

In this issue..

October 2020

FASD Awareness Day.....1	Article by Alana Peters .....5-6
Alberta PCAP Council Updates.....2	Penelope’s Corner.....7
Welcome, New Directors.....3	Publications and Resource.....7
PCAP Around the Province.....3	PCAP Recommended Trainings.....9
Alberta PCAP Refresher Training.....4	Alberta PCAP Map.....10
Free Online Courses.....4	Current PCAP Directors.....11

## FASD Awareness Day

The annual international Fetal Alcohol Spectrum Disorder (FASD) day took place on September 9th, marking the 21st year anniversary of the first FASD awareness day!



FASD Day was celebrated by the Rocking Red for FASD initiative, hosted by Red Shoes Rock for their 6th year. Participants wore red, especially red shoes, to start conversations and raise awareness. Check out their Facebook page! @redshoesrock or their website at redshoesrock.com for more information on how you can participate for next year.

Also follow the #dontrushchallenge #FASDAwareness and #RedShoesRock tags to see more posts!



Check out the creative ways [Canadians celebrated](#) and how [FASD Awareness](#) was recognized and shared. Keep up to date on all the latest in [FASD research](#).



Prevention Conversation has [a guide](#) on how to advocate for healthy pregnancies without stigma in celebration and awareness of FASD Awareness Month. This includes awareness posters, a campaign resource, and brochure examples with an emphasis on the positives and benefits to avoiding alcohol during pregnancy.

# PCAP Council Updates and Events



## Monthly Online Speaker Series

The Alberta PCAP Council will be hosting an online speaker series each month. Keep an eye on our monthly mailouts for future sessions. The previous September session on Compassion Fatigue is available to view [here](#).

For November, The Alberta PCAP Council will be covering the registration fee for PCAP staff to attend the "[Understanding and Addressing Unconscious Bias](#)" virtual workshop hosted by the Centre for Race and Culture on November 25th from 1-4PM. This is an open workshop that anyone may attend, however PCAP staff can use our registration form to have the registration fee covered by Alberta PCAP Council. There are a limited amount of tickets available so please register sooner than later to ensure a spot.

Register here: [forms.gle/x2AvFbYtQTnG7GaRA](https://forms.gle/x2AvFbYtQTnG7GaRA)



## PCAP Council Meeting Updates

The PCAP Council met this quarter on August 10th and the next meeting will be held virtually on December 14th, 2020. While this meeting is a closed meeting, if you have comments or questions for the Board of Directors, please contact us here: [albertapcap.ca/contact](http://albertapcap.ca/contact).

The PCAP Council recently elected Board member Ashely Baxter as the PCAP Council Chair. Ashley is the Manager of FASD Programs at the Bissell Centre and brings 10 years of PCAP experience to her position.

The PCAP Council's Training Team has met as needed over the past quarter to review and improve the Core Training content and delivery. The Core Training has been adapted to a new 2-day model with a third day a few months later. At this time, the core training will be provided virtually.

The PCAP Council's Data Oversight Committee has been reviewing the Pregnancy Outcomes Form (previously ASI Part B). They have updated the language, questions, and format to be more user friendly, trauma-informed and relevant for PCAP data collection. An updated version will be available soon.

Council meeting minutes for the past year are now available on the Alberta PCAP website, under the [Publications/Media](#) tab. Archived meeting minutes may be requested by contacting [main@alberta-pcap.ca](mailto:main@alberta-pcap.ca)



## Supervisors Monthly Teleconference

The next Supervisors monthly teleconference is on November 17th. Join us for a teleconference moderated by a APCAP Director to ask questions and discuss any matters relevant to PCAP. The teleconference will break for holidays in December and resume on January 19th 2021. 2021 dates and information will be coming to Supervisor inboxes in the coming weeks.

Time: 10:00 AM Mountain Time (US and Canada)

Email [main@alberta-pcap.ca](mailto:main@alberta-pcap.ca) to receive teleconference link



## Posting PCAP Job Openings on the Website

The Alberta PCAP Council has expanded its website to include job postings for individual PCAP agencies to accommodate potential PCAP searches. If your agency would like to post your openings for PCAP workers, send your requests to [main@alberta-pcap.ca](mailto:main@alberta-pcap.ca) and include the dates you would like the posting to remain on the site.

