TheCitizen



Connecting people with their community



Finding ways to contribute

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connections with fellow co-workers

and her community.



Doug Woollard, Interim CEO

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WELCOME TO THE FIRST EDITION OF THE CITIZEN FOR 2012.

It has already been a busy and exciting year for CLBC. In January, the Provincial Government unveiled a comprehensive plan to improve supports and services for individuals with developmental disabilities and their families in British Columbia. Government also committed to providing an additional \$40 million to support that plan and to improve and expand services for individuals with developmental disabilities.

Among the policy announcements made by government were:

- Ensuring that families play a greater role in planning for their loved ones, while providing more flexibility in the supports available to them and supporting ongoing innovation,
- Improving planning and collaboration across government to ensure individuals' needs are at the centre of all decisions,
- Improving transition planning and processes for youth turning 19,
- Increasing the focus on employment and training services to allow adults with developmental disabilities to lead full, rich lives as members of their community,
- Expanding the mandate for the Representative for Children and Youth, allowing her to follow youth involved with her office after their transition to adulthood,
- Creating a permanent appeal mechanism, modeled on the Client Support Team, that was set up in the fall for individuals and families who have concerns about the services they are receiving, and
- Improving the way that CLBC tracks demand for its services.

We look forward to working with government, individuals, families and service providers to implement recommendations outlined in the plan, improve our services and supports, and enhance the lives of the people we serve. We are committed to renewing and fulfilling the original vision of the families and self advocates who were instrumental in the creation of CLBC.

It is important to recognize the remarkable stories of people of all abilities that are taking place around the province. CLBC is an organization that believes in inclusion and building on people's strengths. This edition of The Citizen showcases stories of innovation, independence and international community spirit. Kayleigh Postmus shares her story of employment and empowerment while Barbara Moffat and her brother Dan share a story of their participation in the annual Pacific Rim International Conference on Disability where they learned about new communication tools and made international contacts.

I hope you enjoy reading this edition of The Citizen and the stories highlighting the achievements of people with diversabilities that are taking place throughout the province.

Finding ways to contribute

By Jerry Laidlaw

My NAME IS JERRY LAIDLAW. I HAVE ALWAYS HAD THE FEELING THAT I WANTED TO help the community, mainly self advocates.

I went to Douglas College where I was asked to run in the school election to represent students with disabilities. I got it.

After that, a girl that I was on the Union with asked me if I would like to volunteer at the Family Support Institute. As you might have guessed, I jumped for it.

Later, I moved to Mission. I met new friends that asked me to join the self-advocate meetings in Mission. After going for a year I became a member of the Mission Association for Community Living board, and after a few more years I become interested in the Self Advocate Caucus at the BC Association for Community Living (BCACL). I was chairman after a few years, then I tried to get onto the BCACL board. I was successful.

I was there for three years. Now I am on the BC Self-Advocacy Foundation (BCSAF) board and the Centre for Inclusive Citizenship (CIC) board. I helped develop a course for people with challenges called the Canadian Inclusive Lives Learning Initiative (CILLI). I helped make the course accessible. My wife and I are taking that course.

I also worked on CLBC's Quality of Life interviews. After they were done, a job that I put in a proposal for two years ago came up: the Self-Advocate Peer Advisor. I am excited and proud of my accomplishments, especially this new job.

I love having a job that helps the community. It involves interviewing individuals in day supports, meaning we will be able to know if they are satisfied in their day supports. My hope for the future is that everybody is able to do what they want.

Inside Voice is published in each issue of *The Citizen*. If you are interested in writing for this column, please call Chris Rae at 1-877-660-2522, or email editor@communitylivingbc.ca



Jerry Laidlaw enjoys his work helping the self-advocate community.

Pursuing his dream

FOR PAUL SCHOFIELD, 20, HIS DREAM IS TO ONE DAY

work at Rogers Arena, the home of the Vancouver Canucks. Paul's lack of work experience and confidence made this a distant goal.

Despite his challenges (he has minimal use of his left arm and hand), Paul is very resourceful and creative when accomplishing tasks that would take most individuals two hands to complete.

He even has created his own adaptations for his Nintendo Wii controller so he is able to play his NHL Hockey game using only one hand.

Through the Job Development Process, C.B.I's Employment Specialist assisted Paul in finding employment at Langley Events Centre, home to the Langley Rivermen Junior A Hockey Club.

