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# **An Environment Scan Report with Gap Analysis of Existing Service and Programs Available to Support the FASD Population in Lanark and Leeds-Grenville, Ontario**

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REPRESENTING  
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Fetal Alcohol Spectrum Disorder (FASD) is a diagnostic term used to describe impacts on the brain and body of individuals prenatally exposed to alcohol. FASD is a lifelong disability. Individuals with FASD will experience some degree of challenges in their daily living, and need support with motor skills, physical health, learning, memory, attention, communication, emotional regulation, and social skills to reach their full potential. Each individual with FASD is unique and has areas of both strengths and challenges (Harding et al., 2019, p. 3).

The nature and severity of this disorder is dependent on numerous factors, including the timing and quality of alcohol exposure. Therefore, consumption of any alcohol throughout one's pregnancy is strongly discouraged and could result in a miscarriage or lifelong developmental difficulties for the fetus. Furthermore, the effects of FASD can be further categorized into two sub-sections; the primary challenges and secondary risks. The primary difficulties are understood as the developmental effects that directly reflect damage to the central nervous system resulting from prenatal alcohol exposure (PAE) (CAMH, n.d). Thus, individuals with FASD may experience challenges with "abstract reasoning, organization, planning, understanding or recalling a sequence of events, connecting cause and effect relationships, and/or regulating their own behaviours and emotions" (CAMH, n.d). Along with that, physical and facial malformation, including damage to bone, organs and visual characteristics, is also a direct result of PAE and is categorized under the primary effects of FASD.

Moreover, the secondary risks of FASD are the difficulties an individual is not born with but stem from the primary effects of the neurodevelopmental disorder. This can include but is not limited to mental health problems, disrupted school experiences, trouble with the law, inappropriate sexual behaviours, alcohol and drug use (Petrenko, 2014), issues with employment and dependent living (CAMH, n.d). It is essential to note that early interventions can act as a protective factor and have the potential to minimize secondary challenges that are associated with FASD. This is because secondary challenges are often a result of inadequate support systems and services (Brown et al., 2018). Therefore, with the appropriate level of intervention, an individual can be set up for success and minimize the likelihood of developing additional risks associated with the neurodevelopmental disorder.

### Criteria for Diagnosis

The Canadian standard for diagnosis was developed in 2005 and later revised in 2016. Due to the fact that no current tests confirm a diagnosis of FASD, a thorough assessment is required, along with the exclusion of other disorders that may present similar to FASD (Chudley, 2018). Thus, the updated guidelines articulated two possible diagnoses associated with prenatal alcohol exposure: FASD with Sentinel Facial Features (SFF), FASD without SFF and the designation of at-risk for neurodevelopmental disorder and FASD (Temple et al., 2019).

The main differences between the two possible diagnoses and designation are as follows, to be diagnosed with FASD with SFF, the three main criteria need to be met: “Presence of all 3 sentinel facial features (short palpebral fissures, flat philtrum, thin upper lip)” (Temple et al., 2019, p. 546), prenatal alcohol exposure must be confirmed or unknown, and at least three impairments in neurodevelopmental domains must be found (Temple et al., 2019). The main difference to receive a diagnosis of FASD without SFF is: prenatal alcohol exposure must be confirmed “at a level known to be associated with adverse effects” (Temple et al., 2019, p. 546) along with that, three or more impairments in neurodevelopmental domains must be found (Temple et al., 2019). The final designation is applicable for individuals deemed to be at risk for neurodevelopmental disorder and FASD when there is a confirmation of prenatal alcohol exposure, but the assessment criteria are not met at the time (Temple et al., 2019).