## Welcome, New PCAP Directors!

At the June PCAP Council Annual General Meeting, the Council elected four new Directors to the board, welcome!

### **Tracy Renshaw**

Tracy works for the Workers Compensation Board and joins the PCAP Council as a Director and Treasurer. She also has been a core trainer for the PCAP Council for the past 3 years. Tracy has over 15 years outreach experience and 7 years as a PCAP Mentor. Tracy is passionate about the PCAP model and is excited for this new opportunity to be a Board of Director for the PCAP Council where she also sits on the Training, Events, and Finance Committees.

### **Angela Knee**

Angela started her career with McMan Calgary in 2012 and has over 12 years' experience in the social services field. Since she began her career with McMan, Angela's passion for helping the youth, women and families she works with; combined with her drive for excellence and strong commitment to teamwork; has brought her from her role as a Front Line Youth Worker to her current role as PCAP Supervisor. Angela's experience as well as her education, which includes a Child and Youth Care Diploma from Lethbridge College and a Bachelors' Degree in Psychology from the University of Lethbridge, serves as an important foundation to her work and helps to guide her successes as she continues to help women and families in Calgary. She also joins the Council's Training Committee.

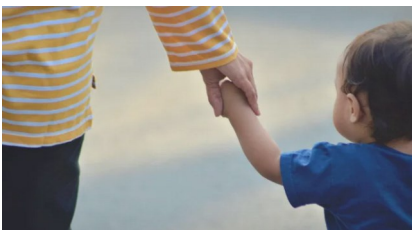
### **Richard Mugford**

Richard is the Manager, Outreach and Community at McMan Calgary. He manages a cluster of programs including, PCAP, FASD MAPS, Youth Alternative Program which delivers socio-emotional based group programming for young people in school as well as overseeing the Hope Homes Housing First programs. Richard is a father of two young children, who has a keen interest in supporting individuals to move out of systems of care. He has been working in the Housing First sector for over 13 years and has had the fortune of working closer with the FASD community through funding, intervention and prevention. He joins the Council and also sits on the Data oversight committee as he believes that the ethical use of data can help spur innovation and enhance program design, as well as the Communications committee.

### **Paula Dewan**

Paula works at the Lakeland Centre for FASD in Cold Lake as the Prevention Program Manager. As part of this role, she supervises the PCAP program. She is looking forward to learning more about the program from the board level and is excited about being a new member of the PCAP board. She also sits on the Council's Data Oversight Committee.

## PCAP Around the Province



### **What FASD Means to Me**

Executive Director of the Northwest Regional FASD Society and Alberta PCAP Council Director, Wanda Beland was featured in an article with CanFASD sharing her experience as an FASD Caregiver. Read her story, "What FASD Means to Me."

[www.canfasdblog.com/2020/09/11/what-fasd-means-to-me](http://www.canfasdblog.com/2020/09/11/what-fasd-means-to-me)

# Alberta PCAP Trainings

## PCAP Virtual Core Training



The PCAP Council is piloting a new format for the Core Training. The training will still exist over three days; however, students will do an initial two-day training, with the third day occurring 3-6 months after the initial training. This will allow students to put their learnings into practice, and come back with questions for the third day. All three days are mandatory to complete the Core Training. This training is appropriate for new frontline PCAP staff.

**February 18-19 & May 28, 2021:** [eventbrite.ca/e/virtual-alberta-pcap-core-training-tickets](https://eventbrite.ca/e/virtual-alberta-pcap-core-training-tickets)

## Online Refresher Training

Due for a PCAP Training refresher? The online course is a series of self-directed modules that reviews the information in the PCAP 3-Day Core Training. The Alberta PCAP Council recommends this training be taken 12-18 months after the required 3-Day PCAP Core Training.