At the Langley Events Centre, Paul works in Event Services. In his position, he works at various events such as the Continental Cup of Curling, National Lacrosse League, and the Langley Rivermen Junior A Hockey Club games. At these events Paul checks guest's tickets at the front entrance, assists with the wheel chair access and helps direct guests to their seats.

Paul's co-worker and supervisors at the Langley Events Centre have embraced Paul in the workplace and have made him a vital part of the team. Paul looks forward to each shift and is often so eager to go to work he is sometimes ready to go hours before his shift starts.

With each passing shift, Paul's confidence continues to grow as he moves closer to his dream. ■



Paul Schofield helps guests at the Langley Events Centre.

The road to success

By Jessie

HI! MY NAME IS JESSIE AND I LIVE IN

Maple Ridge with my Mom. I graduated from high school in 2009. In high school, I completed employment practicums at Sports Check and a senior's centre.

When I finished high school I spent time with friends going to aquafit and the gym, listening to music and watching movies. During this time I participated at the Cornerstone program with the Ridge Meadows Association for Community Living doing things like cooking, budgeting and shopping.

In the spring of 2011, I connected with Gail and Ridge Meadows Association and got a lot of help with learning about employment, writing my resume and building important interview skills. She helped me visit job sites to do informational interviews.

Marv Jones at Marv Jones Honda in Maple Ridge hosted me for an interview. I was so excited to get the job, wear my uniform and meet new people.

At my job, I do filing and tidy up the customer service and sales areas. I love seeing the people I work with. They are all so nice. I've done some company events with them all like bowling and a company BBQ. I hope to one day help with the phones and appointment bookings at the dealership.

With the money I earn, I buy myself CDs, go to concerts (like Justin Bieber and Avril Lavigne), get new clothes and have done some travelling around BC.

I would like to thank my Mom for her constant support, Marv Jones and my Honda 'family' and the Ridge Meadows Association for Community Living for their life skills and employment assistance.

In the future, I am hoping to learn new skills and go to college. For everyone thinking about working - keep looking, don't give up and you will find a great job. ■



Jessie is an important member of the team at Marv Jones Honda in Maple Ridge.

Enthusiastic about employment

The following story appears in CLBC's new safeguards resource "The Power of Knowing Each Other: Stories about Informal Safeguards told by BC Families". Developed by CLBC and the Family Support Institute (FSI), the book is meant to inspire and stimulate people's thinking about informal safeguards.

THREE YEARS AGO, A RELUCTANT

18 year-old Kayleigh trudged through an hour-a-day of work-experience at Walmart as part of a 30-hour work placement. Today Kayleigh is a proud and valued Walmart employee and stockholder. She gets up at 6:30 a.m. sharp to make it to her job on time where she brightens everyone's day with a cheerful, "Good morning!" Kayleigh works in the seasonal department three days a week for six hours a day. She loves her job and is often reluctant to leave at the end of her shift. Her department manager says Kayleigh is one person she can count on to get things done.

Kayleigh's parents enjoy the looks of surprise and amazement shown by people who knew Kayleigh during her younger years when they discover that she now has paid employment at Walmart. And Kayleigh encounters people she knows during every shift. At home, after a day of work at Walmart, a consistent question for her parents Ben and Debbie is, "Guess who I saw at work today?"

Kayleigh's perseverance, combined with Ben and Debbie's creativity, careful planning and hands-on support, has been key to her successful employment. Her parents began planning while Kayleigh was still in high school. Ben and Debbie were aware of their daughter's strengths and knew that employment could be an achievable goal. They know it helped tremendously that Debbie could draw on her own background as an employment counsellor for people with barriers to employment. She was very familiar with all the resources in their community and surrounding area. They were disappointed in the lack of work experience opportunities for Kayleigh in school, so they took charge of planning for her transition from high school with a focus on employment.

Kayleigh has worked throughout the store and developed connections with employees in many departments.

In the fall following her graduation, Kayleigh attended a transition program for people with disabilities at a college in a neighbouring community about 40 minutes away. The program offered instruction in a variety of areas such as computers, cooking, preparing a resume. This eventually led to the work-experience at Walmart. Kayleigh needed someone to support her during her shifts at Walmart, so Debbie took on the role of job coach. Debbie and Kayleigh worked in several departments in the store to identify the best fit for Kayleigh's skills and interests. They learned she had a real eye for detail and enjoyed stocking shelves, but found duties like folding clothes repeatedly quite boring. They realized that working in some departments included tasks Kayleigh wasn't physically able to do. By working in several departments, Kayleigh discovered she enjoyed the seasonal department best. She could do all the jobs involved and liked the variety of the ever-changing stock. By working throughout the store, Kayleigh developed relationships with many employees from the other departments.

