

# GOOD WORK NEWS

The Working Centre, 58 Queen St. S. Kitchener, ON N2G 1V6

Issue 92

March 2008

Subscription: A Donation Towards our Work

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## Sylvia & Stephen Scott

By Dave Thomas

Sylvia and Stephen Scott know what it's like to grow up in poverty. Now that they are successful professionals in Kitchener-Waterloo, they're giving something back to the community where they grew up – and they're making a difference.

Originally from Kenya, the two have both been in Canada for more than 30 years, where they studied and have built solid careers – Stephen is a science teacher at Waterloo Collegiate Institute, and Sylvia is a nurse and administrator at Grand River Hospital. During those years they have contributed a lot to the community in KW.

But the Scotts' good work goes far beyond the confines of Waterloo Region. As the founders of the charitable organization Caring Partners Global, they have mobilized resources here to establish the Matangwe Community Health and Development Project to help improve the lives of the people of Matangwe and surrounding area in rural western Kenya, where they grew up.

The health clinic is the hub and springboard of all community development activities. The centre has a treatment facility with walk-in primary care services, in-patient stabilization and birthing beds, a pharmacy and a basic laboratory. The clinic also provides community home-based care through 17 communities around Matangwe, and operates weekly health outreach programs at schools for students and community members. The centre also houses a residence for staff and volunteers. It has running water and electricity (from an array of solar panels and a generator).

The donors from Waterloo Region have been instrumental in making the Matangwe vision a reality. The services offered by the clinic are a

lifeline for the community, which is seven kilometres from the small district hospital and more than 70 kilometres away from the nearest hospital.

Responding to the HIV/AIDS crisis in the area, the clinic provides confidential services such as counselling, testing and treatment. Home-based care is well established to support the aging grandparents and their orphaned grandchildren. Lay community health workers (CHW) selected by their own communities receive training through the Matangwe clinic in partnership with the Kenya Ministry of Health. Nine CHWs, each assigned two to three villages, currently carry a case load of 95 patients, whom they visit weekly or more if needed.

A CHW's home-based care gear includes a bicycle, rubber boots to manoeuvre the narrow, busy and ragged paths, an umbrella for rain or shine and a HBC kit comprised of a high protein flour, refill medications for opportunistic diseases, hygiene supplies and gloves for themselves and the caregivers. This partnership was made possible by Help The Aged Canada (HTA), a Canadian non-profit charity that caters to the needs of the elderly and impoverished individuals.

There is also a feeding and sponsorship programs. The feeding program provides a lunchtime meal for 500 elementary school students at the Matangwe School. The goal is to expand and model the program to all 10 primary schools in the 17 communities served by the project. An education sponsorship program means that more students have the opportunity to get a secondary education. Initiated in 2006 with 15 orphaned and needy children, the sponsorship program has grown to 55 children in

## 5380 Manufacturing Jobs Lost in Waterloo Region

By Joe Mancini

During the last three years there have been significant layoffs and plant closings throughout Ontario. In Waterloo Region alone we have seen the disappearance of over 5380 well paying jobs at Tiger Brand Knitting (300 jobs), Uniroyal Goodrich (1000 jobs), Ventrtech (150 jobs), ATS (100 jobs), Imperial Tobacco (555 jobs), former Budd Automotive (720 jobs), NCR (700 jobs), Image Craft (550 jobs), La-Z-Boy Canada (450 jobs), MTD (200 jobs), Stack-A-Shelf (45 jobs), Lear (350 jobs), Ledco (100 jobs), the former Collins and Aikman plant (80 jobs), Cambridge Stampings (80 jobs). In Ontario, over 30,000 manufacturing jobs have been lost over the past five years.

What we are seeing is a continuing trend of manufacturing job losses that, over time, are replaced by part-time, temporary, and service sector jobs. Many economic com-

mentators have noted that North America's low inflation, low interest rate, and real estate boom has been sustained by the rapid growth of China's manufacturing sector. Our economy keeps growing and everyone seems content with the flood of cheap goods from Asia.

The fallout is a different story. Throughout the boom, The Working Centre has witnessed the everyday struggles of job searchers trying to find jobs that will not leave them below the poverty line. Last year, over 3000 people including New Canadians, people who face long-term unemployment, workers with physical disabilities and injuries, entry level workers and skilled workers used our job search resource centre.

The dilemma that job counselors face each day was nicely described by Barack Obama who summarized the North American economy as one that "...ship(s) jobs overseas

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Twenty Third Year

Issue 92

March 2008

Good Work News

Good Work News was first produced in September 1984. It is published four times a year by The Working Centre and St. John's Kitchen as a forum of opinions and ideas on work and unemployment. There is a circulation of 9,500 copies. Subscription: a donation towards our work.

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Contributors: Joe Johnson, Rebecca Mancini, Leslie Morgenson, Jesse Robertson, Bob Shantz, Myroslava Tataryn, Sarah Anderson, Geoff Nelson, Andy Macpherson, Doug MacLellan, and Dave Thomas.

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Mayor Carl J. Zehr & Mayor Brenda Halloran

cordially invite you to attend the

Twenty First Annual Mayors' Dinner  
in honour of  
**Stephen and Sylvia Scott**

Saturday April 5<sup>th</sup>, 2008

Marshall Hall, Bingemans, Kitchener

Cocktails and Auction Preview: 5:30 pm  
Dinner: 6:45 pm

For more details call (519)743-1151 x119



The Mayors' Dinner is an evening that celebrates outstanding contributions to our community. It is also an important fundraising event for The Working Centre and St. John's Kitchen.

I would like to purchase:

- Individual Ticket: \$80 (includes one tax receipt for \$40)
- Contributor Sponsorship Package: \$195 (includes 2 tickets, recognition in dinner program, and one tax receipt for \$115)
- Community Group Package: \$600 (includes 8 tickets and one tax receipt for \$280)

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Sylvia & Stephen Scott

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2008. The goal is to mentor a generation of responsible citizens and future leaders that will in turn give back to their community.

The Matangwe project has been an amazing human-scale success story. Stephen and Sylvia have been the moving force in Canada behind the endeavour, raising funds from service clubs, corporations and individuals; recruiting health care professionals and volunteers to lend their expertise in the field; liaising with a community advisory council in Matangwe to ensure that the efforts are grassroots and gain acceptance and credibility with the residents.

