

Tova Sherman, CEO



Diversity Awareness Training



Tova Sherman is CEO and cofounder of reachAbility (2000-present, Halifax, Nova Scotia), an award-winning agency that provides comprehensive programs and services for and about persons facing barriers including but not limited to disability, mental illness and poverty. In this role, Ms. Sherman manages a team of about 20 professionals, a corporate, professional board of directors and a budget of about \$2M annual. Tova is responsible for all aspects of the agency ranging from human resources and training to business development and project management.

In an equal but differentiated role, Ms. Sherman delivers targeted education and awareness programs to the government and throughout the corporate and charitable sectors. Her Diversity Awareness Training (DAT) provides state-of-the-art resources regarding diversity and inclusion in the context of workplace and community. Tova's problem-based learning approach achieves participant potential and has been featured in the media. Her training is highly requested and notably she has presented at the prestigious TED series.

Tova Sherman is credentialed by Cornell University and her work has been celebrated across Canada. In 2013, Ms. Sherman was awarded the Queen Elizabeth II Diamond Jubilee Medal for Service to her Country. Additionally, she has been awarded YWCA Woman Entrepreneur, CBA Canada Law Day Award, Recreation Nova Scotia Facilities Award and more. She is frequently consulted by government and media outlets for her expertise. She also holds a pivotal role on the Nova Scotia Judiciary Council provides a community voice to Adjudication Board selection, on behalf of the Department of Justice.

Her personal experiences as an individual with disabilities, combined with decades of expertise, make Tova uniquely qualified to address your custom inclusion needs.



Partnership

Bluenose-Ability Film Festival

The Bluenose-Ability Film Festival (BAFF) is Atlantic Canada's first film festival to focus on disability. Through our film festival, reachAbility aims to be the Canadian leader in the growing disability-focused arts and culture movement. We are dedicated to showcasing professional films, promoting youth/first-time filmmaker participation and engaging the participation of persons with disabilities. BAFF showcases innovative and thought provocative works from both seasoned filmmakers and emerging media arts professionals from Atlantic Canada and around the world.

For more information regarding the Bluenose-Ability Film Festival, how to get involved and sponsorship opportunities please contact Jana Henderson at BAFF@reachability.org or 902-429-5878.

100% Pop-Up Shop

A sustainable social enterprise, reachAbility's 100% Pop-Up Shop is one of the practical tools used to build our clients' employability skill set. Our clients engage with every step of the entrepreneurial process and have the opportunity to be involved in the creation and production of merchandise, inventory control, cash management, securing vendor locations and engaging customers. 100% of proceeds from the shop go back into the community by providing funding for grassroots programming. To view our products, or for more information about the 100% Pop-Up Shop visit www.reachability.org/shop.

Would you like to see the 100% Pop-Up Shop at your next event? Please contact Brea Teasdale at brea@reachability.org or 902- 429-5878.

Employer of Excellence

The Employer of Excellence Program is a great opportunity for employers to engage communities, represent their core values and gain recognition for a commitment to diversity and inclusivity. In becoming an Employer of Excellence, you agree to support reachAbility's mission to find well-suited employees for your organization. Through this program, reachAbility provides continued support to both the employee and the employer throughout the job-placement process and well into successful, long term employment.

If you are interested in joining the Employer of Excellence Program please contact Brea Teasdale at brea@reachability.org or 902-429-5878



Interactive Learning

Diversity Awareness Training (DAT) aims to empower individuals and the community to develop their own fair, equitable and inclusive culture within their own lives, organizations and spheres of influence. reachAbility believes spreading knowledge is the best way to achieve this goal. Tova is dedicated to honing her years of expertise in the field of disability, barriers and inclusivity to create engaging and creative training for all types of businesses and organizations.

DAT's customizable corporate training is designed to assess the areas of need in your organization to promote a happy, healthy and integrated workplace.