### Barriers to Diagnosis

Despite the high prevalence of FASD, there remain to be significant barriers individuals face when attempting to receive a diagnosis. There are currently twenty-one diagnostic clinics within Ontario that have the resources and capacity to diagnose an individual with FASD (Health Nexus, 2021). However, most clinics only service individuals who live in that region or have further requirements, such as confirmed prenatal alcohol exposure. Thus, out of those twenty-one centres in Ontario, ten can diagnose children living in Lanark and Leeds-Grenville, nine can diagnose youth living in Lanark and Leeds-Grenville, and eight can diagnose adults living in Lanark and Leeds-Grenville (Health Nexus, 2021). However, the number of clinics that can diagnose individuals of all ages significantly decreases when addressing other factors. For example, two centres only support the Indigenous population; one centre requires confirmed prenatal alcohol exposure, and one clinic only conducts ten FASD assessments per year (Health Nexus, 2021).

The next visible barrier to diagnosis when addressing the remaining centres is location. Out of the twenty-one diagnostic clinics, only two are relatively close to the Lanark and Leeds-Grenville area; those are CHEO in Ottawa, which will assess individuals of all ages, and KidsInclusive in Kingston, which will only diagnose individuals under the age of twelve (Health Nexus, 2021). The remaining clinics that have the capacity to evaluate people living in Lanark and Leeds-Grenville are located in the Greater Toronto Area (GTA) or Northern Ontario (Health Nexus, 2021), which for many people is inaccessible. Thus, one of the crucial barriers to diagnosis is geographical location. Most clinics are in urban areas, requiring individuals to travel long distances to access assessments and diagnostic services.

Furthermore, barriers remain in the clinical capacity to diagnose FASD, as multidisciplinary teams are required to perform the complex neurodevelopmental assessments and evaluations. Within the province of Ontario, a diagnosis requires four separate assessments from a Speech-Language Pathologist, Occupational Therapist, Psychologist and Physician. To receive an entirely funded assessment and diagnosis, individuals are having to wait a minimum of four years on a waitlist. In 2021, the Government of Ontario invested additional funding to expand FASD diagnostic clinics (Ontario, 2021). These new clinics have slightly combated the lengthy wait time; however, individuals seeking a diagnosis can still expect to remain on a waitlist for roughly two and

a half to three years.

### Importance of Early Diagnosis

As previously discussed, secondary risks associated with FASD stem from the primary effects of prenatal alcohol exposure. Although every individual with FASD is different, some common secondary challenges include “disrupted school experiences, mental health problems, inappropriate sexual behaviours, alcohol and drug abuse, and incarceration and retention in the justice system” (Benz et al., 2009, p. 233). Moreover, research has found that early diagnosis, ideally before the age of six, strongly correlates with a reduced likelihood of experiencing adverse outcomes that may lead to secondary effects (Benz et al., 2009). Thus, early diagnosis not only qualifies the individual for supports and services at a younger age but also can be seen as a protective factor against secondary challenges.

### Prevalence of FASD in Canada

Prenatal alcohol exposure is Canada’s leading cause of developmental disabilities (HealthLinkBC, 2021). Along with that, FASD is unique in the sense that with appropriate education and awareness, it is completely preventable. It is difficult to statistically measure the prevalence of FASD due to challenges and gaps in knowledge, screening and diagnosis.

However, it is estimated that around 4% of the Canadian population has FASD (Flannigan et al., 2018a). This statistic drastically changes when addressing specific groups who may be at greater risk for this neurodevelopmental disorder. It is commonly known that socioeconomic factors can disproportionately affect certain social groups. This can be seen when addressing the prevalence of FASD within children in care and the justice population.

### Prevalence of FASD in Children in Care

Research has shown that the majority of children who are evaluated for FASD do not live with their biological parents (Flannigan et al., 2018b). Thus, most children with FASD live with a relative or have been labelled a child in care through involvement with the child welfare and foster care systems. Within Canada, researchers have estimated that the prevalence of FASD among children in care is at least 3-11% (Badry & Harding, 2020). It is important to note that this statistic is understood to be underestimated, and it is believed that the percentage of children in care who are suspected of having FASD is much higher (Flannigan et al., 2018b).

