



October 2025, Issue 5

# The CASS Report

CALGARY ALTERNATIVE SUPPORT SERVICES NEWSLETTER

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## Welcome!

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Welcome to the October edition of The CASS Report!

October brings a noticeable shift — cooler air, vibrant leaves, and a sense that the year is beginning its final chapter. It's a season of reflection and preparation, a time to gather momentum before the year wraps up. As routines settle and days grow shorter, it's a great moment to check in, realign priorities, and finish the year with intention and clarity.

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## CASS Client Advisory Council

**\*Please note there is no meeting  
for the month of October.\***

**When:**

**Time:**

**Where:** CASS Main Office

**Hosted by:** Melanie Gilbert-Chiu

Meet up with people!

Enjoy lunch together!

Talk about CASS programs and  
community news!

Questions? Call or email Melanie at  
[cac@c-a-s-s.org](mailto:cac@c-a-s-s.org) or (403) 283-0611  
ext. 511. We can't wait to see you  
there!



## Crisis Prevention Institution (CPI)

### Nonviolent Crisis Intervention Training

**When:** October ??, 2025

**Time:** 9:00am- 3:30pm

**Where:** CASS Office Board Room

**Facilitated by:** Darvin & Shawna

### CPI Concept Review:

Forms of Communication. We can categorize communication into three forms: Verbal communication, paraverbal communication, and nonverbal communication. How does a person show Anxiety using the different forms of communication? When a person is at Anxiety, our response as staff is to be Supportive by being empathic and non-judgmental. Every person is different and what we offer to support one person will not always be the right approach for another. The person's age, cognitive functioning culture, gender identity, and previous life experiences, including any trauma, are all factors you need to consider when you use the different forms of communication.

### Identifying Behaviors at the Anxiety Level



How does a person show anxiety using the different forms of communication (verbal, paraverbal, and non-verbal)?

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## CASS Dinner Club

**What:** CASS Dinner Club

**Where:** YYC Pasta Bar

**When:** October 8, 2025

**RSVP:** October 7, 2025

The CASS Dinner Club has been one of the most successful programs to date. On the first Wednesday of every month a group of clients go out for dinner at a different restaurant.

Please note that reservations are a must. The restaurant will not accommodate larger numbers than are reserved for.

RSVP to the dinner club at [dinner-club@c-a-s-s.org](mailto:dinner-club@c-a-s-s.org) or call 403-283-0611



## Wellness Corner

As the days get shorter and the air turns crisp, October is the perfect time to check in with yourself and cozy up your wellness routine. Here are three simple ways to support your well-being during the workday this fall:

**Get Cozy and Move** – Don't let cooler weather keep you still. A quick stretch or brisk walk (with a warm drink in hand!) can boost circulation and clear your mind.

**Create a Comfort Corner** – Add a little fall-inspired calm to your workspace. Think warm lighting, a soft scarf, or even a seasonal candle. Small touches can make a big impact on your mood.

**Take a Digital Pause** – Give your eyes and brain a break. Step away from screens for a few minutes—look out the window, do some deep breathing, or simply enjoy a moment of stillness.

**Pro Tip:** Just like trees let go of their leaves, it's okay to let go of non-essential tasks. Protect your peace and prioritize what really matters.

## Facts About October:

Did you know that, we recognize **Person's Day**, marking a pivotal moment in Canadian history. On October 18, 1929, the "Famous Five" — Emily Murphy, Nellie McClung, Irene Parlby, Louise McKinney, and Henrietta Muir Edwards — won the landmark Persons Case, affirming that women are "persons" under the law and eligible to sit in the Senate. This milestone in the fight for gender equality reminds us how far we've come — and how important it is to keep pushing forward.

October is **Disability Employment Awareness Month (DEAM)**. This is a time to recognize the contributions of people with disabilities in the workplace.



## Important Dates:

**Thanksgiving Day** - Monday, October 13

**Persons Day** - Saturday, October 18

**Halloween** - Friday, October 31



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*We want to  
hear from  
you!*



## Newsletter Contributions

Share your stories, updates, and ideas with us by sending your contributions to the email above. Your content could be featured in our next newsletter issue! Don't miss the chance to be part of our community's conversation.

Please send your contribution ideas to [newsletter@c-a-s-s.org](mailto:newsletter@c-a-s-s.org).

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# MOBILITY CHANGE MAKERS YYC

## OCTOBER 8, 2025



**Experience work from a different perspective**

Spend a typical workday using a wheelchair to understand the challenges and barriers individuals with a physical disability must overcome to achieve independence and success in the workplace.