**Online PCAP Refresher Training:** [www.alberta-pcap-training.digitalchalk.com](http://www.alberta-pcap-training.digitalchalk.com)

**Overview and User Guide:** [www.tinyurl.com/y95lnxel](http://www.tinyurl.com/y95lnxel)

*PCAP Members receive a discount code available on the PCAP website on the Members' Section.*

*If you have any questions, please email [main@alberta-pcap.ca](mailto:main@alberta-pcap.ca)*

# Free Online Courses

## Positive Psychology: Resilience Skills

Learn how to incorporate resilience interventions into your personal and professional life with Dr. Karen Reivich. In this course, you are exposed to the foundational research in resilience, including protective factors such as mental agility and optimism.

[www.coursera.org/learn/positive-psychology-resilience](https://www.coursera.org/learn/positive-psychology-resilience)

## Mindshift: Break Through Obstacles to Learning and Discover Your Hidden Potential

This course provides practical insights from science about how to learn and change effectively even in maturity, and we'll build on what you already know to take your life's learning in fantastic new directions. This course is designed to show you how to look at what you're learning, and your place in what's unfolding in the society around you.

[www.coursera.org/learn/mindshift](https://www.coursera.org/learn/mindshift)

## Patient Safety Specialization

The Patient Safety & Quality Leadership Specialization covers the concepts and methodologies used in process improvement within healthcare. Successful participants will develop a system's view of safety and quality challenges and will learn strategies for improving culture, enhancing teamwork, managing change and measuring success.

[www.coursera.org/specializations/patient-safety](https://www.coursera.org/specializations/patient-safety)

## Alana Peters: Missing “Normal”

*The pandemic has changed our lives.*

Our relationships may be different, our work-places may be different, how we shop is different, how we exercise, meet, eat...the list is significant.

Collectively we have had many losses to the lifestyles that we once considered normal.

“Normal” is such a strange concept. Each of us have a different idea of what normal is. Those of us who care for people with special needs have a front row seat to understanding how different “normal” is different for every one of us. There have been times in my life when I have held so tightly to what I thought my normal was. I wanted predictability and certainty. I know I’m not alone.

**We like to be in control of the things that change. We don’t love unmet expectations.**

There are a few truths, mindset strategies, that have helped me and my clients navigate the current reality of our volatile, uncertain, complex and ambiguous world we are all living in these days. These truths may seem to be in opposition to each other, but being able to hold space for the imperfections of life, the lack of “normal”, is a superpower!

### **Truth #1: Life is Difficult**

When we embrace the truth that life is difficult, we learn to accept that challenges will come our way and that the difficulty is something to be resisted. Acknowledging that a situation is difficult can be a very liberating experience.

### **Truth #2: Life is Beautiful**

When we embrace the beauty in every day, we exercise an incredible mental muscle—gratitude. The things we spend time noticing are the things we will reinforce in our lives. Gratitude has a way of lifting up our eyes, our heart, our mood, and our relationships. And we don’t have to pretend to be grateful for the things which are really hard today. We can spend time noticing other things that are.

- \* *Today I can....*
- \* *Today I see....*
- \* *Today I am able to...*
- \* *Today I have...*
- \* *Today I will enjoy...*

Noticing the beauty of the smallest gifts is one of the most amazing things we can do for ourselves and for those who are in our circle of influence.

*Gratitude  
is the best  
Attitude*

**NOTE: Truth #1 and Truth #2 can both be true!  
They are held together by Truth #3.**

*Continued on next page...*

## Alana Peters: Missing “Normal” con’t

### Truth #3: Life is a Mystery

Each of us has a story. Some stories contain more difficulty, others contain less.

Sometimes we feel like our value or our worth is diminished by difficulty. When we see life through this lens, we add an extra helping of pain to our lives. Approaching life as a mystery, where we can open doors, try new things, problem solve and ask for help takes us out of a victim mindset.

Sometimes it helps if we approach the problem as if it were a puzzle or a game:

*“If I was my most creative self, today I would...”*

When coping with change, not getting too attached to “normal”, inviting curiosity and accepting mystery is dynamic and powerful. This is not easy.

It also feels counter-intuitive, especially when we are coping with real and compounded losses.



That is actually the beauty of it. Overcoming challenges is when our beautiful human brain truly lights up with the best cocktail of feel good hormones and problem-solving capacity!

### Here’s a practical way forward:

I invite you to shift your self-talk from “*I deserve...*” to “*I am ...*”

Insert the word that best describes the state of mind you most desire, one that makes room for the imperfections of the day. Here are some

possibilities: *capable, resilient, hopeful, resourceful.*

Then choose behaviours that support your desired way of being.