Models of Delivery

LIVE

- Developed for those who learn best in interactive, hands on environments
- Modules focus on problem-based learning dedicated to providing real time solutions to real life challenges
- Optional panel of advocates to provide expert advice on the topic of training

eLEARNING

- Modules are customized to meet your specific needs and are provided in an easy, accessible online platform
- Online modules use interactive videos, case studies, relevant articles and expert-led instruction
- Well-tailored to businesses locally, nationally and internationally.
- Long-term, unlimited access to learning
- Optional live webinars bring the expert to your audience anytime, anywhere

CORPORATE VIDEOS

- Innovative and professionally produced films that provide strategies on inclusivity, accessibility and diversity
- Strategies and best-practices are supplemented by first person accounts and case scenarios, providing a powerful visual aid for all audiences

CONSULTATION

- Consultations to all levels of public, private and non-profit sectors and support in building an inclusive workplace that represents each specific customer base
- Adapt your workplace and provide reasonable accommodation for employees
- Develop an open, inclusive philosophy, adhere to principles of equality for all persons
- Create a vision of a workplace that represents the diverse customers and community you serve

To book a consultation, please contact

Katie Lewis, Executive Assistant

katie@reachAbility.org



Training Options

The Self-Esteem Train

Identifying your skills and applying that knowledge at work is simple with this unique program. Possessing little self-regard can lead people to become depressed and to fall short of their potential. Too much self-love, on the other hand, results in an off-putting sense of entitlement and an inability to learn from failures. This training provides insight on how to strike a balance between accurate self-knowledge and how to bring this knowledge to the workplace!

Teambuilding

Team-building activities can be a powerful way to unite a group, develop strengths, and address weaknesses – but only if the exercises are planned and carried out strategically. Let Tova Sherman show you what to consider when planning a team event. Additionally she will expose you to a variety of exercises to address different issues that teams commonly face.

Creativity vs. Conformity

The latest report from Statistics Canada suggests we are currently only using 15% of our aptitude during work and that the nation's human capital – a slightly artificial construct of skills, knowledge and continuous learning – is decreasing. Join us for an entertaining and educational journey through the highs and lows of creativity vs. conformity and learn when and how to appropriately experiment, be creative and play at work!



Training Options

RECRUITMENT AND RETENTION

Hiring and Retaining Diverse Employees (Human Resource Departments, Managers)

This detailed module is specifically aimed at those “decision makers” who employ and engage staff of all backgrounds. From identifying the hidden barrier, to inclusive orientation, this module is for the company or organization that is ready to create a workplace that truly reflects our diverse community.

Mental Health in the Workplace (Human Resource Departments, Managers)

Mental health is the single largest issue in Canada’s workplaces. Did you know 35% of all sick days are due to mental health issues? We can no longer afford to ignore the facts. This training focuses on what is real and what is stigma and provides you the tools to address challenges in your workplace.

Accommodation and Assessment in the Workplace

Let us assess your workplace and provide you with solutions and options for proper accommodation without breaking the bank. Did you know over 80% of all accommodation can be accomplished with less than \$500? Let us tell you how!

INSPIRATIONAL TRAINING

Play for Purpose

Play for purpose promotes self-confidence and teaches team building skills for a more happy and positive workplace. Curious? Sounds like you’re ready to play!

The Power of One

Learn to get inspired by the power of you and all the rewards it brings! The events of today’s world can be daunting and massive in scale, leading one to believe they cannot incite change. You can make a difference in your workplace and beyond. The power of one is all about reminding participants of the incredible capacity each of us has to improve the world around us.

Dream Big!

Passion fuels the rocket, but vision points the rocket to its ultimate destination. You cannot succeed in creating innovative products, services, or brands without a clear vision of how you and your company will move society forward. Competing in the 21st century requires extra imagination, creativity and drive. How do you get that extra edge? Apple CEO and legendary entrepreneur, Steve Jobs was asked by a Disney executive, charged with revitalizing the Disney stores for advice, Jobs responded, “Dream bigger.” Now it is your turn! Participants will gain a tool kit and better understanding of all the essentials needed to achieve and exceed their greatest career dreams!



Training Options

EDUCATIONAL TRAINING

Disability and Diversity Awareness

It is important that every employee from the bottom up gets proper training because poor workplace inclusion not only hurts individuals, it also reduces corporate profits. This program teaches participants to identify simple and creative ways they can contribute to equalizing the playing field for every person, not only in the workplace, but in life outside of work.

Frontline Customer Service Inclusion Awareness Training

Frontline staff are rarely given the opportunity to learn the basic tips around equalizing the playing field. Through proper inclusion training, staff will become more confident in this area and the quality of the frontline interaction, no matter who the customer, will become a more positive experience for everyone.

Hospitality Diversity Awareness Training

Whether front or back of house, the key to a truly inclusive workplace is that each staff member understand the importance of diversity. Employees in the hospitality industry must work together as a team. This training will ensure every member is knowledgeable when it comes to diversity and inclusiveness in the workplace.

