

# COMMUNITY LIVING OPTIONS



June 2022  
Employee Newsletter

## Our Mission

We assist individuals in achieving their life goals by building relationships through quality services in supportive environments.

## Board of Directors

Ed Wilson  
Suzanne McPeck  
Louise Kenny  
Casey Blair  
Debbie Dawson  
Melissa Gilbert  
Torean Greeley  
Dawn Pantaleo  
Ron Ryan  
Joe Walls

## Next Board Meeting

June 22, 2022

## Contact Info

626 Reed Street  
Kalamazoo MI 49001  
(269) 343-6355  
Fax (269) 343-0054

Office Hours:  
8:00 — 4:30  
Monday — Friday

## What You Should Know About Ableism by Leah Smith

Ableism is a set of beliefs or practices that devalue and discriminate against people with physical, intellectual, or psychiatric disabilities and often rests on the assumption that disabled people need to be 'fixed' in one form or the other. Ableism is intertwined in our culture, due to many limiting beliefs about what disability does or does not mean, how able-bodied people learn to treat people with disabilities and how we are often not included at the table for key decisions.

Just like most forms of discrimination, ableism often shows its ugly face from nondisabled people with good intentions. Unfortunately, good intentions never solved any problems. So let's put our good intentions aside and get to the root of what's really going on. I believe much of ableism rests on the medical model of disability, in that we have first come to understand disability through the lens of a doctor- something is 'wrong' with this person and that 'something' needs to be fixed. This is how we are taught to think about disability. However, where we have interpreted the word "wrong" is where we have gone wrong. Just because something is different, does not mean it is bad.

The best way to de-root ableism in our everyday lives, is to ensure that there's always a seat at the table for those who are like you and those who are not, but also checking ourselves on how we treat people with disabilities once they are at the table. As simple as this sounds, de-rooting ableism is often as simple as just treating disabled people like you would anyone else.



## Thanks for Being Great!

CLO needs your help finding great new staff. Refer and earn! You can refer as many friends or family as you'd like. Here is how it works:

- Refer a friend to CLO and make sure they mention your name
- Once hired, if your friend works 90 days for CLO you'll get \$50.00
- And if your friend works 6 months for CLO you get \$100.00

Earn some extra cash while helping us find more wonderful staff like you!

## COVID Booster Clinics

Gull Pointe will be scheduling directly with our supervisors for two booster clinics on June 29th and July 1st. They will be giving the 2nd booster shot to our residents and any staff who wish to receive it. Supervisors are also encouraged to bring the SIL consumers and staff to the home during the scheduled time so they may receive the booster as well. Let's do this together, CLO!

## Pride Month and Mental Health

June is Pride month - a time to honor the LGBTQ+ community, to lift their voices, celebrate their cultures, and recognize the progress and remaining work in the fight for LGBTQ+ rights. While a lot has changed in the 53 years since the Stonewall Uprising, the LGBTQ+ community still faces discrimination interpersonally and systemically.



Inequity harms mental health. While being LGBTQ+ is NOT a mental health condition or concern, LGBTQ+ individuals experience mental health struggles at higher rates than their straight and cisgender peers. Mental health challenges among the LGBTQ+ community are primarily due to individuals facing stigma, discrimination, and bias in many forms. The ultimate protective factor in LGBTQ+ mental health is removing these adversities altogether, which we can work to achieve through creating informed and affirming environments.

## From the Safety Desk — Tips for Preventing Falls

Falling is a very easy way that our consumers can injure themselves during any season. Here are some tips from the safety committee to keep in mind in order to prevent falls from happening:

- Use wet floor sign for mopped areas
- Block entrance to room after mopped until it's dry (with chairs)
- Keep walkways clear
- Salt in the winter
- Offer arm for uneven surfaces
- Adequate lighting
- Non-slip floor mats



### Staff Birthdays

Mary Mbombo,  
June 3

Briann Parker-  
Murray  
June 3

Eric Conklin  
June 5

Gale Doster  
June 13

Amanda Mathews  
June 14

Lori Coburn  
June 15

Tiombi Cooper  
June 18

Renita Ellis  
June 18

## The Celebration of Juneteenth



Juneteenth is central to Black American mental health and well-being because it's defined by Black humanity and liberation. It's a part of Black identity formation. So, for those of us who want to honor the day and help safeguard and celebrate that humanity, what should we do?

Here are three simple guidelines for supporting Black mental health in honor of Juneteenth:

**Listen to Black Voices.** Juneteenth is about centering and celebrating Black liberation and the Black American experience. Seek out rallies, articles, stories, artwork, poetry readings, music and social media accounts and Black-owned businesses that offer rich, authentic Black perspectives to learn from.

**Respect Black Spaces.** Juneteenth isn't just a Black holiday. It's an American holiday. It's a date that is part of our history and that every American should learn about and honor. However, for those of us who are not Black—especially white people—it's important to remember that supporting Black mental health means not dominating or appropriating Black voices and spaces. Work to bolster, not burden. Aim to amplify, not invade.

**Learn Your History.** Honoring Juneteenth and respecting Black identity means working to fill the significant gaps in our knowledge of American history. Look for documentaries, books, workshops, professional development seminars and other educational opportunities that will challenge your understanding and beliefs as they relate to race in America.

And finally, stop to think about the meaning behind the different holidays we do or don't acknowledge and why, and how those inclusions and omissions affect the mental health and identity development of those who are celebrated or omitted as a result. Frederick Douglass' "Fourth of July" speech is a great place to start.

## Detroit Tigers Game!

An over ten year old tradition will be continuing again this year. We will be taking our consumers to a Tigers game to see them play against the Houston Astros on September 14, 2022.

This excursion is something that everyone here at CLO looks forward to, but especially the consumers! Being able to provide trips such as these for our consumers is something that CLO prides themselves on. We love seeing all the fun they have while enjoying lots of hot dogs, peanuts, and good ole fashion baseball! The game will be a perfect end to the summer season and we hope everyone who goes will have an amazing time cheering on our team.