To understand how this quiet, soft-spoken pair have been so effective at mobilizing people, funds and other resources here in KW to help people half a world away, and why they're being honoured as the Guests of Honour at the 21st annual Mayors' Dinner, one need look no further than to how they were raised.

Their childhoods had a strong influence on how they have lived their lives.

As a young child, Sylvia had two sisters who died, at the ages of seven and four. While attending a boarding school run by Dutch nuns, she used to receive immunizations at a mobile clinic. Because she was in poor health, she also received vitamin shots and was placed on a restricted diet. Sylvia didn't understand exactly why all this was being done, because nobody explained it to her. But it instilled in her a deep desire to help other people.

Stephen, who also went away to school, was inspired by his parents

to improve himself. "They told me 'Focus on pen and paper. Get a good education; better things will come to you,'" Stephen remembers.

Sylvia concurs: "Our parents instilled good morals in us – to know how to take the right path." Stephen adds that "the way our parents shaped us lingers in us; it's allowed us to do what we have done."

Both agree that it was these values, plus focusing on hard work, education, and Christian faith that established in them a foundation that enabled them to get ahead.

Stephen came to Canada first, in 1970. He studied first at Ontario Bible College, then went to Wilfrid Laurier University and teachers college at the University of Toronto. He and Sylvia married in 1974, and Sylvia joined her husband here. She attended Wilfrid Laurier before studying nursing at Conestoga College. They adopted Stephen's three year old niece after her father died of cancer, and had their own kids.

Stephen and Sylvia moved to Moosonee, where they worked for two years. They were surprised that rough conditions could exist in a country as wealthy as Canada. But, having grown up in a similar environment, they developed a close relationship with the aboriginal population there. This was another valuable lesson in their appreciation for the circumstances in which people find themselves.

After returning to KW in the 1980s, the couple continued to work hard, raise their family and help their native country from a distance. But in 1994, Sylvia went back to Kenya

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**This past year, Recycle Cycles has fixed up and reused over 500 bikes and serviced a total of 2000 bikes, helping many get access to an affordable and environmentally friendly means of transportation.**



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**Public Hours:** (repair your bike with volunteer support, or buy refurbished bikes) Tuesdays: 11am-4pm, Wednesdays: 1pm-4pm, and Saturdays: 10am-2pm

**Volunteer Hours:** (help refurbish old bicycles) Thursdays: 1pm-4pm and Fridays: 11am-2pm

43 Queen St. S. (2<sup>nd</sup> floor) • 519-749-9177 ext.222  
recyclecycles@theworkingcentre.org

# St. John's Kitchen

## Testimonies

By Leslie Morgenson

The restaurant at the Westin Hotel in New York city recently added to their menu, a bagel dish featuring white truffles and gold flecked jelly. This new item sells for \$1,000 US. But apparently that can be topped. The Serendipity 3 Restaurant also in NY, has a gold flaked dessert on their menu worth \$25,000. Fortunately, they have yet to make a sale.

For all those who wonder how there can be poverty in this world where there is in fact enough food to feed everyone, here is the first piece of the equation. Though some may consider it simply a lark, such obscene overpricing is all part of an ongoing message - we always need to be spending. And our overspending is what drives prices out of reach for more people everyday.

If anything has become clear to me over my 8 1/2 years at St. John's Kitchen it is this: the true testimonies of St. John's Kitchen are the stories of people who don't have to come daily for a meal, companionship or assistance navigating their way through a world that continually punishes them. It is the lifestyle of the rest

**Our willingness to examine our own spending and refusing to ride the consumer roller-coaster is the greatest kindness we can give to our community.**

just "eat to live". I want people, in a modest way, to "live to eat".

Alice Waters, a world renowned chef addressed this concern in an article, "Slow Food Nation." As long as we maintain our allegiance to fast food, she says, eating alone on the run, we are submitting to the notion that eating holds no importance; that food is cheap, plentiful and therefore okay to waste.

Our marriage to fast food misleads us into thinking there is food available for everyone at a low price when in fact we pay more in terms of the cost to the environment and public health, by eating cheap fast food. Waters states, "When we claim that eating well is an elitist preoccupation, we



create a smokescreen that obscures the fundamental role our food decisions have in shaping the world." We need to eat well, and we need to feed others well.

The other St. John's Kitchen story that is best viewed from outside our walls is mental illness. This diverse population struggles immensely with mental health issues which at times is torturous for people and yet at other times a rare gift offering the insight of a Virginia Woolf, whose husband commented that her mental illness was "the lava out of which she created her great novels."

For most people there is the complexity of whether they want medication at all and/or how they will medicate. The challenge is finding ways to support both. This tug and pull plays out daily within our walls.

**The challenge is finding ways to support both. This tug and pull plays out daily within our walls. But the bigger problem still remains how mental illness is responded to outside of St. John's Kitchen.**

But the bigger problem still remains how mental illness is responded to outside of St. John's Kitchen. Again it's the testimony, or in this case the attitudes, of those who don't come to the kitchen. People with mental health issues who are already in great

personal turmoil are continually shunned and punished for being ill. The response in the wider community is often fear that leads to phoning the police. This lack of understanding creates a divide that makes it difficult to reconcile these two separate cultures both trying to live within the boundaries of the same city. How can people outside St. John's Kitchen find the bridge to this large diverse population of people? Surely this is where the responsibility does lie. And the gift is the witnessing of an amazing second sight from a troubled mind as well as a relationship.

As a rich country we have a responsibility to examine and change, if necessary, the patterns in our lives when the health our own families, our communities and our nation calls for just such a step.

*I am currently keeping a list of books (fiction and non-fiction) that describe St. John's Kitchen. Please contact me at [leslie@theworkingcentre.org](mailto:leslie@theworkingcentre.org) if you have any you would like to add.*

## Sylvia & Stephen Scott

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to visit her ailing mother, and became reacquainted with the limitations of the health care system there. The community leaders at Matangwe sought the support of the Scotts to help establish a clinic to bring health services closer to their community.

It took several years of hard work, partnership-building in Kenya and Canada, advocacy, fundraising and sweat, but they founded Matangwe Community Health and Development Project in 1996 and CPG in 1998. The clinic finally opened in 2001. They have been making annual trips to Matangwe, taking equipment, supplies and volunteers who offer their services to the community.

Both Sylvia and Stephen are very careful by nature, but they knew that, for the project to be successful, they needed to proceed in a way that would get the buy-in from the people of Matangwe themselves.

