

Drake Medox College

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Promoting Diversity & Inclusivity

Just as Canada is a place of diversity, so are our classrooms and practicum sites. Drake Medox College is proud to host training for many immigrants from a variety of countries including the Philippines, Eritrea and India; in addition to those who were born and raised in our great country. Diversity is a source of strength, and we all need to demonstrate inclusive behaviors and attitudes to encourage everyone around us to feel comfortable, included, and fully respected and supported.

Celebrating Diversity

A great way to celebrate diversity is to make the time and effort to seek out those who are different from us and learn about their background, beliefs and cultures. There is so much we can learn from each other, and it is through this understanding that mutual respect is built. A great way to start is by asking a couple of simple questions like *"what is your country of origin"* or *"tell me something that is important to you about your culture."*

English – Our Common Language

We understand that it very natural to fall back on our native language when we are with individuals from our own country. However, this can create a perception of exclusivism, and result in others becoming suspicious and often irritated when they do not understand. It is important to show respect to others by always using the language that everybody can understand. This will also be very important in the workplace as most employers have a zero-tolerance policy for any language other than English being spoken. It is our goal as an educator to help you establish the habits you will need to succeed on-the-job, thus our English Only Policy.

The Act of Inclusion

Cultural Diversity and Inclusion is an important module within all our program curriculum. However, this dialogue should not end once the course is completed. These learnings should flow throughout our daily thoughts, actions and conversations. We need to demonstrate inclusive behaviors to ensure EVERYONE around us feels that they are being listened to and valued regardless of their differences. Some ideas to promote inclusion:

- Invite new team members to join your lunch time conversations
- If you are going to initiate group chats, invite everyone to join
- Show respect for others by using culturally sensitive language
- Keep an eye out for those who appear to be shy or may be feeling left out and find ways to involve them in your activities and conversations

A lot of different flowers make a bouquet. - Islamic Proverb



Happy Canada Day Everyone!



DO YOU KNOW THE DIFFERENCE?

A lot of confusion exists around the difference between **MEDICATION ADMINISTRATION** and **MEDICATION ASSISTANCE** within the scope of practice of HCAs.



TRIVIA TIME: TRUE OR FALSE??

1. Medication Administration is a Delegated Task for HCAs
2. All HCAs are permitted to administer medication
3. Pouring medication for your client is considered Medication Assistance
4. HCAs should always consult with supervisor if unsure of their role with client medications

*****Check for Answers below***

1. T, 2. F, 3. F, 4. T

Post-Covid – The “New Normal”

More than a year into the COVID-19 pandemic, and during ongoing vaccinations, restrictions are starting to lift! As we move into Step 3 of the Recovery Plan, many of us are super excited to get on with our lives! However, some of us are experiencing anxiety over what our “new normal” will mean and how it will look for us.

Those who were already experiencing challenges before the pandemic, such as people with social anxiety, may be forced into a fight or flight response. Life has been a comfortable bubble tucked away in an isolated cocoon for over a year, but that bubble is about to burst. The thought can be terrifying for some.

Common questions include:

- How do we re-learn how to talk to people and manage the social awkwardness that may result from a year of isolation?
- What can we do to practice social skills, feel more comfortable, and enjoy social situations again?
- How can we cope in healthy ways with the anxiety that is going to be inevitable as we go back to “normal” life?

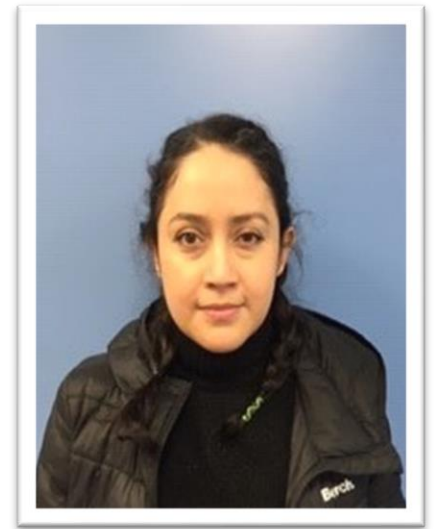
The answer? Practice Social Skills & Compassion:

- Maintain communication with other people even if it feels awkward (e.g., block out time each day to write an email, make a phone call)
- Embrace being awkward instead of fighting against it by mentioning the elephant in the room
- Make jokes about the situation (e.g., during a conversation at the water cooler, say something like “long time no see” as a joke)
- Practice your listening skills by asking open-ended-questions and paying attention to what is said
- Start out with situations that feel safer to you (e.g., people you used to know well)
- Practice for a limited amount of time at first (e.g., do not throw yourself into a weekend getaway with a group of strangers at first)
- Have empathy for yourself and other people if things are awkward at first
- Avoid taking on too many social tasks all at once since your ability to manage them has been reduced
- Set boundaries with other people to let them know what you can handle
- Do not make assumptions about what other people feel comfortable with
- Respect boundaries which others may have around social interactions and the relaxing of COVID protocols

The good news is that many people are experiencing the exact same feelings as you are right now. That means that our social awkwardness is a collective experience. WE ARE ALL IN THIS TOGETHER!!

Source: <https://www.verywellmind.com/how-to-cope-with-social-awkwardness-after-covid-19-5180279>

CONGRATUALIONS JULIA!!



**Julia Isabel Hernandez Ruiz,
HCA Grad - 2021**

“I really appreciate all the help and dedication that you guys give to students. I’ll be forever grateful, and I’ll recommend the school at any chance that I have.”

Our Father’s Day Contest Winners!

Thank you to everyone who participated & shared their wonderful stories.



Congratulations to our Winners!

**Marjorie Calma
Regina Lopez
Voltaire Andres**