

Walking the Talk on Client Employment

CAMH taking the lead in client employment.

"Current research indicates that there is absolutely no correlation between a person's mental health diagnosis and their ability to work. If you can do the job, then you can do the job, period," says Diana Capponi, CAMH's new Client Employment Co-ordinator in the Human Resources Department. "One of the ways we can make other employers understand this is by hiring our clients in jobs at CAMH - all kinds of jobs. If we are going to encourage organizations outside of CAMH to hire those who have addiction and mental health problems, then we have to 'walk the talk' in terms of client employment."

At CAMH, supporting clients to find and keep jobs is a key priority. We believe that having access to meaningful employment is a fundamental right in

photo by Lanre Banjoko



Diana Capponi

a healthy community, bringing a sense of dignity, self-worth and belonging. Yet for many of the clients we serve, keeping a job during a difficult time, or getting back to work after a period of illness, presents tremendous challenges. And often these challenges are not really about being able to do the job, but more about the fact that employers

are reluctant to hire those who have an addiction or mental illness because of the stigma attached to these conditions.

CAMH has taken giant steps forward when it comes to supporting Client Employment. Some very good programs like the *Assisted Cook Extended Training Program* (see article below), developed in partnership with George Brown College and the Sunshine Garden, have been put into place. But CAMH senior management along with staff at CAMH recognize that more still needs to be done here and in the community. Because it's not just about getting a job, it is about developing new skills, having the proper support systems in place to ensure success in the job, and fighting stigma.

To make sure that we are getting the most out of our work to support client

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Taking Steps Towards a Successful Career in the Food Service Industry

Lanre Banjoko, Public Affairs, CAMH

Just like many other groups of people, people recovering from addiction and mental health issues have a vast array of skills and experience to contribute to the labour force. However, many are unemployed or underemployed and struggle with poverty and low self-esteem in addition to their illness. Aware of this challenge, a joint effort was created by George Brown Toronto City College and the Centre for Addiction and Mental Health (CAMH). This partnership launched *Assistant Cook Extended Training* (ACET), which helps people recovering from addiction and mental health problems take the first steps towards a job in Toronto's food service industry.

ACET is a two-semester program at George Brown's St. James Campus, funded in part by the Ontario Disability Support Program (ODSP) and the Ministries of Community and Social Services and Training, Colleges and Universities. Class and kitchen lab time is approximately 15 to 20 hours per week, with support and tutoring available through program coaches. Work placements take place in the Toronto area.

Last year Jason Spence, a student in the ACET program, was depressed and recovering from psychosis. Although he did extremely well in university studying journalism, he was

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employment, CAMH is reviewing both its vocational programs and its activities related to hiring clients to work at CAMH.

“Over the next several months, CAMH is going to look at what we’ve been doing well, what we need to improve upon, how we work with other organizations in the

community and how we should proceed in the future.

It also gives us an opportunity to really understand and to collect information about where we are at as an organization around client employment.” says Marci Rose, who’s leading the client employment activity in CAMH’s clinical programs.

“The goal of CAMH is to set the bar when it comes to client employment. We want to provide the best possible vocational services to our clients, to help them work at CAMH or in the community at large, and be an organization that others model.” says Dr. Paul Garfinkel, CAMH’s CEO.

In other words *walking the talk*.

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photo by Becky McEwen

Jason Spence

unemployed and no longer wanted to pursue a career in writing. He was always a creative cook – the type who can make a tasty meal even when the cupboards seem bare. While creativity is a good thing for cooks to possess, he knew that creativity without a proper education wouldn’t get him work. For him, the ACET program, taught by an impressive group of chefs and job coaches, promised to harness that creativity by teaching the fundamentals of French cuisine, food safety, kitchen management and nutrition.

Jason says that ACET has taught him more than a few great recipes. “I’ve learned to appreciate the hard work cooks do. I’ve also discovered similarities between cooking and writing. At the very least, both cooking and writing involve planning, proper technique and presentation.”

Students also work with life/job coaches, vocational facilitators who deliver time management workshops, assist with program implementation, and meet monthly with students on a one-on-one basis.

The coaches offer support throughout all phases of the program up to the first three months after graduation. They work with the program manager, chefs and students to accommodate any needs and to facilitate the transition from class to the workplace. These coaches will also assist in setting up employment and will visit students at their workplace once the co-op placements begin.

“ACET has taught me something very important,” Jason says. “When things seem bleak, if you hang on and—most importantly—are receptive to help, good things will happen.”

For an application package, call the ACET program office at 416 415-5000 ext. 2427 or email a request to ACET@gbrownc.on.ca.

