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The Consumer/Survivor Information Resource Centre
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BULLETIN

*Information for consumer/survivors of the mental health system,
those who serve them, and those who care about them.*

September 15th, 2004

Bulletin 284

C/S INFO CENTRE DROP-IN HOURS: 1-4 Monday-Thursday. PHONE HOURS: 9-5 Monday-Friday
LOCATION: Day Centre, 252 College Street, 3rd Floor, Toronto, Ontario.
MAILING ADDRESS: c/o Day Centre, CAMH, 250 College Street, Toronto, Ontario M5T 1R8
TELE: 416-595-2882 FAX: 416-595-0291 E-MAIL: csinfo@camh.net



Workplace Accommodation Law Includes Mental and Physical Health Issues

(Part 2 in a 3 part series, part 3 will appear in October 1st Bulletin)

If you would need to bolster your nerve for a complaint about an employer not accommodating a request regarding health needs, where you currently work, consider that one in five people will experience a mental health disorder during their lifetime. Major depression is almost as prevalent in Canada as diabetes and heart disease. However, you do not need to disclose any health information to request and receive accommodation at work. A doctor's note may be required to verify the need for the accommodation. The employer has the responsibility to offer a specific accommodation. (See Part 1 from last month.) If you and your doctor together, think that the offered accommodation would not meet your health needs, then this is a time to consider either further clarification or to consider placing a complaint with the Human Rights Commission. Small steps are good, especially to be sure there has been no misunderstanding at this point. Do take care if clarifying that you don't suggest a threat of contacting the Commission. Take it one step at a time, keeping options open.

If you make a complaint to the Human Rights Commission about an employer's refusal to accommodate your health need or a requirement of disclosing a diagnosis, mediation can result. Alternately, it is possible that the employer will reconsider their expectation or their refusal when they are contacted by the Human Rights Commission, following your complaint. Mediation conducted by the Human Rights Commission is called 'shuttle' mediation. The employee and employer will meet with a mediator who sets out ground rules, including confidentiality. (Without confidentiality mediation would not be possible as some cases do go on to a hearing in which new positions can be taken by both employer and employee.) The participants in the mediation may also request additional ground rules. Employee and employer are then separated in different rooms and the mediator 'shuttles' between the two rooms with offers and responses trying to reach an agreement. The separation provides a safer context.

When the employee is asked what accommodation is needed, it is possible for the employee to request that the employer take sensitivity training with respect to the accommodation requested. This can also occur as part of a settlement, if the case goes further. Currently the rate of settlement of cases at mediation is 65-70%. Early resolution of a case is a strong factor in restoring the employee, employer relationship to a positive one.

I asked Mr. Holder about a daily, practical plan for remaining in a workplace where one has made a complaint about refusal to accommodate. His response was to maintain strong support networks outside of work, do the job well, be

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Workplace Accommodation Law Includes Mental and Physical Health Issues (continued)

professional about the fact of the complaint – don't discuss it at work at all. Getting support to develop your professional skills to co-exist with a complaint at work could be helpful.

It is important to know that determining what accommodations are appropriate and available is in law the responsibility of the employer. It is nevertheless a good idea for someone asking for accommodation to have thought through the accommodation measures that would assist. An employer must show that undue hardship would result, if they refuse to make an accommodation – and a complaint is made.

If a mediation at the Human Rights Commission is not successful in reaching an agreement, the case can go to a hearing of the Human Rights Tribunal, a separate government agency. If the decision here is not a positive one the case can be appealed to the Divisional Court, Court of Appeal for Ontario, and in some cases to the Supreme Court of Canada. In successful cases, an employer can be required to retain the services of an organization that will provide "sensitivity training" in the area of the accommodation requested.

A complaint to the Human Rights Commission regarding an employer's refusal to accommodate must be made within 6 months of the refusal. More time can be found by requesting the accommodation again and being refused again. It's best though to respond to the refusal as soon as possible. In only rare cases has an

employer shown that undue hardship would result from the requested accommodation.

Unfortunately, in '95 the provincial conservative government closed Human Rights Commission offices across the province – all but Toronto – and all complaints now must come to Toronto.

ARCH takes test cases that will set a precedent in accommodation law. If a situation is not a test case ARCH can give referrals to other Human Rights lawyers.

Writing this article is intended to provide helpful information to employees. On a personal note, I think the stigma of mental health issues is something most people carry within us as well as being confronted with it socially. Having support to challenge and transform the internal stigma is important for making a request for accommodation due to a mental health issue – even while not disclosing health information. The Mood Disorders Association (416-486-8046) is one source for this kind of support.

William Holder tells us that more precedents are needed in workplace accommodation law, in all areas - also that ARCH wants to encourage more lawyers to specialize in Human Rights law. (To be continued next month.)

