



connect.

CONNECTING VANCOUVER ISLAND & THE GULF ISLANDS

HONORARY LIFETIME MEMBERS



**JILL BATES-
SMITH**



**TRICIA
MCNEILL**



**STACEY
FRANK**

On June 26th, 2019 at the 27th Annual General Meeting, Island Deaf and Hard of Hearing Centre was proud to introduce three new Honorary Lifetime Members. **Jill Bates-Smith, Brent & Tricia McNeill, and Stacey Frank** were all named as Honorary Lifetime Members for their extraordinary contributions, and their commitment to the promotion and embodiment of the Vision of IDHHC. We are ever grateful for their enduring support and acknowledge their remarkable dedication to our Mission.

UPCOMING IDHHC EVENTS

SEPT 16: Info Hub - Senior Smart Drive

OCT 07: Info Hub - Fire Safety

NOV 04: Info Hub - Creating Quieter Communities

DEC 02: Info Hub - Cochlear Implants & BAHA's

DEC 12: Victoria Holiday Open House

SEE PAGE 2 & 3 FOR MORE

INSIDE THIS ISSUE

INSIDE IDHHC: pages 2 - 7

IN THE COMMUNITY: page 8 - 10

OUT THERE: pages 11 - 12

RESOURCES: pages 13 - 14

THINGS WE LOVE: page 15

THE FUNNIES: page 16



INSIDE IDHHC

What's Happening At Our Centres



VICTORIA

Focus on Self Advocacy: see page 3

Info Hubs: see page 3

Brain Health: see below

Dementia Friends: see below

WORKBC JOB FAIR

September 25, 2019, 1 - 4PM

Central Baptist Church

Interpreter available!

**HOLIDAY
OPEN HOUSE**
THURSDAY
DECEMBER 12
3 - 6PM



NANAIMO

NANAIMO SENIOR SERVICES NETWORK ANNUAL HEALTH & WELLNESS FAIR

October 24, 2019, (time)

Beban Park, 2300 Bowen Rd

IDHHC will be participating at this event.

BLACK PRESS EXTREME EDUCATION & CAREER FAIR

September 12, 2019, 11AM - 3PM

709 Nanaimo Lakes Road

<http://bit.ly/327GiYq>

EDUCATION & CAREER FAIR

November 28, 2019, 9AM - 2PM

Beban Park Social Centre

1.604.681.2153

<http://bit.ly/2EQdCcz>



Join us as we host two workshops with Alzheimer Society of BC.

Heads Up: An Introduction to Brain Health

It's never too soon or too late to make changes that will maintain or improve your brain health. Learn strategies and set goals.

OCT 26, 10AM - NOON

Dementia Friends

We all have a role in making our community dementia-friendly. Learn about dementia and how you can help people living with dementia feel included and supported.

OCT 26, 1 - 2PM

IDHHC MEMBERS

**\$6 per session
\$10 for both**

GENERAL PUBLIC

**\$12 per session
\$20 for both**

TO REGISTER,
PLEASE CONTACT
LESLEE SCOTT
AT leslee@idhhc.ca

IN THE IDHHC BOARDROOM 130 - 1555 MCKENZIE AVENUE, VICTORIA

CAPTIONING PROVIDED. ASL INTERPRETERS PROVIDED UPON REQUEST.



**1:30 PM TO
3:00 PM**
**NO RSVP
NEEDED**

COST: \$8.00
(IDHHC Members free)
ANNUAL IDHHC
MEMBERSHIP IS \$25

*Captioning services
will be provided.
ASL interpreters
provided upon
request.*

SEPTEMBER 16

Senior Smart Drive

With Colleen Woodger
ROAD SAFETY COORDINATOR

OCTOBER 7

Fire Safety

With Mike Simpson
SAANICH FIRE CHIEF

NOVEMBER 4

**Creating Quieter
Communities**

With Trevor Hancock
RETIRED UVIC PROFESSOR

DECEMBER 2

**Cochlear Implants
& BAHA's**

With Hugh McCormack
AUDIOLOGIST

Free Parking

130 - 1555
McKenzie Avenue
Victoria, BC

T: 250.592.8144
E: idhhc@idhhc.ca

**Hard of Hearing Support Group:
Focus on Self-Advocacy**

Join us as we host a series of presentations/discussions for the Hard of Hearing Support Group with information and conversation about self-advocacy to improve and increase accessibility in our communities.