To register:  
[cal.schuler@c-a-s-s.org](mailto:cal.schuler@c-a-s-s.org) or call  
403-830-6466



**CALGARY ALTERNATIVE SUPPORT SERVICES**  
People Supporting People





Calgary Alternative Support Services, Inc.  
525 28 St SE Suite 310, Calgary, AB T2A 6M9

# Relief Community Support Workers

*for our* RESIDENTIAL & DAY OPTIONS  
PROGRAMS

for more information visit  
[www.c-a-s-s.org/careers/](http://www.c-a-s-s.org/careers/)



*Join our team!*



# Follow Me

## Advice with some spice

### Anonymous Question:

October is here, and our workplace is already getting competitive about Halloween costumes. Last year, someone showed up as Cruella Deville and someone else came as a giant potted plant!. I came as “a person wearing an orange shirt,” and everyone thought I forgot it was Halloween. How do I participate without breaking the bank?

### Follow Me's Response:

Ah, yes — the annual battle between Spirit of Halloween Superfan and Person Who Owns One Hat. Fear not, I offer you Costumes for the Time-Conscious Professional:

- “Error 404: Costume Not Found” — Write it on a white t-shirt. Done. Nerds will applaud.
  - “Ceiling Fan” — Wear a shirt that says “Go Ceilings!!! #1!!!” Boom. Sports costume and pun.
  - “Ghost of My PTO” — Dress in business casual and wander the halls whispering, “Remember vacation?... Me neither...”
  - “Person Who Tried” — Wear random glitter, carry a broken glue gun. Instant relatability.
- Or — and this is the most powerful move — wear normal clothes and carry a bowl of candy.

You're not in costume, you ARE Halloween.

I see greatness (and minimal effort) in your future.

**COMING  
SOON!**

**Want some unhinged alternative advice? Fill  
out a card in the question box located in the  
Kitchen in the CASS Main Office**

## Advanced Voting October 6- 11, 2025, from 10 am- 7 pm

(There are no assigned stations during advanced voting to create ease and convenience)

**Vote**   
**Elections Calgary**

**Candidate  
Links in  
Post!**

### Important Dates

**Nomination Day: Sept 22, 2025 at noon**

**Advance Vote: Oct. 6-11, 2025**

**Election Day: Oct. 20, 2025**

## Accessible voting and mail-in ballots

(There are no assigned stations during advanced voting to create ease and convenience)

**Vote**   
**Elections Calgary**

**Where do I  
vote link  
in post!**

### Important Dates

First day to request a mail-in ballot package: Aug. 27, 2025.

Mail-in ballots sent out: on September 29, 2025.

Last day to request a mail-in ballot: Oct. 3, 2025.

Mail-in ballot applications request deadline:  
Oct. 20, 2025, at 10 a.m.

Deadline to return mail-in ballot: Oct. 20, 2025, at 12 p.m. (noon)

Each voting station is inspected to ensure it meets our accessibility standards. Use the Where Do I Vote tool to learn more about accessibility at the voting stations and to help you plan your visit.



# Update

September 23, 2025



## Community Disability Workers Now Eligible for COVID-19 Vaccines

This morning, Assistant Deputy Minister Clay Buchanan shared with ACDS an updated list of eligible health workers for COVID-19 vaccines. Following successful advocacy from ACDS, the eligible list now includes disability support workers. Community disability workers, along with other eligible groups, can receive free vaccinations in Phase 1 of the two-phase rollout, with appointment booking opening on September 29. Learn more about the vaccine and how to book [here](#).

Earlier this summer, we learned that community disability workers were not included in the original listing of high-risk groups, despite their critical role in supporting individuals with developmental disabilities and risk to themselves and the individuals they serve. In August, we wrote to Minister Nixon advocating for vaccine access for sector staff and have continued to engage with Ministry staff on this issue.

Thank you for your continued engagement in bringing these critical issues to our attention. Your input allows us to effectively advocate to address issues impacting the CDS sector.



## CASS CET Accreditation 2026

Last month we discussed the CET process and began reviewing the Standards that the organization's services are measured against. The following information is regarding Standard 2 – Rights.

### Standard 2: Rights

#### Standard Statement

The service provider is committed to promoting and protecting the rights of individuals accessing services and making certain their rights are centred on respect, personal choice and control, freedom of expression, confidentiality and privacy, and the prevention of abuse and neglect.

To maintain an intentional focus on the individuals' rights, the service provider:

- maintains the knowledge and skills to promote, support, educate and advocate for the rights of the individuals it serves,
- endeavours to be culturally competent and
- maintains a process to review, respond to and remediate complaints or conflicts regarding service delivery.

The emphasis on personal rights guides service delivery and interactions with individuals, their families, and their natural supports.

#### 2.1: Home and Privacy

#### Quality Measure Statement

The homes of individuals accessing service promote dignity and belonging, allow the individuals to move about freely, and reflect their personalities and culture while meeting their unique needs.