At the end of Kayeigh's work placement, Ben met with both the personnel manager and store manager at Walmart and suggested that the work experience transition into paid employment for Kayleigh. After some consideration, the Manager said, "Yes, let's do it!" Kayleigh was delighted.

Ben said it was like dominoes falling after that. With the support of CLBC they were able access funding for a job coach. Debbie trained the job coach and her hours of work increased slowly as Kayleigh was able to learn the job.

As part of their strategy for success, Ben and Debbie got to know the Walmart managers and employees. They facilitated meetings every few months with any available Walmart staff who had a connection to Kayleigh and also invited an Analyst from CLBC to those meetings. The team would review Kayleigh's progress, identify areas of support and set new employment goals. They included a consultant in a meeting who helped Kayleigh's co-workers understand autism, how autism impacted Kayleigh and ways they could support her through any challenges. It wasn't only Kayleigh who was developing new skills and understanding, the other employees were learning too.

Ben and Debbie describe Kayleigh as a hard worker with a strong work ethic. There are many times when Kayleigh doesn't want to leave at the end of her shift because she hasn't finished a task. She has discovered the pleasure that comes from accomplishment. Even though Kayleigh didn't start out enthusiastically, her parents noticed a positive shift after her first employment review and raise. Being embraced by the other employees, leading the "Walmart cheer" at the beginning of a shift, and being part of a team have also influenced Kayleigh's positive attitude.

Earning her own money means Kayleigh can indulge in her love of shopping and buying new clothes. She enjoys going to movies and she loves attending sporting events. She has a passion for recording the stats of different teams and likes to purchase the tools and papers necessary for managing the scores. Having her own money has allowed Kayleigh to act on her generosity. She takes pleasure in treating her family to dinners out and enjoys buying birthday presents for her brothers. Family and friends have noticed a significant change in Kayleigh since she has been working. She is more confident and has a new interest in talking to others. Like many people, she enjoys talking about her job.

Work has been going so well for Kayleigh that a plan has been developed to gradually reduce the support of the job coach. A vision for the future is that Kayleigh will be working independently, with the support of her co-workers. Who knows? Perhaps there will be a time in the future when Kayleigh will be training new employees.



Kayleigh's manager describes her as a person who gets things done.

Connecting internationally

DAN MOFFAT COMES FROM A LARGE.

caring family and has nine sisters and two brothers. With three of his sisters – Barbara, Tara and Daphne – Dan went to the 27th annual Pacific Rim International Conference on Disability and Diversity in Honolulu, Hawaii. Barbara and Dan live in Quesnel, where Barbara is a teacher and another sister, Coral, provides day program support for Dan. Tara lives in Victoria, and Daphne in New Brunswick where she teaches music.

Dan and his sisters had never been to Hawaii, and were excited by the thought of going to a conference where "anyone who works with, or is interested in, or has a family member with a disability can come to learn, meet and share," says Barbara. Once the decision had been made to attend, travel plans came together quickly and easily. The family planned on staying for the three days of the conference, plus an additional four days to explore Hawaii.

At the conference, Barbara focused on attending workshops to help Dan with his communication needs, while Daphne attended workshops about music and music therapy. The workshops were designed to be shorter so more content could be fitted into the three days, and the family took full advantage. The trade show was also an incredibly good source of information and inspiration. People sold their art, demonstrated adaptations to equipment and technology, and showcased people's entrepreneurial spirit and creativity. Both Barbara and Daphne made lasting connections with people from across the world, including a young Australian man who makes drums and didgeridoos. When Dan was not attending workshops with his sisters, he and Tara would do "touristy" things, like visit the Waikiki Aquarium, the Honolulu Zoo and tour the Island. They were even lucky enough to find monster trucks on the beach a favourite of Dan's.

