



connect.

CONNECTING VANCOUVER ISLAND & THE GULF ISLANDS



VICTORIA OFFICE MUST MAKE A MOVE!

In June 2018 we moved into our wonderful offices at 1555 McKenzie Avenue, thinking we had found a forever home! But in October 2019, the landlord sold the building and the new landlord is now tearing down these offices to build condos. Everyone in our building has been given notice to vacate as there is no option for a lease in the new space. So in March of 2022, we will be moving to a new location - but less than 3 kilometers and 10 minutes from where we are now!

READ MORE ON PAGE 3



MEMBERSHIP

Time to renew your annual Membership!

Not a Member? Join us, only \$25!

IDHHC is a member based organization and it becomes stronger when we have a greater number of members! A membership at IDHHC is an opportunity to become actively involved in the agency, and to share in shaping its direction. So go online (link below) and renew your membership today or give us a call at 250.592.8144 or 250.753.0999

www.idhhc.ca/get-involved/become-a-member/

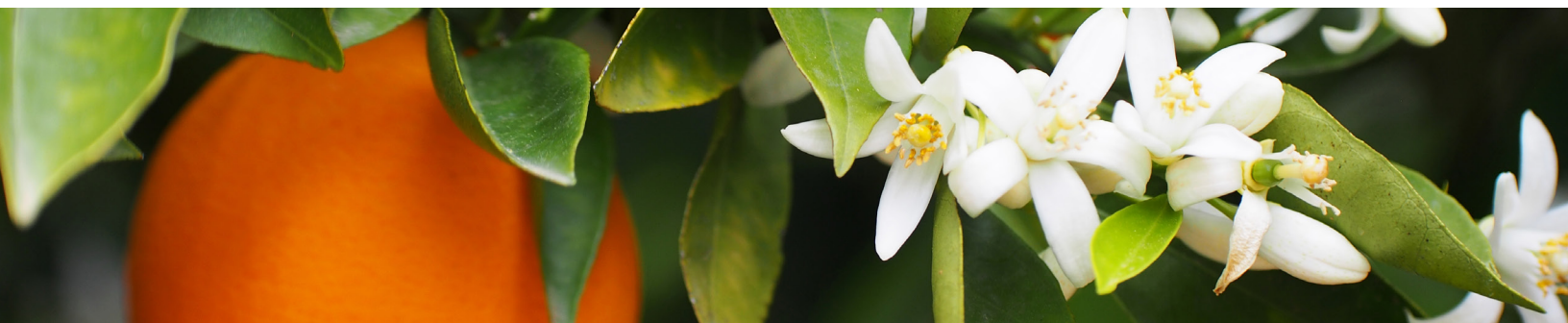
UPCOMING IDHHC EVENTS

- JAN 24 - MAR 7:** ASL Coffee & Chat
- FEB 1 - MAR 10:** ASL Grammar Part One
- FEB 2:** How to Do an Elevator Pitch
- MAR 8:** Alerting Systems & Alarm Clocks

SEE PAGES 8 - 10 FOR MORE

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SOUND OF CHANGE IN 2021

DID YOU KNOW? In April of 2021, the Sound of Change Initiative celebrated its' fifth anniversary! To date, over 600 individuals, including 80 returning clients, have received over 1,275 free refurbished hearing aids. If these devices were purchased new, the equivalent would be \$3.1 million spent on hearing aids.

2021: A YEAR IN REVIEW

- + 478 Sound of Change audiology appointments were booked
- + Sound of Change clients came from 23 cities/towns across Vancouver Island and the Gulf Islands to see us in our Victoria and Nanaimo audiology clinics
- + 16,045 free batteries were given out
- + 27 clients were outfitted with hearing aid accessories
- + 153 Sound of Change clients (76 new and 77 returning clients)
- + 237 Sound of Change hearing aids were fit (144 hearing aids for new clients, 93 hearing aids for returning clients)

We had Sound of Change clients from the following cities/towns visit us in our Nanaimo and Victoria audiology clinics during 2021.



Learn more about our Sound of Change Initiative
www.idhhc.ca/services/sound-of-change/

LETTER FROM THE PRESIDENT

As we close off 2021 and look forward to a New Year, it is timely to reflect on how things unfolded in yet another challenging year. Life was busy for IDHHC's staff at all locations, as you will see in this newsletter. The start and stop nature of responding to COVID-19 placed new demands on everyone, including our clients. The Board is most appreciative of the efforts that were made by all to ensure that our clients were served in a manner that was safe and compassionate. As this is being written, it appears that we will be faced with continued challenges in months to come.

The Board is working with managers and staff to update our various policies and planning documents to ensure that we are adopting best practices to ensure continued success for our clients while maintaining an operation that supports our staff. One of those projects includes having a comprehensive business continuity plan. While developing such plans presents challenges, we are guided by the events of the past 21 months and reminded that whatever

comes our way, we can find processes that keep us safe while delivering the services that the community needs and counts on.