In addition to the prevalence of FASD being higher in children in care, findings have shown that the earlier children with FASD get involved with these systems, the greater the risk for developing adverse childhood experiences; that will evidently impact adult physical and mental health outcomes (Burns et al., 2021). Moreover, research has determined that children and youth with FASD involved in the child welfare system experience physical and sexual abuse at nearly double the rate of children and youth with FASD who live with

their biological parents (Burns et al., 2021). This is extremely important to understand, as adverse childhood experiences (ACE), such as physical and sexual abuse, have been linked to long-term mental health and behavioural problems that can negatively impact an individual for the rest of their life (Matta Oshima et al., 2014). Thus, this combination of both overrepresentation of FASD in care and children and youth with FASD who experience abuse sheds light on some concerns associated with the child welfare system. It also leads to a better understanding of why this vulnerable population experiences poorer outcomes and is at greater risk for developing secondary challenges commonly associated with FASD, including involvement with the Canadian justice system.

### Prevalence of FASD in the Justice Population

Involvement with the legal system is categorized as a secondary risk associated with FASD. Thus, it depicts the high possibility that an individual with FASD may interact with the justice system at some point in their life. In fact, research has found that “60% of adolescents and adults with FASD reported contact with the justice system and 35% reported incarceration for a crime at some point during their lives” (Flannigan et al., 2018b, p. 2). A closer examination estimates that youth with FASD are nineteen times more likely to be incarcerated than youth without FASD (Flannigan et al., 2018b); and the rate of FASD in adult inmates could be up to twenty-eight times higher than that of the general population (Fetal Alcohol Spectrum Disorder Ontario Network of Expertise, 2013). More specifically, “The estimated prevalence of FASD in Canadian offenders is 11-23% for youth and 10-18% for adults” (Flannigan et al., 2018b, p. 2). These statistics begin to expose the realities of overrepresentation within the justice system. Challenges associated with FASD, such as memory, comprehension and social skills, can potentially lead to an individual being at a disadvantage due to difficult engagements with police interviews and the court process. Moreover, due to the invisibility of this neurodevelopmental disorder, individuals who are undiagnosed are held to the same standard in terms of the criminal justice system. Thus, more research is needed to identify if the justice system appropriately supports the needs and capacity of individuals with FASD.

While on this topic, it is also essential to point out that individuals with FASD are at a greater risk of involvement with the justice system as a victim or witness of a crime. Research also notes that victims and witnesses with FASD may experience negative interactions with the criminal justice system through police interviews, testifying in court and preparing their written Victim Impact Statement, which often leads to contradictions in events and testimonies (Alberta Civil Liberty Research Centre, 2017). Misunderstandings of the effects and behaviours of FASD could create challenges in judicial interactions, which lead to further negative experiences. Thus, it is recommended that the justice system seek out Victims Services to work with the individual with FASD through the entirety of the process.



## Purpose of the Report and Background Information

Through a partnership with Open Doors and Rural FASD Support Network, this report recognizes that there is a need for additional awareness of the existing supports and services within the counties of Lanark and Leeds-Grenville, Ontario. Therefore, one of the main goals of this project is to provide a detailed overview of the various programs and support that are offered within the counties.

The Intervention Network Action Team, of Canada FASD Research Network, has identified twelve domains that an individual with FASD needs support in, in order to reach their full potential (Pei et al., 2019). Thus, this Resource Gap Analysis has collected data on services within the counties and categorized them into the twelve domains. The purpose has been to determine where the current gaps in service are and identify the changes that need to be made to better support individuals living with FASD. In addition, this report will also identify where there are current gaps in training, in relation to being FASD-Informed. Lastly, by utilizing data gathered through research and lived-experience interviews, this report offers a list of recommendations directed towards service providers and all three levels of government on tangible ways they can better support people with FASD living in the community.