"Just putting in money is not the answer," Sylvia says. "In the long run, you won't achieve very much. Just buying and donating stuff doesn't work."

The people have to feel they own the projects and the change, explains Stephen. "Work is distributed among different families, so that they can all contribute and feel ownership. Some people might not have exactly the skills needed, but they have respect and influence in the community."

The Scotts' connection to the community and their understanding of the culture have been important factors in the success of the Matangwe project. But Stephen and Sylvia are quick to point out that the efforts of a lot of people have been crucial too. They say the main features of a successful community project are:

- Commitment and hard work

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## Thank You to Manulife Financial

For many years, Manulife Financial has provided a Christmas Lunch for all of its employees in Kitchener-Waterloo. In return, employees are asked for a small donation that is distributed to Food Programs in Waterloo Region. This year, St. John's Kitchen received \$8,700 from the Food for Friends Lunch.


Later that week, we were informed

that Manulife Financial Local Employee Spirit of Giving Committee had chosen St. John's Kitchen as the recipient of a donation on behalf of Manulife employees in Kitchener-Waterloo. We were thrilled to receive an additional \$10,000.

We are grateful for the special support provided by Manulife Financial to St. John's Kitchen.

*A very deep Thank You to all those who contributed so generously to The Working Centre and St. John's Kitchen during the Christmas Season*

*So many donations were received, both large and small that help make possible all the projects of The Working Centre. We appreciate all the support you provide to make this work possible. In the June issue of Good Work News, we look forward to thanking the many who generously support this work.*



Anna Hogan

**A gilded plate of food- beyond being ridiculous is tragic, not because the street population longs for just such a meal but offering this item adds to the ever widening socio-economic gap.**

of us that creates conditions where food, housing and basic needs are inaccessible for others.

There is nothing challenging about this thought. The more we are willing to spend, changes the cultural landscape for others. A gilded plate of food- beyond being ridiculous is tragic, not because the street population longs for just such a meal but offering this item adds to the ever widening socio-economic gap. A person's willingness to forgo some overly priced extravaganza would go much farther than giving a \$2.00 handout. Our willingness to examine our own spending and refusing to ride the consumer roller-coaster is the greatest kindness we can give to our community.

The greatest quandary for me is how to bridge my own pleasure in food with the hunger in others. I don't mean gold- encrusted pleasures, but... how can I even find enjoyment in say freshly baked bread, my favourite food, when another is hungry? The question has plagued me for years. The pleasure of food of course is something I want everyone to possess. It's not enough to

Photo courtesy of Doug MacLellan



Andy Macpherson and his quartet including special guest and friend Paul Tratnyek performed to a crowd at Queen Street Commons Café. Andy's New Vibes Jazz Quartet plays regularly on the last Friday of the month. Wilfred Laurier University classical music students are performing each Friday.

Photo courtesy of Doug MacLellan



Two volunteer dinners were held at St. John's Kitchen on February 19<sup>th</sup> and 25<sup>th</sup> for over 185 volunteers who are the main workforce behind many Working Centre projects. This year, our Maurita's Kitchen cook Mike Laleff prepared a meal that featured Sweet Potatoe Soup with Mint Oil, Classic Ceasar Salad with Feta Parmesan Tuille, Wild Mushroom Cannelloni with Basil Cream, and Tiramisu.



Photo courtesy of Doug MacLellan

One goal of the Queen Street History Project was to locate the family of Aaron Bricker, the Berlin builder who constructed 66, 58, and 54 Queen Street South. On February 22<sup>nd</sup>, David Bricker, grandson of Aaron Bricker, visited The Working Centre and was reacquainted with his grandfather's accomplishments.



## Manufacturing Job Losses

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and force parents to compete with teenagers for minimum wage at Wal-Mart."

The Working Centre is working closely with the Lear and Ledco Action Centres that have been set up at the CAW Union Centre on Wabanaki Drive and the NCR Action Centre to provide resume and job counselling support. This work is an attempt to support manufacturing workers who are facing an unrelenting job market.

## Sylvia & Stephen Scott

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- Accountability that builds capacity, not enforcing power and control
- Responsibility and transparency in leadership and role modelling
- Respect for other people, especially the impoverished
- Listening to really hear and understand people's needs
- Being trustworthy and credible to always do the right thing and learn from failure
- A strong faith that guides the moral conscience to remain steadfast even in failure

And the Matangwe project continues to grow. New priorities are:

- A community centre for literacy training, education for young girls, intergenerational mentoring, and apprenticeships
- Expansion of the school feeding program
- Sustainable agriculture, water and sanitation initiatives
- A mortuary where bereaved families can expect compassionate, dignified care and closure in honour of lives lived and loved.

Unfortunately, the area has not been immune to the recent post-election troubles in Kenya. For the moment, volunteer missions are suspended. And there has been some trouble getting access to basic medical supplies. For the long term, though, Sylvia and Stephen remain optimistic. Their goal is to arrange for more stable funding so that they can put infrastructure in place, bring in skilled people and train local people.

## Are you looking for work?

*Our Job Search Resource Centre assists thousands of people in their search for work each year, offering the following services:*

- Access to computers for resume preparation, online job search, access to email, researching your occupation and local employers
- Assistance with preparing resumes and cover letters
- Help preparing for interviews
- Individual employment/career counseling
- Newspapers, fax machine, photocopier, & telephones
- Exploring ways to make your job search more effective
- Access to job leads and employment opportunities
- Links to local employers
- Specialized supports for New Canadians
- Workshops on job searching, interview preparation, portfolio development, researching your occupation in Canada, and more.



Monday, Tuesday, Thursday, and Friday: 9am-4pm  
Wednesday: 9am-7pm



58 Queen Street South • 519-743-1151

## Do you want to start or improve a small or home-based business?

**This comprehensive 10-week business training course offered through the Waterloo Region ASSETS+ Project offers a step-by-step approach to developing a winning business plan!**



**Since the project started in September of 2006, four sessions have run, supporting 46 people through the process of starting a home-based business.**

### Some WRAP Graduates' Businesses include:

- Walking Fern Enterprises - White Tea Sales
- Little City Farm - Bed and Breakfast
- Read For Your Life Bookstore - Used Childrens' Books
- Hammond Gone Digital - Image Digitizing Service

### How you can become involved with ASSETS+:

- Take the 10-week business training course
- Become a mentor to new entrepreneurs
- Refer someone who may benefit from taking the course
- Present a business technical seminar based on your business experience
- Contribute financially

### For more information about the Waterloo Region ASSETS+ Project, please attend one of these information sessions:

- Tuesday, March 18, 1- 2:30 (43 Queen St. S.)
- Tuesday, March 25, 1- 2:30 (43 Queen St. S.)
- Monday, March 31, 7pm- 8:30 (58 Queen St. S.)
- Tuesday, April 1, 1- 2:30 (43 Queen St. S.)