Success is entirely a team sport - everyone contributes in their individual ways. Although we may become frustrated at times, and perhaps wonder if we will ever live without masks and washing hands until the skin comes off, we know that we are better when we support each other.

On behalf of the Board of Directors, I want to thank all of our staff, volunteers and supporters for making 2021 a successful year. We wish the best for all as we close the book on this year and get ready to address the New Year with the opportunities that will come our way.

Chris Beresford

BOARD PRESIDENT



VICTORIA OFFICE MUST MAKE A MOVE!



(CONTINUED FROM FRONT PAGE)

Although we were not planning on moving, we did find a new space with a long term lease that will allow us to grow over the next few years. The office will be spacious, modern and bright; with lots of free parking, easy driving and transportation options; close to amenities and shopping; fully accessible building.

Our new offices will be located at:

**Suite 301 - 3960 Quadra Street
Victoria, BC V8X 4A3**

(phone numbers and email addresses will remain the same)

Our new space required extensive renovations to meet our needs so we are working closely with the construction team to determine when the offices will be ready. We anticipate our move to be between **March 14 and March 24** but will confirm those dates as we get closer. As always we will do everything in our power to ensure that services are not impacted during this time. If you have any questions please feel free to email or call with any inquiries. 250.592.8144 denise@idhhc.ca

HEARING HEALTH SERVICES

Our Hearing Health Services team is continuing to work hard to help improve the quality of life for our Deaf and hard of hearing communities.

Our audiology clinics in both Victoria and Nanaimo utilize state of the art equipment and technology to provide a full range of hearing health services. Our Nanaimo clinic, with one full-time audiologist, serves individuals from all over Vancouver Island north of the Malahat. Our Victoria office, with one full time and one part time audiologist, continues to provide comprehensive hearing health services for individuals south of the Malahat and on the Gulf Islands.

In April of 2021, the Sound of Change initiative celebrated its 5th anniversary!! To date, over 600 individuals, including 80 returning clients, have received over 1,275 free refurbished hearing aids. If these devices were purchased new, the equivalent would be \$3.1 million. We would like to take the opportunity to thank our generous

donors and dedicated staff and volunteers who work hard to help as many people as possible. As hearing technology has a limited life span and it is our mandate to provide ongoing support for life, we are now seeing several longer-term Sound of Change members receiving new fittings of hearing aids and accessories to replace the original technology they received through this program.

The HHS team hosted a tinnitus webinar in October by Calvin Staples and had an assistive listening technology workshop in November with Ted Archer from ALDs. We are aiming to run another aural rehabilitation program in Spring 2022 via Zoom and are planning more educational workshops for our community members.

**Learn more about our
Hearing Health Services**
[www.idhhc.ca/services/
hearing-health/](http://www.idhhc.ca/services/hearing-health/)

ASSISTIVE TECHNOLOGY

In November we had the pleasure of hosting an in-person presentation with Ted Clegg from Assistive Listening Device Systems (ALDS) where he shared some great information on TV Listening Systems and Sound Maskers. If you were not able to attend but would be interested in viewing the presentation for yourself, please click on the attached link.

*Photos and prices of many devices discussed in presentation are shown at this link below.

https://us06web.zoom.us/rec/play/Y5hYhZiNcFAS_1JwXcWlbiYbRVsSugGNU9Lj-IF57EQGKZWjLanzLJftH5Lo8sfHiasOTxc1vBTfLS2.QbxOAndkZUV1ywQT

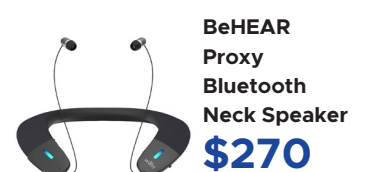
Ted will be returning in 2022 for two more informative sessions where he will share his knowledge and answer your questions. If you would like to register for one or both of these presentations, please email idhhc@idhhc.ca.

TUE, JANUARY 18
(VIA ZOOM)

Amplified Telephones, Accessories & TTY as well as a conversation about Smartphone Apps.

TUE, MARCH 8
(IN-PERSON OR VIA ZOOM)
Alerting Systems & Alarm Clocks

If you would like to contact IDHHC directly with any questions about Assistive Communication Devices, feel free to call the office or email our Client Services Coordinator, Amanda Windle, at amanda@idhhc.ca.



EMPLOYMENT SERVICES

They say the recession may be over but the recovery is being held back by a persistent pandemic and a mismatch between the types of jobs unemployed workers want and the jobs that are readily available.

The restaurant sector in Canada, for example, is desperate for workers. According to Canada's September 2021 labor-force survey, employment in food services is almost 15% lower than it was before the pandemic. This means that 180,000 people left food service jobs in February 2020 and never returned.

