

# EMPLOYEE CONNECTION

Center for Social Change

## CSC Monthly Magazine

### Mission

Our Mission is to provide services of the highest quality for people with cognitive and developmental disabilities and related disorders including autism that optimize each individual's independence and capabilities, ensure self-determination and rights and, with partnerships in the community, enhances their opportunities to live healthy, safe and valued lives.

### Vision

Our Vision is to provide programs and services to individuals with developmental disabilities and related disorders including autism to live and work in the community and exercise their rights, choice and freedom and to live independent of institutional life through integrated efforts of change agents who are passionate about changing lives of people with disabilities throughout the world.

### Current Job Openings

**Direct Care Staff:** Multiple positions during weekday, weekends, and awake overnight.

**Requirements:** High School Diploma, CMT, Valid Maryland driving license with less than 2 points in driving record at all times and Minimum one year of experience of working with individuals with developmental disabilities.

## EMPLOYEE OF THE MONTH



**Jamielle Garland:** Jamielle brings humor and compassion to every shift and completes daily tasks with ease and comfort. She always offers support to those around her and gives constructive feedback when necessary – she is the definition of a team player and is always willing to help individuals, co-workers, and supervisors. Jamielle has a healthy relationship with all of the individuals. We are lucky to have her on our team!



**Congratulations**

**Verdardine Allen:** Verdardine is always going above and beyond for the individuals in the home. She always has a smile on her face and a kind word. She sacrifices her own time to ensure the individuals in the home are cared for and loved on a daily basis. Continue the good work and being a great team player. We can proudly say you are an asset to this company.



**Congratulations**

**Best Cold weather clothing  
To keep your Nose, Ears, Face and Body Warm to Avoid Frostbite  
and Hypothermia**

### Mandatory House Managers /Lead Staff Meeting

#### Arrive at 12pm promptly!

- ◆ Wednesday, 02/06/2019  
6600 Amberton Dr.
- ◆ Wednesday, 02/20/2019  
9300 Liberty Road

### Mandatory All Children Home Staff Meeting

#### Arrive at 10pm promptly!

- ◆ Thursday, 02/28/2019  
6600 Amberton Drive.

### Child-Care Trainings as Required by DHR

Training is due for All Staff Working with Children by **February 28, 2019** .  
Contact your Program Coordinator for any questions.

**Congratulations!**

Asare, George for scoring 100% marks in the 2 Year Clinical Update Course.



Tewelde Bahta  
 Shatara Jordan  
 Aderonke Adebayo (Ekpu)  
 Mercy Situ  
 Benjamin Ani  
 Ojikpeghe Obinwa  
 Folarin Owolabi  
 Sherrie Green  
 Olugboyega Sotubo  
 Folakemi Lawal  
 Agnes Kuteyi  
 Latifat Oyetoro  
 Dana Coley  
 Olatunde Epebinu  
 Brandon Ross  
 Ashley Niles  
 Joseph Adetola  
 James Cardor  
 Tiffany Madrid  
 Misikir Zenebe  
 Monday Alade



Joseph Adetola  
 Gbenga Farinde  
 Evans Okokoni  
 Brittany Laws  
 Giveth Nguaike  
 Adedapo Adefisan  
 Michael Njoku  
 Johnson Adesanya  
 Robert Kumbelay  
 George Nkwenti  
 Aderonke Adebayo (Ekpu)  
 Happie Richards  
 Oladimeji Adesegha  
 Angufor Numfor

**Thousands have Died in Crashes Involving Cell Phone Use**

-> Many distractions exist while driving, but cell phones are a top distraction because so many drivers use them for long periods of time each day. Almost everyone has seen a driver distracted by a cell phone, but when you are the one distracted, you often don't realize that driver is you.

-> New technology in vehicles is causing us to become more distracted behind the wheel than ever before. Fifty-three percent of drivers believe if manufacturers put "infotainment" dashboards and hands-free technology in vehicles, they must be safe.