The Apprentice Sets a Bad Example of How to Handle Mental Illness in the Workplace

This is a synopsis of an Op-Ed piece that was originally published in the *Toronto Star* on September 28, 2004.

North Americans are increasingly inundated with reality television programs and sit down on a weekly basis to watch and enjoy their favourite slice of life. *The Apprentice*, a highly rated series, is a six-week long job interview, where 18 aspiring entrepreneurs compete for a dream job with the Trump Organization and a comfortable six-figure salary.

In a recent episode, we as employees of the Centre for Addiction and Mental Health (CAMH) and people who work in the addiction and mental illness field on a daily basis, were outraged by what transpired in the boardroom when one of the participants was being accused of being ‘crazy’ and later fired.

This is not about whether the participant deserved—based on job performance—to be fired. This is about the fact that stereotypical attitudes about mental illness, as depicted on the show, are still so rampant in 2004. In

fact, 1 in 4 of Canadians will face a mental health issue at some point in their lifetime. Think about it—that’s 25% of your friends, family, work colleagues and neighbours.

For those of us in the mental health and addiction field, this episode of *The Apprentice* serves as a reminder of the need to continue addressing the stigma and harassment that our patients and clients face as part of their daily lives.

To read the entire article, please visit the news and events section of the CAMH website at www.camh.net

News Highlights

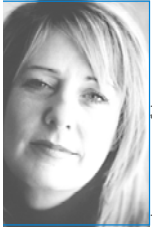


photo courtesy of the
Workman Theatre Project

Lisa Brown

Lisa Brown awarded Meritorious Service Medal

Lisa Brown, recently received a Meritorious Service Medal (M.S.M), civil division, from the Governor General of Canada for founding the Workman Theatre Project (WTP).

The WTP is a non-profit professional arts company, which integrates people who receive

mental health services with professional artists. Lisa started at CAMH as a psychiatric nurse at the former Queen Street Mental Health Centre in 1982.

The M.S.M. pays tribute to individuals who have performed an exceptional deed or activity that has brought honour to their community or to Canada. The M.S.M is a decoration of the Canadian Honours System, and is similar to the Order of Canada. However, the Meritorious Service decorations recognize either a single achievement or an activity over a specified period.



photo by Roger Botting

10th Annual Don River Run

10th Annual Don River Run: A Success

The torrential downpour did little to deter the participants of CAMH's 10th annual Don River run for Recovery on Sunday, August 29th. The run was coordinated via the Employee Wellness Advisory Panel, whose members volunteered countless hours towards the success of the Don River Run. Not even the rain could dampen the enthusiasm, or speed, of more than 700 runners and walkers. This year there were an unprecedented number of current and former CAMH clients, who posted some impressive results.

Money raised at the run goes to the Employee Wellness Advisory Panel and the Fitness in Treatment Research and Advisory Panel (FITRAP), the new client wellness committee at CAMH. There was a generous outpouring of gently used exercise shoes and clothing, which helps to provide FITRAP clients with the incentive to take the first step toward physical well-being.

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SITE SPEAK

Latest developments in the CAMH Queen Street Redevelopment

As we noted in previous camh Connexions, the Official Plan and Zoning By-law amendments for the Queen Street site have now been adopted by the Ontario Municipal Board (OMB), following a successful mediation. As part of the settlement, CAMH agreed to establish a Site Plan Review Committee, which is in keeping with CAMH's commitment to ongoing consultation with the community about the redevelopment. The Committee will be chaired by Councillor Joe Pantalone and include representatives from local residents, businesses, consumer/survivors, clients, family members, the city and CAMH. The Committee will review the site plans, which describe in detail the proposed development of the land and the associated infrastructure, prior to their submission to the city for approval. After the submission, a public meeting will be held.

CAMH has also established a Client and Family Reference Group to ensure that the perspectives of clients and family members inform the redevelopment on an on-going basis. Issues identified by the Reference Group will be reported to CAMH Senior Management. Issues that have been discussed to-date include the core bed consultations and the ways in which CAMH is addressing pedestrian safety on the new site.

Looking for Suggested Names for the New Streets

Do you have an idea for a name for one of the six new streets that will be part of CAMH's redeveloped site? If so, Councillor Joe Pantalone, who along with City officials, will be naming the streets, would like to receive your suggestions. Please send us your proposed street name, the reasons for your suggestion and if it a person's name, please identify who the person is. Please be sure to include your full name, street address, e-mail address, if available, and your telephone number by December 20, 2004 to: CAMH Redevelopment Office, 1001 Queen Street West, Rm 1167A, TO, ON M6J 1H4, Fax: 416-583-1290 or e-mail:

Redevelopment_Feedback@camh.net. We will be giving your suggestions to Councillor Pantalone and will keep you informed in future issues of *CAMH Connexions*. Thank you!

