

PATHWAYS TO INDEPENDENCE

July 29th, 2020, 1:30pm to 3:30pm

Zoom Virtual Conferencing Meeting Notes

Hosted By:

Paul Gauthier

Individualized Funding Resource Centre Society

Ruth Marzetti

Technology For Living

More than ever, people with disabilities must come together as a unified group in society. How we support and help each other through crisis will strengthen us as a community and as individuals. Living independently is a choice and comes with additional challenges; through unification people with disabilities make a difference; each voice is important.

[Pathways To Independence July Meeting: August 26th, 2020 1:30pm to 3:30pm](#)

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The goal of this meeting was for Peers to come together and share information and updates on current issues facing people with disabilities. The meeting was attended by approximately 75 people.

Accessible Vacations and Recreation!

- a. In keeping with the time of year the peer group enjoyed sharing information on accessible vacation spots and accessible recreation.
- b. **Agur Lake**
 - I. (250) 809-7130
 - II. <https://agurlakecamp.ca/14-homepage/1-home>
 - III. <https://agurlakecamp.ca/camp/photo-gallery>
 - IV. The campground, located ½ hour west of Summerland, BC, on the shores of beautiful Agur Lake, is BC's only barrier free wilderness campground.
 - V. Agur Lake Camp has three gorgeous 1368 sq ft cabins, each sleeps up to 6, all are fully furnished and fully accessible and with room for the largest of wheelchairs. They have covered wrap-around porches and BBQ's situated between cabins.
 - i. Cabin #1, #2 & #3 have ceiling lifts in one bedroom.
 - ii. Cabin #2 has ceiling lifts in one bedroom and the bathroom.
 - iii. There are portable lifts available along with commode chairs.
 - iv. They do not provide slings. You must bring your own
 - VI. As a wilderness facility, they do not have onsite laundry. Guests required to bring their own bedding, towels etc.

c. Cold Water Ranch

- I. [604-854-1720](tel:604-854-1720)
- II. info@abilitasfoundation.org
- III. <http://abilitasfoundation.org/>
- IV. Located outside of Merritt, BC, Abilitas Foundation is a small charity established in 2008 that created accessible opportunities for people living with disabilities, their families and caregivers.
- V. A place to vacation for up to four (4) days at a lodge that offers 6,000 square feet of meeting space with conference rooms, terraces, and spacious suites
 1. Fully accessible indoor soaker tubs, Complimentary WIFI, Camper Parking, Pet friendly, Hiking trails, Full Kitchen Facilities
 2. Lodge accommodates up to 3 families
 - a. A bedroom pod consists of two private bedrooms that are connected by double doors. One-bedroom sleeps four and has a spacious accessible shower. The second bedroom sleeps three and includes a bathroom with a soaker tub, as well as overhead lifts from the bed to the tub and toilet. Shower commodes, bath seats and portable lifts are available, if needed.
 3. Rooms are spacious so that specialized wheelchairs can move about with ease.
 4. Bathrooms are equipped with special amenities, lowered counters and shallow sinks.
 5. The lodge has overhead lifts, adjustable beds and many other accessible features to make the place comfortable and safe.

d. Disability Foundation

- I. (604) 688-6484
- II. <http://disabilityfoundation.org/>
- III. <http://disabilityfoundation.org/affiliated-societies.html>
- IV. Disability foundation provides opportunities for people with disabilities, promoting capabilities and talents of people with physical challenges. It has 3 wheelchair accessible cabins, with ceiling lifts
- V. Outdoor activities like sailing, hiking and paddling, or through the self-expression that comes from music and gardening, or the independence that comes from custom assistive devices.

e. Disabled Independent Gardeners Association

- I. 604-688-6464
- II. diga@disabilityfoundation.org
- III. <http://digabc.org/>
- IV. The Disabled Independent Gardeners Association provides opportunities for people with physical disabilities to actively participate in gardening
- V. In addition to participating in gardens around Vancouver, there is an online gardening hub with instructional workshops, resources for adapted tools, and home and window gardening projects

f. British Columbia Mobility Opportunities Society (BCMOS)

- I. Hike! Paddle! Volunteer!
- II. phone:604-688-6464
email: info@disabilityfoundation.org
- III. www.bcmos.org
- IV. BCMOS makes outdoor recreation accessible to empower and inspire people with physical disabilities to re-imagine what is possible. Being in nature is highly valuable to quality of life and challenges perceptions of capabilities.