Towards Healthy Outcomes for Individuals with FASD outlines the importance of utilizing The Intervention Model, which intertwines three core theoretical perspectives to create one philosophical framework (Pei et al., 2019). The goal of this model in practice is to understand an individual with FASD and aid in evaluating potential strategies for intervention (Pei et al., 2019). Thus, The Intervention Model combines the strengths of three themes:

1. A developmental lifespan perspective, which acknowledges that an individual's capacity and goals change over time (Pei et al., 2019). Thus, intervention plan and services need to be able to adapt and accommodate with an individual's ever-changing needs.
2. An Interacting Systems framework is used to identify how individuals interact with many diverse systems throughout their lives (Pei et al., 2019). This approach also aims to recognize the need for individualized support that evaluates and reflects a person's needs (Pei et al., 2019).
3. Utilizing a Strength-Based and Empowerment-Based approach promotes growth by recognizing that each individual with FASD and their families have their own resources, assets and strengths (Pei et al., 2019). Thus, successful interventions should be co-created to build upon an individual's pre-existing supports and strengths (Pei et al., 2019).

This philosophical framework was used as a foundation within the data collection, analysis and the creation of recommendations for this report.



### Environmental Scan

Many organizations within Lanark and Leeds-Grenville provide programming and services that can be used to support individuals with FASD. Thus, the Environmental Scan was conducted to provide a detailed inventory of the different services currently supporting the twelve domains. All information on the organization's programs was obtained through interviews and content on their websites. Therefore, to learn more about any of the services discussed within the Scan, please refer to the website link at the beginning of each section.

Data collection was completed through a four step approach: (1) identify organizations that provide direct service and programs which support at least one of the twelve domains; (2) conduct an initial video-conferencing interview with each participating organization, in order to gain more information on the services; (3) each organization was thoroughly researched through content on their website and any publications; (4) interviewing individuals with FASD and caregivers with the purpose of identifying: additional organizations to be contacted, known gaps in service and possible recommendation.

### Sample

Fifty-five organizations were identified as providing services that support the twelve domains and were contacted to participate in the Scan. Out of the fifty-five organizations, forty responded; and thirty-eight agreed to participate in the video-conferencing interview and be listed as a participating organization within the report. In addition, twelve municipalities were asked to participate in the study. Out of that, seven responded, and four municipalities agreed to the initial interview and have their location listed within the report as a participating member of the Scan.

The organizations and municipalities included in the Environmental Scan were:

- Algonquin College Perth Campus
- Big Brothers Big Sisters of Lanark County
- Catholic District School Board of Eastern Ontario
- Care Bridge
- CP Youth Centre in Carleton Place
- Children's Mental Health of Leeds & Grenville
- Community Living Association Lanark County
- ConnectWell Community Health
- Cornerstone Landing
- Country Roads Community Health Centre
- Children's Resources on Wheels Lanark
- Developmental Services of Leeds and Grenville
- Employment + Education Centre, Leeds and Grenville
- Family & Children's Services of Lanark, Leeds and Grenville
- KEYS Job Centre
- KidsInclusive - Kingston Health Science Centre
- Lanark County Social Services
- Lanark County Social Services (Developmental Support Services)
- Lanark County Community Justice
- Lanark Highland Youth Centre
- Language Express Preschool Speech and Language Program
- United Counties of Leeds and Grenville
- Leeds and Grenville Housing Department
- Leeds, Grenville and Lanark District Health Unit
- Lanark, Leeds and Grenville Addictions and Mental Health
- Open Doors for Lanark Children and Youth
- Lanark County Ontario Works
- Smiths Falls Police Services
- RNJ Youth Services
- Rideau Community Health Services
- Rural FASD Support Network
- Lanark County Situation Table and Community Plan for Safety and Well-Being
- St. James Catholic Education Centre
- St. Lawrence Youth Association
- The Table Community Food Centre
- Township of Beckwith
- Township of Edwardsburgh Cardinal
- Township of Lanark Highlands
- Town of Prescott
- Upper Canada District School Board
- Victims Services
- Youth Habilitation Quinte Inc.
- Queer Connection Lanark

## Gap Analysis of Services

The Gap Analysis involves analyzing information on the needs of individuals with FASD, and the strengths of existing services and programs within Lanark and Leeds-Grenville included within the Environmental Scan. The essential information used within this section was obtained through interviews with each organization, a review of websites and publications, as well as direct input from community members who have lived experience with FASD. Gaps in service and training will be identified and presented within the Gap Analysis section.