Here on the Island the Vancouver Island/Coast development region is expected to have 147,200 job openings in 2022, with 23 per cent of them being expansion demand and 77 per cent to replace retiring workers. The relatively high replacement demand is mainly a result of the older age profile of the region.

The five occupations forecasted to expand fastest in the region are:

- + Optometrists, chiropractors and other health diagnosing and treating professionals (2.3 per cent per year on average);
- + Professional occupations in nursing (2.3 per cent);

- + Therapy and assessment professionals (2.2 per cent);
- + Managers in health care (2.2 per cent);
- + Assisting occupations in support of health services (2.2 per cent).

About Vancouver Island/Coast region:

- + The region has the second largest employment in the province.
- + The unemployment rate is below the provincial average.
- + The age profile is substantially older relative to that of B.C. overall.

The employment case management team in Nanaimo (Janet McDonald) and Victoria (Kim Dillon & Grace Cattle) are here to help individuals research and explore employment and training options to find and maintain the jobs and careers suited to every individual. They support Deaf and hard of hearing individuals with specific supports including funding for hearing aids and technology. Give them a call or email them today to get started on your sustainable and successful employment journey.

**Learn more about our
Employment Support Services**
[www.idhbc.ca/services/
employment-support/](http://www.idhbc.ca/services/employment-support/)

FAMILY & COMMUNITY SERVICES

Our Family and Community Services team are bridge builders. We work with our clients to improve access and support communication within the family, and within the community.

In our experience, families and individual adults often need support during times of transition – such as accepting and adjusting to hearing loss, entering or leaving school, changes in relationships, and preparing for elder years. If you need support and assistance to navigate the transitions in your life, we're here to partner with you. If we're not able to help you directly, we will find other community resources who can.

Please take a moment to check out the online events that we're offering this new year: whether it's learning or honing your ASL skills, chatting

with other parents, or learning about cochlear implants – hopefully there is something that captures your interest. If you have ideas or questions for us, please let us know!

**Learn more about our
Family & Community Services**
[www.idhbc.ca/services/
family-community/](http://www.idhbc.ca/services/family-community/)



INTERPRETING & CAPTIONING SERVICES



IDHHC is thrilled to introduce our new Services Booking Coordinator, **Allison Sands**. Allison hails from the Lower Mainland and she will be working part time with us from Vancouver.

Allison brings with her insight and wisdom from 20 years of experience as a Registered Sign Language Interpreter and 15 years as a TypeWell Transcriber. Her experiences as both an interpreter and a transcriber in community, post-secondary and virtual environments position her perfectly to understand the needs of interpreters, transcribers, clients and providers for both in-person and virtual assignments. Allison also has an educational background in Community Rehabilitation and Disability Studies and has administration experience.

Welcome to our team, Allison!

To ensure your meetings, events and gatherings are fully inclusive, our Interpreting and Captioning Services can assist by arranging interpreters or captionists for your events. IDHHC contracts Registered Sign Language Interpreters to provide services between English and American Sign Language and TypeWell Transcribers to provide real-time speech to text services. While last minute (less than 3 business days' notice) can often be accommodated we ask for at least three weeks notice to ensure we can fulfill your request.

While the majority of requests had typically been for in-person services, since the onset of the COVID-19 pandemic, Interpreting and Captioning services has moved to 95% virtual. This means that regardless of where you are in the province, we can arrange ASL/English interpreting and captioning services for all your online events. Throughout 2021 we coordinated services for 1,468 appointments.

IDHHC is an approved supplier on the Corporate Supply Arrangement (CSA) for procuring ASL services for the Province of BC and as such, we

supply services virtually and in-person across the entire province to all Provincial Government ministries and public sector organizations. You will have noticed ASL availability on the COVID-19 updates presented by Minister Dix and Dr. Henry as well as all of the Emergency Updates during the heat waves, wildfires, and flooding throughout the province. ASL service for these broadcasts along with updates provided by Premier Horgan and a variety of Ministers have all been arranged by Interpreting and Captioning Services at IDHHC. During 2021 we coordinated ASL services for 195 Government of BC broadcasts to ensure this vital information was available for Deaf, DeafBlind individuals, and all ASL users throughout BC and beyond.

For all your ASL interpreting and captioning needs please contact us at interpreting@idhhc.ca and we look forward to ensuring your event/meeting is inclusive and accessible.

**Learn more about our
Interpreting & Captioning Services**
[www.idhhc.ca/services/
interpreting-captioning/](http://www.idhhc.ca/services/interpreting-captioning/)

SUPPORT IDHHC

MAKE A DONATION TODAY!

By giving today, you become part of this team, changing lives one person at a time. All gifts are received with our sincere gratitude and every dollar makes a difference.