SEPT 09
Hearing Aids
WITH EDWARD STORZER
AUDIOLOGIST

SEPT 16
What To Ask For
WITH TIM ARCHER
ALDS CANADA

OCT 16
Self-Advocacy
WITH GAEL HANNAN
AUTHOUR

6:30 - 8:30 PM

IN THE IDHHC BOARDROOM
130 - 1555 MCKENZIE AVENUE, VICTORIA

FREE ADMISSION!

REGISTRATION REQUIRED PER SESSION TO ENSURE ADEQUATE SEATING.
CAPTIONING PROVIDED. ASL INTERPRETERS PROVIDED UPON REQUEST.

TO REGISTER, PLEASE CONTACT LESLEE SCOTT AT leslee@idhhc.ca

WELCOMING NEW STAFF



IDHHC is excited to welcome Audiologist EDWARD STORZER to our Victoria office! Edward is a well-known local practitioner having worked alongside Brent McNeill (who retired in 2016) at McNeill Audiology in

Oak Bay for the past 17 years. We are excited to have Edward lead our Sound of Change program with his vast knowledge of the latest technology in hearing aids and devices as well as his dedication to client centered care. We believe his values reflect those of IDHHC and that he will make an immense contribution to the community as part of our team. Welcome Edward!



As we add to our growing team, IDHHC is very pleased to welcome SHARI MASON in the role of Manager, Finance and Operations. Shari has extensive experience in financial administration along with

operations management in a variety of settings, most recently with Saanich Peninsula Hospital Foundation. We are excited to have her warmth and energy as part of our team as she helps develop better processes and procedures to keep up moving forward. Welcome Shari!

FROM THE EXECUTIVE DIRECTOR

In January 2018 the Senate of Canada struck the ‘Special Committee on the Charitable Sector’, a committee that was asked to examine and report on Canada’s charitable and non-profit sector. In June 2019 they released their report - Catalyst for Change: In support of the Charitable Sector. With 42 recommendations the committee heard extensive evidence on four key topics: the people working and volunteering in the sector; funding for the sector; the rules governing the sector; and, the need for a “home” within the federal government for the sector.

It was a thorough if not lengthy report and as I read through it I was reminded about what I know (by working in the charitable sector for over 20 years), but do not often stop to think about. These are pieces that I believe are important for us all to remember as we work, volunteer and benefit from this vital sector, so thought I would share just a few lines with you here. Happy reading!

“People lie at the heart of the sector’s success. Canada’s charitable and non-profit sector is diverse and vibrant. From sport to social support services, an estimated 86,000 registered charities and 85,000 non-profit organizations engage in public benefit activities that touch almost every aspect of Canadian life. The sector is also a significant economic driver, generating more than 7% of Canada’s gross domestic product and employing more than 2 million people.



Health care, education, the arts, sports and recreation, the environment, social supports, criminal justice, emergency response – all are underpinned by the volunteer effort of millions of Canadians, managed by a dedicated staff operating with inadequate and unpredictable funding to create miracles in their communities every day.

As these organizations seek sustainable funding models, they are expanding to new areas of revenue generation, sometime

pushing the limits permitted under existing legal and regulatory constraints. Finding new forms of operation and drawing on innovative and often young volunteers and staff, these social enterprises are breaking new ground and finding ways to do good while doing well financially.”

To read the full report go to:

<https://sencanada.ca/en/info-page/parl-42-1/cssb-catalyst-for-change/>

Denise Robertson

BOARD NEWS

Meet the
Board of Directors
for 2019 - 2020!

PRESIDENT: Southard Quint
VICE PRESIDENT: Linda Bradford
TREASURER: Anne Minnings
SECRETARY: Cheryl Pardue
PAST PRESIDENT: Michael Hayes
DIRECTOR: Mark Dunn
DIRECTOR: Suzanne Lang
DIRECTOR: Janice Todd



On behalf of the IDHHC Board of Directors, I would like to thank Mike Hayes for his tenure as president over the past 9 years. Under his leadership we have seen enormous growth as an organization and he has

been an integral part of those advances.

As the new president for the next two years, I am looking forward to working with our Executive Director Denise Robertson and the front line staff. Also, I am pleased to have the opportunity to be leading the volunteers that comprise the IDHHC Board of Directors. As a Board, we are committed to communication access for Deaf, Deaf-Blind and Hard of Hearing individuals on Vancouver Island and The Gulf Islands.