By doing this we intentionally shift our experience of “normal” from our external circumstances to our internal way of being. This helps us find the predictability and hope that we are all yearning for.

**Choosing the relationship you want to have with change is a powerful tool for every aspect of life.**

If you are feeling like COVID 19 is sucking the life out of you and you would like some additional support for your personal or leadership journey, please contact me. I’m here to help.

*Article by:*

**Alana Peters** BEd, CEC, CDTLF  
Certified Executive Coach & Speaker  
*Now’s the Time Coaching and Training*



Alana is a speaker, facilitator, and personal coach specializing in the transformative power of Executive Coaching.

[alana@nowsthetime.ca](mailto:alana@nowsthetime.ca)  
[www.alanapeters.com](http://www.alanapeters.com)  
403-596-3852



## Penelope's Corner

Penelope's Corner is written by Robert Jagodzinski, Quality Assurance Analyst for the Alberta PCAP Council, and covers new updates and discussion topics related to the Penelope Database. For more information about Penelope, report building, or data management, contact Robert at: [Robert.Jagodzinski@alberta-pcap.ca](mailto:Robert.Jagodzinski@alberta-pcap.ca)

### A Few Notes About Privacy and Governance

Before I started working at PCAP, I spent considerable time in research and government. Reports had to be thoughtfully considered before they were broadly shared or published. In deference to research ethics and privacy laws, best practices are strictly adhered to.

As many of you already know, we are in the process of getting site level reports out to their respective agencies. It has been an exciting experience putting these together.

As clients progress in their journeys you can see the benefit from the relationship with their mentors. While creating these reports, I am also considering how to protect the individuals connected to the data.

One challenge is to ensure there are enough clients in my reporting to be truly representative of how clients are doing at a particular site. Outcomes are a reflection of not just the clients, but their mentors, the sites, and the greater communities to which they belong.


As numbers get smaller, the stories get more specific. In fact, if we are immersed enough in that community, we may even know the clients personally and may learn something potentially quite sensitive that we didn't know before. This is why disclosure, discretion, and governance are such an important facet of this work.



### Mentors and staff are essential in providing context to the data to give insight into the client's journey.

This helps avoid interpretations that are inaccurate and potentially stigmatizing. When clients sign their consent form, it is an act of trust. In that act there is an understanding, both legal and ethical, that this information belongs to the client and is privy only to a certain few. This is why privacy and discretion are paramount when sharing and interpreting the results.

I had a good deal of apprehension when I started emailing these reports to each site. Without knowing how disclosure of information is governed at each site I am placing my trust in whomever happens to receive the report. Beyond the legalistic context and professional obligations, I also understand this as an act of trust between us and the clients.

 These are some questions I ask when sharing reports:

- \* How can I ensure the report is shared with only those who are qualified and authorized to interpret the results?
- \* How can I be sure the we present the reports in a way that won't further stigmatize the populations we are trying to help?
- \* How do I know that I am truly telling the story of our clients?

When you are sharing the reports please take a moment to reflect on best practices. It may become second nature to many of us. In addition to legal and professional obligations, considerations of privacy and governance are an act of trust with clients.

## Publications and Resources



### **Integrating Sex and Gender Informed Evidence Into Your Practices**

The Centre of Excellence for Women's Health has published a handbook, featuring 10 Key questions to improve responses to substance use. It shares evidence and practical tools for service providers and leaders in prevention, treatment, program and policy design. This handbook is comprehensive and user friendly, easy to integrate into practice or policy, and helpful for tailoring services for those in need.

[bccewh.bc.ca/wp-content/uploads/2020/05/CEWH-02-IGH-Handbook-Web.pdf](http://bccewh.bc.ca/wp-content/uploads/2020/05/CEWH-02-IGH-Handbook-Web.pdf)



### **A Caregivers Guide to FASD Diagnosis**

This guide was prepared by CanFASD and is intended for caregivers (birth parents, kinship caregivers, foster parents, or adoptive parents) of children who were prenatally exposed to alcohol, and who are soon-to-be assessed for Fetal Alcohol Spectrum Disorder (FASD), or have recently been diagnosed with FASD.