[www.idhhc.ca/get-involved/
donate/](http://www.idhhc.ca/get-involved/donate/)

BECOME A MEMBER!

IDHHC becomes stronger when we have a greater number of members! A membership at IDHHC is an opportunity to become actively involved in the agency, and to share in shaping its direction.

[www.idhhc.ca/get-involved/
become-a-member/](http://www.idhhc.ca/get-involved/become-a-member/)

NICE TO MEET YOU, KIM

Each issue, we will interview one of our team members from IDHHC. This issue, we'd like to introduce you to Kim Dillon, our Employment Case Manager in Victoria.



Where were you born/raised? I was born and raised right here in Victoria. I grew up in Langford before it was trendy to say you were from the Westshore! I'm one of those rare breeds that you occasionally meet – born and raised right here.

What has been your past work history? I've worked in Employment services for the past 22 years. I've worked with hundreds of clients all with diverse backgrounds. I've held roles in case management where I worked with clients to identify their areas of skill and support them in their job search. I would support them to develop their cover letter and resumes and help them send out their resumes to potential employers. I've facilitated many workshops over the years which I always loved doing. I have arranged lots of job fairs inviting employers who were looking to hire individuals and then sending clients who were looking for work to those job fairs so they could make in person connections with potential employers. Job Fairs are a great way to make a great first impression to get called in for an interview. Some employers would even do first interviews right on the spot at the job fairs. I've also worked in job development which would involve me going out to meet with employers to market a specific client. I would make those introductions and help clients negotiate a position that would fit their skills and needs that would ultimately benefit both employer and employee. I even worked at IDHHC between 2013-2015, I sold communication devices such as devices to help hear the TV better, alert systems for the door bell and smoke alarm, and helped folks get those devices set up in their homes.

What do you do at IDHHC? I was delighted to come back to IDHHC as the Employment Case Manager in 2020. I help clients from all areas in Greater Victoria including Sooke to access WorkBC resources available to them. I work with clients to help them identify work goals and

then we work towards those goals and research potential employers. I connect with employers to market my clients to them in hopes that a position will be offered.

What do you enjoy most about your job? I enjoy meeting interesting people and helping those people clarify and reach their career goals. I love seeing clients flourish in their chosen jobs/careers.

What do you find most challenging about your work? Sometimes I find it challenging when employers won't give Deaf or Hard of Hearing clients a chance because they are concerned about safety issues. Deaf and Hard of Hearing individuals are among the safest employees an employer could wish for as they are so visually in tune to their surroundings at all times. Thankfully employers are becoming more educated about the skills and abilities of people from diverse backgrounds therefore leading to more opportunities for the clients I work with. I also find the amount of required paperwork and policy constraints to be challenging as it does take up a lot of my time.

Where are some of the places that you have travelled to? I've travelled across Canada as far east as Newfoundland. I travelled to Russia when I was 18 years old which was an amazing opportunity. I have also visited England, Mexico and Hawaii.

What is something we'd be surprised to learn about you? I am a HUGE fan of Roller Derby despite being sensitive to noise and pre-pandemic I could often be found hollering with everyone else in the audience.

What is your favourite meal? I love Thai food. I'd have to say my favorite is Thai green curry.

What are some of your hobbies? I am passionate about food security, gardening, hiking and love SUP surfing.

If the plane was leaving tonight, where would it be taking you? To Spain to see the Moroccan architecture and explore the culture, food and warmth.



Workshops and events will be delivered in-person or virtually on Zoom. Please read details and descriptions for each activity to determine the delivery method. To register and for further information, please email indhc@indhc.ca.

Captioning and ASL will be provided for all workshops unless otherwise stated.

FAMILY & COMMUNITY

ASL COFFEE & CHAT

MONDAYS @ 12 - 1PM

JAN 24, 31, FEB 7, 14, 28, MAR 7

Join ASL Instructor Jolene for guided, topic-focused ASL conversations. This practice group is geared towards parents. Dialoguing in a safe environment with peers can help to take your signing skills to the next level! Former participants are welcomed to join us again. Foundational ASL skills are needed to participate.

DELIVERED ONLINE. REGISTER BY JAN 17.

ASL GRAMMAR PART ONE

TUESDAYS @ 10:30AM - 12PM

OR THURSDAYS @ 5:30 - 7PM

TUESDAYS: FEB 1, 8, 15, 22, MAR 1, 8

THURSDAYS: FEB 3, 10, 17, 24, MAR 3, 10

Join ASL instructor Jolene to learn about the underlying structure of ASL. Classes (six) will take place in a small group with opportunities to practice and ask questions. Foundational ASL skills are needed to participate.

DELIVERED ONLINE. REGISTER BY JAN 25.

