



Association of Professional Student Services Personnel

Durham Catholic Chapter
Executive Update Report
Fall 2021



Message from the President

Dear APSSP Colleagues,

This is my third message to members in our newsletter, and it is also the third time I have welcomed everyone back following province-wide school closures! Let's hope it is the last time!

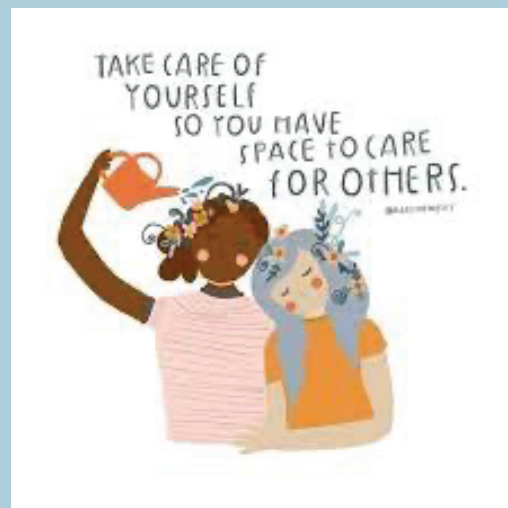
Durham's AGM was held on October 18, 2021 and we would like to welcome Jenna Canning, Secretary, and Gail Wilson-Beier, VP Negotiations, to the Local Executive. Many members also volunteered to represent APSSP on various committees at both the union and board level. Thanks to all executive members, committee members, and representatives, new and returning; APSSP relies on active participation and assistance from all of our members. You can find an updated list of all members and positions posted on the APSSP bulletin board in Student Services.

APSSP works very hard to address all workplace challenges brought forward by members. As such, APSSP and DCDSB will re-establish a Joint Workload Committee. Please contact one of the committee representatives to share any caseload related issues or concerns. Advocating for improved working conditions is best achieved when we all work together in our efforts to affect meaningful change.

Finally, we hope you find this newsletter a source of important updates, and a way for members to share and celebrate good news and achievements. Always remember that you can reach out to any executive member with any work-related issues so that we can offer advice and support.

Wishing all of you a safe and healthy school year,

Kristin Adamcewicz
President
APSSP Durham



Your Durham Catholic Chapter Executive (2021-2022)



President:

Kristin Adamcewicz
kadamcewicz@hotmail.com



Secretary:

Jenna Canning
jenna.m.canning@gmail.com



Treasurer:

Kara Kenney
Kara.kenney@bell.net



Governing Council:

Sandra Rennie/Joanne Matheson Walker
sjrennie@gmail.com
walkerjm02@gmail.com



VP of External Affairs:

Nicola Dunning
nicola_dunning@rogers.com



VP of Grievance:

Rachel Smallbone
rsmallbone10@gmail.com



VP of Public Relations:

Stacey Carroll
staceylcarroll77@gmail.com



VP of Negotiations:

Gail Wilson-Beier
gwilbeier@gmail.com

Your Durham Catholic Chapter Members

The Durham Catholic chapter of APSSP is currently made up of 51 members in the following professions:

- Board Certified Behaviour Analyst
- Child and Youth Counsellors
- Communicative Disorders Assistant
- Orientation and Mobility Specialist
- Psychological Associates
- Psychologists
- Psychometrists
- Social Workers/Attendance Counsellors
- Speech-Language Pathologists

Newsletter Contributions are Welcome!!!

If you have ideas for content or would like to share info or news with the chapter (e.g., engagement, wedding, birth, accomplishments), please email Stacey Carroll, VP Public Relations at staceylcarroll77@gmail.com.

Possible Workplace Concerns

If you have any concerns, Rachel Smallbone, VP Grievance, is your first point of contact. She can be reached at rsmallbone10@gmail.com.

Contact information

For any members whose personal information has changed (e.g., phone number, personal email, mailing address), please ensure that you reach out to Jenna Canning, Secretary, at jenna.m.canning@gmail.com. Your personal email is how we, as APSSP Executive, reach out to you with info relevant to our chapter.