The conference has had a lasting effect for the family. Barbara has further explored technological options to help Dan communicate. Currently, the family is waiting to hear back on their application for Equipment and Assistive Technology Initiative funds to purchase an iPad and Proloquo2go software for Dan. This combination would allow Dan to use symbols to communicate, something he quite enjoys. Carole Price, who was involved in starting the Quesnel Absolute Art program that Dan sometimes attends, is working with Barbara to prepare Dan for using the technology (see the February 2011 Edition of The Citizen for an article about the program).

"We would love to go to the conference again," says Barbara. "We made so many great connections, had good conversations, and learned so much about what is available to help people."

The Pacific Rim International Conference on Disability and Diversity is recognized as one of the most diverse gatherings in the world. The event encourages, acknowledges and respects voices, experiences, research and supports from persons representing all disability areas.

For more information on the conference, please visit www.pacrim.hawaii.edu/about.



Dan takes some time to see the sights while in Hawaii to attend the Pacific Rim International Conference on Disability and Diversity.

The meaning of inclusion

A NEW VIDEO TITLED "THE MEANING OF INCLUSION"

shows examples of inclusion taking place throughout the province. It shares stories of inclusive employment, living arrangements and community connections of individuals, as well as the commitment of those who support them to achieve their goals and aspirations.

The stories are introduced by Katrina, who is also featured on CLBC's <u>Icanbesafeonline.com</u> website, and include: Brittany's job helping to restore wooden canoes at Kettle River Canoes; Marj's life in home sharing with Ray and Sara and their daughter; David's involvement with Kootenay Coop Radio; Mannie's inclusion in his community of Kamloops; Stephen's job at Super Store where he helps customers and contributes to the team; and the work of service providers such as Inter-Resource Consulting and the Langley Association for Community Living.

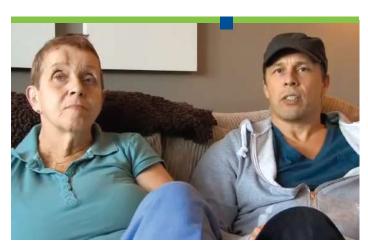
"The Meaning of Inclusion" shows that when people work and think together, a strong foundation for inclusion is built.

The video was launched on January 24 at a reception hosted by CLBC's Board of Directors in Abbotsford to engage with individuals, families and community partners. The reception was attended by local self-advocates, families, service providers, CLBC staff, MLAs, mayors, city councillors and members of the business community. After watching the video, attendees got together to share their thoughts through conversations about inclusion.

To watch the video, please visit CLBC's Youtube channel at www.youtube.com/communitylivingbc. ■



Mannie lives the cowboy lifestyle in his community of Kamloops.



Marj (left) enjoys living with Ray and his wife Sara and their daughter.

A team effort

By Jim Bailey, Trail Times Sports Editor

WITH THE GENEROUS SUPPORT OF

local businesses and government, the newly formed Road Runners floor hockey team is ready for action. The team, organized and coached by Ben Postmus, received brand new helmets, sticks, gloves, shin guards and jerseys thanks to donations from Kootenay Savings, Mallards Sports, Columbia Filter, the Regional District Area A, and the Village of Fruitvale.

"We've had lots of support, it's really been incredible," said Postmus.

Proponents each donated funds to purchase 11 sets of equipment for the players so they can participate in team sport.

"To be able to see them enjoying this and for Ben, for the work that he does, it's awesome," said Fruitvale village council member Patricia Cecchini.

With additional help and mentoring from Beaver Valley Nitehawk players, the team is looking to play exhibition games this year and have an eye on participating in the 2013 Special Olympics in Korea.

The team is backstopped by solid goaltending from Stuart Hawton, combining the speed and skill of William Thatcher, with the toughness of "Big Guy" Joey Ward, the exuberance of Kayleigh Postmus, and leadership of Cody "The Hammer" Simmons, the first-year squad looks poised and ready to compete.

"They're really keen to be here," said Ben. "We're going to actually try to go on to the Special Olympics, qualify at regionals and move on."

The squad consists of 11 players who practice every Tuesday at Fruitvale Elementary School.

Postmus works the players hard, running drills and exercises before scrimmaging with the Nitehawks. "Last week, I had so much sweat in my eyes, I could hardly see the puck," said Simmons.

The local chapter of the Special Olympics has enabled athletes with disabilities to participate in sports such as swimming, bocce, bowling and skiing.

Hawton swam in the provincial and Canadian Special Olympics last year while Simmons competed in bowling at the provincials. Both men are hockey fans and are excited about pulling on the Road Runner jersey.