- V. The centerpiece of their hiking program is the TrailRider, their own custom access-all-areas wheelchair. With one wheel, and “sherpas” back and front, it can tackle any terrain.
- VI. Enjoy BCMOS Beach Wheelchair on Jericho Beach!
- VII. Accessible paddling through False Creek!
- VIII. Each summer they offer guided hikes through the Lower Mainland, and adaptive paddling in the heart of Vancouver
 - i. Explore a network of trails through woodland and down to Spanish Banks or through the 1,885 acre Pacific Spirit Regional Park on the University of BC Endowment Lands
- IX. Customized one-on-one online personal training with a certified personal trainer from the comfort of your home
- X. Adapted fishing education with former Paralympian and accessibility advocate, Mike Stiles
- g. **Disabled Sailing Association of British Columbia -Vancouver**
 - I. **Recreational Sailing! Race Club! Volunteer!**
 - II. Book a sail at <http://disabilityfoundation.checkfront.com/reserve/>
 - III. Adaptive sailing is a unique experience, leaving one’s disability onshore to experience the freedom and exhilaration of sailing independently
 - IV. DSBC has branches in other regions, contact them to inquire what they have in your area
- h. **Adaptive Sailing Association of Kelowna**
 - I. A Kelowna branch of Disabled Sailing Association of British Columbia
 - II. 778-581-0855
 - III. <http://disabledsailingkelowna.ca/>.
 - IV. Introducing the joys of sailing on the beautiful Okanagan Lake since 1993
 - V. Their programs include sailing for fun, sailing to learn to Sail Canada standards and for more adventure
 - i. They offer the opportunity to learn to race!
 - VI. **Watch Ean Price enjoy his sailing experience on Youtube!**
 - i. https://www.youtube.com/watch?v=t4mJ8t28g_o&t=508s
- i. **Adaptive Adventures - Okanagan**
 - I. 250-979-3941
 - II. <http://adaptiveadventures.ca/>
 - III. The Community Recreational Initiatives Society (CRIS) is a non-profit and charitable organization. Their dedicated volunteers utilize adaptive equipment to assist people facing access barriers to experience nature and outdoor recreation.
 - IV. Spend time hiking, kayaking, cycling, cross-country skiing, or snowshoeing in the Okanagan Region of British Columbia
- j. **Kootenay Adaptive Sport Association**
 - I. Contact: <https://kootenayadaptive.com/contact/>
 - II. info@kootenayadaptive.com
 - III. <https://kootenayadaptive.com/>
 - IV. <https://kootenayadaptive.com/blog/>
 - V. Adaptive Mountain Bike Rentals with a team of experienced guides and support staff to help you enjoy barrier free adventure.
 - VI. Your choice; Mountain High or Valley Low
- k. **Vancouver Adapted Music Society**
 - I. **Record! Learn! Create! Perform!**
 - II. 604-688-6464 ext. 201

- III. Vancouver Adapted Music Society supports and promotes musicians with physical disabilities in the Metro Vancouver area. They operate Canada's only fully-accessible recording studio, release CDs, create music videos, and promote concerts.
- IV. VAMS' new podcast is launching soon so you can get to know and listen to local musicians from your living room