The overall goal of the Gap Analysis of Services is to determine if community organizations are currently meeting the service needs of individuals with FASD in the counties of Lanark and Leeds-Grenville. The identification of gaps was performed through a three-step approach:

1. All services and programs found to support the twelve domains were further mapped and categorized by age group (children, youth, adults and elderly).
2. A set of criteria was determined to identify how many services are required to meet the environmental demand of each age group.
3. The quantity of programming for all age categories within each domain was analyzed through the lens of the determined criteria; with the goal of identifying present gaps.

The specifics of this process and criteria will be further discussed with the Gap Analysis section of the report.

## Gap Analysis of Training

The overall goal of the Gap Analysis of Training was to determine the number of community organizations that are FASD-Informed. Within the initial interviews with each participating organization, two questions were asked to assess the level of FASD training. Firstly, each individual representing their organization was asked: “what education or training have you received that involves supporting clients with FASD?” The following question asked: “was this training for the entire organization or select people within your organization and what did the training consist of?” These two interview questions produced the information used to evaluate the organization's level of being FASD-Informed. The criteria for an organization to be labelled as FASD-Informed was determined through the creation of five distinct training categories:

1. The organization has received no FASD training, OR the individual representing the organization within the interview had participated in a little FASD training years ago, but nothing current.
2. The organization has a few staff who have minimal knowledge on FASD and may have participated in a few FASD workshops but no formal training.
3. The organization employs a few staff who have a significant amount of prior knowledge or training on FASD, but the majority of the organization has not received FASD training.
4. The organization has received a recent one-time in-depth FASD training. This one-time training was either delivered to all staff or the majority of the organization's employees. However, it is not a part of orientation; thus, new staff are not trained in FASD.
5. The organization has mandatory FASD training for all current and new staff through orientation and provides all staff with additional workshops, training, and information sessions to ensure knowledge is up to date.

Each organization was then mapped into one of these five distinct categories, with the purpose of identifying what levels of training each participating organization has received. This was done with the goal of determining the community gaps which are present in relation to FASD training. The design of this analysis only considered organizations to be FASD-Informed if they are listed within the fifth category. For the purpose of this study, being FASD-Informed is defined as:

FASD-informed services recognize that Fetal Alcohol Spectrum Disorder is a brain-based permanent disability that has wide ranging impacts and effects. This means that as a result of the disability, program participants with FASD may have difficulty following certain program rules or behaving in line with practitioners' expectations unless accommodations are made to fit with participants' specific needs. An FASD-informed approach recognizes that it is the program and/or the practitioners who need to change what they do, rather than the person with FASD, to achieve positive outcomes (Nota Bene Consulting Group and BCCEWH, 2013, 2).

## Rural FASD Support Network

<https://ruralfasd.ca> • [ruralfasd@gmail.com](mailto:ruralfasd@gmail.com)

Rural FASD Support Network is a non-profit, volunteer-based organization that supports individuals with FASD living in rural areas of Eastern Ontario; but welcomes individuals living all across the province of Ontario. By utilizing lived experiences and the expertise of peers, families and professions, the organization has the goal to help others navigate the barriers one may face when living with FASD. This can include connecting individuals and caregivers with resources, services and information to assist them in their lifelong journey.

## Open Doors for Lanark Children and Youth

<https://www.opendoors.on.ca>

40 Sunset Blvd - Suite 123, Perth, ON – 613-264-1415

88 Cornelia Street West - Unit A1, Smiths Falls, ON – 613-283-8260

130 Lansdowne Avenue - Unit 10, Carleton Place, ON – 613-257-8260

Open Doors for Lanark Children and Youth is an accredited mental health centre that delivers services to Lanark County residents under the age of eighteen. The organization staffs highly-trained counsellors, therapists and early childhood educators who are committed to improving the mental health and well-being of residents in the community. By utilizing an individualized strength-based approach, the organization commits to working alongside children, youth and their families to better understand each person's unique environment and relationships in order to develop a plan that builds upon pre-existing supports and strengths. All services are confidential and free to children and youth living within Lanark County.