## 2.2: Freedom to Express Culture and Religion

### Quality Measure Statement

The service provider promotes person-centred approaches that are flexible and can meet the unique needs of individuals accessing service. This includes having services that are responsive, respectful, and inclusive of the individuals' sexual, cultural, and religious identity; and that enables individuals to express their preferences freely (i.e., without coercion or fear).

## 2.3: Conflict Resolution

### Quality Measure Statement

Staff and individuals accessing service demonstrate the steps of conflict resolution, informal through to formal, that enables individuals to feel heard and to experience timely resolution. Individuals demonstrate their awareness of mechanisms to have their concerns addressed and to have the supports to access the formal dispute resolution processes.

## 2.4: Decision Making and Autonomy

### Quality Measure Statement

Individuals accessing service are supported and empowered to use their voices and to exercise personal control to make decisions about their own lives.

## 2.5: Human and Legal Rights

### Quality Measure Statement

The service provider, its staff and administration promote freedom of expression and demonstrate dignity and respect in how they interact with individuals accessing service, including in regard to personal and legal rights, and the right to treatment.



## **Calgary Alternative Support Services and Creating Excellence Together Survey**

Every three years Calgary Alternative Support Services, PDD funded programs, participates in a survey process called Creating Excellence Together (CET). CASS's upcoming survey is scheduled for May of 2026.

Participating in a Creating Excellence Together (CET) Accreditation Standards survey is one way organizations can demonstrate their commitment to quality services. CET is a tool for learning, evaluation, and development. The survey process—which involves regular, on-site visits by an outside party—serves to objectively substantiate and recognize the supports that organizations provide and to provide verification for what is happening in the lives of the individuals accessing service (individuals).

This is an exciting year, CET has, through consultation developed a new set of standards. Over the next few months we will be highlighting what the Standards are, and the indicators of success that will be assessed.

### **Standard 1: Inclusion**

#### **Standards Statement**

The service provider, with the cooperation and input of individuals accessing service, their families and natural supports, promotes and facilitates opportunities for meaningful participation and active inclusion in the individuals' communities. Participation in a personally meaningful way bolsters belonging, increases social interaction and connection, and supports skill development.

#### **Standard 1 emphasizes:**

- Social interaction, inclusion, and participation.
- Effective supports to reduce barriers and support active inclusion.
- Engagement in meaningful, personally engaging and rewarding activities.
- Fostering and promoting independence.





## 1.1: Community and Social Inclusion

### Quality Measure Statement

The services promote inclusion and the value of individuals accessing service as based on their identified needs and desires, and reflective of their interests, skills, and abilities. Individuals are actively connected to their communities, social networks, and families and can explore activities they find enjoyable and personally meaningful.

## 1.2: Employment and Skill Development and Maintenance

### Quality Measure Statement

Individuals accessing service are encouraged and supported to train for, seek and maintain competitive employment or volunteer positions that will maximize their skills, abilities, training, and interests. Individuals who have unique circumstances (e.g., skills and abilities, age, life stage) that preclude employment are actively supported to participate in activities that are focused on life skills and to maintain a natural support system.

## 1.3: Assistive Technology and/or Environmental Interventions (AT and/or EI)

### Quality Measure Statement

Individuals accessing service have the tools and resources needed to facilitate their own personal safety, increase their capacity to care for themselves, enable communication, promote increased independence, and improve their functional capabilities.



HAHA!

## Joke of the Month

Why don't skeletons ever  
go trick-or-treating?

Because they have no body  
to go with!



# OCTOBER

E	S	U	O	H	D	E	T	N	U	A	H
Y	J	R	S	B	L	A	C	K	C	A	T
T	A	T	L	N	E	R	S	T	N	A	L
R	C	A	N	D	Y	S	A	C	E	R	E
A	K	N	A	C	T	C	U	R	G	E	S
P	O	T	I	O	N	A	T	N	N	R	N
N	L	D	L	K	C	R	M	O	A	S	I
I	A	Y	B	S	O	E	E	O	R	E	K
G	N	B	D	K	S	D	J	M	O	B	P
H	T	E	C	T	T	C	A	L	T	A	M
T	E	I	S	A	U	S	K	L	N	T	U
S	R	A	T	C	M	O	O	U	A	S	P
T	N	Y	P	E	E	R	C	F	L	D	S

BATS  
BLACK CAT  
CANDY  
COSTUME

CREEPY  
FULL MOON  
HAUNTED HOUSE  
JACK-O-LANTERN

NIGHT  
ORANGE  
PARTY  
POTION

PUMPKINS  
SCARED  
SEEDS  
TRICK OR TREAT