[canfasd.ca/wp-content/uploads/publications/CanFASD-Caregiver-Guide-to-Diagnosis-Jan2020-interactive.pdf](http://canfasd.ca/wp-content/uploads/publications/CanFASD-Caregiver-Guide-to-Diagnosis-Jan2020-interactive.pdf)

Also, the Canada FASD Research Network has compiled their webinar series into a playlist so you can catch up on all the recent discussions. These webinars cover a variety of topics related to FASD to promote better understanding through integrated evidence.

[youtube.com/playlist?list=PLBhdT-nylDEPRAnnU5Gc0qyp7k0JR4nTh](https://youtube.com/playlist?list=PLBhdT-nylDEPRAnnU5Gc0qyp7k0JR4nTh)



### **Canadian Substance Use Costs and Harms**

The Canadian Centre of Substance Use and Addiction have published their compiled report of the cost of substance use to Canadians from 2015-2017.

[ccsa.ca/sites/default/files/2020-06/CSUCH-Canadian-Substance-Use-Costs-Harms-Report-2020-en.pdf](http://ccsa.ca/sites/default/files/2020-06/CSUCH-Canadian-Substance-Use-Costs-Harms-Report-2020-en.pdf)



### **Alcohol and Substance-Exposed Pregnancies Mini-Course**

This mini-course provides a self-study option for maternal and child health program staff working with pregnant women and their families. It gives a basic overview of the scope and impacts of alcohol and drug use during pregnancy, as a necessary foundation for supporting women and connecting them to prevention, screening, treatment, and recovery resources.

[www.tinyurl.com/yyy53y9k](http://www.tinyurl.com/yyy53y9k)



### **Website Toolkit**

**Nuts and Bolts Tools:** This toolkit is for direct support professionals who are interested in improving the health and health care of the people they support.

**KnowFASD:** This site introduces the neurobehavioural difficulties that may appear throughout the lifespan of individuals with FASD.



## Recommended PCAP Trainings



### Mandated

- Alberta PCAP Core Training
- Biannual Training (Coming soon!)
- Outcomes Tracking Application (Penelope)
- Gender-Based Analysis Plus

### Priority

- First Aid & CPR
- Applied Suicide Intervention Skill Training (ASIST)
- Cultural Competency
- FASD: The Basics
- Harm Reduction
- Trauma Informed Practice
- Mental Health First Aid
- Domestic Violence
- Motivational Interviewing 1
- Addictions Training (Alcohol and Drug Abuse Help Kit Training)
- Confidentiality and Freedom of Information and Protection of Privacy (FOIP)
- Family Planning-Sexual Health (methods, contraception, side effects)
- Grief and Loss
- Car Seat Safety for Infants and Children

### Recommended

- Non-violence Crisis Intervention
- Co-occurring Mental Disorders
- Infant Developmental Stages (caregiving techniques with emphasis on children exposed prenatally to drugs/alcohol)
- Observation and Documentation
- Financial Literacy
- Nutrition-Maternal/Infant
- Breast Feeding
- Compassion Fatigue
- Family Law
- Criminal Court Training
- Developmental Parenting and PICCOLO Training
- Universal Precautions

Want to know where to access these trainings?