Personal Support Recruitment

- a. Questions for the peer group;
 - I. How are you affected by COVID?
 - II. Any special challenges during COVID?
 - III. Is it easier now that we are in Phase 3?
- b. Peers reported that there has been an increase in response to their job ads
- c. Peer Comments:
 - I. *I have recently had to hire 2 new people; qualifications are very different. I received resumes from international students, and resumes emailed to me from an organization representing students looking for work. I felt it was too dangerous for in person interview. I am more of a visual person and like to see how the person interacts with me. I found it very different to interview by phone. I hired 3, after one shift one decided to leave after 10 minutes and stated she couldn't handle it [the duties].*
 - II. *I dislike training people; I was down to zero people during Covid. The person working for me now has no experience but is a willing learner. I hired her because I live in a remote location.*
 - III. *Peers who have not hired, stated they were encouraged to hear how others were managing the hiring process*
 - IV. *I have had a lot of people responding to the ads [Interior]; a lot of international students. There is not a lot of people with vent experience. Three of my care workers were self-isolating and it has been nice to have a bigger choice. I am interviewing people with masks and I have a sanitation station at the door. I train them like this; they work with masks and PPE and I did hire a few people this way.*
 - V. *One peer commented that they found that caregivers were choosing to work for hospitals or care facilities rather than work in the community.*
 - VI. *I found good experiences, but because I live on the island it's a hinderance. I appreciate hearing of how people are interviewing.*
 - VII. *Caregivers get paid more with benefits at facilities. What are you allowed to ask in interviews? I hope they raise the \$4 amount soon because we are going to lose caregivers to facilities.*
 - i. A discussion followed about interview questions and that we will be designating a future Pathways meeting to interviewing techniques and Do's and Don'ts.
 - VIII. *Peer reported that she puts that she is 10 minutes from the Skytrain and there is free visitor's parking in her ad and it works well. However, have suspended hiring during the pandemic so as not to put herself and her other workers at risk. She may consider meeting applicants outside of her home.*
 - IX. *Caregiver hiring in North Vancouver has been challenging in getting people to apply*
 - X. *I have had my caregivers for 8 years, another for 3, good to know about the hiring process*

- XI. *A peer stated that there is a program of hiring foreign workers for 6 months or a year. I know of a CSIL member who hires foreign workers in exchange for their services and provides room and board.*
- i. Utilizing all the avenues of recruitment is important. With the live-in program there is the exchange component, and the live-in component. If that is of interest to CSIL employers having a guest speaker to explain how the live-in caregiver program application process works; the timeline, cost etc, could be considered
- XII. *I have been getting no responses, and after this week I will be relying on family. I do 24 hours shifts. I need a body to move mine from point A to point B. COVID has thrown everything into chaos*
- i. Unfortunately, 24 hour shifts are more difficult to cover.
- XIII. *I hired a worker from Russia 11 years ago and she is still working with me*

Advertisements

Crafting a great job advertisement is essential to helping you attract the most qualified candidates for your job. A great job description can help your jobs stand out from the rest. Your job description for the ad is where you start.

- a. Creating a compelling description and qualifications based on what you need, and the experience level required, can vary
- b. When formatting your ad, keep it simple.
 - I. An effective job advertisement is brief, clear and to the point and you can achieve much of this with the format you choose to use.
 - II. Make job titles specific and eye catching
- c. Be Search Engine Friendly
 - I. Your job advertisement should be easily found in the search engines by relevant candidates
 - II. You can increase the searchability of your job advertisement by using keywords relating to the job type
 - i. Home Support, Caregivers
 - ii. However, do not overuse keywords in a job description as this will appear unnatural to the search engines and may decrease your ability to rank well for those keywords
 - iii. Many job seekers search online using smartphones, tablets and their laptops during their commute or after work, so be clear and concise
- d. Recommend that you talk about;
 - I. Start date
 - II. What about you would attract applicants? Is there something about you that might connect you to the other person
 - i. i.e. a gamer will attract another gamer
 - ii. Movies
 - iii. Walks around the neighbourhood
 - iv. Talk about your sense of humour
 - III. This is a good place to state if you have cats
 - i. i.e. Candidate must be dog and/or cat friendly
 - IV. Put yourself in their shoes, and ask yourself what they might want to know about you