### Several Business Technical Assistance Seminars will be offered through WRAP that will be open to the public:

- Tuesday, April 8 - WRAP Graduation
- Tuesday, April 29 - Learn about the BarterWorks trading system
- Tuesday, May 13 - A Local Entrepreneur
- Tuesday, June 10 - Edmund Pries - CityCorp Realty Ltd.
- Tuesday, June 24 - WRAP Graduation

Please call 519-743-1151 ext. 206, email [wrap@theworkingcentre.org](mailto:wrap@theworkingcentre.org), or visit our website at [www.waterlooregionassets.org](http://www.waterlooregionassets.org) for more information.

# Disability Studies: Fertilizer for Cultivating Local Democracy

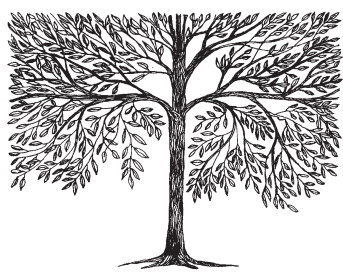
By Myroslava Tataryn

Local democracy may be less about structured democracy and more about things that happen at the community level that connect people and cultivate sharing. Yet, even within this movement dedicated to inclusive community, people with disabilities are typically left out. What assumptions allow for the continued systemic marginalization of people excluded from generalized public considerations of "all people"? What ideas and principles of local democracy can help us to move away from this cycle of discrimination? How can Disability Studies deepen our understanding of concepts such as dependence, interdependence and reciprocity? And how can a social model of disability inform the development of democratic communities?

## Principles of Local Democracy and Inclusion

Susan Mosoff writes, in the Manitoba Law Journal, that "exclusion from the mainstream of Canadian social and political life has been the historical norm for persons with disabilities." The marginalization of people with disabilities is so ingrained in our society that most of us, even social activists, fail to see it. Bias against disability is so ubiquitous it seems "normal."

Therefore, any authentic pursuit of an inclusive democracy, with "fostering relationships where people are real," must become aware of the process by which our society, our organizations and groups, even on the small scale, exclude people with disabilities.



Recognizing disability bias is critical for social movements because, as Sherene Razak says in her book *Looking White People in the Eye*, "we fail to realize that we cannot undo our own marginalization without simultaneously undoing all systems of oppression." Yet, ableism is one of the "isms" that has escaped our exploration of local democracy. However, I believe that there is much that the thinkers that inspire The Working Centre and the local democracy movement can contribute to a struggle against ableism, just as Disability Studies work can facilitate the realization of local, democratic, inclusive communities.

Recent Disability Studies scholarship resonates with the theories of Illich, Lasch and Berry as they

critique institutionalization and call for truly community based, small-scale efforts to educate, care for and support people of all ages. The inclusion of all people regardless of physical differences demands a revisioning of social and cultural notions of dependence, interdependence and reciprocity.

## What is Disability Studies?

Disability Studies is an emerging scholarly discipline that examines the construction and interplay of disability in society. As Tanya Tichkosky articulates, "disability as a space to critique the goings on of culture is still an alien idea overwritten by the need to simply 'help' Disabled Others." Because the philosophy of The Working Centre rejects charity-based models of support, it joins the Disability Rights Movements' struggle towards the construction of reciprocal communities that value its members' diversity. But before we discuss the convergence of disability theory and Working Centre philosophy we must first stop to problematize the term "disability" itself.

## The Social Model

Disability Studies and activism engages a 'social model' of disability instead of the institutionalized medical model. The social model of disability locates disability in societal relationships rather than in individual bodies. People are not disabled simply by virtue of a physical or cognitive impairment but rather by the social systems, structures, and attitudes that are set up for a certain type of body. As Susan Wendell explains, disability is socially constructed in many ways, "ranging from social conditions that straightforwardly create illnesses, injuries, and poor physical functioning, to subtle cultural factors that determine standards of normality and exclude those who do not meet them from full participation in their

What ideas and principles of local democracy can help us to move away from this cycle of discrimination? How can Disability Studies deepen our understanding of concepts such as dependence, interdependence and reciprocity? And how can a social model of disability inform the development of democratic communities?

societies." When considering cultural factors that disable people, stairs, ramp-less curbs and unshovelled unmaintained walkways come to mind; but far more subtle factors preclude people's involvement in community, such as, for instance, 'pace of life.'



An increasingly faster pace of life in our contemporary society disables "through expectations of performance" (Wendell). This idea conforms to calls to restructure work and 'life pace' in communities aiming at becoming less reliant on the increasingly globalized, corporate market with its commodities and pressures to consume while destroying environment and community. Wendell considers how the daily grind of poverty, abuse, neglect, overwork and stress all contribute to disability but they are not equally distributed amongst all sectors of society. Therefore a focus on disability issues brings to light broader social justice issues: "the social factors that damage people's bodies almost always affect some groups in a society more than others because of racism, sexism, heterosexism, ageism, and advantages of class background, wealth and education."

The social model of disability removes people with disabilities from the exclusive sphere of medicine and rehabilitation to the arena of social justice. Therefore the systemic exclusion of disability from everyday community considerations needs to be redressed in true community and democracy building.

## Interdependence

One of the recurring themes in the

consideration of local democracy is that of interdependence. If we want to cultivate vibrant, democratic, local communities, we must recognize our interdependence as humans and citizens of a society and a community. Interdependence is also central to the theories of many disability scholars.

Dorothy Day writes how "the only answer in this life, to the loneliness we are all bound to feel, is community." Yet, our society exalts autonomy and independence. Even within the disability movement in North America, there has been a strong push for 'Independent Living.' But, as Wendell writes, this "tends to diminish the esteem of people who cannot live without a great deal of help from others, and to ignore or undervalue relationships of dependency or interdependence." She explains how "the problem of formulating alternative ideals that would recognize, value, and guide relationships of dependency and interdependence is shared by those who want ethics to be sensitive to non-disabled women's lives and those who want ethics to be sensitive to the lives of both women and men with disabilities." Social spaces that celebrate interdependence enfold not only disabled people but also others who are relegated to social margins such as nursing mothers or the elderly.

