



Address: 842-5300 No. 3 Road  
Richmond BC V6X 2X9  
(Lansdowne Centre)  
Tel: 604-232-2404  
Fax: 604-232-2415  
Web: [www.rcdrichmond.org](http://www.rcdrichmond.org)



# Perspective

## Newsletter

for RCD Donors

### Restart and Renewal-In-Office Leadership Restructuring

When the Richmond Centre for Disability made its move from across the street into Lansdowne Mall in December 2018, we no doubt thought that this would be the major Restart and Renewal for the organization for the coming years. No one could have known then that COVID-19 would hit society in 2020.

Almost as if with foreknowledge of what was to come, our Executive Director Ella, and our Board of Directors had begun to put in place major leadership structure changes that would ultimately prove to serve us well with the arrival of the coronavirus. These changes are expressed in the Centre's 2020 - 2025 Strategic Plan and are as follows:

Upon the retirement of long time IL Program Coordinator Viet Vu in December 2019, his position has been divided into two sections. IL Program Director 1 is now Ian Yeung. He oversees The Centre's technology needs and Volunteer Development. Tom Tang is now in charge of Program and Service Development as IL Director 2. Kathie Shih continues in her role of office administration and overseeing the parking placard program (Administration and Office Development) as RCD Manager 1. Lastly, Dina McInnes remains in her Skills Development role as RCD Manager 2. Additionally, she assumes responsibility for Organization Development. In connection with this new portion of her role, Dina is spending time with each of the staff members to get an idea of how they see themselves fitting into the organization long-term. Her goal is staff development to meet the ever-changing needs of the Centre.

### Reboot to Restart

The arrival of COVID -19 restrictions at the office in late March 2020, meant the Centre had to quickly hit the proverbial reboot button to find a way of delivering contactless services to our members. With Ella's leadership we quickly transitioned to the delivery of many of our daily activities through the popular Zoom app, which is available for download on your computer, laptop, tablet or phone. As early as April, participants were joining in on Relaxation/Meditation Class, Exercise and Reading and Writing classes. The Centre's ever popular Life Skills Class would follow with space in the virtual Zoom room, as tight as when the enthusiastic members join Dina in the Centre's Activity Room. Also offered from May onward through Zoom were Job Club, Mom's Language Classes, Wellness Connection and our week long Empowered Wellness Virtual Conference.



The Tuesday morning Wellness Connection Class gave participants the opportunity to explore eight elements of wellness, and provided an outlet for the expression of concern around the pandemic. It became a popular place to meet and connect with others. The Wellness Virtual Conference brought speakers and presenters from afar to members' living rooms through Zoom. From this and other activities, we have concluded that Zoom can be an effective way of connecting our members who may not be able to otherwise join in on an in - office activity. Apart from eliminating travel barriers, the use of Zoom also proved to be effective for our members who live with some form of communication challenge. The chat room component of zoom showed itself to be a liberating tool.

The successful use of Zoom as a way of remaining connected with our members in the preceding months, has led to continued plans to do so to the end of November. During the summer, Reading and Writing classes continued and a new class entitled Words You Need to Know was added for those at the beginners' level. Zoom Public Speaking was back for a second term and Games Club, Outdoor Wellness and Ted Talks were added. Check out the activity calendar currently on the RCD website.



<http://www.rcdrichmond.org/pdfs/ActivityCalendar.pdf>

### FYI:



For your information, from April through August, staff had worked in rotating shifts to keep the office operating despite the closure to the public. Those not physically in the office

were working from home. Here again, Zoom proved an important means of remaining connected as a staff.

### SIL Meets through Cyberspace

In addition to meeting up through Zoom for Job Club, (May/June) SIL project job seekers continued to meet with Louise to job search. Many participants chose to put their job searching on hold until restrictions were lifted, but meetings were still made possible through old-fashioned email and telephone appointments via laptop computer. In this way the Centre continued to provide its full range of services during our office closure. Now that some restrictions are being lifted; if essential, some in



office appointments may be arranged. Of course, we will be following all social distancing and cleaning protocols when inviting people into the office.