Questions in relation to the information in this article can be directed to ARCH, Phone is 1-866-482-2724 TTY is 1-866-482-2728. Their website is at www.archlegalclinic.ca. Written by Catherine Sutherland



Goodbye...

Wow! Time really does fly by. It's hard to believe that I have been working at the C/S Info Centre for just over 5 years!

This past year we have been in a difficult transition time due to the closing of the Day Centre, which forced us to severely limit our drop-in visits. This situation will be rectified in the near future and once again we will finally be able to welcome you personally to the Centre!

During the last 5 years there have been many changes. Some were a definite benefit to our community. We were able to create a more welcoming space with a little bit of paint, new furniture, computers and an expanded library. The size of the Bulletin was increased and new features added such as, "free and low cost activities", "have your say", "sharing and caring", "addiction issues" as well as humour and quotes. We expanded our outreach and got to know more about our community and their needs.

Today is my last day at the Centre as I have accepted a new position in North York. I am taking with me lots of wonderful memories and gratitude for having the opportunity to work at the Centre with the staff, board of directors and it's members.

Working at C/S Info was my first full time job after a lengthy illness; an illness that left me wondering if I'd ever work again. Thankfully, I was able to hold on and keep my hope for a recovery.

If I may leave you with one piece of wisdom: I encourage you to never give up hope and to follow your dreams. I will miss so many of you and I pray that the opportunity to obtain the supports you feel are necessary for your personal recovery process are there when you need them.

Sincerely,

Linda Parolin

Drinking impacts mental health?



Frequent alcohol drinking in midlife is linked to mild mental (cognitive) impairment in old age, claims a study in this week's British Medical Journal.

The risk of dementia is also higher with heavier drinking, but only among those carrying a particular gene - apolipoprotein e4 allele - a known genetic risk factor for dementia.

The study involved 1,018 men and women aged 65-79 years whose physical and mental health was monitored for an average of 23 years. Alcohol consumption was recorded and blood samples were taken to determine apolipoprotein E genotypes.

Participants who drank no alcohol and those who drank alcohol frequently, several times a month, were both twice as likely to have mild cognitive impairment in old age than those who drank infrequently (less than once a month).

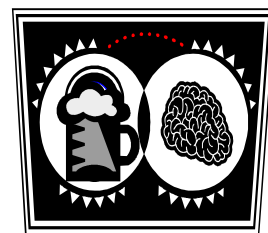
According to the study findings only carriers of the apolipoprotein e4 allele had an increased risk of dementia with increasing alcohol consumption, suggesting that this particular gene may modify the effect of alcohol on the brain.

"These data indicate that frequent alcohol drinking has harmful effects on the brain, and this may be more pronounced if there is genetic susceptibility," say the authors.

Although these results agree with previous claims that light to moderate drinking might have a protective effect on the brain compared to total abstinence and heavy drinking, the authors stress that an explanation for this remains to be clarified.

"We therefore do not want to encourage people to drink more alcohol in the belief that they are protecting themselves against dementia," they conclude.

(British Medical Journal, September 2004)



Having An Imaginary Friend And Hearing Voices Is OK for Children

Research finds that early fantasy life indicates creativity and understanding, not later mental illness.

Children who hear voices or chat to an imaginary friend are not a cause for concern. They could be more imaginative, creative and socially able than those who don't.

Because "hearing voices" is an indicator of serious mental illnesses in adults, parents are often alarmed if their children show signs of hearing things or people who aren't there.

Some psychiatrists have reinforced this idea, arguing that hallucinations in childhood could be a warning sign of future mental health problems.

Now research by psychologists is suggesting that susceptibility to such hallucinatory experiences may be a normal feature of the mental world of many young children.

"For a long time an imaginary friend was seen as something strange, something to be worried about, and children who had them were seen as being shy, withdrawn or different," Fernyhaugh said.

"Psychiatrists for years have been trying to argue that having hallucinations in childhood is a sign of future mental disorder.

"We have found quite the opposite. There is a lot of

research now to suggest that children with imaginary friends may be better socially adapted. They are less shy than other children, have great imaginative and creative powers and could be better at understanding the minds of others."

While hearing voices is an alarm signal in adults, and can be a problem for children if combined with strange behaviour or other symptoms, in many cases it seems to be normal, he added.

"Just because hallucinations in adulthood can be a sign of mental disorder and are distressing to people, we shouldn't assume that it is the same for childhood. It might actually be a good thing. But that doesn't mean that a child who doesn't have an imaginary friend is a cause for worry."

Research raises the question of at what stage parents should be concerned about a child that hears voices.

Research varies, but anywhere between 30% and 65% of children have had an imaginary friend at some stage.