As we head into the next year we have many on-going initiatives such as The Sound of Change Program; Board recruitment; and the Strategic Plan to name a few. I am excited about the new opportunities that will present themselves over these next two years and look forward to the collaboration with staff, members, clients and volunteers.

Southard Quint

HEARING HEALTH SERVICES

SOUND OF CHANGE: The program is alive and well, providing on-going health services for low income and at risk community members. Our clinic is now fully staffed and we are excited to welcome Edward, our new audiologist. Please contact IDHHC reception regarding eligibility and further information.

ASSISTIVE LISTENING DEVICE SYSTEMS: Did you know IDHHC staff can assist you with selecting a variety of assistive technology devices, including amplified telephones, alerting systems and personal amplification devices to help you navigate your world better? Please contact Szilvia in Victoria (szilvia@idhhc.ca or 250.592.8144) or Anna in Nanaimo (hnsnanaimo@idhhc.ca or 250.753.0999) for assistance.

EMPLOYMENT SERVICES

WHAT'S NEW: Working under the new government Employment Services contract (WorkBC), the IDHHC Employment Team is now collaborating with the Neil Squire Society on Work BC Assistive Technology Services. Individuals who are working or looking for work, are in need of hearing aids, and have a demonstrated financial need may be eligible for assistance. If this sounds like you, please contact Kara in Victoria (kara@idhhc.ca or 250.592.8144) or Janet in Nanaimo (janet@idhhc.ca or 250.753.0999) for more information.

SUCCESS STORY: “Jane” is a young Deaf woman and a new job search client in Nanaimo.

Shortly after working with an IDHHC Employment Advisor, “Jane” relayed that she had sent out many resumes to job ads including an opening with a Linen Rental company close to the Nanaimo office. She had received no responses from her applications. After a few emails and phone messages to the hiring manager of the Linen rental company, the IDHHC staff dropped into their office and spoke to the manager directly about Jane’s assets and support offered by IDHHC and WorkBC. An interview ensued and Jane was hired on full-time and starts shortly. Interpreting for on the job training and a Deaf Awareness Training will be organized. “Jane” says that she is excited to get back to work!

NICE TO MEET YOU, LESLEE

Each issue, we will interview one of our team members from IDHHC. This issue, we’d like to introduce you to Leslee Scott, our Manager of Family & Community Services in Victoria.



WHERE WERE YOU BORN/RAISED?

I was born in Kelowna and raised in Revelstoke and Kamloops, however over my adult years, I have also spent time living in Vancouver, London (Ontario), Edmonton, and Kelowna before making my way to Victoria.

WHEN WERE YOU DIAGNOSED AS BEING DEAF?

I was born hard of hearing due to my mother having rubella when she was pregnant; however, I wasn’t diagnosed as being hard of hearing until I was 5 years old. My parents had always suspected it but none of the medical professionals they took me to, agreed with them. The doctors all thought I had a speech impediment. My mom worked with me diligently on speech reading and reading. My parents eventually took me to Vancouver and I was diagnosed with a moderate to severe hearing loss at age 5.

WHAT WAS YOUR EXPERIENCE IN SCHOOL AS A CHILD?

The same Doctor that diagnosed me with a hearing loss told my parents I needed to go to the school for the Deaf in Vancouver. We were moving to Revelstoke at that time and my parents didn’t want me schooled in Vancouver. My Dad was the superintendent of the school district and was adamant that ‘his teachers could teach me’. So I was mainstreamed and had no support other than the time my mom spent with me going over homework. When I was in grade 10, I started working with a Speech Language Pathologist (SLP) who encouraged me to wear an FM system. I refused, but in hindsight I wish I had because I realized I missed so much of what was going on around me in classes.

WHAT DEVICES HAVE YOU USED? AND WHAT DEVICES DO YOU USE NOW?

At age 5 I got my first hearing aid which was a body aid with wires up to my ear. Then when I was 7 years old I got my first Behind the Ear (BTE) hearing aid. In my college years I was exposed to Sign Language

and picked that up quickly and accessed my University courses at UBC through Sign Language Interpreters. Over the years my hearing deteriorated and the Audiologist told me that there were no other hearing aids that I would benefit from. I applied for a cochlear implant. After three attempts at assessments and 5 years after I submitted that first application I received my cochlear implant at age 55.