Communication and Conflict Resolution

Working out differences of opinion is an essential part of any group activity. However, when disagreements in the workplace escalate into conflicts, it can ruin relationships and make working as a team difficult or impossible. Tova and her team have developed a module dedicated to understanding Emotional IQ and how to use it. Additionally, you will be carefully guided through Tova's 12-step process for defusing a conflict before it gets out of hand.

Work-Life Balance

The relationship between stress and mental illness is complex, but certainly stress can exacerbate mental illness for some people. According to Statistics Canada, employees who considered their work day to be quite a bit or extremely stressful were over three times more likely to suffer a major depressive episode compared to those who reported low levels of work-related stress. This half-day module invites participants to understand the stress triggers brought on by work-life imbalance. Participants create personalized solutions and action plans to make a difference in their own lives.

Cognitive Behavioral Therapy (CBT)

CBT is an evidence-based psychological treatment that was developed through decades of scientific research. Research shows that CBT is an effective treatment for anxiety, depression, chronic pain, disordered eating, anger issues, addiction and low self-esteem. This program, taught by our lead therapist gives you a new way of understanding and thinking about your problem, as well as provides you with the skills to deal with the issues that you may be struggling with right now.

ADHD Spectrum: Super-stigma or Superpower?

Award-winning presenter Tova Sherman has adapted her highly inspiring Ted Talk; "ADHD Spectrum: Super-stigma or Superpower" into an engaging half-day module on what "being on the Spectrum" means for you and your family. This module will provide participants access to the latest research on the ADHD spectrum and the tools to understand it.



Customized Training

Creating an inclusive culture that adheres to the principles of equality for all persons makes good sense. From a business perspective, it makes sense to reflect the diverse customers and community being served throughout Canada. From an employer's perspective becoming a workplace that provides reasonable accommodation increases employee morale, loyalty, and retention. Being inclusive means building a healthy community to which all people belong and contribute. However, achieving this can be difficult. In support of the growing need to address, understand, support and integrate individuals from diverse backgrounds in the workplace, Tova Sherman created Diversity Awareness Training (DAT). DAT offers support to private, public, and non-profit communities by developing tailor-made disability and diversity modules focused on recruitment and retention, education and inspirational learning.

Diversity Awareness Training Objectives:

- ✓ To provide an engaging, interactive and down to earth learning experience
- ✓ To facilitate the development of sustainable tools and resources to support your employees, clients and/or customers
- ✓ To provide HR and management professionals with the tools needed to support, hire and retain persons from diverse backgrounds and cultures
- ✓ To encourage participants to be comfortable when communicating with diverse populations
- ✓ To provide a learning experience that supports the removal of stigma and attitudinal barriers in the workplace

Every Module Includes, But is Not Limited to:

- ✓ Dignity-based, common sense realities
- ✓ Easily applied communication tips
- ✓ Industry-relevant case studies
- ✓ Engaging exercises
- ✓ Interactive multimedia presentations
- ✓ WHO definitions, terms of reference and the most updated studies and facts available

Who We Are

reachAbility is a charitable organization committed to creating an even playing field for persons with all types of disabilities so they may actively participate in all aspects of community life. reachAbility provides highly effective and unique programming, focusing on both life skills and employability.

Through our unique partnerships within the Disability, LGBT, Aboriginal, African Canadian, and New Immigrant communities, we have been able to create programming customized to supporting pre-employment skills and employment opportunities for all Nova Scotians facing the sting of stigma!

At reachability we provide accessible opportunities for persons of all abilities. Our programs and events are all free to our clients.

Our Mission

We enrich and empower individuals and the community through a fair, equitable and inclusive culture.

Why We Exist

reachAbility exists because we recognize that although all people should be equal, persons with disabilities often face discrimination, injustice, and unfairness in our schools, workplaces, health care and legal systems, and in our communities.

We ensure that persons with disabilities have equal opportunities for employment, education and community life.

reachAbility exists to empower individuals, families, support groups, and communities with access to education, information and resources. We are helping to create supportive and professional development programs, with a strong emphasis on self-awareness and organizational needs, through education.

reachAbility brings together the private, public, and non-profit sectors (the three Ps) through education, awareness, and community partnership. We strive to assess and address the interests, needs, and rights of persons living with disabilities, and to ensure that everyone in our communities understands them.

reachAbility is committed to developing new knowledge through research and consultation. We then share this information through our programs, workshops, information sessions, and our website. We continually review and update our programs, thus improving services that support persons with disabilities and educating the entire community.