"They usually disappear by the age of seven or eight, but we don't know why that is," he said.

"But parents should be reassured that all the evidence suggests imaginary friends in childhood are normal."

(The Sunday Herald, September, 2004)

"For a long time an imaginary friend was seen as something strange, something to be worried about, and children who had them were seen as being shy, withdrawn or different"



Addictions

ERS: Experimental Vaccine Appears to Prevent Nicotine from Crossing Blood-Brain Barrier

An experimental vaccine designed to help people stop smoking has been shown in clinical trials to block inhaled smoke from crossing the blood-brain barrier. While this means the nicotine is building up in a patient's blood stream, it also means the patient is not getting the "hit" that nicotine produces when it enters the brain, breaking the addiction cycle and making it easier for patients to quit smoking. The vaccine causes the body to produce immunoglobulin G (IgG) antibodies that bind to the inhaled nicotine, creating an antigen/antibody complex that is too large to cross the blood-brain barrier.

He added that the exact amount of nicotine that is prevented from crossing the blood-brain barrier can vary, but it is not necessary to prevent all of the nicotine from crossing the blood-brain barrier in order to remove the dopaminergic stimulation that would help the patient stop smoking.

Side effects of the vaccine included myalgia and headache -- which can occur with other intramuscular vaccines -- as well as some tenderness at the injection site.

Ongoing studies are being conducted in the United States with the aim of finding different dosing schedules for the drug. Finding the optimum dosing schedule could provide clinicians with a more precise idea of when to initiate therapy, and when to tell the patient to snuff out what could be their final cigarette, Dr. Wagena said. (September 7, 2004)

For chronic-pain sufferers, remedy can be dangerous

For nearly six years, Marty kept the pain of fibromyalgia at bay with a potent mix of prescription drugs. The narcotics Fentanyl and Percocet eased the chronic pain. Ambien helped her sleep. And Xanax combated the constant anxiety.

Slowly but surely, however, the remedy grew to be as painful as the disease.

She is now reaching out to other prescription-drug addicts by starting a Prescription Anonymous group. They all live with chronic pain, and they are all hooked on the legal drugs prescribed by their doctors to ease it.

Marty's ordeal began in 1997 when shooting pains started in her legs. It felt as if high-voltage electrical currents or hot pokers were being run through her legs, she said. The pain quickly grew worse.

Her doctor told her that she had fibromyalgia, a disease that causes pain and stiffness in muscles and joints, fatigue and difficulty sleeping.

She eventually gave up her job as a registered nurse because walking was too painful and difficult. She could no longer enjoy golf and tennis, and found that she could no longer play as actively with her young grandchildren. The only way to treat it was to control the pain with medication, her doctor said.

"Unfortunately, I found a doctor who gave me narcotics and it just didn't agree with my system," Marty said.

The overwhelming fatigue caused by the disease and the medicine made things worse.

"I went for about three years and I just got so depressed," she said.

Marty tried Narcotics Anonymous, but it didn't suit her. At Alcoholics Anonymous, she had to call herself an alcoholic, rather than an addict.

"I felt like I wasn't being true to myself," she said.

So Marty set up a support group, Prescription Anonymous, in Winston-Salem.

"I always feel like I'm a part of a group because we all have those co-occurring (problems)," Marty said. "They've gone to doctors, then they get narcotics and they're hooked.

"Once you're hooked on it, you have to get it some way," she said.

It is estimated that 9 million people abuse prescription drugs each year. They are hooked on the substances intended to help them, and they face the possibility of relapse if their doctors prescribe medication for them in the future, she said.

With the support of her Prescription Anonymous group, Marty has been able to keep her addiction in check. She received a different, nonaddictive drug for her fibromyalgia.

Most chronic pain can be managed safely by doctors, said Dr. James Crews. One of the best things that doctors can do is start off with the lowest possible dose of a non-narcotic pain reliever, Crews said. Narcotics, otherwise known as opioid analgesics, are generally more addictive than other pain relievers.

"When I get into lots and lots of pain - and that still happens sometimes - I think, 'Oh, if I just had something,'" Marty said. But she said she thinks she can stay sober with the help of her family and the group.

