive In, African Lion Safari, Baking Day, Niagara Day Trip, Crock-A-Doodle, and more!

31

ACTIVITIES SCHEDULED

Activities and trips were enjoyed from July 13 to August 21



HIGHLIGHTS

TOO MANY TO LIST!



Getting out, meeting new people, trying things for the first time and so many more!

Smaller groups, more virtual learning and a great deal of creativity resulted in a unique summer experience for all participants while maintaining safe practices and physical distancing.

Y.E.P. (YOUTH EXPLORING POSSIBILITIES)

Oh the places we went! COVID could not keep us away! Youth Exploring Possibilities, our summer camp experience for youth 13 – 21 was a great success.

In total, 18 young people joined us for 6 weeks this summer as we explored the Region of Waterloo. Using the GRT and old fashioned walking, regular trips to local parks in addition to destinations farther away kept us on our toes. And when we couldn't go out, we brought in the fun and learning by hosting themed weeks and activities.

Highlights include: drumming lessons by a professional musician, trips to the Museum and Bingemans, swimming and Youth Choice Days which were always a surprise.



A MESSAGE FROM EARLY LEARNING

NOT ANOTHER WEBINAR

a collection of short and easy to implement lessons that will make your transition back to a classroom that much better!

We are all navigating a lot of uncertainty! As we continue to work toward transitioning children back to child care and classrooms, a group of community agencies have come together in the interest of creating resources. [“Not Another Webinar”](#) has been created with parents and educators in mind, to support finding tools and strategies to have a smooth and successful transition for not only the children, but for the parents and educators as well.

The short videos and compilation of valuable resources you’ll find at Not Another Webinar were created by our community partners on topic areas such as Strategies for Challenging Behaviour, Tapping Into Your Resilience and more. They were put together specifically to help you save time and get exactly what you need, right now. Not another webinar is a collection of short and easy to implement lessons that will make your transition back to a classroom that much better!





STAFF APPRECIATION 2020

WE CUT THE RIBBON ON OUR TRAILS!

Located at David Fisher Residence at 995 Erbsville Road, Waterloo, [Our Trails](#) officially opened to Kw Hab on September 23rd.



A FEW things to tell you about the Trails!



- BACK into a parking spot around the perimeter of the parking lot at DFR. Please park NEAR the trailhead (farthest away from the building)
- Please stay out of the Our Farm garden beds.
- When you arrive, please park close to the trail entrance and enter the trails where we've marked it on the map below.
- There is no appointment needed to visit the trails. They're open for all to enjoy!
- Please enter the trails from the trail entrance. (NOT the garden). This is to ensure privacy for everyone.
- Please "Leave no Trace". That means, whatever you bring in to the trails is what you should bring out. Please leave what you find, respect the wildlife and be considerate of others visiting the trails. (Especially now, while we are physically distancing.)
- There are no washrooms.

STROLL. ROLL. WALK.



October is National Disability Employment Awareness Month

Choose Words Wisely — Disability Language Can Empower Or Exclude

Submitted by the [Ontario Disability Employment Network](#)

Sometimes people forget about the power of language and the unconscious bias everyone has — even if they don't think they do.

In employment and the workplace, as the University of North Carolina Kenan-Flagler Business School has noted, unconscious bias “can stymie diversity, recruiting and retention efforts, and unknowingly shape an organization's culture.”

So, it's important to remember that words do matter. Especially when it comes to disability. How you say something is often more important than what you are saying. It affects how the message is received and perceived by the audience.

[KW Career Compass](#) is a member of the Ontario Disability Employment Network and works hard with local employers to help people with barriers to employment find meaningful work. If you'd like to learn more, please visit kwcareercompass.org



**Businesses hiring people
who have disabilities
experience a**

72%
increase in
productivity



COVID ALERT APP

Along with physical distancing, wearing a mask and other important steps, knowing what to do if you have been exposed to COVID-19 (coronavirus) is another key way to protect yourself and your community.

But how do you know if you've been exposed to COVID-19? And, if you get sick, how can you make sure even strangers you've been near take the right steps to protect themselves and others?



With the free COVID Alert app, you can:

- get a notification if you may have been exposed to COVID-19
- get advice on what to do next
- tell nearby app users if you test positive for COVID-19, without sharing any personal information

COVID Alert will not:

- collect, store or access any personal data, or health information
- tell you if you're currently near someone who's tested positive
- tell you about outbreaks in your city or neighbourhood
- COVID Alert is completely voluntary. You choose to download, use or delete it.

The more people who use it, the more effective it will be in helping to protect each other and our communities

[Click here for more information](#)



UPCOMING EVENTS

WE'RE PLEASED TO OFFER A FEW DIFFERENT HALLOWEEN THEMED ACTIVITIES FOR THE PEOPLE WE SUPPORT AT KW HAB.

Everyone is invited to participate in a

Halloween Decorating Contest!!

Decorate a room in your home for Halloween and send photos and video to communications@kwhab.ca by October 28th.

You could win a PIZZA PARTY!

The winner will be announced and photos and videos will be shared at our Halloween Party on October 30th.

Costume Contest!

ZOOM **HALLOWEEN** PARTY!

October 30, 3:30 pm

TO ATTEND OUR HALLOWEEN PARTY, PLEASE EMAIL COMMUNICATIONS@KWHAB.CA FOR THE ZOOM LINK!

Music!

Prizes!

FUN!

UPCOMING EVENTS



Jam and Salsa SALE

JAM JELLY SALSA RELISH HONEY

[CLICK HERE TO SHOP](#)



2020 HAS BEEN BIZARRE!

Even though we can't host our annual Community Christmas Bazaar this December, we've thought of a new way to support our local makers and small businesses.

If you would like the opportunity to showcase your small business on our social media platforms, we invite you to participate in our Online Vendor Spotlight. Please [click here](#) for more information.

It's a bizarre opportunity to have a new type of holiday craft show.

ONLINE OPTIONS

KW Hab is pleased to offer several online options for learning, socializing, and being active that are open for registration. Both free and fee for service options are available, we are pleased to have the opportunity to connect with the people we support in a different way.

LEG Up! Online

LEG Up! is a learning and skill-building program for adults. that provides education and training which will open doors to obtaining valuable experiences, including:

- Employment
- Community Inclusion
- Volunteerism
- Independent Living

Although in-person classes have been suspended due to COVID-19, we are pleased to share that LEG Up! is available online with classes like Lets do Lunch, Learn Together, Arts and Crafts, Baking and more! All of these classes are delivered through zoom and registration is required.

The VIBE Online

Meaningful activities of choice that focus on personal development, education, learning, recreation and leisure, making connections, and community participation are offered daily at The Vibe Online. Several **free classes** are offered like mindfulness, chair yoga, sing along's and more and fee for service classes like Art Shine, music with Len and drumming are also available.

To learn more about what is available, please [click here](#).