WE GET IT! A PARENTS' CONVERSATION

WEDNESDAY, FEB 9 @ 6:30 - 7:30PM

Presented by Teresa Kazemir & Jen Gow

IDHHC invites you to join a conversation with two seasoned parents, Teresa Kazemir and Jen Gow. Teresa's adult son is hard of hearing and uses bilateral bone-anchored hearing aids. Jen's daughter is deaf, uses two cochlear implants to hear, and attends her local French immersion

school. Both women are passionate about supporting other parents. Our conversations will focus on families with children in the elementary school years. How do you manage hearing differences in your family? How do you support your deaf or hard of hearing child's access in family and community activities? We welcome you into a dialogue where we can learn from each other's successes and challenges.

DELIVERED ONLINE. REGISTER BY FEB 2.

UNDERSTANDING THE EXPERIENCE OF A COCHLEAR IMPLANT USER

WEDNESDAY, MAR 9 @ 12PM or 6PM

Presented by Stephanie Renaas

Ever wonder what it's like to hear/listen through a cochlear implant (CI)? Join IDHHC's Audiologist Stephanie Renaas to learn from her lived experience as a hearing aid user, and now a CI user – as well as through her professional understanding of sound, the human ear, and technology. This workshop is geared for parents, friends, and family members.

DELIVERED ONLINE. REGISTER BY MAR 2.

ASL CLASSES FOR INDIVIDUAL FAMILIES WITH SCHOOL-AGED DEAF/HARD OF HEARING KIDS

Our staff can set up 6 ASL classes specifically to address your family's communication needs! Please contact Alex in Nanaimo (alex@indhc.ca) or Susanne in Victoria (susanne@indhc.ca) to discuss details.

SPEECHREADING CLASSES

“LET’S TALK”

TUESDAYS @ 9:30 - 11:30AM

APR 26, MAY 3, 10, 17, 24, 31, JUN 7, 14, 21, 28

Instructed by Leslee Scott

Are you struggling to understand people – even with hearing aids? Masks do make it more challenging for many hard of hearing people. We have strategies to work around these issues, so let us help you. We will be offering Let’s Talk, a small group speech reading and communication strategies course that helps people with hearing loss and their families to communicate better! \$100 for members, \$125 for non-members.

DELIVERED IN-PERSON @ IDHHC VICTORIA.
REGISTER BY APRIL 14.

SPEECHREADING INSTRUCTOR TRAINING

APR 14, 15, 16, 17 @ 9AM - 4:30PM

Instructed by Leslee Scott

IDHHC is proud to offer a Let’s Talk speech reading Instructor training program. It is a program designed to prepare you to teach others more about hearing loss, its effects on people, strategies to improve communication and of course, the challenging skills of reading lips. An instructor with a hearing loss also becomes a role model for students so having a hearing loss is an asset when teaching! And IDHHC will be looking to contract new instructors to teach with us. Take the course and get a job too! Any questions please contact Leslee at leslee@idhhc.ca. \$600 per person + textbooks (Let’s Talk Manual & Hearing Help) Captioning will be provided.

DELIVERED IN-PERSON @ IDHHC VICTORIA.
REGISTER BY MARCH 28.

HEARING HEALTH

ASSISTIVE COMMUNICATION DEVICES

TUE, JAN 18 @ 11AM - 12PM

Presented by Ted Clegg, ALDS

Join us for a virtual presentation with Ted Clegg from Assistive Listening Device Systems (ALDS). Ted will share with us the latest in amplified telephones, accessories, and TTYs, as well as a conversation about smartphone apps. He will also be available to take any of your questions.

DELIVERED ONLINE. REGISTER BY JAN 11.

WIRELESS TECHNOLOGIES TO IMPROVE HEARING AND COMMUNICATION FOR HEARING AID USERS

WED, FEB 26 @ 11AM - 12PM

Presented by Stephanie Renaas
& Edward Storzer

IDHHC Audiologists Stephanie Renaas and Edward Storzer will be presenting on wireless hearing aid technologies that are currently available. This will be followed by a Q&A period. Advances in wireless hearing aid features can provide great benefit and present new audio streaming options to enhance the listening experience of hearing aid users. Stephanie and

Edward will discuss features and accessories such as Bluetooth, remote microphones, TV transmitters, and smartphone applications.

DELIVERED ONLINE. REGISTER BY FEB 11.

ALERTING SYSTEMS & ALARM CLOCKS

TUE, MAR 8 @ 11AM - 12PM

Presented by Ted Clegg, ALDS

Join us for a live (in-person or over Zoom) presentation with Ted Clegg from Assistive Listening Device Systems (ALDS). Ted will share with us the latest in alerting systems and alarm clocks. He will also be available to take any of your questions.

DELIVERED ONLINE AND IN-PERSON. REGISTER BY MAR 1 AND INDICATE WHETHER YOU’LL BE ATTENDING IN-PERSON OR ON ZOOM.