"You need a support group," she said. "Prescription Anonymous - it takes you through the steps. It's the only thing they've found that works.... No one knows how you feel unless you've walked in those steps." (Journalnow, September 7, 2004)

For more information on Prescription Anonymous visit: <http://www.prescriptionanonymous.org>





Health and Wellness

Some Stress Is Good

Keeping stress away all day is not necessarily a boon to your health. Although chronic stress can put a damper on your immune system function, research suggests that your immune system gets a boost from short-term stress. Don't shy away from brief stressors that are a natural part of an engaging life, such as occasional work challenges or learning new skills. Initially, stress can have a favorable effect on immune system function because stress revs the immune system up in preparation for an anticipated challenge, such as injury or infection. Short stresses that you know will end or that have a finite existence in your normal daily life can have a positive effect on immune system function. However, stress that is chronic may have an opposite effect. In a recent review of research, it appeared that the longer the duration of the stress, the more the balance shifted to a less favorable effect on immune system function. (RealAge, August 2004)

A Musical Move

You can kick up the cognitive benefits of your exercise program with a little music. More and more research is pointing to the benefits of exercise on the brain. Now a new study suggests that you can make those benefits even more potent by listening to music while you exercise. Compared to exercise alone, exercise with music appeared to give a bigger boost to the study participants' scores on a verbal fluency test. The kind of music you choose to listen to during workouts may have an influence on the cognitive impact of your workout. In a study where music boosted the cognitive effects of exercise, study participants listened to classical music, particularly Vivaldi's "The Four Seasons." Researchers chose the music because of its moderate tempo. The music also appeared to have positive effects on patients in prior research. Choose something you find uplifting and energizing. (RealAge, June 2004)



The Write Way Back to Health

If you're working to control a chronic illness, try writing about it. Research suggests that writing about emotional topics may be beneficial for people with chronic diseases. Studies of patients suffering from asthma, arthritis, and even HIV revealed potential benefits, both physically and emotionally, from writing about topics that were important to the patient. People who are experiencing illness but don't get to discuss their feelings may have a more difficult time processing those feelings. Managing a chronic disease or illness can be stressful, and stress has a detrimental effect on immune system function. Writing may help deal better with this stress. (RealAge, August 2004)

Work Out Your Stress



Are you feeling anxious about an upcoming event? Working out may help you work through it. Studies show that regular exercise can help reduce a person's sensitivity to anxiety. High-intensity exercises, such as treadmill jogging, appeared to have the strongest effect in a study. However, low-intensity exercises worked, too. Aim for 30 minutes of exercise most days of the week. Regular exercise may be beneficial for a number of difficulties. Not only can it help to ease sensitivity to anxiety, but it also may be beneficial in improving symptoms of depression. Few other controllable lifestyle factors impact as many aspects of health as exercise does. (RealAge, July 2004)

Grace Under Pressure

If you can stay calm during stressful situations, it may mean a lower risk of developing high blood pressure later in life. If you tend to stress out easily, you may be able to reduce the physiological effects of stress by using stress-busting tools. A bout of exercise is a great way to relieve tension and pressure. Regularly practicing relaxation techniques, such as yoga or meditation, may be useful as well. Also, focusing on one problem at a time may help you avoid feeling overwhelmed. (RealAge, July 2004)

A Little Bit of Fish

Eating fish may help your health even if you only eat it occasionally. Researchers concluded that a minimal amount of fish in the diet may be enough to confer the benefit of reduced stroke risk. According to study reviews, eating fish as seldom as 1 to 3 times per month was enough to have a beneficial effect on the risk of ischemic stroke, the most common kind of stroke. Certain kinds of fish may contain high levels of mercury. Choose your fish wisely. Long-lived fish, such as swordfish, shark, tilefish, king mackerel, red snapper, and orange roughy, tend to have the highest mercury levels. (RealAge, August 2004)



ANNOUNCEMENTS

Inclusion of an announcement is NOT endorsement of the views of any organization or individual.

Dufferin Mall Employment Resource Centre invites you to sign up to receive their free monthly DERC E-Newsletter full of useful information about their services, job search tips, special events & more. They will also send you their calendar of events...The E-newsletter is being sent to over 4,223 subscribers including job seekers & organizations. What are you waiting for? **SUBSCRIBE NOW!!!** <http://www.derc.ca/dmerc/ene newsletter/signup/ene wstest.htm>



Announcement from CAMH The Day Centre, located at 252 College St., was established many years ago to address an identified need for client activities. The Day Centre was temporarily closed in the Fall of 2003 for review. It has been decided that the Day Centre will be permanently closed, effective immediately. All clients who have attended at the Day Centre in the past year & their referring clinicians will be notified in writing of this decision.

Continuing Education Courses will soon be starting. The Continuing Education Office can be reached at tel. (416) 338-4111. A few copies of "Learn for Life" are available at the C/S Info Resource Centre, or you can get one mailed to you by calling them. They are on the web as well, at www.tdsb.on.ca/coned. Registration can be done on-line, in person, by fax: (416) 394-3877, by tel: (416) 338-4111, or by mail: Toronto District School Board-Continuing Education, 2 Trethewey Drive, 3rd floor, Toronto, ON M6M 4A8. Registration begins August 23, 2004 and ends on September 24, 2004.