Staff Celebrations

Congratulations Lara!

One of our lovely Social Workers, Lara A., has welcomed a new addition to her family. Baby boy, Tomiwa (Tommy) was born July 23rd, 2021, and we couldn't be happier for Lara and her family. Thank you for sharing your joy with us Lara!!!



Congratulations On Retirement!



Our membership had to recently say farewell to one of our long-standing and highly valued APSSP members. Deanna Lindsey started her next chapter following her retirement on September 30th, 2021. Her contributions to the board and APSSP, especially during her time as APSSP president, will always be appreciated beyond what words can describe. Please see below the Provincial APSSP send-off and congrats, as well as a good-bye and thank you from Deanna herself.

Greetings and Thank-You from Provincial APSSP

I wish to pass along heartfelt congratulations to Deanna on the occasion of her retirement. Deanna is among our longest-serving leaders, representing the membership of Durham Catholic thoughtfully for many years. She has always been a strong advocate for the work of professional support staff in education. My experience of Deanna was always that she was unwavering in her commitment to representing the interests of the members, never hesitating to stand up for her fellow union members. She was always a strong advocate for the students and families of Durham Catholic. I am grateful for her commitment to APSSP and we are stronger as an organization because of Deanna. On behalf of the entire provincial executive, and APSSP's members across the province, I say thank you and all the best to Deanna. May this next chapter be filled with love, light, laughter, and adventure.

Deanna's Farewell

Dear APSSP Members:

I want to express my warmest gratitude for the beautiful gifts and best wishes on the occasion of my retirement. I have enjoyed working with so many of you over the years on behalf of APSSP. It was a pleasure to represent the membership, whether it was during executive meetings, Provincial weekends away or late night bargaining sessions at the Board office. I will miss our APSSP community and I thank you for your support and friendship. All the best for a positive school year and as you continue to stand in solidarity as a union.

Deanna

APSSP Welcomes our Newest Members



The APSSP executive and the rest its members would like to send out a warm welcome to the following new Student Services staff and APSSP members:

Vanessa Blouin, Social Worker / Attendance Counsellor

Vanessa shared that she grew up here in Durham, and specifically in Whitby. She then left for a few years to complete her Undergraduate and Masters level education at the University of Waterloo and Wilfrid Laurier University. Before starting with DCDSB she worked in Child Protection Services in Kingston and then with the Durham Family Court Clinic in Oshawa. Now she is a busy mom of two who enjoys her family time.

Jonathan Pompili, Social Worker / Attendance Counsellor

Jonathan shared that he was born and raised in London, Ontario. He received his Masters of Social Work from the University Of Windsor. He had spent the last two years living and working in beautiful Victoria, British Columbia. His role while in BC was as a clinical Social Worker at the Foundry Victoria Youth Clinic. In his transition back to Ontario, Jonathan is now living in North York while working with Durham Catholic. Finally, Jonathan shared that he enjoys running.

Michelle Adair, Board Certified Behaviour Analyst

Hi, I'm Michelle Adair, a BCBA with the DCART team. I was born in Strathroy, Ontario (near London) but grew up in Ajax and now live in Whitby with my husband and daughter. Prior to starting this new role, I was providing ABA-based services at a private practice in Durham Region. I'm excited to be starting this next chapter with DCDSB and look forward to meeting many of you!

Erin Troost, Speech-Language Pathologist

Hello! My name is Erin Troost and I am a Speech-Language Pathologist. My parents enjoyed the adventure of new places, so when I was very young we moved quite a few times (4 provinces by Grade 4), but I primarily identify Fredericton, New Brunswick as the place I grew up. I completed my Undergrad at Trent University, my CDA program at Durham College and my SLP program at the UB (Buffalo). I previously worked for 10 years at Grandview Children's Centre (2 CDA, 8 SLP) and have spent the last 3 years with the Clarington team at Kawartha Pine-Ridge District School Board. I currently live in Bowmanville with my beautiful and bright almost 10 year old daughter, Molly and our sweet but spunky Cavalier King Charles Spaniel, Princess Tilly. I am excited to be joining the team at DCDSB and look forward to meeting you all soon!! Slainte!!

