

MOSAIC

NEWCOMER FAMILY RESOURCE NETWORK

FAST FACTS

- 16 women participated in our first community kitchen program
- Mosaic was nominated for a Human Resources Excellence award from CPHR Manitoba
- Mosaic will be co-ordinating the new community service hub at Ryerson School
- Mosaic completed a new 5 year strategic plan
- Mosaic celebrated the contribution of volunteers at our annual volunteer recognition event

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Contributors:

- Val Cavers
- Jean Tinling
- Gabriela Galli
- Geraldine Gruszczyn
- Reem Abdulkader
- Sabrina Deforest

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Mosaic Minder is the quarterly publication of Mosaic - Newcomer Family Resource Network Inc., a registered Canadian charity.

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Mosaic Minder

FALL — WINTER 2019

Newcomer Community Hub



Sabrina, Melinda, Hayat and Val at the Hub

at Ryerson School in Fort Richmond on Saturday afternoon.

The hub includes a newly-furnished room inside the school, which will provide space for a variety of self-funded partner agencies to bring

Winnipeg's Pembina Trails School Division has launched a new initiative to support the growing population of immigrant children and families in the school district: a one-stop-shop for social assistance and resources, geared especially towards Yazidi refugees who came to Winnipeg after fleeing the ISIS conflict in northern Iraq and Syria.

After a brief countdown in the Yazidi language Kurmanji, a ribbon-cutting ceremony inaugurated the Newcomer Community Hub

their contributions to the table: groups like the Aurora Family Therapy Centre, the Society for Manitobans with Disabilities, the Mosaic Newcomer Family Resource Network, Immigration Partnership Winnipeg and the Boys and Girls Club of Winnipeg will all play a role in providing much-needed social services and assistance to refugee families every day of the week.

Source: Winnipeg Free Press

By: Solomon Israel Posted: 01/26/2019 6:30 PM

Positive Discipline in Everyday Teaching in Kigali, Rwanda

Last October I had the privilege of travelling to Kigali Rwanda with Lynne Pinterics to provide 65 teachers with training in Positive Discipline in Everyday Teaching.

Rwanda is a country with a tragic past having experienced the Rwandan Civil War in 1994 which resulted in genocide where; within a 100-day period from April 7th to mid-July 1994; an estimated 500,000 to 1,000,000 Rwandans were killed. Many others were left with both physical and emotional scars from this tragic event.

As we travelled to Rwanda we were aware that many of the teachers that we would meet would have lived through the genocide. We were unsure of how living with this trauma would have impacted them but we knew that it would have had a huge impact.

When we arrived we met people with amazing courage and kindness. We learned that the country had decided that the only way forward after the genocide was to unify as a country and work together to rebuild their homes and cities. The general belief is that everyone must move forward in unity and that is exactly what they are doing. The country has been rebuilt and it is beautiful. Plastic bags are banned and there is no litter to be seen. One Saturday a month is a community service day where everyone, unless they are ill or have a special excuse, comes together to rebuild buildings, roads, communities; whatever needs to be done. The initial impression is quite impressive; but as we got to know the people living here we learned how very difficult everyday life was for all. The majority of the population is living in extreme poverty; many without jobs. The people that do have



Jean and Lynne with the group of teachers

jobs pay a huge percentage of their earnings to taxes so the government can continue to rebuild.

We were interested in the teachers, the children and the schools and how that worked in Rwanda. The teachers we met were mostly very young and most had little education past grade 12. They saw their jobs as teachers as a very important one where they had the responsibility to advise the next generation. When we started presenting them with information on children's rights, they were surprised. They had been beaten as children in their homes and schools and their voices had gone unheard. Now they were learning that Rwanda had ratified the Convention on the Rights of the Child in 1990. They learned that their country had wanted to respect children's rights and had made a commitment to do so but no one knew how to do this. There was lots of guilt when they learned about the impact of physical and emotional punishment on children; but they were reassured when we told them that what was happening to children in Rwanda was not so different than what was happening in many other places. We celebrated their commitment to do things differently now.

However these teachers are facing so many barriers. Having a first language of Kinyarwanda, they had been teaching in their 2nd language French, until three years ago when a political decision put them in the position of having to suddenly change their language of instruction to English. They told us of the large class sizes, 60-100 children in a class; and the classes changed teachers every 40 minutes, even with the very young children. They had almost no resources; maybe one book for every 6-8 children, and very limited outside play time. There was no recess. Each class would have one 40 minute physical education class a week. Another huge problem was that many of the children and the teachers did not get enough to eat. Many children came to school with no lunch and many had also not had breakfast.