"I did the bowling for four years, and when I found out about this I thought, with the Nitehawks on board, it'll be great fun," Simmons added.



Road Runners floor hockey team, left to right: (front row) Emma Burke, coach Ben Postmus, Cody "The Hammer" Simmons, (middle row) director Ali Grieve (Regional District), William Thatcher, Joey Ward, Patricia Cecchini, Stuart Hawton, Kayleigh Postmus, (back row) Justin Niminiken (Nitehawks), Aron Burke (Kootenay Savings), Nitehawks players Max Flanagan, Arie Postmus and Nick Perez.

Award recognizes excellence

CLBC'S NORTH REGION WAS RECOGNIZED WITH A 2011 EXCELLENCE IN PUBLIC

Service Delivery Team Award for its work on the BC Government's Homelessness Intervention Project (HIP). The Award, presented by the Public Sector Service Delivery Council (PSSDC), recognizes "significant contribution to the promotion of, and commitment to, excellence in public service delivery."

The HIP was implemented in March 2009 with the goal to create single integrated outreach teams in communities to better address the needs of the chronically homeless. The foundation of the project is a coordinated, client-centred approach that involved partnering with key community stakeholders and drawing on the unique mix of services in each community.

"The Homelessness Intervention Project is truly innovative and exemplifies the purpose of the Excellence Award which is to recognize a group within the Canadian public sector who has truly risen to the challenges of outstanding Public Service delivery," said PSSDC cochairs Nancy MacLellan and Kevin Doyle.



Pat Marshall, CLBC Manager in Prince George, accepts the PSSDC Excellence in Public Service 2011 Team Award from Ian Harrower.

Talking about employment

By Meaghen Taylor-Reid, CLBC Facilitator, Burnaby

IT WAS A RAINY LOWER MAINLAND

January day but that didn't stop over 70 people from attending the Simon Fraser Region's employment workshop.

The event was presented by the Simon Fraser Community Council and hosted at the Evergreen Cultural Centre in Coquitlam. Over 20 families, 17 self-advocates and 12 organizations attended to learn and share information about employment services.

CLBC Employment Initiative co-ordinator Barb Penner kicked the event off with an overview of employment supports; POLARIS Executive director Linda Delparte continued with a description of their employment services; Opportunities fund coordinator Sandy Liles continued with a description of their skills training program; and CBI Consultants employment coordinator Chad Bouchard finished with an outline of their services.

Presenters were then available for questions from the audience. The workshop wrapped up with a panel of self-advocates who shared their experiences working and the advantages of having an income, which include going to hockey games, buying gym memberships, getting their hair done and saving up for iPads.

Each presenter was given a framed original print by artist Rebecca Nosella. Many thanks to all who attended.

Promoting Diversability

By Shelley Decoste

I AM LEADING A CAMPAIGN TO

change the word "disability" to "diversability". The reason behind changing the name is to make a positive twist on a word that can have negative implications. The word "disabilities" is associated with the past and people's negative experiences with institutions. I am looking to change the word to "diversabilities" because these institutions are now closed and I want to focus instead on the abilities of people now and in the future. People with diversabilities do not want to be a burden to society, but instead want to be contributors and participants in society.

I hated growing up being labeled as a disabled person. I couldn't figure out why people were labeling me because there were so many things I could do. I started hearing the word diversity in other places and conversations and when I looked it up in the dictionary the definition seemed like a much more logical explanation to describe what people who have been labeled can do. It seems that everybody gets hung up on the "dis" part of the word and I want to change it to be more positive. Imagine when someone like me goes and applies for a job. If I said I had a "diversability" instead of a "disability", maybe it would be easier for the employer to think about accommodations. If you look at other groups who have advocated for changing language that isn't respectful, they are now seen in a more positive way.

I have been using the word for about 10 years now. For a little while it was weird because I always had to explain it. But when I stop and tell people why I use the word "diversability" they start to think about how they talk and most of the time they say, "Of course! That makes sense." It gets everybody thinking differently. It's so cool when I say "diversability" in a room and within minutes it's going around and makes it back to me. That's what I imagine can happen across the province and maybe even the country if we all work together.

I have begun work as an Inspirational Speaker, presenting at various committee meetings, conferences and gatherings on "Diversability" across the Province. I am committed to making this a Self-Advocate-led campaign welcoming as many allies and supporters as possible. Please contact me if you'd like to help sponsor promotional materials or if you'd like me to make a presentation in your community.