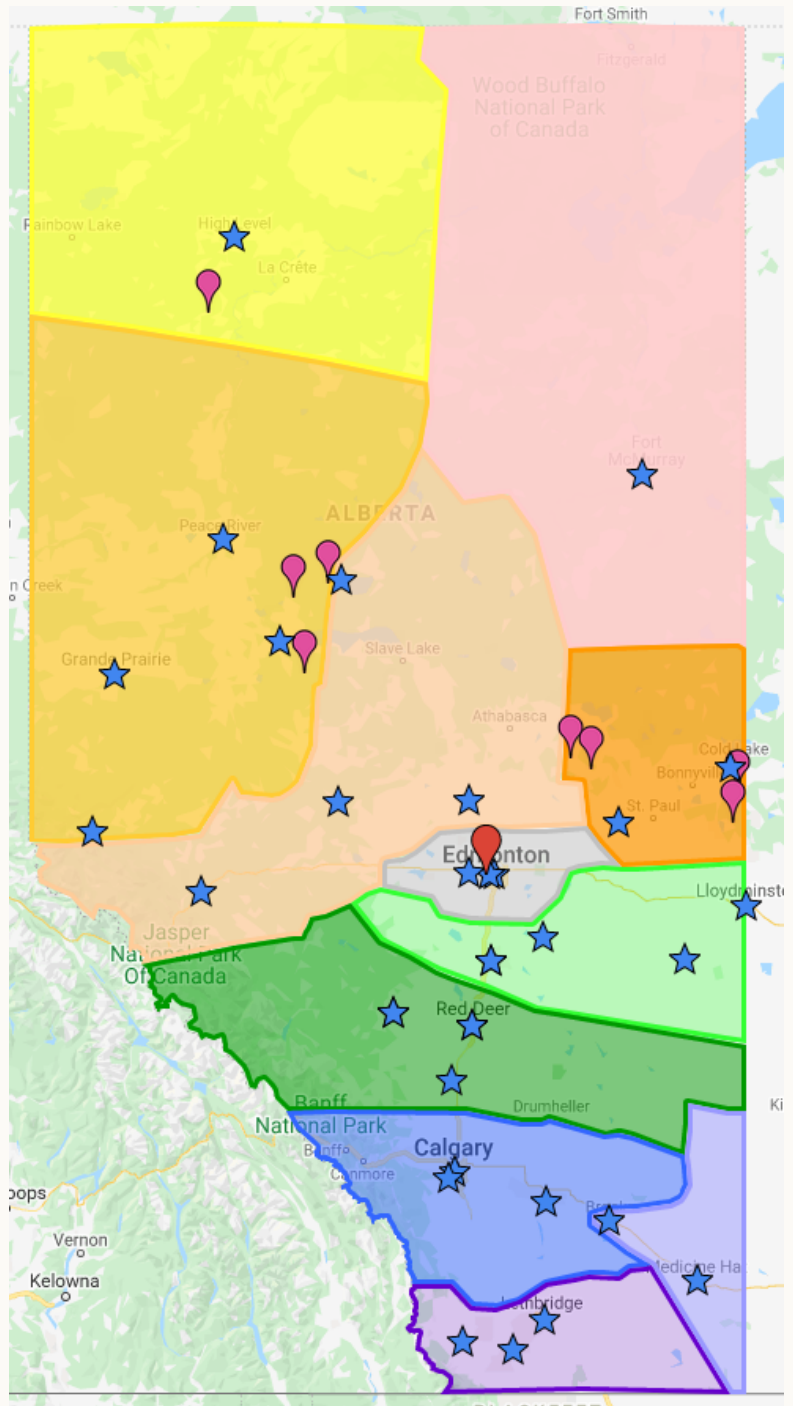
Visit the Members' Section of the Alberta PCAP website for a full list of training and where to find them.

[alberta-pcap.ca/wp-content/uploads/2020/05/Training-Options-in-Alberta.pdf](http://alberta-pcap.ca/wp-content/uploads/2020/05/Training-Options-in-Alberta.pdf)

# PCAP Network Map

- Mackenzie Regional FASD Network**  
Northwest Regional FASD Society
- Northeast Alberta FASD Network**  
McMan Fort McMurray
- Northwest Peace FASD Service Network**  
Aseniwuche Winewak Nation  
Drift Pile First Nation  
Grand Prairie Family Educational Society  
Whitefish Lake First Nation  
WJS Canada
- Northwest Central Alberta FASD Network**  
Blue Heron Support Services  
Healthy Families Healthy Futures  
Healthy Families Healthy Futures, Athabasca  
Lesser Slave Lake Indian Regional Council
- Lakeland FASD Society**  
Lakeland Centre for FASD  
Saddle Lake Eagle Healing Lodge\*
- Edmonton Fetal Alcohol Network**  
Bissell Centre  
Catholic Social Services Edmonton  
Enoch Health Services\*  
Metis Settlements General Council Head Office
- Prairie Central FASD Network**  
Camrose Association for Community Living  
Catholic Social Services Wetaskiwin  
Ermineskin Brighter Futures\*  
Midwest Family Connections  
Montana First Nation  
Samson Healthy Families\*
- Central Alberta FASD Network**  
Accredited Supports to the Community  
Family Services of Central Alberta  
Mountain Rose Women's Shelter Association  
O'Chiese Health Centre\*  
Red Deer Native Friendship Society
- Calgary Fetal Alcohol Network**  
McMan Youth, Family and Community Services  
Siksika Health Services  
Tsuu T'ina Nation Health Centre\*
- South East Alberta FASD Network**  
Bridges Family Program  
The SPEC Association for Children and Families
- South Alberta FASD Network**  
Alberta Health Services  
Blood Tribe Department of Health\*  
McMan SCIF

