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**2019 Morale Calendar**

The Second Friday of Every Month

**March 8th: Green Day**



Take a picture & send it to Nikki Bomasuto: [nikki.bomasuto@accesscny.org](mailto:nikki.bomasuto@accesscny.org)  
She will post on AccessCNY's Facebook page!

**HAVE AN IDEA FOR THE NEWSLETTER?**

Contact us via e-mail at [newsletter@accesscny.org](mailto:newsletter@accesscny.org), or drop an idea in one of the suggestion boxes located at each of our administrative buildings.

**FOLLOW ACCESSCNY ON FACEBOOK AND TWITTER!**

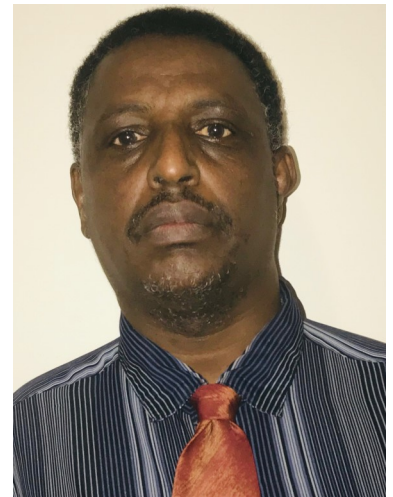


## Many Faces, Many Nations

### Consumer Directed Personal Services

The Consumer Directed Personal Services Program at AccessCNY takes great pride in serving immigrants and refugees from many nations throughout the world. In this Medicaid-funded program, participants recruit, hire, train, schedule, supervise and terminate their own personal assistants. The weekly number of service hours utilized by CDPS participants is determined by an assessment from their insurance provider, and can be used for personal care tasks, light housekeeping and errands. Individuals from Somalia, Russia, Nepal, Cambodia, Egypt, Ukraine, as well as a number of other countries, are currently receiving services with the CDPS Department, with the goal of facilitating independent, home living.

One of these such participants is Yusuf Hashi. Originally, from Somalia, Yusuf came to Syracuse in 2009 from a refugee camp in Kenya where he had been residing since the 1990's. Yusuf was forced to leave his home country of Somalia due to the ongoing civil war that erupted in 1991. Yusuf sustained a life-threatening injury as the result of this war, and sought medical treatment in Kenya. In 2009 he was granted admission to the United States along with other members of his family.



Yusuf Hashi

Due to Yusuf's continued health issues as a result of his injury, Yusuf was authorized to receive Consumer Directed Personal Services. He then hired his brother in law, Abdi Warsame, to work for him. Abdi, also from Somali, immigrated to Syracuse in 2009. Abdi assists Yusuf daily with personal care tasks such as shaving, bathing, cooking, taking his medication, and light housekeeping. Thanks to this program, Abdi was able to stay gainfully employed with AccessCNY by providing necessary care to Yusuf, while simultaneously attending Syracuse University where he proudly earned his degree in Accounting and Finance in 2017.

Abdi explained, "Because of CDPS, I [was] able to complete my degree while I was working for Yusuf and I made sure his needs were covered."

Abdi continues to assist Yusuf since graduation. He states "We both want to say thank you to AccessCNY for serving people with us and our community." It is due to the efforts of participants like Yusuf and personal assistants like Abdi that the CDPS Department can continue to assist people with disabilities in our community to maintain an independent and self-directed lifestyle.

For all...

**Aspects of Communication & Personal Awareness**

Wednesday 3/06/2019  
9:00 am—12:30 pm  
1603 Court Street, Room 108

**Person Centered Thinking**

Wednesday 3/20/2019  
9:00 am—3:30 pm  
1603 Court Street, Training Room

For Staff Support Individuals with Developmental Disabilities

For questions regarding these or any other trainings, please contact:  
Crystal Baker, Employee Development Specialist  
315-410-3372  
crystal.baker@accesscny.org

**AccessCNY Art Club**

AccessCNY has incorporated a Therapeutic Employee Art Club for all to come join! The Art Club was created for employees to come and enjoy each other while in a creative, relaxing, and therapeutic environment.

Designed specially to open the opportunity for enhancement and learning.

With such friendly club members, Art Club welcomes walk-ins to see and contribute to projects! No commitment is necessary to attend an Art Club meeting.

Meetings are held the second Friday of each month at 420 E. Genesee Street in the Gifford room from 4:30 – 7:30 pm. Bring your supplies and let your creative mind free!

To join the email list, please feel free to contact Mahsa Kahnamouei at, [masa.kahnamouei@accesscny.org](mailto:masa.kahnamouei@accesscny.org)

# The LoveTones

William Nicholson, Program Manager



The first performance of William Nicholson's new musical venture with Sequoia Iman, The LoveTones, was a resounding success! They played for a standing room only crowd at Funk-n-Waffles on January 15th. There wasn't a dry eye in the house when they performed Sinead O'Conner's "Thank you for Hearing Me." Be sure to catch their next performance on Tuesday March 12<sup>th</sup> at Funk-n-Waffles.

## Developmental Disabilities Awareness Month

*"THERE IS NO GREATER DISABILITY IN SOCIETY, THAN THE INABILITY TO SEE A PERSON AS MORE."*

- ROBERT M. HENSEL

In 1987, President Ronald Reagan made a public proclamation that the month of March should be recognized as Developmental Disabilities Awareness Month to "increase public awareness of the needs and potential of Americans with developmental disabilities.