Equity, Diversity and Anti-Black Racism:

Durham APSSP's Executive members recently participated in the Provincial APSSP Education Weekend. During this time, the topic of discussion for the training was: "Working Towards an Anti-Racist APSSP". The training was presented by Patricia Harewood, a labour lawyer and advocate for human rights. It was a great, informative and thoughtful presentation, with lots of time to reflect and challenge our own thinking.



Equity, Diversity and Anti-Black Racism Continued:

A number of resources were shared including a very detailed list of resources/articles/books/videos. Some of these will be shared in the next several APSSP newsletters and some are listed below:

Kathy Obear, *But I'm Not Racist: Tools for Well-Meaning Whites* (McLean, VA: Difference Press, 2016).

Who would you be if you were no longer afraid someone would call you racist? What impact could you have if you had proven tools and techniques to create greater racial justice in your organization? Through engaging stories and concrete examples and tools, Obear shares her own personal struggles and the common challenges many whites face as they work to create more equitable, inclusive organizations.

Online access: <https://drkathyobear.com/wp-content/uploads/2017/01/But-Im-NOTRacist-Advance-Reader-Copy.pdf>

CBC Gem, “The Skin We’re In” (2017), online: CBC

In this documentary film, acclaimed journalist Desmond Cole explores what it is to be Black in 21st century Canada.

Online access: <https://watch.cbc.ca/media/firsthand/season-2/the-skin-werein/38e815a-00be178daef>

Ijeoma Oluo, *So You Want to Talk About Race* (NY: Seal Press, 2018).

A current, constructive, and actionable exploration of today’s racial landscape, offering straightforward clarity that readers of all races need to contribute to the dismantling of the racial divide. Oluo offers a contemporary, accessible take on the racial landscape in America, addressing head-on such issues as privilege, police brutality, intersectionality, micro-aggressions, the Black Lives Matter movement, and the “N” word. Oluo answers the questions readers don’t dare ask, and explains the concepts that continue to elude everyday Americans.

Online access: <https://amzn.to/3GYZn3s>

TEDx Talks, “Allegories on Race and Racism: Dr. Camara Jones” (July 10, 2014)

In this illuminating TEDx Talk, Dr. Jones tells four stories about how we see race and the importance of taking an institutional approach to understanding race and racism.

Online access: www.youtube.com/watch?v=GNhcY6fTyBM

Rakhi Ruparelia, “Legal Feminism and the Post-Racism Fantasy” (2014) 26:1 CJWL 81

Although some progress has been made, feminist theorizing around racism and colonialism is not being undertaken as a matter of course. Ruparelia explores why feminists, and white feminists in particular, still do not regularly integrate the impact of racism and colonialism into their writing and the potential consequences of this choice. She argues that ignoring the role of racism and colonialism in legal scholarship perpetuates systems of domination which feminism should be aggressively dismantling and, thus, impedes the feminist project. The author ultimately questions whether theorizing without meaningful analysis of the role of racism, colonialism, and other sites of oppression can still be considered feminist.

Online access: <https://heinonline.org/HOL/P?h=hein.journals/cajwol26&i=96>

Durham APSSP's Self-Care Corner

As the pandemic and life continue on, it is no less important to take moments for yourself, whether or not those are independent or moments with your loved ones. It is encouraged that all members continue to reflect on moments and things they have been doing to maintain their own mental health and self-care. Here are a few things to aid you in this sometimes hard feat.