For more info:

www.camh.net/news_events/redevelopingqueenstsite.html
or contact us at 416-535-8501 ext. 1650,
or by e-mail at redemption_feedback@camh.net.

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photo by Sandy Nicholson

Dr. Luis Fornazzari

Dr. Fornazzari accepts Lifetime Achievement Award

On Saturday, September 25th, Dr. Luis Fornazzari, director of CAMH's Multilingual Multicultural Memory Clinic (MMMC) was awarded the 'Premio especial a la Trayectoria' at Premio Somos, the Latin-American Achievement Awards, held at Roy Thompson Hall.

Dr. Fornazzari was selected as the recipient for this award for his work in the neuropsychiatry program at CAMH and the former Clarke Institute of Psychiatry. The Latin American Achievement Awards were established to encourage and promote the development of the Latin American Spanish-speaking community of Canada, and to recognize the outstanding contributions and accomplishments made by those within the Latin American community of Canada.

Queen West Art Crawl

CAMH was pleased to be a significant participant in this year's Queen West Art Crawl. Not only did many of CAMH's programs and artists participate, but CAMH also hosted Creative on Queen on its Queen Street site. Creative on

Queen offered an opportunity to our many community partner agencies and their clients to sell their art, baked goods, organic vegetables and other creative wares.

CAMH opened its doors and invited participants to enjoy the Being Scene Art exhibit, displayed on the walls of the Queen Street site, and to tour the Jean Simpson art studio.

Participating in the Queen West Art Crawl – an annual weekend-long event in the fall – was an excellent opportunity to work alongside our creative neighbours and show them that CAMH and its clients, staff and community partners have much to add to the Art and Design district in Toronto.

UPCOMING EVENTS**Mindfulness-Based Cognitive Therapy for Depression**
December 2-3, 2004

Mindfulness-Based Cognitive Therapy is an innovative, clinically proven treatment that encourages patients to play an active role in preventing the return of depression by integrating elements of Mindfulness-Based Meditation with Cognitive Therapy.

Guest Speaker: Zindel Segal, Head, Cognitive Behaviour Therapy, CAMH.

Location: Travelodge Hotel & Convention Centre - Ottawa West

Time: 9:00am-4:30pm

Visit: <http://www.leadingedgeseminars.org/segal1.html>

Understanding Trauma and its Links to Substance Use and Mental Health Problems

Tuesday, February 8, 2005

This forum will explore the relationship between trauma and mental health problems and substance use, and discuss how those close to the survivor can provide help and support.

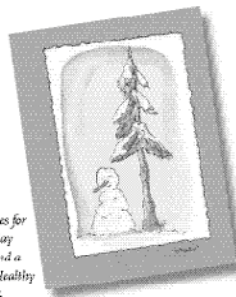
Location: Centre for Addiction and Mental Health, Russell Street site 33 Russell St., Meeting Centre (room 2029), 2nd Floor/Free Admission, No registration required. Seating is on a first come basis.

Time: 6:30pm-8:30pm

Contact Information: CAMH, Phone: 416-535-8501 ext. 4553

**Holiday Greeting Cards**
that make a difference

The Centre for Addiction and Mental Health (CAMH) Foundation invites you to send your family and friends holiday greeting cards that give in many ways.



INSIDE
or CARD:

Best wishes for
the Holiday
Season and a
Happy, Healthy
New Year.

The image "The Snowperson" by Renée Marier...

"Like this snowperson whose life
depends on the weather, you need
a positive attitude to face up to the
challenge of life".

By choosing our cards, you support important research and client care at CAMH, and you help to create a better world for the one in four Canadians who will face a mental illness and/or addiction in their lifetime. Our cards feature illustrations by artists who have received services from CAMH.

When you help, we all benefit

Quantities are LIMITED!
Please order early to avoid disappointment.
Mailing will begin after November 1st.

To order or to obtain more information,
please contact

Lidia Franchitto, 416-535-8501 ext. 6169,
or e-mail lidia_franchitto@camh.net

Visit our website: www.camh.net/foundation

Thank you for your support

CAMH Connexions, The Centre for Addiction and Mental Health's external newsletter, is published four times a year to inform our stakeholders about current issues and events at CAMH.

EDITOR: Lanre Banjoko

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Mission

Improving the lives of those affected by addiction and mental health problems and promoting the health of people in Ontario and beyond.

Vision

Strong and healthy communities, in which people with addiction and mental health problems can access appropriate and effective services and live as full participants.