Sistering has moved! Sistering has moved from their 523 College Street location. Their new location will be temporarily located at Heydon Park Secondary School at 11 St. Anne's Road, Toronto, ON M6J 2C2 (located off Dovercourt between College & Dundas) Drop-In tel. (416) 926-1946.

Making Gains in Mental Health & Addictions: Knowledge, Integration, Action Be part of Canada's most important mental health & addictions conference. From October 3 to October 6, 2004 four of the leading organizations in mental health, addictions & substance abuse in Ontario will be hosting a major conference to be held at the Hilton Toronto Hotel. The conference will be an opportunity for researchers, primary care practitioners, mental health & addictions professionals, public educators, physicians, policy makers & analysts, political decision makers, community organizations, consumer groups, family members, service providers & volunteers to meet like-minded participants & learn about the most up-to-date issues affecting mental health & addictions today. For full Conference Program, Online Registration & Accommodation information, please visit www.makinggains.ca

Borderline Personality Treatment Study. Participants needed! Inclusion Criteria: A diagnosis of Borderline Personality Disorder, age 18-60, a willingness to complete interviews & questionnaires & a willingness to engage in 1 year of treatment. Exclusion Criteria: A serious medical condition that may require hospitalization & a current psychotic disorder. For more information please contact: Eleanor Liu (Research Analyst), Centre for Addiction & Mental Health 33 Russell St. Toronto, M5S 2S1 (416) 535-8501 ext. 6281 **Financial compensation provided.**

Research Participants Wanted Do you have a diagnosis of Schizophrenia? Were you on stable medication in the last 6 weeks? Are you interested in participating in an imaging study? We are looking for patients with schizophrenia on stable medication for 6 weeks that do not abuse alcohol or drugs. We are studying the reaction of the brain to loud sounds & money. **Financial compensation provided.** For more info or to register call Dr. Savina at tel.(416) 535-8501 ext.6412



Harvest Days of Summer at CAMH! - The Sunshine Garden is in full harvest! Sunshine Garden Market is open on Monday & Thursday mornings between 10:00 - 11:30 am at CAMH Queen Street Site, 1001 Queen Street West, along the West Wall. Come on out to the Sunshine Garden Market for a wide variety of delicious & freshly-picked produce grown in our very own organic urban garden! Look for zucchini, turnips, parsley, basil, green onion, kale, assortment of tomatoes, beets, carrots, Malabar spinach, French filet beans, peppers, eggplant & other local & cultural produce. For more info call The Community Relations Office at CAMH, Admin. Building, Room 2011B (416) 535-8501, ext. 6718

Mutual Aid Initiative (MAI) Call for participation of Consumer/Survivors & family members. MAI offers a unique environment for peer-support & peer counseling & is oriented towards the development of a support network & friendships. It is developed to meet the strong need of Consumer/Survivors to share their concerns, thoughts, emotions, problems, to see how others tackle similar situations, & get support in achieving their health, social & employment goals. Telephone support can be arranged. Please contact Peter at (416) 533-0826.

Community Board Members Wanted A-Way Express is a Community Economic Development (CED) and C/S operated courier service in Toronto. We provide meaningful employment to individuals with mental illness that strive for personal and professional growth. We require people with business, accounting/financial and/or marketing expertise to serve on our Board of Director's. People with familiarity of mental health issues are preferred but not essential. Please apply by November 2, 2004 to Stephanie Lafratta-attarfal@sympatico.ca

Fitness For Consumer/Survivors Run or walk on Sunday mornings at 10:00 with other consumer/survivors. Meet at the Riverdale Perk Cafe (633 Logan Ave.). Recently, this group that encourages Consumer/Survivors to lead an active lifestyle was formed. The name of this group is Physical Activities for Consumer/Survivors or PhACS. The purpose is to promote wellness through fitness. For Consumer/Survivors who may have been sedentary, PhACS adds a new dimension to their lives. Currently the activities include running & walking; but there are plans to expand into other fitness activities. PhACS is a self-improvement group that strives to improve health & lifestyle. As a group you encourage each other, learn from each other & strive to meet your fitness goals together. PhACS is a great example of Consumer/Survivors recognizing a need, getting organized & doing something about it. PhACS is also producing a media package & website. This group is funded in part by Accent on Ability. For more info call 416-604-6973. This group is **FREE**. They provide some funds for TTC fares, refreshments, race fees & if required, running shoes.



Mental Illness Awareness Week is October 4-10, 2004. It is coordinated by the Canadian Alliance on Mental Health, with support from all of its member organizations. Visit www.miaw-ssmm.ca & take their mental health literacy survey.