- V. Writing a summary of the position
 - i. Overall duties
 - ii. Is there a lot of down time?
 - iii. The busiest times of the shift are xxx
- VI. Detail the requirements needed for application;
 - i. Work experience
 - ii. Qualifications
 - iii. Specific skills
- VII. People do not read long paragraphs
 - i. They skim for important points, so keep your presentation short and precise
 - ii. Bullet points help you get to the point and is professional in appearance.
- e. Wage is not what are you advertising; sell yourself in your ad
 - I. If wages are low, it's recommended that you do not include them in the advertisement
 - II. If wages are high, place them in the advertisement
- f. Include the job location
 - I. Do not include your address, but the area within your community in which you live.
 - i. i.e. Metrotown area of Burnaby, or Fairfield area in Victoria
- g. Personal Security
 - I. Again, do not post your address
 - II. Be careful not to put too much about yourself in the ads which would enable someone to personally identify you
 - III. Vulnerable adults (i.e. stating you live alone) are targets for fraud and scammers
 - IV. Conduct your interview with a friend or one of your existing staff
 - i. A second person present often has valuable feedback on the applicant which they can share with you after the interview.
 - V. Virtual Interviews
 - i. Virtual interviews ensure social distancing to "meet" with someone and ask question before setting up an in-person meeting or try-out
 - ii. Still allows you to see the person and interact with them
 - iii. Common platforms are Zoom and Skype
 - 1. Zoom offers a free account which gives you 40 minutes per session
 - 2. Skype provides a free service for audio/visual chat
- h. Q & A's and Comments
 - I. *Saying something fun and light about yourself is a good idea; it's personal and helps make a connection*
 - II. *It is important to put on the job posting access to transportation, i.e. 10 min walk from 10 Skytrain station.*
 - III. *I need to hire someone now and don't need someone with tons of experience. I would interview outside of my apartment to protect myself and my workers.*
 - IV. *I have one worker with a Bachelor of Nursing in the Philippines and cannot work [as a nurse] in Canada because they don't have the [Canadian nursing] credentials and it has worked out great.*
 - V. *Emphasize that the position is long term. A COVID problem is that people receiving CERB payments don't need to work if they are getting paid to stay at home*
 - i. CERB recipients can still work if they make less than \$1000 a month

- ii. If you have a position with lower hours, you can state that in your job posting so people know they can still qualify and collect CERB
- VI. *The Government must provide people with disabilities with more funding in order to pay caregivers higher wages. Many workers are in school to become physiotherapists, Occupational Therapists etc. so their income rate is important*
- VII. *Is it okay to say I am only looking for a female worker?*
 - i. You can say “female preferred”.
 - ii. You cannot state “females only” as that is viewed as discriminatory based on gender
- VIII. *I have had people ask me about how I pay, and want to be paid in cash*
 - i. Advise applicants that payroll is handled professionally and the tax for remittances will be taken off pay
 - ii. You can also inform the candidate that they will be covered by WorkSafeBC
 - iii. Include this information when discussing the position so it is clear
- IX. Being asked to participate in fraud can happen to CSIL employers
 - i. A CSIL employer had a telephone interview and when they showed up for the in-person interview brought their sister
 - ii. Applicant was not legally allowed to work in Canada; sister was
 - iii. They requested that the employer put the sister on the payroll, pay her and she would hand over cash to the worker
 - iv. The employer handled this very well, and politely let them know that he would not participate in fraudulent actions and sent them on their way
- X. When conducting telephone pre-screen interviews, pay close attention to communication. It has happened, where there is a second person in the background coaching the speaker.
 - i. It could mean that you are not speaking to the actual applicant, but someone who knows English and is pretending to be the applicant, because the applicant doesn’t communicating well in English.
 - ii. Be polite, but firm, and ask to speak to the person applying for the job
 - 1. This is a significant red flag
- i. Sharing Advertisement Options
 - I. Craigslist
 - II. Community Job Boards
 - i. i.e. Grocery store, pharmacy, recreation centres typically have a job posting board on a wall in their foyer
 - III. Online community job boards are free or have a very small fee
 - i. i.e. Castanet is online classifieds for the Okanagan,
 - 1. Advertising for a caregiver normally costs \$20 or \$30
 - 2. <https://www.castanet.net/>
 - IV. Private schools such as Shaw, Vancouver Career College, CDI
 - i. Contact the Admin office, the student employment office or the Human Resource Department