Also, taking into account the increasingly multi-cultural nature of our communities in Canada and in the K-W area, it is also important to note the cultural/situational and arbitrary nature of what is considered dependent. Susan Wendell writes that, "few people in the city would consider me a 'dependent' person because I rely on others to provide me with water out of the tap, electricity ... Yet if I rely on someone else to help me out of bed, help me use the toilet, bathe me, dress me... most people would consider me very 'dependent' indeed... it is instructive to remember that, to people who meet their own needs for water, food, shelter, and clothing more directly, all of us who live in industrialized societies may seem as helpless as infants."

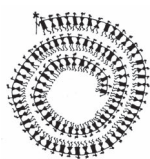
In discussions of local democracy we must ensure that our talk of the importance of one's own handiwork and self-sufficient production is mediated with discussions about the importance of exchange and the possibility of non-tangible and non-material contributions to community. Otherwise, we risk fostering ableist communities that exclude people unable to work but who should nevertheless be seen as invaluable community members. As Wendell Berry explains:

*"There are people who will always need a lot of help from other individuals to survive... and there are people who sometimes need a lot of help to survive. To the extent that everyone continues to consider 'independence' necessary to respect and self-esteem, all those people will be devalued. Moreover, some people will always expend tremendous energy*

Queen Street Commons  
Café presents

A regular Monday  
evening gathering  
6:30pm - 8:30pm

Dedicated to building reciprocal communities that  
value its members' diversity.

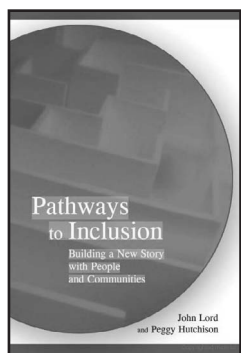


We welcome people who are disabled,  
their families, and caregivers for an  
evening of informal community.

**All are welcome!**

We hope to develop formal learning opportunities in the future





# Pathways to Inclusion

## Building a New Story with People and Communities

John Lord and Peggy Hutchison

276 pages \$29.50 softcover

Reviewed by Geoff Nelson

In *Pathways to Inclusion: Building a New Story with People and Communities*, K-W community researchers and educators, John Lord and Peggy Hutchison, articulate and illustrate a new story about people with disabilities and their communities. This vision stands in sharp contrast to the old story of people being confined to distant institutions or to segregated services that are in, but not a part of, the community. More than 30 new story initiatives, which focus on different types of disability and span across Canada, are profiled in the book. In many ways, the book is a history of the first 25 years of the Centre for Research and Education in Human Services, which was founded by the authors in 1982. Recently renamed the Centre for Community-Based Research, it has played a leadership role in helping to shape this New Story both locally and nationally.

The book consists of 12 chapters divided into four parts. The first part, "Setting the Stage for Change," reviews old story approaches ("clienthood" and "compliance") and the "rotten outcomes" associated with such approaches, and it outlines the key characteristics of the new story. It is very helpful having these key characteristics come early in the book (p. 8) and be neatly summarized in a text box, as the characteristics provide a road map for what is coming throughout the remainder of the book. In the second part, "Values and Vision," the authors make explicit the values that underlie new story initiatives, values like human rights, social justice, diversity, person-centredness, participation, empowerment, community, hospitality, and compassion. Readers of this newsletter will, no doubt, recognize many of these values in the projects of The Working Centre. The third part of the book, "Strategies and Pathways," is about making change. Putting new story values into practice requires creativity and innovation. Topics covered in this section include organizational leadership, individualized and consumer-controlled funding, social network building, and self-help. The last section, "Creating an Inclusive Civil Society," deals with social policies that are needed to support new story approaches and the future of the new story.

There are several noteworthy features of this book. First, it is written in a highly engaging and accessible style. Jargon is kept to a minimum; the chapters are relatively short and compact; and the book is replete with stories, examples, and personal

experiences of the authors that illustrate their main points. Text boxes are often used to summarize points or to describe innovative initiatives, and the appendix at the end of the book provides contact information and further resources for many of the initiatives described throughout the book. Second, the book is very comprehensive and holistic in its approach. The authors have captured the key elements of this new story, including its basis in values, research, action, and personal experience. Third, the book is very well-documented. It is based on hundreds of community research, education, and consultation projects conducted by the authors and their

colleagues. Diverse literature on disability, social change, leadership, self-help, etc., is interwoven with the special brand of qualitative, participatory, community-based, and action-oriented research pioneered by the authors.

Finally, the book and its authors live and breathe what the new story is all about. At the launch for this book held at the Centre in August, 2007, Peggy read a passage (p. 103) that involved a personal experience that she and John had when they were in the hospital for the birth of their youngest child. The woman in the room next door had given birth to a child with Down syndrome. She was distraught and her husband did not want to bring the baby home. Peggy and John related that they had a child, Karen, with Down syndrome, shared with them the joy that they experienced as Karen's parents, provided information on supports in the community, and introduced them to Karen, their delightful five-year old. After these exchanges, the parents seemed reassured and were bonding better with their child. Those of us who know

John and Peggy can clearly visualize what this encounter in the hospital must have been like and the kind of compassion and social support that they exuded.

One can never be sure what the next chapter in a story will bring, but I share the authors' optimism that the new story could shift from isolated stories of individual and community innovation to a more dominant cultural narrative about people with disabilities. I am buoyed in part by the younger generation today which seems to embrace diversity so naturally. At the same time, I always worry about whether social policies that fully support new story initiatives will come to fruition, especially around key but challenging issues like economic integration. However this story unfolds, I am confident that those who read *Pathways to Inclusion* will come away armed with the knowledge and inspiration to contribute to the ongoing story of how people and communities can support the inclusion of people with disabilities.

Geoff Nelson is a professor of psychology at Wilfred Laurier University.

## Disability Studies

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*being 'independent' in ways that might be considered trivial in a culture less insistent on certain forms of self-reliance; in a culture that valued interdependence more highly, they could use that energy for more satisfying activities.*

One of the consequences of an exclusive focus on "independent living" and employability is a disregard of the importance of reciprocal relationships. Too often, people who are unable to be independent (read employable) are simply rejected as "people," dumped into institutions or left to be cared for (with little or no support) by families.