They told us that the value in the country is unquestioning obedience. This is what the teachers had to follow and this is what they believed they should expect from the children. We learned that every teacher had a stick and it was used on children on a regular basis. We also learned that it was common for children to be beaten at home. If children were late for school; no one was asking them why they were late. They would be beaten. The teachers believed that this is how children would learn.

The Positive Discipline in Everyday Teaching training was transformative for these teachers. They began to understand the importance of relationship as they formed relationships with us. They felt valued and understood, some for the first time in their lives. They shared stories of their own painful childhood. As the days went by and trust grew we heard stories of their trauma and their fears. By the end of the training they were excited about this new way of teaching. They were committed to go back to the classroom, put away their sticks and begin to listen to children with kind eyes and

empathy. Empathy was an entirely new concept for most. They started to understand what it was and why it was so important in their relationships with their students as they experienced it from us in the training.

So, we left them with all the information on Positive Discipline. They were so excited to learn that the true meaning of discipline is to teach, not hurt. PDET gave them the understanding they needed to teach without hurting.

This is a new beginning for these teachers and for their students. It is a slow beginning and we recognize that there will be many bumps as they try this new path.

We left them with Maya Angelou's words:

“Do the best you can until you know better. Then when you know better, do better.”



Teachers' group after finishing the program

Jean Tinling—Family Programs Director

PDEP Training Refresher in Panama

My name is Gabriela Galli; I am the Parenting Program Coordinator at Mosaic and a Country Trainer in Positive Discipline in Everyday Parenting (PEDP). As a country trainer, I was part of a 5-day event that was held in Panama City in September 24 to 28th 2018.



Panama, is a country in Central America, bordered by Costa Rica to the west, Colombia to the southeast, the Caribbean Sea to the north and the Pacific Ocean to the south.

The capital and largest city is Panama City, whose metropolitan area is home to nearly half the country's 4 million people. Since 2000, Panama has controlled the Panama Canal, which connects the Atlantic Ocean and the Caribbean Sea to the North of the Pacific Ocean.

The Save the Children Regional Office in Latin America and the Caribbean, with support from Save the Children Sweden, sponsored a 3-day Needs Assessment meeting and 2-day Positive Discipline Refresher for current Country Trainers and Program Facilitators.

Nine countries were involved in all 5 days: Bolivia, Colombia, El Salvador, Guatemala, Honduras, Mexico, Paraguay, Peru, and Venezuela.

27 participants attended the 2-day Training Refresher lead by PDEL Master Trainers Leslie Barker and Ashley Stewart-Tufescu, and myself.



PDEP country trainers and program facilitators

This Training Refresher was a great success. All the countries have been working to raise awareness of physical and humiliating punishment, engaging influential community contacts, and providing the PDEP program to parents and others.

People involved with PDEP in the region are very passionate about both the program and helping families and children.

We appreciate the opportunity to have been able to work with such a great team of people and we look forward to continuing to support the implementation of PDEP in the Latin America and Caribbean Region for years to come.

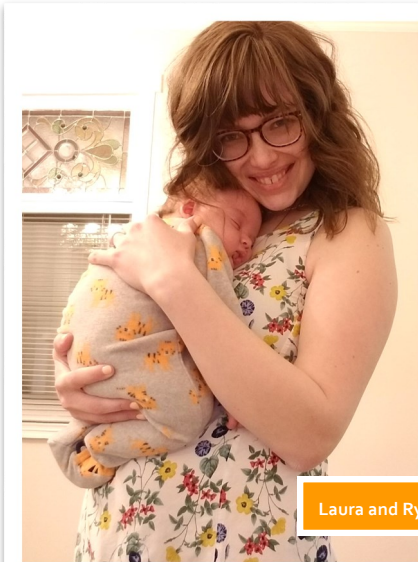
Gabriela Galli - Parenting Program Coordinator & Country Trainer in Positive Discipline in Everyday Parenting



Welcome Babies!

Our hearts are filled with happiness welcoming
Rylan and Asher!

Rylan was born on **January 4th 2019** at 8 lbs 11 oz
perfectly healthy. Congratulations Laura and Dal!



Laura and Rylan

Asher was born **February 22nd 2019** at 8lbs 13oz
helping mommy with a great labor and birth.

Congratulations Jourdan!



Baby Asher

Gratitude Plaza

BIG THANK YOU to Krista and Cheryl, teachers from **Bird's Hill School**. The school wide fundraiser, raised 374 pairs of socks for Mosaic for **Socktober**.