- V. Support Worker Central is an online database designed to match individuals, families and agencies with support workers in their community. They assist individuals with disabilities in BC, connect with freelance support or respite workers in your community.
 - i. <https://familysupportbc.com/support-worker-central/>
- VI. A test account was made with the BC Care Aide and Community Health Worker Registry
 - i. Eligible employers are Health Care agencies, Home Support Agencies, Health Authority
 - ii. It does not appear to allow individual employers
- VII. Peers were asked which were more effective; Craigslist, Kijiji or Indeed since they are the primary advertising platforms for caregivers
 - i. *Peer Response: Most of the time I hire through Craigslist, or Colleges.*
- VIII. Additional Resources;
 - i. The building where you live
 - ii. Facebook
 - 1. "Respite & Caregivers for individuals with special needs Lower Mainland BC"
 - 2. <https://www.facebook.com/groups/1633601120014103/>
 - iii. Laundry mats, coffee shops
 - iv. Local Library
- j. Peer Comments
 - I. *A peer stated the avenue of hiring someone without experience had worked out well for him on 2 occasions. He hired someone who served him in a coffee shop based on how that person interacted with him in a professional manner*
 - II. *Craigslist works for me, I also hired from UBC. I asked them to leave a voicemail with their name, screen the calls and pick the top 3 and call them back.*
 - i. As a caution, publishing your private telephone number can lead to scam telephone calls. If you want to use this technique, you can consider having a secondary telephone number.
 - III. *School actively look for practicum placements for their students. I had a student who came into my home, completed her 40 hours employment practicum and then worked for me all through her OT program; it was great!*
 - i. It is worth tapping into if you are okay to have someone who is just starting their career and still learning.
 - IV. *It's critical that you talk to caregivers and friends who might be interested in work.*
 - i. Keep in mind that it's important that you create boundaries when hiring workers referred by your friends or your other employees
 - V. A reminder that advertising is an allowable expense for CSIL employers
 - i. Recruitment Facilitation: Up to \$200 per month for employers who require assistance in recruiting employees
 - ii. Advertising (self): Range is \$200 to \$1500 per year
 - 1. Each advertisement in a newspaper is around \$150-\$250;
 - 2. Employers will be able to place 6-7 advertisements per year on average
 - 3. Membership cost in an attendant pool or website service

- VI. The Individualized Funding Resource Centre (IFRC) Society provides recruitment facilitation services for a monthly fee paid out of CSIL funds
 - i. Service includes access to
 1. Management support services and Recruitment of staff
 2. IFRC publishes job postings that match employer's needs and lifestyle
 3. Pre-screens applicants and performs reference and background checks as requested

Personal Protection Equipment (PPE) Update

- a. Safecare BC
 - I. Paul Gauthier had a telephone meeting with Jennifer Lyle, CEO of Safecare BC.
 - i. Paul would like to thank Roger Jones for posting an email he received from Safecare BC about PPE, which prompted the IFRC to reach out to the organization.
 - II. Safecare BC provides a great deal of resources, knowledge and education services to both employers and employees.
 - III. They are involved in handing out PPE to different organizations in the community in addition to people with disabilities who are on the CSIL program
 - IV. Safecare BC created surveys to get public feedback on the need for PPE in the community, which was reported back to the Ministry of Health
 - i. Several CSIL Employers who belong to the CSIL-ACE Facebook group posted the surveys and encouraged everyone to participate
 - ii. Unfortunately, participation was very low; therefore, the numbers reported to the Ministry of Health may not have accurately reflect the real need
 - V. After the meeting, Safecare BC put out a second survey on August 11th, 2020 and everyone was encouraged to take the survey.
 - i. The surveys are short and easy to do, but unfortunately it came with a short window of response time
 - VI. Many CSIL Employers are connected to Safecare BC by way of their WorkSafeBC category number.
 - i. There are different category numbers for the same components and Paul is working with them to hopefully have them include the category numbers which overlap services.
 - VII. We hope to have Jennifer Lyle join the August Pathways To Independence meeting in order to speak about the Safecare BC organization and the issues related to PPE.
- b. Vancouver Coastal Health PPE Update
 - I. As of August 12th, 2020, VCHA will no longer be providing PPE supplies
 - II. If you lived in Vancouver central, you could go to West 12th, to pick up supplies
 - III. The ACE Executive is following up on this matter as they believe that the access to PPE through the Health Authorities have not been consistent
- c. A reminder that if you are a CSIL Employer PPE supplies are an eligible expense per the CSIL Expense Guidelines
 - I. There is an exception in place until December 31st, 2020 which waives the \$40 monthly restriction
 - II. You can use funds from your surplus