WHAT HAS BEEN YOUR PAST WORK HISTORY?

I've worked in housekeeping in a hotel, and then I worked in a bank before going back to school to get my BA in Sociology. When I completed my degree I decided that I wanted to work with Deaf and Hard of Hearing individuals so I took my Bachelor of Social work degree. I did practicums at Jericho Hill School for the Deaf and Ministry of Child and Family Development. After completing my Social Work Degree I got a job at the Canadian Hearing Society in Ontario and worked as a Vocational Rehab Counsellor. Missing BC, I moved back and worked in Vancouver at WIDHH in the Employment program. I then decided to go back to school to get my Masters in Deaf Education specializing in Vocational Assessments. Upon completion of my Masters, I moved to Kelowna and started my own business and ran that for 10 years. I then worked for WIDHH in the Kelowna office until that was shut down. Shortly after that I got hired at IDHHC and moved to Victoria.

WHAT DO YOU DO AT IDHHC?

I am the Manager of Family and Community Services for our Victoria office. I work with lots of people who are struggling with their hearing loss and provide coaching to help them understand their hearing loss and how it impacts them and how to communicate their needs to others for successful communication. I teach clients about telephone protocols, how to disclose, help them develop a 'script' that they are comfortable with when introducing their needs/barriers. I support clients with literacy and communication support i.e. to understand letters they receive from government; support clients to access community resources they are in need of and ensuring that communication support is well set up for them to access those resources. Assist clients navigating systems and online applications for services. Support clients with housing needs, set up referrals for clients who need mental health support; conduct workplace assessments and recommend solutions to create more acoustically friendly work spaces, help clients with family support, parenting challenges, retirement planning. I also do public presentations about Hearing Loss.

WHAT DO YOU ENJOY MOST ABOUT YOUR JOB?

The people I work with, my clients, colleagues, and folks I meet out in the community.

WHERE ARE SOME PLACES THAT YOU HAVE TRAVELLED?

England, Paris, travelling across Canada all the way to PEI, Australia/New Zealand, and Vietnam.

WHAT IS SOMETHING WE'D BE SURPRISED TO LEARN ABOUT YOU?

I've taken ballroom dancing and in fact met my husband there. I've had three hearing service dogs. The first one was a cocker spaniel and he retired, the second one was a cockapoo and after just 5 months he became a guard dog not a service dog so he didn't work out, and my third dog, Cruise, is a standard poodle and he has just been retired.

WHAT IS YOUR FAVOURITE MEAL?

My husband's fresh sole and fries, and I make a mean spaghetti.

WHAT ARE SOME OF YOUR HOBBIES?

I'm an avid reader and love mysteries, enjoy walking and being outside, and watching mysteries on TV.

IF THE PLANE WAS LEAVING TONIGHT, WHERE WOULD IT BE TAKING YOU?

To Italy.

IN THE COMMUNITY

What's Happening Around the Islands



STAR CINEMA IN SIDNEY

Wednesday Maintee movies are captioned right on the screen. Some films do not come with captioning, confirm by checking their website. If you cannot attend a Wednesday maintee but would like to see the film captioned, request it ahead of time. They are fantastic and willing to accomodate all to ensure everyone enjoys their movie experience.

www.starcinema.ca

ARTS WITH ASL

Interested in seeing live performaces in American Sign Language? Sign up with **Arts With ASL** to receive emails about upcoming plays that are in ASL.

<https://lists.uvic.ca/mailman/listinfo/arts-with-asl>

SOUTH VANCOUVER ISLAND ASSOCIATION OF THE DEAF

Every month, SVIAD hosts Vingo, a game almost like Bingo but with playing cards. It's always a blast and everyone's welcome! (ASL is primarily used.) Below are some information and the upcoming dates.

COST: \$10 (exact cash)

TIME: 6:30 PM (Doors open at 5:45PM)

WHERE: Esquimalt Recreation Centre
527 Fraser Street

There is also a snack bar and a 50/50 draw!
(small change only)

- + September 14
- + October 5
- + November 2
- + December 7
(Vingo Christmas Party)

INTERNATIONAL OVERDOSE AWARENESS DAY

Aug 31, 12:30PM - 4:30PM Centennial Square | Free

Together we will hold space to remember those loved and lost, while advocating for decriminalization, dignified healthcare, and a #safesupply. Join us for Victoria's Largest annual public Narcan Training (ASL interpretation provided), Community BBQ, Resource Tables, Live Music, and Memorial Heart Activity with Moms Stop the Harm.