The National Association of Councils on Developmental Disabilities (NACDD), established as part of the Developmental Disabilities Assistance and Bill of Rights Act Amendments of 2000 (The DD Act), states that, though their mission remains largely the same, so much has changed since 1987. While they still aim to increase public awareness, their focus has

shifted to the importance of inclusion and living life side by side.

During March, the NACDD wants people to share their stories, photos, and resources far and wide to expand the conversation of inclusion and accessibility. The goal is to create awareness about developmental disabilities, teach the importance of inclusion within every aspect of life, and to share the stories of individuals with a disability to show that a successful life is possible.

Remember to use the hashtag #DDAwareness19 throughout the month of March in any post about this campaign.

# Employee Engagement Committee<sup>E2</sup>

By: Sue Schultz, Chief Operating Officer

In September 2018 the agency created a committee made up of representatives from various departments across the agency. The committee was initially called the Morale Committee but has since changed its name to the Employee Engagement Committee <sup>E2</sup>.

The first thing the committee did was send a survey to employees through Survey Monkey regarding specific questions about the picnic and ice cream social. Employees were also asked to rate their own morale (see table), and were given an opportunity to make suggestions on ways to improve morale (other than pay increases which we know would make everyone happy). 162 people responded to the survey with the following results:

Rating	Number of people
1 (worst)	3
2	8
3	42
4	65
5 (best)	29

The top 3 suggestions to improve morale were: more staff recognition, more staff appreciation, and more opportunities for interactions with co-workers.

The Employee Engagement committee meets monthly and has developed 3 goals for 2019:

- Make recommendations to Leadership on ways to improve engagement and communication
- Identify Ambassadors to improve employee connections
- Assist every program in making a connection with another program that they don't know

The Committee has lots of other ideas, and we hope people are enjoying the monthly themed days. We need everyone's input and participation to make this successful and to continue to make AccessCNY a great place to work. Please send any suggestions to the Employee Engagement Committee email at [employeeengagementcommittee@accesscny.org](mailto:employeeengagementcommittee@accesscny.org). We will also be highlighting activities, suggestions and successes in the newsletter each month.

## Court Appointed Special Advocates "CASA"

### AccessCNY welcomes CASA to the agency!

AccessCNY is starting 2019 off with exciting changes! In January, we added the Onondaga County Court Appointed Special Advocates (CASA) program to our array of services. Founded in 1997 in Seattle, CASA is a nationwide program that allows family court judges to pair trained adult volunteers with children who have been abused or neglected.

For many children in the CASA program, their CASA volunteer will be the only stable adult

presence in their life. For this reason, family court judges trust CASA volunteers to serve as the child's voice in legal proceedings- both through written reports and in-court testimony. However, this is not a CASA volunteer's only role. Because CASA volunteers spend a minimum of one year on each case, they become involved in almost every aspect of a child's life. Volunteers work together with friends, family, foster parents, doctors, teachers, and religious leaders to ensure that the child they are working with is supported in every way possible.

This dedication to providing support outside the courtroom is what will make CASA an amazing partner moving forward. In the words of Paul Joslyn: "This partnership will help families served by CASA discover AccessCNY programs they could benefit from. This connection expands CASA's reach to help someone with a developmental disability or mental health diagnosis get the support they need to improve their life and their children's life."

Welcome to the family CASA!

# Employee Word Search Game

AccessCNY's mission is something all employees should know and practice. Find and circle the words that are integral to our mission statement! You can either scan your answers to Newsletter@accesscny.org or send a copy through inter-office mail to Susan Meacham at Court St. We will pick one winner at random from all correct entries. 1st (and only) prize is 2 Regal Cinema Movie Tickets!!!

## AccessCNY Mission

E	R	T	C	O	M	M	U	N	I	T	Y	C	D
M	D	T	T	S	E	I	T	I	L	I	B	A	E
D	S	E	R	C	R	E	W	O	P	M	E	O	P
E	S	E	D	L	O	I	S	I	T	E	R	O	P
R	E	G	R	I	A	M	R	Y	N	A	D	G	E
A	E	C	T	V	C	C	P	E	A	I	V	R	R
H	S	T	E	I	I	A	C	A	E	S	E	C	S
S	E	N	M	N	M	C	T	E	S	N	D	D	O
I	G	S	I	E	T	E	E	I	S	S	W	E	N
R	A	E	N	T	N	E	A	S	O	S	I	E	H
E	A	A	O	A	R	O	R	I	E	N	C	O	A
T	M	A	L	A	I	T	N	E	T	O	P	N	N
P	U	N	Y	D	E	S	H	R	D	B	T	B	Y
T	I	C	O	M	M	I	T	M	E	N	T	N	C

ACCESSCNY  
CENTERED  
AGES  
PERSON  
COMMITMENT  
EMPOWER  
DEDICATION  
POTENTIAL  
COMPASSION  
ABILITIES  
SHARED  
COMMUNITY  
SERVICES

Play this puzzle online at : <https://thewordsearch.com/puzzle/523103/>

Also, we had no winner of last month's super-hero match game :(

Proof you should try your luck each month! The correct answers were: 1-B; 2-D; 3-A; 4-E; 5-C

# Wardrobe Alert!



2019 Decade Day was a success with employee participation throughout the Agency!

Can you tell what decade they're from?

## QUOTE OF THE MONTH

"Integrity is doing the right thing even when no one is watching."

- C.S. Lewis