This brings to mind a recent dinner conversation about deaths of long-time acquaintances and health in old age. We concluded that, above all, what keeps people going, regardless of their age, is to be needed by someone else. This is a fact so often ignored in our society, with its push for independence and its materialism. Yet, acknowledging the merit of being needed would transform the way we view dependence as a society. Caring for another could be seen as a necessary element for individual and social wellbeing. The persons requiring care could be seen as valuable service providers.

### Institutions

In our contemporary society, too often care-giving, particularly for people with disabilities, is relegated to institutions. However, as Ivan Illich observes, institutions betray relationship. People with disabilities are forced into the "system world" versus the "life world" discussed by

Ken Westhues. In his book, *Who Cares?*, David Schwartz describes the integration of a woman who had spent most of her life in an institution: "Although Nancy and others who had moved with her were physically living in a community, they were actually still almost as isolated as they had been when they had lived in an institution. Just as in an institution, everybody who was involved in their lives was paid to be there...they had no real friends."

This led Schwartz and a colleague to ask community members, church members to get involved. Schwartz labels their role as "askers," finding that people were happy to get involved, if someone asked, explained the need. Yet, I find, in a society that values independence and autonomy, asking is more often burdensome and stigmatizing. The idea of "askers" may be positive but its practice requires a larger restructuring of society and societal values. The integration of people with disabilities into our communities, their emancipation and that of their caregivers calls for "a restructuring of the workplace to make work schedules far more flexible, career patterns less rigid and predictable and criteria for advancement less destructive to family and community obligations. Such reforms imply interference with the market and a redefinition of success" (Christopher Lasch).

A Canadian governmental survey found that Canadians without "disability labels" generally believe that governments address disability needs. The survey demonstrated

that there is little popular understanding of disability issues and a widespread ambivalence towards people with disabilities. The survey illuminates the crucial need for us to understand how we, as a society, treat people with disabilities in order to approach just communities (Prince). As Lasch explains, through time "capitalism came to be identified with immediate gratification and planned obsolescence...a growing impatience with the constraints imposed by long responsibilities and commitments...the right to make a fresh start whenever earlier commitments became unduly burdensome." For people with disabilities, these attitudes encourage institutionalization and even euthanasia: the removal from society of that and those who seem too "demanding" or too "burdensome."

Our society decries the murder of female infants in countries where girls are perceived as a burden on the family, and yet, here in Canada, there is widespread support of Robert Latimer, who killed his disabled daughter. The philosophical principles of a liberal, capitalist society where unpaid labour bears social stigma and where independent living and material accumulation mark success suggest that dependent lives are not worth living.

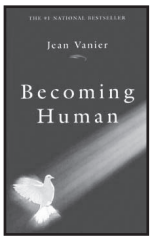
### Conclusion

Our quest for local democracy linked with an openness towards the struggles of people with disabilities offers hope for a society that values and includes all people in the "life world" of our communities: a world that is messy, incomplete and unpredictable. Frustration with the shortcomings of western medical institutions, rising rates of disability occurrence due to an accelerating

continued on page 7



# Alternative Work Catalog



## Becoming Human

Jean Vanier

Jean Vanier, founder of L'Arche, an international network of communities for people with disabilities, shares his profoundly human vision for creating a common good that radically changes our communities, our relationships, and ourselves. He proposes that by opening ourselves to outsiders, those we perceive as weak, different, or inferior, we can achieve true personal and societal freedom. By embracing weakness, we learn new ways of living and discover greater compassion, trust, and understanding.

166 pages \$17.95 softcover

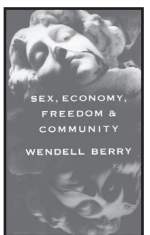


## Community and Growth

Jean Vanier

This book is essential reading for anyone who has ever thought of "community" as a way of life or a deep communion with others. Vanier writes from a wealth of knowledge and experience gained through real community involvement, sharing in the hard work and day-to-day obstacles faced by the community, as well as the joyous celebrations and hard-won accomplishments. In the end, Vanier conveys the value of community, and shows the reader that without struggle there can be no success.

331 pages \$33.95 softcover

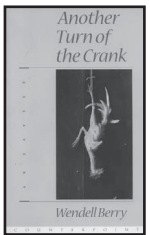


## Sex, Economy, Freedom, and Community

Wendell Berry

In this collection of essays, Wendell Berry continues his work as one of America's most relevant social commentators. In this book, Berry addresses some of the most significant challenges facing our society today, outlining how the modern process of community disintegration is at the heart of the social and economic problems we face. Berry argues that as people turn away from their communities, they conform to a "rootless and placeless monoculture of commercial expectations and products," buying into the very economic system that is destroying the Earth, our communities, and all they represent.

208 pages \$18.00 softcover

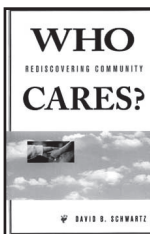


## Another Turn of the Crank

Wendell Berry

This thought-provoking collection of essays concerns the order and harmony of the earth and its inhabitants. Here Berry focuses on the importance of local communities, arguing that "modern national and global economies have been formed in almost perfect disregard of community and ecological interests." Only local communities can provide the affection, care, and understanding essential to maintaining society and the environment. Berry suggests ways for communities to become more self-sufficient and healthy, such as by supplying local needs primarily from local sources.

266 pages \$19.95 softcover



## Who Cares?

### Rediscovering Community

David B. Schwartz

Who Cares? emphasizes humane ways of integrating developmentally and physically disabled individuals, with responses that are community driven rather than solely reliant on social service organizations. Schwartz does not advocate the dismantling of social services, but proposes responses that will lead to richer better lives for both the recipient and the caregiving individual and community.

230 pages \$48.00 softcover

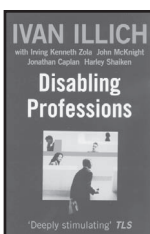


## Disability and Self-Directed Employment Business Development Models

Aldred Neufeldt & Alison Albright

People with disabilities have long been faced with barriers in terms of employment and income generation. The authors use comprehensive, systematic approaches intended to aid in the creation of self-directed employment for individuals with disabilities.