Besides serving as a tool for offering Job Club, Zoom has also proven useful as a means to offer additional support to our members during their job interview experience. Recently, SIL Coordinator Louise Gaudry was able to join in on a participant's job interview. Previously, as a non-driver, this type of support would have been much more difficult for her to provide.

## Spotlight on Success

*Before COVID - 19 changed our world; Michael L. came in to the office wishing to find work. He worked at a dollar store part time but wanted to see if he could find something else. He put applications into a couple of banks and also decided to apply to a new grocery store that was opening in his community. The SIL Coordinator was pleased to assist Michael with working on his resume and also to provide insight and support regarding disability self-disclosure.*

*Thanks to his hard work Michael got the job at the grocery store that he wanted. Congratulations Michael!*



## Unique Employment Related Program coming in the New Year - In Motion and Momentum: Building Resilience, Hope and Sustainable Futures Project (IM&M Project)

In 2021, the RCD has been contracted by the Canadian Career Development Foundation to roll out the IM&M Project for research and evaluation purposes. Two RCD staff will be assigned to complete comprehensive training to deliver two intakes of the pre-employment program entitled, In Motion and Momentum (IM&M). We see this as an excellent opportunity to supplement the programming of our employment services, and anticipate great benefit to our participants.

## Smart Hub Project offers one-on-one training to youths

You may recall that previously, the Centre was fortunate enough to receive the donation of a virtual reality training system from the Yes Team of Korea. Up to the present time we've been able to use the system to help participants brush up on their Barista skills. During the last two weeks of August, the system was really put through its paces as youths were matched with summer student instructors to work on these, and other skills such as dishwashing through the use of the system.

Once again, our thanks to the Yes team for helping to make this opportunity possible.

## 35 and born to thrive

Shining Through-1985-2020 (RCD's 2020 Theme)



Did you know that 2020 marks RCD's 35th anniversary? Initially, we had planned a large variety of fundraisers to mark this important milestone. Among them were our Star Wars themed Krispy Kreme doughnut sales in May,

our yearly Gala in October, and Wheelchair Bonspiel in November. Unfortunately, due to COVID 19 and the office closure many of our events have had to be cancelled but we are working on some exciting virtual alternatives.

**• September 9 - October 9, 2020** - We are having an autumn themed Krispy Kreme fundraiser with the boxes of doughnuts available for curb-side pick-up on October 8th, 9th 2020. Fall Into Something Sweet! This Thanksgiving, skip the pumpkin pie and go for the doughnuts!



- In November get ready to hear the beautiful melodies of Samantha Siu and others from the comfort of your own home. On a specially selected evening, we will stream a live concert featuring many of your holiday favorites and more.
- December 3 marks the United Nations annual International Day for People with Disabilities. This year's theme of "A Day for All" is said to reflect the fact that everyone faces challenges at some point in life.



International Day of Persons with Disabilities  
3 DECEMBER

In keeping with this inclusive theme, RCD's virtual fundraising Gala is sure to be an evening for all. Re-live the excitement of your last trip to Japan or whet your appetite for a future trip. Enjoy the cultural cuisine delivered to your door, as well as music and additional entertainment.

We invite you to join in on these events and help to keep the Centre Shining Through to 2021 and beyond.

Watch our website for further details!

## Also Coming Soon

The RCD Shopping Channel....

Stay Tuned for details and initial launch.



## What have we been doing fund raising wise since the March closure?

The Centre has managed to keep running thanks to Ella's tireless efforts in applying for various grants and funding. This included making sure that we were in line for any COVID- 19 relief funds being offered by various levels of government.

The Parking Placard team has continued to receive additional donations when collecting registration and renewal fees, and we have also been the fortunate recipients of other forms of support during this difficult time. The owner of Ulferts Furniture was closing down his store permanently. He generously donated some of his merchandise to RCD. These items have been on sale at the Centre through the hard work of some of our dedicated volunteers. Thank you to all who have helped to make the sale of these items possible.