Krista and Cheryl

BIG THANK YOU to the **WINNIPEG FOLK FESTIVAL** for
the tickets to the JP Hoe Hoe Holiday Show!!

Some families from Mosaic enjoyed a wonderful evening with great
music and entertainment thanks to JP Hoe band that tuned the
audience into the holiday seasons.

We look forward for the next season!



Winter Holiday Party

On Friday, December 7, Mosaic staff and their families gathered for our 9th annual holiday party. The party was at one of our long time program partner sites, Bethel Mennonite Brethren



Childcare workers performing

Church. Once again it was a large gathering of families; gathering to celebrate the season of light, love and peace.

This year in addition to our, now required, photo booth, and cultural displays, we added table games, and crafts.



Jay and Jason playing acoustic guitars

O u r outstanding talent show w a s enhanced b y a s t u n n i n g

Korean dance group, acoustic guitar playing and singing by Jay and Jason, puppet and magic shows and a dramatic childcare worker dance! Who will forget the salsa lesson, including getting everyone to try the shimmy, performed



by Laura's children Lucas and wee Giana or the lovely voice of Reem's Zaina.

O f course the highlight for many is

the buffet; I lost track of the number of tables that were added to make room for the growing number of dishes.

It was a fabulous feast. Thank you to all of the organizers for putting together a successful party, and a special thank you to all of the cooks for contributing to a memorable meal with wonderful people.



Zaina singing a capella

This party is another reminder of why Mosaic is such a great place to work; the recipe for peace, love and understanding is such a simple one.



Korean dancers



Lucas and Giana teaching Salsa

Happy New Year, Val

Volunteer Appreciation Event 2019



Susan and Elsie

This year, Mosaic decided to make the recognition day for the volunteers even more special. In regard of the 10th Anniversary Celebration, we wanted to transfer this jubilant spirit to our volunteers. It was a brunch event full of tears of joy, gratefulness and talents!

Mosaic decorated the room with a colourful wall of stars with names of all our illustrious volunteers who make the difference and lift our communities.

We welcomed the staff and volunteers with a mingling game that helped as an icebreaker activity. It was a huge success and proved how much people love to mingle at Mosaic! Then, we enjoyed Val's speech that summarized Mosaic's story from its beginnings and reminded us about this special year celebration.

Right after that, our long-term volunteers were honoured with the "You make the difference" special award for being more than 5 years with us along with the privileged surprise guest, former Mosaic teacher, Susan McDougall.

Following this exciting and delightful morning, Mosaic displayed all its talents to show its appreciation! Viktoria beautifully sang a song, Souada read her own written



Souada

poem and Knox's teachers performed a super funny sketch entitled "the teacher's nightmare".



Viktoria

Before allowing all the attendees to enjoy the delicious potluck, the last

activity brought some tears of joy. The volunteer coordinator prepared a slideshow with meaningful lyrics bringing significant appreciation to our volunteers, from all staff and students at Mosaic.



Stephanie, Queehyung, Cale, Cynthia, Irina and John

Thank you all for allowing this to happen!

Geraldine Gruszczuk—Volunteer and Community Engagement Coordinator

Volunteer Voices

Some feedback after VAE 2019:

“The care and effort of the staff was very evident. There was so much attention to every detail and such a warm feeling in the room. Thank you so much to you and all the staff. It is wonderful to be even a small part of such a caring organization.”

Beth Johnson

“Very well organized with a warm environment. The perfect combination between warmth and structure.”

Souada

“What a beautiful & delicious luncheon it was! I was impressed by all the efforts and talents of your staff that showed their appreciation for all of the volunteers, it was absolutely lovely! :) It speaks volumes of what a caring, fun-loving group of people you are.”

Anna Melizza



Up: Val and Tetiana playing the mingle game



Right: Souada and Katherine

Special Events

Despite of the weather, Mosaic keeps elevated its spirits during the winter! These are some special events that Mosaic was partnering with:



Nuit Blanche. Studio Central (a project of Artbeat Studio) at Central Park organized a collaborative art project.



Winter Fest 2019. Mosaic partnered along with WestEnd Biz, Sunshine House, Wii Chiiwaakanak, ACOMI, Knox Church,, Communities 4 Families, Studio Central and Central Neighborhoods.

HIPPY Conference

This year Mosaic was the host agency and Winnipeg the host city for the annual, national HIPPY (Home instructions for parents of pre-school youngsters) conference.