And, with some state laws focusing on handheld bans, many drivers honestly believe they are making the safe choice by using a hands-free device. But in fact, these technologies distract us even long after we've used them.



**Make no mistake: This multitasking technology is about convenience, not safety.**

**Coping With A Difficult Behavior:**

*If your loved one becomes anxious, resistant, or demanding, it can make your job as caregiver that much more difficult.*

- \* You can't always control the other person's behavior but you can control your response to it.
- \* Focus your response on the behavior, avoid blaming it on his personality or condemning him as a "bad" man.
- \* Don't take the angry behavior personally.
- \* You're doing the best that you can do in a difficult situation; blaming yourself won't help solve the problem.

**Excessive Complaints And Angry Behavior** Illness and disability affect everyone differently. Some people who need help from others become easily irritated. They may seem petty and demanding at times.

**What Can You Do When Someone Acts Unreasonable Or Makes Angry Demands On You?**

1. Don't downplay his feelings.
2. Saying "It's no big deal" won't help, it may even make him more angry. Instead, try something like, "You seem really frustrated. What can we do next time to make it better?"
3. Let him talk about his anger. "What's making you feel so bad?" "You seem upset, can I help?"
4. Make an effort to respect demands that may seem petty.

Olumide Akinlofa  
 Muyideen Haruna  
 Titilayo Olaiya  
 Kim Hill  
 Omotola Oyesina  
 Olugboyega Sotubo

**February Observance**

Feb 01: National Freedom Day  
 Feb 04: World Cancer Day  
 Feb 14: Valentines Day  
 Feb 18: Presidents Day

**What to Do When Winter Has You in its Icy Grip**

Cold weather can be dangerous for anyone who enjoys outdoor winter sports, and people who work outdoors during winter must be particularly mindful of the risks. Before venturing outside in winter, be sure to:

1. Check the temperature and limit your time outdoors if it's very cold, wet or windy
2. Bundle up in several layers of loose clothing
3. Wear mittens rather than gloves
4. Cover your ears with a warm hat
5. Wear socks that will keep your feet warm and dry



**Frostbite:** Even skin that is protected can be subject to frostbite. It's the most common injury resulting from exposure to severe cold, and it usually occurs on fingers, toes, nose, ears, cheeks and chin. If caught early, it is possible to prevent permanent damage. If not, frostbite can lead to amputation. Superficial frostbite affects the skin surface, while the underlying tissue remains soft. The skin appears white, waxy or grayish-yellow and is cold and numb. If you suspect frostbite:

1. Get indoors immediately
2. Seek medical attention
3. Remove constrictive clothing and jewelry that could impair circulation
4. Place dry, sterile gauze between toes and fingers to absorb moisture and keep them from sticking together
5. Elevate the affected area to reduce pain and swelling.

**Hypothermia:** Hypothermia occurs when the body's temperature drops below 95 degrees. Severe shivering, one of the first signs of hypothermia, is beneficial in keeping the body warm. But as hypothermia progresses, shivering gives way to drowsiness or exhaustion, confusion, shallow breathing, irregular heartbeat, slurred speech, loss of coordination and, eventually, unconsciousness and even death. In one of the most bizarre symptoms of hypothermia, paradoxical undressing, a person actually undresses instead of bundling up. Researchers believe that in the final throes of hypothermia, a person may feel like he or she is overheating due to a rush of warm blood to the extremities.



So what should you do if you encounter someone suffering from hypothermia?

1. Move the victim inside and remove any wet clothing.
2. Call for medical attention
3. Add blankets, pillows, towels or newspapers beneath and around the victim
4. Cover the victim's head
5. Handle the victim gently to avoid cardiac arrest
6. Keep the victim in a horizontal position
7. If necessary, give CPR.

**None of these steps are a substitute for proper medical care. Be sure to seek medical attention for frostbite and hypothermia as soon as possible.**