For more information about any of our programs and/or services please contact our office

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Toll Free/TTY: 1 (866) 429-5878
Fax: (902) 429-5858

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Facebook.com/reachability.org
Twitter: @reachability_
YouTube: reachAbility NS



Empowering Individuals And Enriching The
Community Through A Fair, Equitable And
Inclusive Culture

PROGRAMS OFFERED

All programs are free of charge

Self-Awareness Programs

Asset is a five-day workshop where participants are supported in reaching their full potential as they prepare to enter the workforce through building self-confidence, working on communication skills and recognizing their strengths.

Sycle is a five-day workshop focused on managing conflict, dealing with stress and anxiety, and practicing effective communication. Participants improve their employability skills while dealing with a variety of topics.

One Step Closer takes two of our most successful programs, Asset and Sycle, on the road and delivers them to the communities where they are needed.

Employment Programs

Redi-Set-Go is a four-week intervention of confidence building, disclosure, accommodation and disability awareness, and the development of a creative project to reflect the experiences of the participants.

Success 20 is a 20-day program dedicated to building skills and overcoming barriers to employment. A mix of activities, workshops, interviewing, guest speakers and independent projects assist you in achieving your career goals.

HOSP 101 is an 8 week program focused on preparing individuals to secure employment within the hospitality industry. In partnership with industry partners, participants are provided a 4 week workshop designed to enhance their employability skills and provide valuable certifications. After these 4 weeks, participants are engaged in a work placement to gain experience with the goal of securing employment.

Gateway Provides youth 30 and under with the opportunity to gain direct employment experience. Prior to the 18 week work placement, four weeks of employability workshops give you the tools to succeed.

The **100% Store** is reachAbility's social-enterprise pop-up shop. The 100% Store gives clients in our employment programs hand-on retail and customer service experience. Our clients participate in the production of the stores products, teaching them artisan skills, such as silk-screening, sewing and design. 100% of the stores profit goes back into participant programs.

Recreational Programs

RHYTHM is a unique program for youth aged 16-25. Participants work with professional DJs to learn the skills involved in disc jockeying – building self-confidence, self-esteem and a positive self-image at the same time.

Bluenose-Ability Film Festival (BAFF) aims to encourage greater participation of persons with disabilities in a media event that honors and celebrates the unique contributions of the growing disability arts and culture movement. Additionally, by presenting BAFF-Youth (BAFFY) the festival is able to engage and encourage youth from ages 12-24 to break the stigma.

BAFF Film-Making Workshops are held on weekends and evenings throughout the year. Film-making and screen writing workshops are available for both adults and youth.

Ability Garden is the first fully accessible community garden in HRM. We are currently growing fresh fruit, vegetables and herbs for our clients and neighbors! A garden can help reduce stress and increase confidence, at the same time as providing a tangible and tasty final product. The rewards of growing your own food are not only seen in the produce, but in the renewed sense of self.

Living Library is a project that enhances and promotes youth literacy throughout the Halifax Regional Municipality. To many, literacy is the key to success. The ability to read, write and learn is invaluable. So come and participate in our program. Take a book/leave a book.

SERVICES OFFERED

Legal Services

All legal services are free of charge

Legal Referral Service We connect persons with disabilities to one of our volunteer lawyers for a free, one-hour legal information consultation.

Community Outreach Initiatives Free information sessions on a legal topic relevant to members of the community. This allows persons with disabilities a unique opportunity to learn more about legal issues that matter to them, and participate in various discussions with legal experts.

Form Filling Aid Partnering with the Halifax YMCA and Dalhousie University ProBono Students (PBSC) reachAbility provide support to those having difficulty filling out important forms, such as criminal record pardons, lease agreements, applications and more.

Professional Services

Diversity Awareness and Inclusion Training (DAIT) Create an inclusive workplace culture that adheres to the principles of equality for all persons. From a business perspective, it makes sense to reflect on the diverse customers and community being served. From an employers' perspective, having a willingness to be a workplace that provides reasonable accommodation increases morale, loyalty and retention. Being inclusive means building a healthy community to which all people belong and contribute. How to achieve this is often misunderstood. Inclusion Awareness Training by reachAbility is a way to ensure a company and community can become equipped to appropriately support and accommodate all those wishing to actively participate.