The Vancouver Island Drug Checking Project will be offering a free and confidential drug checking service.

This event has been organized by the South Island Community Overdose Response Network (SICORN) with funding from the Community Action Initiative (CAI) and support from the Canadian Institute for Substance Use Research (CISUR).

Event takes place on the traditional territories of the Lkwungen speaking peoples, of the Songhees and Esquimalt Nations.

ASL AT VICTORIA FRINGE FESTIVAL

Victoria Fringe Festival is happening August 21 - September 9. They have booked ASL interpreters for selected events and some events have subtitles. Check them out!

www.intrepidtheatre.com/festivals/fringe-festival/

FRINGE EVE PREVIEW Aug 21 - 5:30PM - 9:30PM Centennial Square | Family-friendly | Free

The famous and FREE Fringe Eve Preview gives you a sampler of nearly all the shows on offer at the festival. Each show gets just two minutes to win you over. Ticket Rocket's pop-up box office will be there for your ticketing needs. Grab your programs, your highlights, and start making your Fringe picks as you kick back and enjoy a local beer or cider, a bite from a food truck, and launch the 33rd Victoria Fringe. Hosted by local performers Amanda Lisman and Nicole Malcolm. Come one, come all!

FRINGE PREVIEW #2 Aug 27 - 9:30PM Metro Studio Theatre | Free with Fringe Button

Get ready for a second preview at Venue 3 with all-new shows arriving in the second week of the Fringe! It's worth staying up late on a school night to get a 2-minute sneak peek at 13+ brand-new shows and plan your second week of Fringe-ing. Hosted by local improviser Nicole Malcolm and drag queen Woofie Goldberg.

FRINGEKIDS FEST Aug 24 - 11AM - 4PM Market Square | Ages 3+ | Free

ASL INTERPRETATION FROM 11AM - 1PM | This action-packed, interactive event introduces young Fringers to live performance and unleashes their creativity. Paint the giant Cardboard Castle, get your face painted, play on the Ingnio Circus trapeze, and explore craft stations from Victoria Nikkei Society, Kaleidoscope Theatre and more. With performances running all day there is something for every age from 3 - 10 years. FringeKids Stage highlights: Be enthralled by drag storytime with Staches and Lashes Collective. Go on a musical story adventure with Embrace Arts Foundation. Join an on-stage dance party with DJ Britty B. See classic fables come to life with Story Theatre. Learn some fresh moves with

The Saltines. So much FUN and 100% FREE!

DESTINY, USA by Convection Productions Wood Hall | PG 12+

AUG 26 - 6:15PM AUG 29 - 8PM AUG 30 - 7:30PM AUG 31 - 10:30AM SEPT 1 - 12:30PM

Creator of hit fringe show, Pitch Blonde! When Laura moves from Toronto to Syracuse, New York, she wasn't expecting to be residing in Trump's America. Gaining her first job as a Relay operator for the Deaf and Hard of Hearing, causes her to question if she can discover the hidden humanity of the American people. Fully ASL interpreted show on August 29. All shows incorporate ASL and captioning. CW: Some discussion of suicide and self harm.

LUB DUB by Rage Sweater Theatre Productions Downtown Community Centre | PG 14+

AUG 31 - 4:45PM

A variety show for the marginalized, angry, unseen. LUB DUB is unapologetic, political, fiercely entertaining. Centering experiences of Black, Filipino, Queer, disabled, low income folks, LUB DUB invites you to celebrate, collaborate, and smash white supremacy. "I left feeling recharged...I made monkey sounds and put pepper up my nose, but I didn't feel pressured to do it" - APT 613 ASL interpreted performance. CW: Discussions of racism, fatphobia, gender identity, colonization, ableism.

DISSECTION OF A MODERN DAY - MIXED HERITAGE WOMAN by Nyla Carpentier

Downtown Community Centre | PG 14+ *AUG 24 - 6PM*

Which part belongs to who? Told through family and personal stories, poetry, dance and a bit of song. One woman tries to find out who she is and where her mixed heritage is pulling her. Unraveling and weaving together her experiences to figure out how to fit within society and not set it on fire. ASL interpreted performance. Has minimal visual elements. CW: There will be swearing and some mature content.