Family Outreach and Response Program is starting a **free** 8 week course on recovery education & support for families who have a relative with a serious mental health problem. Do you: want to learn about mental health recovery, feel despair & hopelessness about your loved one's future, want to know more about how you can support your loved one's recovery process or want to understand more about the family's recovery process? Course starts Mon., Sept. 27, 2004 from 6:30pm-8:30pm at 1001 Queen St. W. For more info or to register, call Karyn Baker at tel.(416)535-8501 ext. 2011.

Province-wide Dissemination Of Consumer/Survivor Research

The Ontario Peer Development Initiative (OPDI), along with the Centre for Research & Education in Human Services (CREHS), is presenting the results of an important evaluation research project of consumer/survivor initiatives. The 7th in a series of province-wide workshops will take place in Toronto. The workshop will take place Sept. 21, 2004 between 9 am & 12 pm at the Days Inn Hotel & Conference Centre, Wellesley Room, 30 Carlton St., Toronto, ON. Their phone # is (416) 977-6655 or toll free at 1-(800)-DAYS-INN. For more info, please contact: Janice Towndrow, OPDI Peer Advisor (416) 484-8785 x 239 or 1-866-681-6661 (toll-free)

Self-Help Fair Celebrate Self-Help Awareness Week at "Help Yourself to Self-Help" on September 29th, 2004 at 3pm-5pm at the Self Help Resource Centre on 40 Orchard View Blvd., Suite 200, 1 block north of Eglinton & 1 Block West of Yonge. Following the Fair (at 5:15pm) there will be refreshments & entertainment. **Free**.

Stand-Up for Mental Health! CMHA Toronto & Niagara, CMHA/FANY & What Next! cordially invite you to a comedy show. This is a group of people that have mental health issues doing comedy all about their mental health journeys. Renowned Vancouver Comic-David Granirer & a Comedy Troupe of Consumer Survivors look at the brighter side of taking meds, seeing counselors, getting diagnosed, & dealing with the mental health system. This show aims to reduce public stigma around mental illness & spread a message of hope & empowerment! Mon., Sept. 27, '04 at 6:00pm at Yorkwoods Theatre at 1785 Finch Ave. W. Seating is limited. For reservations call (416) 789-7957, ext. 228. **Free**.

North York Women's Centre Fall 2004 Programs & Workshops Programs. **Free**. Programs include 'Assertiveness', 'Panic to Power', 'Art Therapy', 'Sharing and Caring Drop-In' and many other programs and workshops. Unless otherwise stated, all groups & workshops take place at the North York Women's Centre. Childminding may be available, however, we need 48 hours notice to make arrangements. When calling to register please indicate if you need childminding or if you have any requests in regards to accessibility. Please register ASAP to secure your spot. Please call to cancel if after registering you find you cannot attend. Call the NYWC at 416-781-0479 for info. 201 Caribou Road, North York, Ontario M5N 2B5 Tel: 416-781-0479 Fax: 416-781-3822 www.nywc.org email: info@nywc.org



Painting and Drawing Classes Fall classes start on Sat., Oct. 9, 2004 from 2pm-4:30pm. Please call Trinity Recreation Centre (Queen St. W. of Bathurst St.) 155 Crawford St. Geared to Consumer/Survivors who are comfortable with the general public. Supportive atmosphere. Wheelchair accessible. Free under the "Welcome Policy" to those on disability supports, or \$63/9 weeks. Supplies provided. Registration is required. Registration starts September 15, '04. Call tel. (416) 392-0743.



Free & Low Cost Activities

Wednesday September 15

Reading Series, U of T Bookstore, The Challenges We Face: Jennifer Welsh, Innis Town Hall, 2 Sussex Ave. (at St. George), 7:30pm. **Free**. For more info please call 416-978-7989 or 978-7908 or e-mail us at events@uoftbookstore.com

Thursday, September 16

Farmer's Market – Every Thursday until October 21, 8 am - 2 pm. Ontario fresh local produce and baked goods. **Free**. (905) 985-7493

Friday, September 17

Queen Street Art Crawl - from September 17-19. Outdoor art show & sale and artists open studios. We are pleased to present nightly programs showcasing the talent of performance artists, film and video makers, musicians and local personalities: **The Outdoor Art Show & Sale** is in Trinity-Bellwoods Park on Saturday, September 18th and is featuring over 150 artists and live entertainment... **Consumer/Survivors** will be presenting creative items for sale along Queen St., at 1001 Queen St. W. **The Artist Open Studios** includes dozens of artists studios in various locations in the Queen West neighbourhood from Spadina to Roncesvalles... **The Performance Art Krawl** features Toronto performance artists causing a commotion in different galleries along Queen Street West...and at the **Queen West Film and Video Makers Showcase** you can see film and video makers cause a stir at the Gladstone Hotel. For information on the 2004 Queen West Art Crawl please contact Clinton Walker at 416-392-1038, ext. 30.