I strongly believe that the adoption of this word will give back the power to all people with diversabilities. I am hoping to make this into an ongoing campaign, with my ultimate goal being that "diversability" will become the Word of the Year in 2013.

You can learn more at www.diversability.ca. The site includes videos and helpful resources.

To contact Shelley, please call 250-712-1179 or e-mail scdecoste@live.com.

For assistance in connecting with Shelley about how you can help with the Diversability campaign, you can also e-mail CLBC's Self-Advocate Advisor at Jessica.Humphrey@gov.bc.ca or call 778-679-2691.



Shelley Decoste is passionate about promoting Diversability.

Upcoming Events

THE ART OF BEING TOGETHER

ABOUT:

L'Arche Greater Vancouver is pleased to hold its third annual "The Art of Being Together", an art exhibit and silent auction. This event will feature works of art by some of Vancouver's emerging and leading artists along with inspiring pieces created by teams of people with and without developmental disabilities. Selected artwork will be available for purchase. Everyone attending the event will be invited to participate in creating a collaborative piece of art guided by local artist Jane Appleby.

LOCATION:

National Nikkei Museum & Heritage Centre, 6688 Southoaks Crescent, Burnaby, BC

DATE / TIME:

Saturday, March 10, 2012, 1pm to 5pm

MORE INFORMATION:

For more information, please contact Caitlin Toews at 604-435-9544 or by e-mail at development_assistant@larchevancouver.org. You can also learn more and view artist profiles at www.facebook.com/taobt.

Aging and Quality of Life for Adults with Intellectual/Developmental Disabilities Conference

ABOUT:

The Prince George Community Group for Aging with Developmental Disabilities in partnership with the International Association for the Scientific Study of Intellectual Disabilities present this premier event. The conference will feature plenary speakers Dr. Roy Brown, Dr. Matthew Janicki and Dr. Nancy Jokinen, as well as concurrent sessions by local and provincial speakers on a range of topics.

LOCATION:

Westwood Church Conference Centre, 2658 South Ospika Boulevard, Prince George, BC

DATE / TIME:

Tuesday, March 27 to Wednesday, March 28, 2012

More information:

For registration information, please contact Vera Donald by e-mail at: vera.donald@aimhi.ca or by phone at 250-564-6408 extension 265.

To learn more about these and many other upcoming events across BC, please visit the CLBC Events calendar at www.communitylivingbc.ca under What's New > Events.



Guests at the Art of Being Together exhibition can participate in a collaborative art piece.

CLBC welcomes Jack Styan

By Doug Woollard, Interim CEO

COMMUNITY LIVING BC IS PLEASED TO ANNOUNCE THAT JACK STYAN WILL BE JOINING US AS

the Vice President of Strategic Initiatives effective March 19, 2012 for a one year term. His focus will be on leading CLBC's employment, innovation and inclusion initiatives, as well as enhancing relationships with families and service providers. Another key component of the role will be to focus on working with counterparts at the Ministries of Social Development, Children and Family Development and Health.

This interim appointment will replace the former VP Organizational Development. Ninety three per cent of CLBC's total budget is spent directly on delivering supports and services to individuals and families.

Jack's work with people with disabilities and their families spans 28 years. Most recently he was with the Ability Tax Group in 2010 to launch the RDSP Resource Centre - a social purpose venture committed to pursuing financial security for Canadians with disabilities. Raising awareness of the RDSP and building capacity within the community and professional sectors is the Centre's primary activity.

Previously Jack was the Executive Director at PLAN where he led the advocacy efforts to get the Federal Government to implement the Registered Disability Savings Plan. Prior to joining PLAN, Jack was the Executive Director of Burnaby Association for Community Inclusion. We look forward to Jack's contribution as we move forward with the implementation of government's plan to improve supports for individuals with developmental disabilities and their families.

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The Citizen is published every two months by CLBC's Communications department. It is your information source for news that's relevant to the individuals and families CLBC supports. The views and opinions expressed in The Citizen are not necessarily those held by CLBC. We are always on the lookout for inspirational stories about people in the community. If you know of an event that others might like to know about, an issue that invites debate, or news worth reporting, let us know. While we appreciate story ideas and submission, The Citizen reserves the right to edit content for accuracy, grammar and space, but strives to maintain the integrity and voice of the author.