### Domain 1 – Physical Health

Physical Health can be understood as the overall state of one's physical body and well-being. Including topics such as diet, healthy weight and active lifestyle, dental care, personal hygiene and sleeping habits (Bolton NHS Foundation Trust, n.d). Historically, FASD was understood to be a neurodevelopmental disorder; however, research has begun to shed light on the full-body implication that can accompany this condition (Reid et al., 2021). Therefore, like everyone, it is essential for an individual with FASD to attend regular checkups and have reasonable access to medical and lifestyle services.

Research has shown that individuals with FASD may experience a higher risk of physical health concerns when compared to the general population (Pei et al., 2019). Thus, it is crucial that individuals diagnosed or suspected of having FASD can have their physical health needs met by accessing care-related support and services throughout their lifespan. According to CanFASD's Towards Healthy Outcomes Report, it is highly encouraged that an individual with FASD has a primary health care provider to assess ongoing health conditions and advocate for any needed consultations with specialized medical professionals (Pei et al., 2019). In addition, a multidisciplinary team is seen as a golden standard to ensure an individual's health needs are met through the support of different service providers (Pei et al., 2019). By collaboration with multiple service-providing team members, a treatment plan can be developed that reflects the individual's unique symptoms and needs.

The specific physical health needs are influenced by multiple factors, such as the timing and quantity of prenatal alcohol exposure (Masotti et al., 2015). However, common physical health impairments include: heart defects, an increased risk of having a seizure disorder, impacts on vision and hearing, weakened immune systems and difficulty sleeping (Hanlon-Dearman et al., 2015). It is essential to note that each

impairment is common within the general population and therefore is not exclusive to the FASD community; however, an individual with FASD could be at a greater risk for adverse health outcomes.



### Algonquin College Perth Campus

<https://www.algonquincollege.com/perth/>

7 Craig St, Perth, ON – 613-267-2859

The Perth Campus of Algonquin College offers a variety of medical services provided by a Registered Nurse. The campus nurse is available to students for appointments every Monday and Wednesday during the regular semester.

### Carebridge Community Support

<https://carebridge.ca>

67 Industrial Dr, Almonte, ON – (613) 256-1031

Carebridge Community Support is a multi-service organization that collaborates to meet the needs of seniors and adults living with developmental disabilities. CareBridge Community Support hosts foot care nurses available for in-home, in-hospital or in-office general foot care appointments. Along with that, the Strength and Balance Program is an exercise group that meets twice a week and focuses on maintaining strength and balance. The organization's Respite Care is a fee-for-service program for senior citizens. This program operates within Almonte, Carleton Place, Lanark and Pakenham and can support seniors through socialization, personal care and assistance with household tasks. Similarly, the Assisted Living Services aims to support seniors in living independently. These services are currently available to older adults living with chronic conditions or individuals above the age of sixty-five; and can include individualized support such as personal care, meal preparation, medication assistance and safety checks.

### ConnectWell Community Health

<https://connectwell.ca>

207 Robertson Drive, Lanark, ON – 613-259-2182

30 Bennett Street, Carleton Place, ON – 613-257-7121

ConnectWell Community Health is a community-based primary health centre with developmental and social service programs within Lanark, Renfrew and Leeds and Grenville. ConnectWell Community Health offers a wide range of physical health programs that range from primary health services, allied health services and well-being and self-management. The specific supports are categorized and listed below.

#### Primary Health Services:

- Physician and Nurse Practitioner Services
- Primary Care Nursing
- Outreach to Seniors
- Urgent Care
- Dental Care

#### Well-being and Self Management:

- Healthy Eating & Nutrition - cooking classes and nutrition workshops
- Chronic Pain workshops

#### Allied Health Services:

- Dietitian Services - individual and group programs run by registered dietitians
- Lung Health
- Diabetes Care
- Chiropody
- Osteoarthritis
- Heart Health
- Chronic Disease Prevention

#### Country Roads Community Health Centre

<https://www.crchc.on.ca>

4319 Cove Road at Hwy 15, Portland, ON – 613-272-3302

79 Bedford Street, Westport, ON – 613-273-9850

Country Roads Community Health Centre provides interdisciplinary primary health services with a location in Portland and Westport. The organization “encompasses primary care, illness prevention and health promotion, in one-to-one service, personal-development groups and community-level interventions” (Country Roads Community Health Centre, n.d).