24 coordinators from coast to coast joined the Mothers Matter Centre (formerly HIPPY Canada) team from Vancouver in Winnipeg for 3 wonderful days of learning with our local HIPPY team in Winnipeg and a great trainer Sue Hemphill.

The first day started with a lovely welcome from our site leaders and the team of Winnipeg HIPPY home visitors followed by an open space for discussion and choosing seven most important topics to discuss for the coordinators and to share any new innovations and new tools.

The second and the third day were great interactive workshops with Sue Hemphill on leadership skills; Sue with her great experience used many energizers, activities, videos that made the learning fun and easy for everyone.

Our local team and Mothers Matter staff joined the coordinators for a tour to discover the city by visiting the Forks and the Human Rights Museum.

After 3 days of learning everyone deserved a nice treat with an amazing night to spend at Mosaic in our space at Carlton. The evening opened with the beautiful Luana

wonderful songs about children, and Mother Nature. They even invited us to practice singing with them. With one hour of Mosaic Magical activities! Laughter yoga, meditation, small souvenirs from Mosaic, Syrian catered dinner and music from all around the world we ended our night.

With a very light snow and a moderate (by Winnipeg standards) temperature, we said good bye to our visitors, all the best in your great work to serve families and their children.



HIPPY Coordinators and Sue Hemphill

Reem Abdulkader —HIPPY Coordinator



Luana Moar, her mother and Ceremony Sister

Moar, her mother and her ceremony sister sharing



HIPPY Canada

Science of Early Child Development course

Twenty-two women attended a Red River College course on the Science of Early Child Development (SECD) at Mosaic's Carlton location last fall. The students were Mosaic LINC child care workers and Family Programs staff, including many HIPPY home visitors. One former Mosaic employee, now working at IRCOM, joined us as well.

Tanya Larter was our amazing instructor. She was very flexible and made sure that there was plenty of time for everyone to share personal experiences, struggles, and strategies. The discussions were so interesting that they often continued into break times. It was amazing to learn how many people had similar experiences as we talked about growing up in different countries and immigrating to Canada.

Being able to take the course part-time and in-person was appreciated by the women who attended. Normally it is only offered as part of a full-time program at Red River College or online. Since most of the women are not native English speakers, they were able to translate for each other and I was available to provide extra help - especially with the computer parts.

In the course we read articles and watched many videos from Canada and around the world. Listening to Dr. Joan Durrant speak was especially interesting for us. The PDEP facilitators in the room helped to make connections between what we were learning and Positive Discipline.

The child care and programming that Mosaic provides have unique characteristics - we need to consider children's language development, cultural sensitivity, and supporting parents in ways that most other child care

centres don't. The course was a great chance to reflect about how Mosaic meets these challenges.

One of the first things we learned was about how children and trees are similar. If a young tree gets plenty of sunlight and nutrients and is sheltered from storms, it will have strong roots to support it as it becomes a healthy, fully-grown tree. With safe, nurturing early experiences, like those that we provide at Mosaic, a child will have the foundation to become a healthy, successful adult.

We also learned about how all elements of healthy development are connected. A country's population is healthier when parents have support, children are loved, and people of all ages have chances for education. The various Family Programs that Mosaic offers are a great way for parents to find others to talk with and to get new information about parenting.

Despite losing sleep over quizzes, staying late after work, and coming in on Saturday mornings, it was a great opportunity for us to learn together. For the last assignment, groups of students presented their information posters about topics like the importance of love and independence. After these presentations, we celebrated with dancing and a potluck.

Completing this course gave the students more information to help them as parents and as staff who support newcomer families. Having a 40-hour course from Red River College is a requirement for employment in Manitoba licensed daycares, so it provides the women with more options for jobs. It is also going to help anyone who wants to continue their education and obtain an Early Childhood Educator certificate later.

SECD

The support of a grant from Skills and Employment Partnerships Manitoba Education and Training helped us to provide this opportunity.



Mosaic Family Program, childcare workers and HIPPY staff



Tsega

Sabrina Deforest—Family Programs Early Childhood Educator

PDEP Training

At the end of January, we held a training on Positive Discipline in Everyday Parenting. It was another successful one with 28 more new-trained facilitators from different organizations in Winnipeg. I would like to get this chance to congratulate all the new PDEP facilitators on this accomplishment and I am looking forward for our next training session on June 17th-20th.



New trained PDEP Facilitators

Maisa'a Haj Ahmad —Positive Discipline in Everyday Parenting Coordinator





English Classes
with childcare



Family Programs
for parents and children



Questions?
Contact and FAQs



Mosaic is a great place for newcomers with young children to make friends and learn about their new home in Manitoba.

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