- III. If you have inadequate funds to cover the purchase of PPE, you can contact your Health Authority and request extra funding for PPE
- d. Peer Comments
 - I. *Peer confirmed that they submitted receipts for reimbursement but were not reimbursed because they had a surplus*
 - i. The ACE Executive will continue to go back to the Ministry of Health with the request that the Health Authorities be brought on board to provide consistent support and funding for PPE

Federal Government Wage Top Up

- a. Health Authorities have sent out letters to CSIL Employers
 - I. Peers confirm Vancouver Coastal Health Authority, Fraser Health Authority, Interior Health and Vancouver Island Health Authority
 - II. The letter confirms they are working with the province on the delivery of funds
 - III. Recommends that CSIL Employers ensure they have their data ready for submission once the funds are available
 - i. Effective date for the 16 weeks of wage top up is March 15th, 2020
- b. It is unlikely that the funds for the CSIL Employers will be available before September or October, 2020
- c. In the situation where employees are paid a flat rate, the ACE Executive is proposing that the Ministry of Health divide it into an hourly component.
 - I. I.e. A brief discussion happened around how to manage the top up pay for the flat rate pay for 24 hour shift. Paul will take this back to the ACE Executive for a discussion on how to make a request to the Ministry that whatever you pay for the 24-hour shift is divided by minimum wage and that is the number of hours they should give us on the pandemic pay.
 - II. ACE Executive doesn't want it to be based on CSIL hours of funding but instead based upon the number of hours worked per payroll records.
- d. Q & A's and Peer Comments
 - I. *I'm curious what happens in the intern, when we have a new staff person when another staff person has left, how does that payment work? Do we still pay the person who left?*
 - i. ACE Executive made it clear that CSIL Employers need the option to be able to pay their previous and current employees, and dollars should be available to both. Previous employees who fall within the 16 weeks should be entitled to the Federal wage top up as well.
 - ii. Some people are wondering if they can choose not to pay the extra \$4 to CSIL employees. It is unlikely that is the case.
 - iii. The Pandemic pay is meant for front line workers; it will be treated as a one time taxable lump sum so there will be no vacation pay earned on it.
 - iv. For more information please review the BC Government website; <https://www2.gov.bc.ca/gov/content/safety/emergency-preparedness-response-recovery/covid-19-provincial-support/temporary-pandemic-pay#:~:text=Eligible%20front%20line%20workers%20can,or%20%242%2C240%20for%2016%20weeks.>

- II. *Two peers acknowledged that they had not received the letter from Vancouver Island Health*
- III. *One peer acknowledged that they had received a letter from Vancouver Island Health*
- IV. *Peers found it odd that not everyone receives the letter*
- V. *Statements to this effect can be found on the government website*
- e. Paul Gauthier stated that regarding Covid Relief, if you are someone who is up on your taxes, and you have had your disability tax credit you should be receiving the extra \$600 by mail or automatic bank deposit. This is a Federal initiative.
 - I. Bill C-20 Receives Royal Assent; please see the release as posted by the Government of Canada
 - i. <https://www.canada.ca/en/department-finance/news/2020/07/government-legislation-to-support-canadian-workers-businesses-persons-with-disabilities-and-legal-rights-receives-royal-assent.html>
- f. If you happen to be on person with a disability benefits the extra \$300 COVID increase has been extended
 - I. Please review the updated release on Income & Disability Assistance, pertaining to the \$300, as posted on the BC Government website
 - i. <https://www2.gov.bc.ca/gov/content/family-social-supports/income-assistance/on-assistance/covid>
 - II. A coalition of groups representing people with disabilities, is calling for a temporary income supplement to be made permanent
 - i. <https://bc.ctvnews.ca/coalition-calls-for-b-c-s-covid-19-300-disability-top-up-to-be-made-permanent-1.4993716>