Into the Tango by PointeTango Metro Studio Theatre | All Ages

AUG 22 - 7:15PM AUG 23 - 7:15PM AUG 24 - 5PM AUG 29 - 5:15PM AUG 31 - 12:15PM SEP 1 - 7:45PM

They're back—Award-winning dance company, PointeTango returns from Buenos Aires with INTO THE TANGO, a breathtaking new show featuring world-class dancers Erin Scott-Kafadar and Alexander Richardson. With fantastic lifts, ballet on pointe and flawless Argentine tango, this is a MUST-SEE show! Voted FAVOURITE DANCE show at the 2018 Victoria Fringe. No dialogue, no language barriers!

Scripts are available upon request for the following shows. You can borrow them from either the venue or Fringe HQ during advance box office hours (Blanshard at Fisgard next to Serious Coffee, 12-7pm daily):

- 13 Dead Dreams of "Eugene"
- Dear Samantha
- GRL PWR: A Musical History of 90s Girl Group Feminism
- Letter to Myself
- LUB DUB
- Man Cave, a One-Man Sci-Fi Climate Change Tragicomedy!
- Money on the Table
- Nevermore
- Personal Demon Hunter
- The Ballad of Frank Allen
- TravelTheatrics
- Destiny, USA
- In Ireland We Rented a Car from Criminals
- The Rage Trials

OUT THERE

What's Happening in Canada and the World



ACCESSIBLE CANADA ACT

On June 21st, the Accessible Canada Act received Royal Assent. IDHHC is thrilled that the Act has passed, and we look forward to the positive changes and much needed improvements to communication access for Deaf, Deaf-Blind and Hard of Hearing Canadians. For more information, please see the official news release from the Government of Canada:

www.canada.ca/en/employment-social-development/news/2019/06/canadas-first-federal-accessibility-legislation-receives-royal-assent.html

ACCESSIBILITY FOR FEDERAL ELECTIONS 2019

- + There are three ways to vote: by special ballot, at an advance poll, or on polling day. The special ballot allows Canadians to vote by mail or in person at the office of their returning officer.
- + All revisal offices, polling stations and other premises used during an election must have level access. In the rare cases where election day polling stations do not provide level access, transfer certificates are available so that electors with disabilities may use a different polling station that does have level access.
- + At the request of the elector, assistance in marking the ballot is available at the advance and election day polls. Voters may also bring a friend or relative who may assist them, after taking an oath.
- + Key information about voting and registration is available online, in print and in alternate formats upon request: large print, braille, full-text template, audio CD and files (i.e. DAISY), full transcription, open captioning, and ASL and LSQ videos.
- + During the election, you can find out if your polling station meets your needs by entering your postal code in our Voter Information Service, by calling us, or on the Voter Information Card, which is mailed to every registered elector.
- + Tools offered to vote: magnifiers with light (4x), a tactile and braille voting template, large-print lists of candidates, braille lists of candidates (available on election day only), language or sign language interpretation (must be requested ahead of time), assistance in marking a ballot, voting screens that let in more light, large pencils, signature guide, and a Welcome to Your Polling Place card (guides elector through voting process).

www.elections.ca

DEAF STUDENT CREATES MORE THAN 100 NEW SIGNS FOR SCIENTIFIC TERMS



BY ELLA TORRES, ABC NEWS

<https://abcnews.go.com/International/deaf-student-creates-100-signs-scientific-terms/story?id=64691616>

When Liam Mcmulkin began his studies at Scotland's University of Dundee, he quickly realized a glaring oversight not only in the program, but in British Sign Language in general: signs for science.

As he delved into more complex topics, and learned words such as phosphorylation or oxidation, the signs that were used to communicate the lessons often took up an inefficient amount of time because they had to be spelled out with each letter, he said.

"It's not easy to convey complex processes with a few hand gestures," he told ABC News via email on Monday.

Mcmulkin, who is deaf, took it upon himself to fix the problem.

"With terms about developmental biology spring up, I made a conscious decision to start creating signs that I thought were required," he said.

He has since created more than 100 new signs to use in his science courses.

Mcmulkin said creating each sign requires following the grammar structure, hand shape and movement of British Sign Language. Then each term has to be agreed upon by a forum of sign linguists, deaf people and deaf specialists.

It took him about two months.

The University of Dundee, located in the city of the same name, plans to continue using the new signs for years to come.