EMPLOYMENT

DO YOU HAVE WHAT EMPLOYERS WANT: FINDING THOSE MAGIC SKILLS

WED, JAN 26 @ 1:30 - 2:30PM

Learn about the skills and attributes that all employers want now, and how to promote yourself and your hearing difference in a positive way that will entice potential employers.

DELIVERED ONLINE. REGISTER BY JAN 19.

HOW TO OPEN THE DOOR TO EMPLOYMENT POSSIBILITIES IN 30 SECONDS (ELEVATOR SPEECH)

WED, FEB 2 @ 1:30 - 2:30PM

Create a polished script for introducing yourself to open up opportunities for networking and interviewing.

DELIVERED ONLINE. REGISTER BY JAN 26.

INTERVIEW SKILLS - NANAIMO

WED, FEB 9 @ 1:30 - 2:30PM

Explore typical interview questions and discuss

best approaches to answers that will make you stand out in the crowd.

DELIVERED IN-PERSON. REGISTER BY FEB 2.

INTERVIEW SKILLS - VICTORIA

WED, FEB 23 @ 1:30 - 2:30PM

Explore typical interview questions and discuss best approaches to answers that will make you stand out in the crowd.

DELIVERED IN-PERSON. REGISTER BY FEB 16.

INTERVIEW SKILLS 2: NEXT LEVEL - NANAIMO

WED, MAR 23 @ 1:30 - 2:30PM

Practice the tough questions in a safe, small group setting! Max 5 participants so please register early. Slides will be sent to you to read before workshop.

DELIVERED IN-PERSON. REGISTER BY MAR 16.



IDHHC teamed up with Nigel Howard to develop a Deaf Awareness Training (DAT) video. We are now able to offer this 30-minute presentation to employers who want training for their busy staff. Please call us today and we can set up this training for you and your staff team!





ROSE AYLING-ELLIS WINS 'STRICTLY COME DANCING', BECOMING SERIES' FIRST DEAF CHAMPION

VARIETY DECEMBER 18, 2021 - BY SELOME HAILU, VARIETY
<https://variety.com/2021/tv/news/strictly-come-dancing-rose-ayling-ellis-winner-1235137820/>



Series 19 of British dance competition series “Strictly Come Dancing” has its winner. Actress Rose Ayling-Ellis became the first deaf contestant ever to be crowned the series’ winner on Saturday night.

Along with her professional dance partner Giovanni Pernice, she beat out competitors including chef and 2012 winner of “The Great British Bake Off” John Whaite and television presenter AJ Odudu, who exited the competition on Friday after injuring her ankle.

Saturday’s win was also the first for Pernice, who has danced on the show since 2015 and made it to the final stage in 2015, 2017 and 2018 with partners Georgia May Foote, Debbue McGee and Faye Tozer, respectively.

Ayling-Ellis is known for starring in popular BBC One soap opera “East Enders.” She plays Frankie Lewis in the series, which has been running since 1985 and follows the daily lives of residents of a fictional East London borough called Walford.

As a deaf person and an advocate for deaf awareness, Ayling-Ellis has garnered much attention for her participation in “Strictly Come Dancing.” She is not only the first deaf winner of

the competition — she’s also the first. The series had never had a deaf contestant at all before her.

During a performance in a Nov. episode of the show, she and Pernice danced a 20-second interlude without music. Before the final, Ayling-Ellis shared a video on Instagram that featured several deaf children wishing her good luck. “Because I’m deaf, I like seeing deaf people on ‘Strictly,’” one little girl said. “Look, Rose, I’ve got special ears, like you!” said another. “Always be proud of who you are,” Ayling-Ellis wrote.

In 2016, deaf actor, model and activist Nyle DiMarco became the first deaf contestant to win “Dancing With the Stars,” the hit American series based on the “Strictly Come Dancing” format. “During my experiences on ‘America’s Next Top Model’ and also ‘Dancing With the Stars,’ I always felt branded as sort of one-dimensional,” he told Variety’s Marc Malkin in 2020.

“I was just the deaf person. There was no real deep dive into who I am, what I liked, what I do every day and things like that.” He has since continued to advocate for deaf representation in entertainment.



HALIFAX EXPLOSION PLAY CREATED FOR BLIND, DEAF PEOPLE EXPLORES DISASTER'S CAUSE



DECEMBER 3, 2021 - BY JON TATTRIE, CBC NEWS

<https://www.cbc.ca/news/canada/nova-scotia/halifax-explosion-play-created-for-blind-deaf-people-explores-disaster-s-cause-1.6269344>



The Halifax Explosion was the largest mass-blinding event in Canadian history, and a new play aims to tell part of the story in a way that's accessible to blind people and to the deaf community.