CSIL Contract Clauses Update

- a. A follow up meeting with the VCHA and the Ministry to address the two contract clauses below will be held on July 31st, 2020
 - I. **Terms under Review**
 - i. ***“23. Acting Reasonable and Approvals***
 - ii. *Where this agreement permits, allows or requires us to make a decision, provides us with an option to act or refrain from acting, approve or reject any request, submission or other item or any variation of those requirements, that decision, option or other action will be undertaken at our sole discretion and will not require us to act reasonably.....”*
 - iii. ***“12.2 Your responsibilities during reviews, audits and investigations***
 - iv. ***(c) upon request and at a mutually agreed time, arranging access to all sites at which the Services are delivered, Care Providers and other persons involved in the performance or administration of the Services”***
 - II. An update to this matter, to be discussed at the next Pathways To Independence meeting

Community Announcements

- a. **POP Peers On Pages**
 - I. Currently under review, there is a possibility that POP Peers On Pages may run another series of writing workshops in the Fall for members of PROP and TIL.

- II. More details are to come, but those persons with questions or who wish to be put on the registration list, please email info@technologyforliving.org
- b. **Technology for Living**
 - I. A peer asked what the difference is between the Technology for Living and Technology for Independent Living
 - i. Technology for Living is the umbrella organization with two programs; Provincial Respiratory Outreach Program (PROP) and Technology for Independent Living
 - ii. Technology for Independent Living is one of the programs for Technology for Living, formerly known as BCITS
- c. **Kinsmen Foundation of BC**
 - I. <https://www.kinsmenfoundationofbc.ca/>
<https://www.kinsmenfoundationofbc.ca/contact/>
 - II. This organization funds a range of new and used equipment and will consider even the most unique devices if they will assist an individual living with disabilities in their quality of life and personal mobility
 - III. Apply for funding
 - i. <https://www.kinsmenfoundationofbc.ca/apply-for-funding/>
- d. **Office of the Human Rights Commissioner**
 - I. The Commissioner has been visiting the Province in the safest way possible from her home!
 - II. Do you have questions about your rights and responsibilities under the BC's Human Rights Code?
 - III. Unfortunately, only two dates remain for BC North East on August 20 and Metro Vancouver on September 17
 - IV. Did you know that BC's Office of the Human Rights Commissioner was only recently re-established in September 2019? As we launch our work to address the root causes of inequality, discrimination and injustice in B.C. by shifting laws, policies, practices and cultures, we can't wait to hear from people across British Columbia about the pressing human rights issues that are impacting your lives.
 - V. **Most conversations will take place on Thursdays from 2:30-4:30pm PST using Zoom**
 - VI. **Link for more information and how to register for the upcoming meetings;**
 - i. <https://bchumanrights.ca/>

Pathways To Independence Topics

Topics for consideration for upcoming meetings:

- a. Representation Agreements which will allow you to stay in control of your life.
 - a. We have an opportunity to invite Ken Kramer of KMK Law Corporation and Joanne Taylor from Nidus to come in to speak with us on the next meeting.
- b. Interviewing is another topic to consider
 - a. Format your interview to make best use of time
 - b. How to communicate details of personal care
 - c. How to develop your list of questions
 - d. Setting up Try-outs
- c. Federal Live In caregiver program or Federal employment programs

Pathways To Independence Meetings Dates

- a. The next 2 meetings will be held the last Wednesday of the month
 - I. Zoom admittance beginning at 1:00pm
 - II. Meetings 1:30pm to 3:30pm
- b. Upcoming Meeting dates
 - I. August 26th, 2020
 - II. September 30th, 2020

Pathways To Independence Peer Group Meeting Notes and pertinent documents are uploaded to <https://www.ifrcsociety.org/pathways>

This was a virtual Pathways To Independence Meeting via Zoom technology. In partnership with Technology for Living, whose Technical Team, headed by Ean Price, successfully ensured that peers could connect to the meeting from across the province.

Thank you everyone, for your attendance and contribution to the meeting!