\*=FNIHB



Map up to date as of July 2020

The ★'s represent PCAP main offices, however many PCAP programs serve a number of communities. View our interactive location map and find nearby locations and contact information on the Alberta PCAP website at:

[alberta-pcap.ca/ab-pcap-locations](http://alberta-pcap.ca/ab-pcap-locations)

## Your Current PCAP Council Directors

- Chair: Ashley Baxter, Manager, FASD Programs, Bissell Centre  
Email: [ABaxter@bissellcentre.org](mailto:ABaxter@bissellcentre.org)
- Vice-Chair: Stacey Olstad, Program Director Family Services, Camrose Association For Community Living  
Email: [solstad@cafcl.org](mailto:solstad@cafcl.org)
- Secretary: Bev Towe, Community member, Bonneyville  
Email: [Bev.Towe@hotmail.com](mailto:Bev.Towe@hotmail.com)
- Treasurer: Tracy Renshaw, Community member, Calgary  
Email: [TCuillerier@hotmail.com](mailto:TCuillerier@hotmail.com)
- Director: Angela Knee, Program Supervisor, McMan Calgary and Area  
Email: [Angela.Knee@mcmancalgary.ca](mailto:Angela.Knee@mcmancalgary.ca)
- Director: Anita Anderson, FASD Network Coordinator, Métis Settlements General Council  
Email: [AAnderson@msgc.ca](mailto:AAnderson@msgc.ca)
- Director: Pam van Vugt, Community member, Calgary  
Email: [Pam.vanvugt@mcmancalgary.ca](mailto:Pam.vanvugt@mcmancalgary.ca)
- Director: Paula Dewan, Prevention Program Manager, Lakeland Centre for FASD  
Email: [PDewan@lcfasd.com](mailto:PDewan@lcfasd.com)
- Director: Richard Mugford, Manager, Youth & Outreach, McMan Calgary and Area  
Email: [Richard.Mugford@mcmancalgary.ca](mailto:Richard.Mugford@mcmancalgary.ca)
- Director: Tammi Crowley, Program Supervisor, Catholic Social Services Edmonton  
Email: [Tammi.Crowley@cssalberta.ca](mailto:Tammi.Crowley@cssalberta.ca)
- Director: Wanda Beland, Executive Director, North West Regional FASD Society  
Email: [Wanda.fasdsociety@telus.net](mailto:Wanda.fasdsociety@telus.net)
- Banker: Brandy Berry, Executive Director, Healthy Families Healthy Futures, Westlock  
Email: [Brandy.Berry@hfalberta.com](mailto:Brandy.Berry@hfalberta.com)
- Staff: Kristin Bonot Provincial Coordinator  
Email: [Kristin.Bonot@alberta-pcap.ca](mailto:Kristin.Bonot@alberta-pcap.ca)
- Staff: Robert Jagodzinski, Quality Assurance Analyst  
Email: [Robert.Jagodzinski@alberta-pcap.ca](mailto:Robert.Jagodzinski@alberta-pcap.ca)
- Staff: Laudine Herzog, Administrator  
Email: [Laudine.Herzog@alberta-pcap.ca](mailto:Laudine.Herzog@alberta-pcap.ca)

Let's Connect!

**Website:** [www.alberta-pcap.ca](http://www.alberta-pcap.ca)  
**Facebook:** [www.facebook.com/albertapcapcouncil](https://www.facebook.com/albertapcapcouncil)  
**Twitter:** [www.twitter.com/albertapcap](https://www.twitter.com/albertapcap)