Ben Stone is the director of *At This Hour*, a docudrama investigation

into the causes of the Dec. 6, 1917, disaster. It debuts Friday at the Maritime Museum of the Atlantic and runs until Dec. 12.

More than one in 50 people in Halifax were blinded or suffered serious eye injuries due to the shattered glass and flying debris from the explosion, which followed the collision of two ships in Halifax harbour, one filled with war-bound ammunition.

The play is based on Janet Maybee's *Aftershock* and transcripts of the legal inquiry held in the explosion's aftermath to investigate the causes of the collision.

Stone said it started when Zuppa Theatre hired an inclusivity/accessibility expert with a background in theatre. They pointed out that as the Halifax Explosion played a critical role in creating the Canadian National Institute for the Blind, Zuppa had a chance to really engage people who are blind or partially sighted today.

"We did a series of work-in-progress demonstrations with clients of the CNIB," Stone said.

They incorporated that feedback over a two-year period to create something like a live radio play that would work well for audiences with and without sight. But then they realized they'd

made it rather inaccessible for deaf people.

"We hired an ASL dramaturge to translate the English script into ASL," Stone said. "And for the past four weeks, we've been working with a cast of deaf actors to create a simultaneous blind and partially sighted version of the show that's sound-based and a deaf version of the show that is ASL-based."

Those actors are part of the amateur theatre troupe *Signs of the Maritimes*, and the actors who are deaf and the actors who are blind will deliver a merged, simultaneous version of the play.

Stone, who has full vision and hearing, said he directed with his eyes closed at points to maximize his understanding of that version. He said grappling with the ASL version proved to be a bigger challenge for him, and literally "opened my eyes to a whole new world."

"I never really appreciated how ASL is its own language," he said. "If you decide to do a show in two languages, simultaneously, time needs to be given to both."

Zuppa first hired Phillipa Colman as a writer and consultant, as she holds a university degree in creative writing and is partially sighted.

Colman said she became so involved in the play she ended up becoming an actor. "It's a little bit overwhelming, but it is fun," she said.

She works with actor Alan Williams, who is with *Signs of the Maritimes*, to deliver the same performance for the full audience.

"It shows people that you can have an accessible show and still be interesting," she said. "Everyone's kind of having the same experience."

Zuppa Theatre offers touch tours before the show for anyone who wants to walk around and feel where everything is before the performance begins. They're using surtitles, which are words projected above the stage, to emulate the sound design or transcribe the play for people who don't know ASL.



MOTIVATIONAL MONDAY

Every Monday, we post a reel (video) on our Instagram, Facebook, and YouTube pages with a motivational quote signed in ASL. On Monday, January 3, our Motivational Monday quote was:

**Don't sit down and wait for
the opportunities to come.
Get up and make them.**

- MADAME C.J. WALKER

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LOTS OF PEOPLE GIVE UP ON NEW YEAR'S RESOLUTIONS, AND THAT'S OKAY

verywellmind BY ELIZABETH MILLARD,
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<https://www.verywellmind.com/why-it-s-okay-to-give-up-your-new-year-s-resolution-5138137>

KEY TAKEAWAYS

- + A new study suggests most people give up their resolutions quickly and repeat resolutions in future years.
- + For healthy lifestyle changes, experts suggest moving away from the resolution model if it's not working for you and focus on smaller goals instead.
- + The first step for many goals, no matter what they are, should be to think about your reasons, which helps to bolster motivation.

Most people abandon New Year's resolutions within the first month and then make the same resolutions all over again the following year, according to a recent study in the International Journal of Environmental Research and Public Health.

Researchers surveyed nearly 200 people in the U.K. and Australia over a two-month period

around the start of the new year, asking them to list their biggest resolution and how committed they were to sticking to that change.

In a follow-up survey, that initial optimism had waned. Even those who predicted they would be tenacious in keeping their resolution abandoned the effort as much as those who had lower expectations for themselves.

Resolutions that focused mainly on healthier eating and exercise tended to be the most likely to get repeated over again, but the research did not find that re-setting that goal increased the likelihood of success.

However, one bright spot was that those who said they were more flexible about their goals reported higher levels of wellbeing, even if they gave up on those resolutions.

GETTING FLEXIBLE

Previous research backs up the importance of flexibility in setting goals, according to study co-author Joanne Dickson, Ph.D., professor of psychology at Edith Cowan University in Australia.

For example, a study in the journal *Age and Ageing* found that older people who are more flexible in adapting their goals tend to do better in reaching them. They also report higher levels of life satisfaction and lower depression as well.

“Flexible goal adjustment includes a capacity to view difficulties with composure and a degree of detachment while adapting your approach based on life situations,” says Dickson.

That means you can eat healthily and still have cake at your child’s birthday party without feeling like you’ve sabotaged your goals, for instance.