325 pages \$29.50 softcover

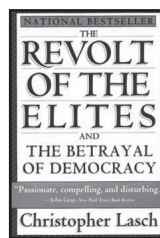


## Disabling Professions

Ivan Illich, Irving Kenneth Zola, John McKnight, Jonathan Caplan, Harley Shaiken

The authors of this book have put together an intriguing and controversial series of essays that challenge the power and mystery of the world's professions. They ask why our society puts so many resources into medicine, education, and law with so little apparent result; and why people are in awe of these professionals and allow them to create effective monopolies. These questions are analyzed in-depth and potential, radical solutions suggested.

127 pages \$15.00 softcover



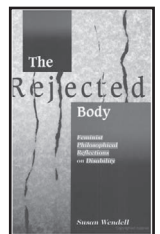
## The Revolt of the Elites and the Betrayal of Democracy

Christopher Lasch

In his final book, Lasch identifies the greatest threat to democracy as the continuing rise to political and economic power of managerial and professional elites "who have lost faith in the values, or what remains of them, of the West." He argues that the elites are driving the U.S. "in the direction of a two-class society in which the favored few monopolize the advantages of money, education, and power." He examines the events

that led to the emergence of the elites and the conflicts between their attitudes and those of ordinary citizens.

256 pages \$18.00 softcover

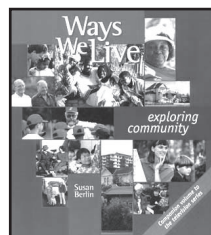


## The Rejected Body Feminist Philosophical Reflections on Disability

Susan Wendell

Susan Wendell argues that feminism has been skewed toward the non-disabled experience, and that the knowledge of people with disabilities must be integrated into feminist ethics, discussions of bodily life, and criticism of the authority of medicine. Wendell provides a remarkable look at how cultural attitudes towards the body contribute to the stigma of disability and to widespread unwillingness to accept and provide for the body's inevitable weakness.

206 pages \$37.00 softcover



## Ways We Live

### Exploring Community

Susan Berlin

The idea and practice of "community" is central to our individual and societal well-being. Yet the pressures of the modern world can lead to feelings of isolation. Ways We Live explores our on-going search for community, and how models of togetherness may provide people with the meaningful relationships and sense of belonging that they desire. With enlightening stories and beautiful photos, this book offers everyone the chance to become engaged in their own search for community.

170 pages \$19.95 softcover

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## Disability Studies

continued from page 6

war machine in North America and increasing evidence of how our abuse of nature compromises our health, may, ironically, provide the impetus to create spaces of authentic inclusion. For, as Joe Mancini writes, "the only way to overcome our collective alienation from nature and each other is to create conditions where human relationships flourish, where

there is commitment to diversity support...where there is respect for disorderly order."

Myroslava Tataryn joined The Working Centre two years ago and modeled for us the combined role of receptionist and outreach worker, and has also worked on the Housing Desk. Myroslava leaves for Uganda in March to work for the Stephen Lewis Foundation working with local communities to develop community-based responses to AIDS and disabilities.

# Ugunja Women's Bike Project Highlights

## A Cooperative Project Takes Shape

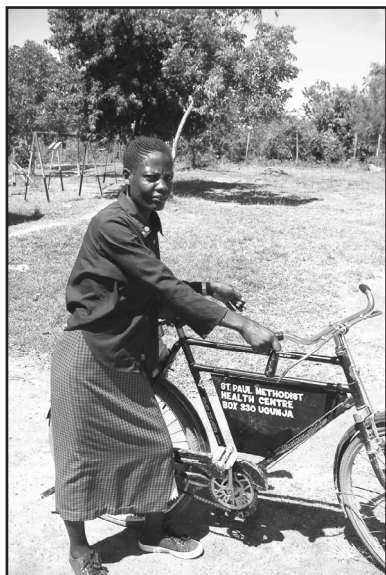
The signing of the peace agreement, brokered by former UN Secretary General Kofi Annan, between Mwai Kibaki and Raila Odinga on Friday, February 29th, may have been an important first step to address real political power sharing in Kenya. The violence that broke out after the December 28th announcement of election results exacerbated tensions that have been simmering in Kenya.

This year's Mayors' Dinner Guests of Honour, Sylvia and Stephen Scott, have focused Caring Partners Global in a cluster of villages in western Kenya where they grew up. Down the road from Matangwe is the Ugunja Community Resource Centre (UCRC) which over the last three years has developed an ongoing partnership with The Working Centre. The following is a report on the success of the Women and Bikes project and secondly a letter Aggrey Omondi, Executive Director of the UCRC, wrote describing the situation in western Kenya where political violence broke out. The letter clearly describes the realities, challenges, and initiatives that community development groups face in western Kenya.

By Sarah Anderson

### Achievements

- UCRC purchased 18 female-friendly bikes and five children's bikes
- Nine women receive training as bike mechanics, with six continuing training beyond initial two month program
- UCRC sets up a women's bike mechanic shop in Ugunja town
- 70 girls participate in two one week bike camps where they used the women's and children's bike to learn and practise bike riding. The bike camp was used as a forum to hold activities and discussions with topics relevant to the girls including health and girls' rights.
- Women and girls respond enthusiastically to concept of women riding bikes, with parents encouraging their girls by allowing them to leave their day-time chores at home for a week to participate in the bike camp.
- 17 Community Health Workers (15 women and two men) receive bike riding training and access to the Ugunja Women's Bike Project bikes for health outreach visits to



families in remote rural areas

- UCRC begins microfinance program with local women's group to provide loans for women to purchase their own bikes, as a way of expanding the Ugunja Women's Bike Project and promoting project sustainability.

### Activities

#### Planning starts

- Feb 2006: Charles Ogada, a volunteer from UCRC, plans with Stephanie Mancini, Joe Mancini and other TWC staff to start Ugunja Women's Bike Project at UCRC as a concrete expression of the new UCRC-TWC partnership
- Mar 2006: Back in Ugunja, Kenya, Charles Ogada meets with other UCRC staff including Rose Ong'ech and Sylvia Wambare, as well as Julian van Mossel-Forrester and Sarah Anderson (two UCRC volunteers from TWC) to plan the Ugunja Women's Bike Project



## Ugunja Women's Bike Project

- Summer 2006: Katherine Bitzer and Noel Belcourt, UCRC volunteers from TWC who arrived in Ugunja from Kitchener in June, join the Ugunja Women's Bike Project planning group
- September 2006: Rose Ong'ech and Sylvia Wambare from UCRC head to TWC. A group of 10 volunteers from TWC and UCRC begin meeting actively to plan a grassroots plan to raise awareness of and generate support for the Ugunja Women's Bike Project in Kitchener-Waterloo.
- Calvin Presbyterian Church partners with The Working Centre to assist in generating support for the Ugunja Women's Bike Project.