Tenors, Sopranos And The Sounds Of Big Bands - On A Canadian Tour. Runs from 8 pm - 10 pm. **Free**. Mel Lastman Square. HOTLINE: (416) 395-7584 ext. 2

Reading Series, U of T Bookstore, Colourful and Colorful: Katherine Barber, Hart House Library, 7 Hart House Circle (2nd Floor), 7:30pm. **Free**. For more info please call 416-978-7989 / 978-7908 or e-mail us at events@uoftbookstore.com

Sunday, September 19

The Toronto Music Garden – Self-guided tours. **Free**. The Park is located on the city's waterfront at 475 Queens Quay West. 416-973-4000

Monday, September 20

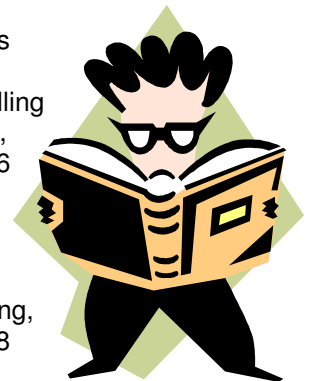
Reading Series, U of T Bookstore, Great Fiction: Shauna Singh Baldwin, Robert McGill and Bryna Wasserman, 7 Hart House Circle (2nd Floor), 7:30pm. **Free**. For more info please call 416-978-7989 / 978-7908 or e-mail us at events@uoftbookstore.com

Friday, September 24

Tenors, Sopranos And The Sounds Of Big Bands – Special Presentation by Governor General's Horse Guards Band in full uniform! 8 - 10 pm. **Free**. Mel Lastman Square. HOTLINE: (416) 395-7584 ext. 2

Sunday, September 26

The Word On The Street, Toronto's annual, outdoor book and magazine festival, is celebrating its fifteenth year in a spacious new location – Queen's Park! This year's event will be the biggest and best yet with more than 275 publishers, booksellers, writers' organizations, and literacy groups selling books and magazines of all genres. Plus, 100+ author readings, book signings, panel discussions, multicultural and multilingual programming, KidStreet, food, music and so much more! 11 a.m. to 6 p.m. Queen's Park– between Bloor and Wellesley (Nearest subway: Museum or Queen's Park) **Free**. Tel. (416) 322-7011 x226



Thursday, September 30

Reading Series, U of T Bookstore, Stories of Altered Lives: Louis De Bernieres and Beth Powning, 7 Hart House Circle (2nd Floor), 7:30pm. **Free**. For more info please call 416-978-7989 / 978-7908 or e-mail us at events@uoftbookstore.com

Job Postings



Houselink Community Homes

Full time Senior Maintenance Coordinator and Full time Maintenance Worker

Houselink Community Homes is a non-profit organization providing housing and support to people who live with serious mental illness or are otherwise marginalized. Houselink owns and operates 22 scattered properties and provides maintenance services in other Houselink occupied locations.

Houselink Community Homes currently have 2 positions advertised: **Full time Maintenance Worker**-File #MW222. Salary is \$35,000/yr, with a generous benefit package and **Full time Senior Maintenance Coordinator**-File #SMC222. Salary is \$50,233/yr, with a generous benefit package. For more info or to view job descriptions visit:www.houselink.on.ca Please apply by Sept.17th, Quoting the File # to: Hiring Committee, Maintenance Coordinator, Houselink Community Homes, 805 Bloor Street West, Toronto, Ontario M6G 1L8

Applications are encouraged from psychiatric survivors, aboriginal people, people with disabilities, people of colour, gays, lesbians and women.

Ontario Council of Alternative Businesses and Parkdale Green Thumb Enterprises

2 Full time, unionized contract positions

Site Supervisor Manager: This position is responsible for coaching, skills training and leadership development of employees engaged in horticultural work as well as day-to-day management of our streetcape and horticultural contracts, ensuring efficient, beautified and safe customer environments.

Qualifications include: Progressive experience, preferably a minimum of two years, working in a horticultural environment, demonstrated supervisory experience, the ability to work independently and within a team, lived experience and applied understanding of the psychiatric Consumer/Survivor community, its challenges and opportunities and strong communication, administrative and organizational skills.

Business Developer: This position is responsible for developing business opportunities, marketing, and increasing sales revenues.

Qualifications include: Progressive experience, preferably a minimum of two years, working in a business environment, excellent customer service and networking skills, knowledge of horticulture, the ability to work independently and within a team, lived experience and applied understanding of the psychiatric Consumer/Survivor community, its challenges and opportunities and strong communication, administrative and organizational skills.

Both positions are full time, unionized, contract positions with strong possibilities for renewal, \$35,000/year plus benefits.