"Liam's effort towards creating new signs is crucial to the future of the life sciences," Dr. Marios Stavridis, the head of the biological sciences at the University of Dundee and Mcmulkin's supervisor, told ABC News in a statement.

"If you imagine having to finger spell highly technical terms whilst sitting in a lecture or having a quick conversation with a colleague, you can appreciate how taxing and difficult it has been for Liam."



Simon Harvey, a spokesman for the official site for British Sign Language's online courses, said new terms become part of the language once they are regularly used.

"If these scientific vocabulary signs have begun to be used by others around the country then they will begin to be recognised as BSL signs," he said.

Mcmulkin, now in his third year at the school, hopes to continue his endeavor, which was first reported by the BBC, and help more students as they make their way through complex science courses.

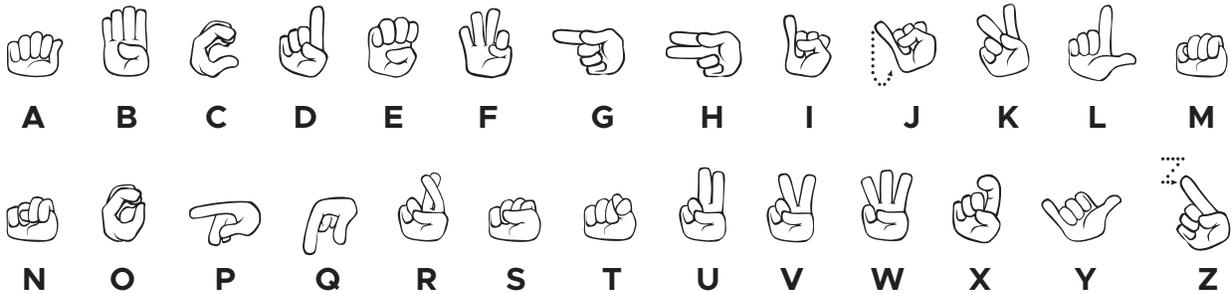


RESOURCES

Beneficial Information



THE ENGLISH ALPHABET IN AMERICAN SIGN LANGUAGE



DID YOU KNOW?

BY SPEECH-LANGUAGE & AUDIOLOGY CANADA

1. Three out of every 1000 babies are born with hearing loss.
2. Children with mild to moderate hearing losses, on average, achieve one to four grade levels lower than their peers with normal hearing, unless appropriate management occurs.
3. There is a higher prevalence (2:1) of permanent hearing loss in people with diabetes than those without the disease regardless of age.
4. Hearing loss changes the brain.
5. While the exact cause of tinnitus (ringing in the ear) is unknown, it may be a symptom of other problems such as hearing loss, exposure to loud noise, exposure to ototoxic medicine, or allergies.
6. There is a strong statistical connection between the appearance and degree of hearing loss and all-cause dementia.
7. Hearing loss is the third most prevalent chronic condition (behind arthritis and hypertension).
8. HALF of all cases of hearing loss are preventable (e.g. ototoxic medications, chronic otitis media, infectious disease, head trauma, and noise).
9. Hearing loss causes difficulties with auditory attention, memory, and comprehension.
10. The opportunity to communicate is a basic human right.



Speech-Language &
Audiology Canada
Communicating care

THE TOP BENEFITS TO HIRING DEAF AND HARD OF HEARING PEOPLE

BY KEEGAN NOXELL, CHHA

<https://www.chha.ca/top-benefits-to-hiring/>

It is a well-published fact that deaf and hard of hearing people often face challenges such as, discriminatory hiring practices, misconceptions on the employer's part and barriers to job advancement opportunities while entering and remaining in the workforce. According to Statistics Canada, in 2016 the employment rate of working-age adults with a hearing loss is 47.9% – much lower than the employment rate for adults without a disability (73.6%).

What many employers may not realize is that there are many hard of hearing individuals studying and working in nearly every field imaginable. The work ethic, above average attendance and unique perspectives they offer are just a few of the benefits of hiring us deaf and hard of hearing individuals. Furthermore, they can become invaluable members of the workforce and contribute to the company's overall success.