Inspirations:

Quotes:

"Breathe. Let go. And remind yourself that this very moment is the only one you know you have for sure." – Oprah Winfrey

"It's not selfish to love yourself, take care of yourself, and to make your happiness a priority. It's necessary." – Mandy Hale

"Rest and self-care are so important. When you take time to replenish your spirit, it allows you to serve from the overflow. You cannot serve from an empty vessel." – Eleanor Brown

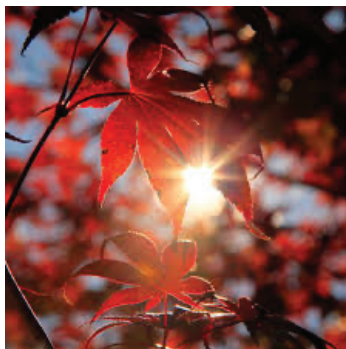
"Dream with ambition, lead with conviction, and see yourself in a way that others might not see you, simply because they've never seen it before." – Kamala Harris

Nature

Be sure to enjoy the surroundings around you as much as you can.

"Autumn carries more gold in its pocket than all the other seasons." – Jim Bishop

"When the winds of change blow, remember...sometimes what appears dead is simply preparing for a new season." – Jane Lee Logan



Pets

Additionally, a couple of our members shared the love of their pets and how much joy they bring to their lives.



Katie P., one of our Speech-Language Pathologists, enjoys her outside time with her two pups. Here is Laszlo, age 7.5 months old. Not yet talking, but definitely showing intent and joint attention!



These cute furry friends are new family members in Sandra R.'s house. Sandra, one of our Social Workers, shared that her family adopted Izzy and Lily (sister kittens) and Luna the pup over the summer. Look at those sweet faces.

Food

Classic Turkey Soup

Ingredients for the Stock:

Turkey carcass, from roasted turkey, with extra meat removed

Ingredients for the Soup:

- 2 carrots, peeled and diced
- 2 celery stalks, diced
- 1 dried bay leaf
- 3 sprigs fresh thyme
- 2 c. cooked turkey meat, shredded
- 8 oz. egg noodles
- Kosher salt
- Freshly ground black pepper
- 2 tbsp. fresh dill, roughly chopped



Directions:

1. Place the turkey carcass in a large pot. Cover with cold water, bring to a boil, then lower heat and simmer for 2 hours.
2. Strain and reserve stock (reserving excess turkey meat, if desired). Transfer stock back to pot, and bring back to a simmer. You should have about 6 cups of stock.
3. Add the diced carrots, celery, bay leaf, thyme, and shredded turkey. Cook until vegetables are just tender, about 12 minutes.
4. Add the egg noodles and cook according to package directions. Season with salt and pepper, and garnish with dill before serving.

Food Continued

Quinoa Stuffed Butternut Squash with Cranberries and Kale

Ingredients:

- 2 medium butternut squash
- 2 teaspoons of olive oil (divided)
- 3/4 cup quinoa
- 1 1/2 cups vegetable (or chicken) broth
- 1 bunch kale (stems removed and chopped)
- 2 cloves of garlic (minced)
- 1 teaspoon dried oregano
- 1/2 teaspoon kosher salt (plus additional for roasting squash)
- 1/2 teaspoon black pepper (plus additional for roasting squash)
- 1 can low sodium chickpeas (15 ounces – rinsed and drained)
- Zest of 1 orange (plus 1 tablespoon orange juice)
- 1/3 cup of dried cranberries
- Grated parmesan cheese (or crumbled feta cheese)



Directions:

1. Place a rack in the center of your oven and preheat the oven to 425 degrees F. Halve the butternut squash, scoop out the seeds, then arrange the halves on a baking tray, cut sides up. Drizzle with 1 teaspoon olive oil and sprinkle lightly with salt and pepper.
2. Bake 45-55 minutes, just until the squash is fork tender. Remove from the oven and let cool. Reduce the oven temperature to 375 degrees.
3. While the squash is baking, place the broth in a small saucepan and bring to a boil. Add the quinoa, return to a boil, then reduce the heat, cover, and let simmer for 12 minutes, until most of the broth is absorbed. Remove from the heat and let sit, covered, for 15 minutes. Fluff with a fork, then set aside.
4. In a large skillet, heat the remaining 1 teaspoon olive oil over medium. Add the kale and cook until wilted, about 4 minutes, then reduce the heat to medium low.
5. Add the garlic, oregano, 1/2 teaspoon salt, and 1/2 teaspoon black pepper. Cook 30 additional seconds, until fragrant. Stir in the chickpeas, orange zest, orange juice, cooked quinoa, and cranberries.
6. Once the squash is cool enough to handle, scoop out the flesh, leaving a 1/2-inch-thick border around the sides and a 3/4-inch border along the bottom. Reserve the flesh for another use (or if you don't mind a super duper stuffed squash, mix it in with the rest of the filling).
7. Stuff the kale-quinoa filling into the squash halves, then return the squash to the oven. Bake at 375 degrees until hot, about 10 additional minutes.
8. Sprinkle with cheese and serve warm.

Partnership Highlights:

Did you know that the DCDSB has a number of established partnerships with various community agencies and programs? Be sure to head over to the APSSP bulletin board (“Garden level” between the photocopiers) or the board’s website for more information

<http://www.dcdsb.ca/en/parents/Partnership-Agreements.aspx>



Edvantage has a New Website!!!

The logo for Edvantage, featuring the word "Edvantage" in a stylized font. "Ed" is in red and "vantage" is in black.

Edvantage offers rewards and discounts to our members and their families through partnerships with retailers and businesses such as: Roots, Mark’s Work Wearhouse and SoftMoc; discounts for gym memberships, home insurance, car rentals, and other service providers.

As of May 2021, all members must register for an account and log in to access the discounts and view your digital Edvantage member card. You will need:

- Your group name = Durham Catholic District School Board
- Your Edvantage number = Your employee number

You can find the new website here at: <https://www.edvantage.ca/>

APSSP is on Social Media:

Do you Tweet? Post? Comment or Like? Provincial APSSP would love to have you follow/like/share them and their social media groups. Find APSSP on Facebook and on Twitter and share with your colleagues. Having more of a social media presence is one goal our new Provincial VP of Public Relations, Cathy Bidwell, is aiming for this coming year and moving forward.



Did You Know:

Confidentiality & HR: Employees often assume that any conversations they have with Human Resources (HR) are confidential and cannot be shared, but that is rarely the case. While a helpful resource to employees, HR is also responsible and concerned for the employer's business needs. Employees can state that an inquiry or conversation is confidential in nature, but be aware that HR is obligated to keep the employer informed about any issues concerning staffing, and especially in cases of possible discrimination or harassment concerns.



EWAO Benefits Update: For updated benefits info, please see the Toronto Chapter's Fall 2020 Newsletter at the following link:

https://apssp.org/wp-content/uploads/2020/12/APSSP_Toronto_Newsletter_Fall2020-FINAL-compressed.pdf

Hours of work: Normal work hours shall be 8:00 a.m. to 4:00 p.m. or 8:30 a.m. to 4:30 p.m., Monday through Friday inclusive with a one-hour unpaid lunch period each day.

Office Time: Make sure you take your allocated 1/2 day per week office time – this does not need to be done in the office.

APSSP bulletin board: Please find the APSSP bulletin board located in the main hallway in the "Garden level". Here you will find important information such as an updated seniority list, executive and committee members and various forms you may need (e.g. Claim forms).

APSSP Executive Meetings: Your local APSSP Executive continues to meet monthly. Our next Executive Meeting will be in December 2021. If you have any questions or concerns, please let one of your executive members know and we will bring it forward at the meeting.

APSSP Website: We encourage all members, new and not so new, to visit www.apssp.org to learn more about your union. Upon your initial visit to the site, you are asked to register and create your APSSP email. This allows Provincial to reach you with any important information for members. Any current members who have not yet registered are asked to do so. This is a crucial step to ensuring everyone is receiving all necessary emails coming from Provincial.