Another important finding in the recent study is that goals geared toward positive wellbeing—rather than externally driven—tended to be more successful. In other words, if you’re trying to exercise because you feel you should, or because that’s what your Instagram feed seems to imply, it would be tougher to keep that going compared to exercising because it makes you feel more energetic and less stressed.

FIRST STEPS

Rather than waiting until a fresh year rolls around, it’s helpful to set smaller, achievable goals throughout the year, suggests strength and conditioning coach Kourtney Thomas, C.S.C.S. Being flexible is important, but so is understanding why you’re setting that goal in the first place.

“Peel back the layers and get a firm idea of your ‘why,’ so you understand why this particular goal matters to you,” she says. “Your motivation should come from a place of autonomy, and then the execution of that why will naturally follow.”

That could apply to any type of resolution, from quitting smoking, reframing your relationship with food, or exercising consistently to being

a more attentive parent or simply being more mindful.

Another big step, Thomas adds, is to think about what you actually enjoy. If you hate the gym and loathe running but you love walking and gardening, then there’s your movement practices.

“What feels good, like something you want to do, not something that will turn into a ‘should’ type of activity?” she says. “Do that. Then, take every opportunity to keep doing that.”

Taking notes can also be helpful, she adds, since you can see a sense of progress you may have missed otherwise.

DITCH THE GUILT

If you made a New Year’s resolution—or several of them—and abandoned it well before Groundhog Day, you’re obviously not alone. But you still might feel guilty about it.

“This is a feeling that comes up incredibly often when we’re talking about resolutions, particularly around fitness and food,” says Thomas. “It’s just not productive, and it can be irrational. So many times, we attach guilt to expectations we haven’t met, as if we’ve done something wrong.”

She suggests trying to look at the situation with a more objective perspective, to see if you’re magnifying the consequences of abandoning a resolution.

WHAT THIS MEANS FOR YOU

If you’ve given up your New Year’s resolutions, you’re far from alone. But if you’d like to make a change, take a more flexible and adaptable approach, and start with thinking about your reasons for making that shift.





THINGS WE LOVE

THESE COME HIGHLY RECOMMENDED

FILMS

ETERNALS (2021)



Marvel Studios' Eternals features an exciting new team of Super Heroes in the Marvel Cinematic Universe, ancient aliens who have been living on Earth in secret for thousands of years. Following the events of Avengers: Endgame, an unexpected tragedy forces them out of the shadows to

reunite against mankind's most ancient enemy, the Deviants.

Makkari (Lauren Ridloff) is one of the Eternals who emerges as a witty, fiercely independent new hero with a mischievous spirit, and who has something of a budding romance going on with charming fellow Eternal, Druig (Barry Keoghan). Makkari also happens to be Deaf. Each Eternal has at least one special power, and Makkari wields the power of superspeed. **Watch it on Disney+ starting January 12, 2022.**



California School for the Deaf football team's pursuit of history (2021)

After seven straight losing seasons, California School for the Deaf (Riverside) tried to become the first deaf football team in the state to win a title. Short 7-minute documentary on their journey.

Watch it here

www.espn.com/video/clip/_/id/32753122

HAWKEYE (TV SHOW)



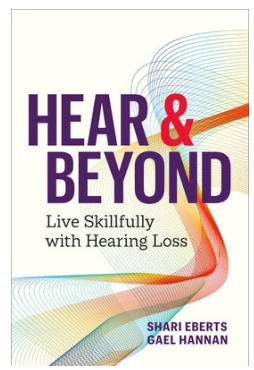
Hawkeye is an American web television series, based on the Marvel Comics superhero of the same name. The series is a sequel to Avengers: Endgame and Black Widow.

Not only does Hawkeye include a Deaf character, Maya (played by Indigenous

Deaf actress Alaqua Cox), it also focuses on Hawkeye/Clint Barton's own hearing issues, making him one of the first hard of hearing (HOH) characters whose symptoms are explored on TV.

Watch it on Disney+!

BOOKS



Hear & Beyond, written by Shari Eberts and Gael Hannan:

Hearing-health advocates, consultants, and speakers Shari Eberts and Gael Hannan offer a new skills-based approach to hearing loss that is centered not on hearing better, but on communicating better.

With honesty and humor, they share their own hearing loss journeys, and outline invaluable insights, strategies, and workarounds to help you engage with the world and be heard. You'll gain tips for navigating all areas impacted by hearing loss, including relationships, work, technology; strategies for adopting a new, empowering mindset towards your hearing loss; and communication behaviors that can make almost any listening situation manageable.

Hearing loss is just one aspect of who you are, among many others. You may have hearing loss, but it doesn't have to have you.



THE FUNNIES

HAVE A LAUGH

THAT DEAF GUY

BY MATT & KAY DAIGLE



PICKLES

BY BRIAN CRANE