Here are some key benefits to employing those with a hearing loss:

- + We are said to be very adaptable, as we face numerous challenges throughout our lives, which means we have the ability to tackle challenges or work assignments differently than our hearing colleagues may have thought possible. Our drive and determination will likely exceed those of our abled co-workers.
- + It goes without saying that we can offer a unique perspective based on our life experiences that can contribute to the task at hand, which may not have been considered otherwise. With our input, it can also positively improve products and/or services to be more inclusive for all consumers.
- + We are very detail-oriented and take good notes, that can benefit our fellow co-workers and employer after meetings with clients and suppliers and complements what has been

retained verbally by others.

- + We rely heavily on our other senses (i.e. visual cues) to compensate for our lack of hearing. Our attention to surroundings and body language of others during meetings can provide us valuable insight into how the person speaking feels. There can often be a mismatch between what is spoken and their body language, which may very well be overlooked by our hearing peers if they are just focusing on what they hear.
- + We are very loyal to those who grant us opportunities as they tend to be harder to come by.
- + As hard of hearing individuals, we have a variety of technology available that enables us to bridge the communication barrier(s) we may otherwise face with our peers. In addition to hearing aids and cochlear implants (CI), we use FM systems, wireless devices with Bluetooth technology and other essentials (i.e. telephone, mobile applications, etc.) that are designed for those with a hearing loss.

You may be wondering if there is evidence of these advantages. Well, it is well-known that deaf and hard of hearing individuals spend the majority of their daily life adapting to their surroundings and situations, which translates to patience in the event of an obstacle. Further, we tend to employ our out-of-the-box thinking and analytical problem-solving skills.

In summary, deaf and hard of hearing employees can be just as capable at their jobs compared to those with full hearing. The advantages far exceed the disadvantages when it comes to employing those of us with a hearing loss. They can be of benefit to those around them and bring a more diverse, engaged and equal-opportunity work environment, which are highly sought-after by companies and employees alike.



Canadian Hard of Hearing Association
Association des malentendants canadiens

THINGS WE LOVE

These Come Highly Recommended!

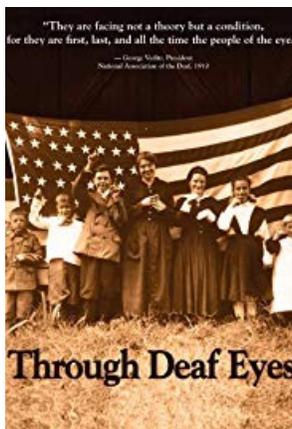


TECHNOLOGY

LIVE TRANSCRIBE: Having trouble hearing what folks are saying when you are out and about doing errands? There is an app for that! Live Transcribe (Android phones only) will convert speech to text right onto your phone!

www.android.com/accessibility/live-transcribe

FILM



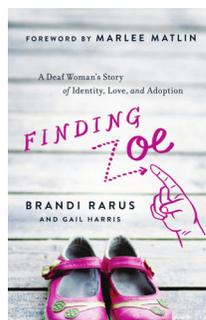
Through Deaf Eyes is a two-hour documentary film that explores 200 years of Deaf life in America. The film includes interviews with prominent members of the Deaf community, including actress Marlee Matlin and Gallaudet University president emeritus I. King Jordan.

Interwoven throughout the film are six short documentaries produced by Deaf media artists and filmmakers. Poignant, sometimes humorous, these commissioned stories bring a personalized sense of Deaf life in America to the film. Through first person accounts and the film as a whole, *Through Deaf Eyes* tells the story of conflicts, prejudice and affirmation that ultimately reaches the heart of what it means to be human.

BOOKS



El Deafo, written by Cece Bell: A 2015 Newbery Honor Book. Going to school and making new friends can be tough. But going to school and making new friends while wearing a bulky hearing aid strapped to your chest? That requires superpowers! In this funny, poignant graphic novel memoir, author/illustrator Cece Bell chronicles her hearing loss at a young age and her subsequent experiences with the Phonic Ear, a very powerful—and very awkward—hearing aid.



Finding Zoe, written by Brandi Rarus & Gail Harris: When Zoe was born to Jess, a high school student who knew she couldn't raise a baby on her own, Jess did her best to find the ideal couple to raise her little girl. But when the adoptive family discovered Zoe's increasing hearing loss, they made the agonizing decision to let her go.

Set against the backdrop of Deaf America, *Finding Zoe* is story about a remarkable family and gives us a poignant insight into their culture and its history. It's a story about doing what is right and watching how the pieces can just fall into place, as it did when Zoe found her true family.

THE FUNNIES

Have a Laugh



THAT DEAF GUY



PICKLES



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