#### The project gets rolling

- In October 2006 UCRC tests the Ugunja Women's Bike Project during a pilot run. Nine women sign up to learn bike mechanics and repair.
- In December 2006 Ugunja holds its first ever bike assembly and bike race competition – for women! The Ugunja Women's Bike Project team organize the competition as part of the popular annual Youth Peace Week activities. Six participants from the pilot project participated in the bike mechanics and repair competition and eight women took to the field at the local primary school to race. Katherine Bitzer sends an

email from Ugunja, saying "It was a fun and exhilarating event. The women took off with determination and zeal and broke through one of many inequalities present in this region."

- In January 2007 while the Bike Project committee tracks down and purchases 18 locally available female friendly bikes and five children's bikes
- In March 2007 the Ugunja Women's Bike Project participates in Women's Day activities in a local city. As Noel Belcourt writes in an email from Ugunja "The interest at the event was overwhelming and the excitement for the project has spilled out into almost the entire district and even into neighbouring districts with municipal and provincial counselors showing interest."
- In April 2007 the Ugunja Women's Bike Project holds two week-long bike camps for girls. Over 70 young girls participated in the camp that combined bike activi-

ties with education on goals, girl's rights, and reproductive health.

- In June 2007 the UCRC and The Working Centre organize bike rides in their communities to celebrate the Ugunja Women's Bike Project
- In late fall of 2007 UCRC trains 17 Community Health Workers (15 of whom are women) to use the Ugunja Women's Bike project bikes for their outreach work. These volunteers provide health services for people in villages where health clinics are unavailable. These bikes aid workers providing education and medication for HIV, Malaria, malnutrition, and water-borne diseases.
- In January 2008 UCRC prepares phase two of Women's Bike Project. UCRC will offer bikes as microfinance assets for women. Through putting aside less than 50 cents a day women will save towards their own bike. After saving just under half the cost of the bike (about \$40), women will access a loan for the remaining \$40 and receive their bike. By paying back their loan over time, the women will provide the financing for future women to access loans for bikes.



Ugunja Community Resource Centre  
P.O. Box 330-40606  
Ugunja, Kenya

January 28<sup>th</sup>, 2008

Dear Friends,

Thank you for your ongoing support and prayers. There is good news to report. The violence has had far-reaching effects, but normalcy is slowly returning. The Ugunja market is back to normal, and traffic is reappearing on the streets. UCRC has continued to contract trucks to carry food and supplies to Ugunja and the surrounding communities from Nairobi. Of the approximately 114 people initially sheltered at the Siaya District Police Station, 60 people have returned to their communities to begin rebuilding their lives.

But we still have a great deal of work to do. Much has been speculated about the causes of the ongoing civil violence in Kenya. With the perspective of more than two decades of experience in community work, my own view is that the root problems are not tribalism, and not even politics (which has only been an inciting spark), but rather, a long history of trenchant poverty and the once-simmering, now boiling desperation of a generation of Kenyan youths who have been denied basic life opportunities. The primary perpetrators of the ongoing violence and unrest are ambitious young men, aged 15 to 35, with nowhere to go thanks to a soaring unemployment rate. Their anger has seethed at the surface for a long time. The post-election fracas has merely provided an opportunity for tensions to explode, and the aggression by youth has been carried out in an effort to gain attention to their "cause," which, truth be told, is a thoroughly just one: economic opportunity, the ability to lead a life of purpose, the ability to provide for one's family.

For this reason, the solution to the crisis lies not in combating tribal enmity or perhaps even in bringing our country's political feuding leaders to a peaceful compromise. Rather, at the local level at least, we believe the solution requires addressing the deep-seated and psychologically debilitating material needs of our young people. This work has taken two main forms.

First, together with local community leaders and nationally-recognized peace activists, Ugunja Community Resource Centre has formed committees in our catchment area to address youths' concerns, to allow for the constructive rather than destructive venting of frustrations, and to discuss ways to move forward and achieve peace and justice. Thus far, these committees have been established in six constituencies: three in Siaya District and three in Kisumu, with a total of 70 committee members. In this work, UCRC adamantly stresses that the key to success is having local leaders serve as committee members, who in turn help to promote the leadership among youths that their community has lacked.

Second, UCRC has begun to directly support youths who lack income-generating opportunities and have, out of desperation, gotten involved in ongoing criminal activities. An association has been formed to provide small capital for small business revitalization. To date, the association has been a success; it meets twice-weekly, and the participants are developing business plans and capital budgets of roughly Ksh 1,000 each (USD 15). This program has already helped to decrease tensions and improve day-to-day security.

The emphatic position of UCRC is that there are no "good guys" and "bad guys" in this situation. The police, for example, have been widely villainized, but we must also show them compassion. The police have been traumatized. They were never prepared for the level of violence and chaos that has taken place. They have been enormously provoked and are totally, totally drained. They've received no time off, little to eat, no time for sleep, and have not seen their families in weeks. UCRC is working with the police in Kisumu to reduce the impulse to shoot civilians. One police officer told me, "Before you came we spent 1000 bullets, now we have not spent one."

Medical relief remains a central part of our role as a rapid response unit. St. Paul's Health Centre is extremely stretched right now. Ministry of Health facilities are understaffed and under-equipped, and as a result St. Paul's has received a great increase in patients. The importance of community health work right now is huge, and medicine and food needs continue to be critical.

What our community is experiencing now is unprecedented. Everyone is suffering and crying out for something to be done. Unhappiness, distrust, and traumatization are high. The past few weeks have taught us that the greatest and hardest work lies at the community level more so than the national level, because it is here—in the villages—that peace, compromise, and reconciliation are needed most.

We at Ugunja Community Resource Centre thank you for your relief assistance and support; we assure you that we are being as resourceful and conservative as possible, so as to stretch your generosity as far as possible. With trust in your continued solidarity, I have faith that our community of Ugunja—and Kenya as a whole—will emerge from this trial stronger and more united.

Yours faithfully,

Aggrey Omondi  
Executive Director  
Ugunja Community Resource Centre