Submit resume indicating position applied for to: PGTE Hiring Committee, 1499 Queen St. W., Suite#203, Toronto, ON M6R 1A3 or fax (416) 504-8063 by October 8, 2004 at 5:00pm.

Eva's Phoenix

Full time Youth Counselor

Eva's initiative is an innovative and rapidly expanding organization which operates three shelters for homeless and at risk youth aged 16-24. Counselors work a shift rotation, & are responsible for providing counseling and support to residents.

Qualifications include: Strong counseling skills with a Post Secondary education in counseling or related field, experience working with homeless and at risk youth, experience in supportive counseling and group work, strong computer and documentation skills relevant to counseling, experience working with diverse populations, demonstrated experience working with a team, experience with conflict resolution and de-escalation, experience working within a constructive communication model, and all mandatory Shelter Standards training including First Aid and CPR. A valid driver's license and other languages are considered assets.

Salary is \$31,304 annually plus benefits

Applications are due by Sept. 17, 2004 at 5:00pm. Att'n: Manager of Housing and Community Supports, Eva's Phoenix 11 Ordance St., Toronto, ON M6K 1A1. Fax: 416-364-7533. No phone calls please.

Psychiatric Survivor Archives, Toronto (PSAT) Needs You!

Do you have skills as a Plumber.....and a Carpenter?



Then PSAT would like to employ you to do some short-term contract work:

- A pipe needs to be capped
- some shelves need to be torn out in one location and repaired in another place
- and some painting needs to be done.

Both locations are in downtown east side Toronto where PSAT has office and storage space. You will also be asked to purchase some material to assist with this work, which will be paid for by PSAT. PSAT would like this work done in Fall 2004. We will negotiate good wages with a person who is hired for this job.

Psychiatric consumer/survivors are encouraged to contact us if you are able to do this work.

Contact us for more information no later than Friday September 24, 2004 at:

Email: info@psychiatricurvivorarchives.com or Phone number: 416-661-9975 or 416-545-0796

Consumer Survivor Information Resource Centre

Job Description: Coordinator, full time position

The Consumer Survivor Information Resource Centre of Toronto has been established to meet the information needs of consumer/survivors in the Toronto area. The Centre provides information, outreach, and related services with the goal of removing the information barriers that may prevent consumer/survivors from achieving an optimal quality of life. It seeks to raise awareness and understanding of mental illnesses, addictions and concurrent disorders. It also aids people in the competent use of the health care system and social support agencies, and strives to raise awareness of the factors that influence health. It operates on the belief that timely information distribution equips people to better utilize the resources available within the community.

Responsibilities:

- Oversee day-to-day operation of the Consumer/Survivor Information Resource Centre (C/S Info) and financial operations
- Supervise, coordinate, and further develop the C/S Info drop-in centre.
- Respond to queries for information pertaining to mental health and addiction issues and supports.
- Work with the C/S Info Board of Directors to strategize on how best to reach and maintain the organization's goals & objectives, and encourage growth and diversification of C/S Info's activities.
- Develop proposals to enhance the organization and investigate alternative sources of funding and resources.
- Provide supervision, training & development of other employee(s) of C/S Info.
- Oversee the maintenance of the website.
- Outreach and network with funders, general membership, & community partners.
- Plan and/or participate with consumer/survivor stakeholders in community events to raise C/S Info's profile.
- Expand and diversify the organization's resource material.
- Supervise the development, production, and distribution of C/S Info's newsletter and ensure the quality of the newsletter and that the content within the newsletter is appropriate.

Qualifications:

- Must be a psychiatric consumer/survivor.
- Thorough knowledge of the services and resources available to consumer/survivors & people with substance use concerns.
- Excellent oral and written communication skills, including presentation and public speaking skills and experience
- Excellent interpersonal skills (i.e., able to work with consumer/survivors and mental health professionals).
- Knowledge about information technology (hardware and software).
- Demonstrated supervisory experience.
- Experience in budgeting, writing proposals and newsletters.
- Experience in accounting and bookkeeping in a computerized environment is an asset.

Competitive salary and benefits package

Please submit a cover letter and resume by: September 17, 2004 Hiring Committee, The Consumer/Survivor Information Resource Centre c/o Day Centre, CAMH, 250 College Street, Toronto, Ontario M5T 1R8

We regret that only those candidates to be interviewed will be contacted. No phone calls or faxes please.

If you are not already receiving *THE BULLETIN* regularly, you can receive it FREE via mail or e-mail csinfo@camh.net C/S Info Centre, Tel. (416) 595-2882 or (416) 595-1205 Fax (416) 595-0291. The Bulletin will be published on the 1st and 15th of each month. Please send announcements and job postings as far in advance as possible.