The agency also offers a weekly Teen Health Clinic for Rideau District High School students throughout the school year. The specific physical health services the organization provides are listed below:

- |   |  |
|---|--|
| <ul style="list-style-type: none"><li>• Advanced Care Planning</li><li>• Diabetic Services</li><li>• Foot Care Programs</li><li>• Nursing Foot Care - Tuesday, Wednesday and Thursday<ul style="list-style-type: none"><li>○ Specialized Chiropody Services – Monday</li></ul></li><li>• Lab and ECG Services</li><li>• Lung Health Program</li></ul> | <ul style="list-style-type: none"><li>• Managing your Chronic Health Condition<ul style="list-style-type: none"><li>- Six week free workshop for those with chronic pain conditions</li></ul></li><li>• Nutrition Services - individual and group education on nutrition and lifestyle choices</li><li>• Oral Health Services</li><li>• Pharmacist Services - Assistance with managing medication</li><li>• STOP Smoking Cessation Program</li></ul> |
|---|--|

### KidsInclusive

<https://kidsinclusive.ca>

166 Brock Street, Kingston, ON – 613-544-3400 ext. 3175

KidsInclusive is one of twenty-one children's treatment centres within Ontario and hosts two FASD-workers for the Lanark, Leeds and Grenville area. The organization provides rehabilitation and support to children and youth with physical, neurological and/or developmental challenges.

Their Infant and Child Development Program supports children from birth to five years old who are identified as at risk for a developmental delay or an established delay. This program monitors the child's development by using assessment and screening tools to identify the child's individual needs. KidsInclusive can accept referrals for this program from parents, physicians or community service providers.

KidsInclusive also has a Feeding Clinic which provides multidisciplinary assessment for children up to the age of eighteen, with feeding due to an underlying physical or neurological condition. This team includes a Registered Dietitian, an Occupational Therapist and a Speech-Language Pathologist. This specific Feeding Clinic only accepts referrals from Pediatricians.

### Ontario Works Social Assistance

<https://www.lanarkcounty.ca/en/family-and-social-services/apply-for-ontario-works.aspx>

99 Christie Lake Road, Perth, ON

Unit 43 - 33 Lansdowne Ave, Carleton Place, ON

Unit 4 - 52 Abbott Street North, Smiths Falls, ON 613-267-4200 ext 2140

Ontario Works is a provincial social assistance program with multiple locations throughout Lanark County. This organization provides temporary employment and financial aid for people who are in need of assistance. Along with many other programs, Ontario Works offers many employment services that can assist an individual with finding and securing a job. Along with that, the organization provides financial health-related benefits to qualified individuals. These benefits can include coverage of:

- |                                    |  |
|------------------------------------|--|
| • Prescription Drugs               | • Dressings                                      |
| • Dental Coverage for Children     | • Travel and Transportation for Medical Purposes |
| • Vision Care for Children         | • Approved Special Diet Allowance                |
| • Eye Examinations                 | • Assistive Devices                              |
| • Diabetic or Surgical Supplies or |  |

To gain a better understanding of the potential health-related benefits and to find out if you are eligible please contact Ontario Works.

## Rideau Community Health Services

<https://www.rideauchs.ca>

354 Read Street, Merrickville, ON – 613-269-3400

100 Strowger Blvd, Brockville, ON – 613-498-1555

2 Gould Street, Smiths Falls, ON – 613-283-1952

40 Sunset Blvd, Perth, ON – 613-264-1576

Rideau Community Health Services is a non-profit, community-governed health agency that delivers a wide range of health services to Lanark, Leeds and Grenville residents. This organization currently has a location in Perth, Smiths Falls, Merrickville and Brockville. A list of their physical health programs and supports can be found below:

- Primary Health Care - nurse practitioners, doctors, nurses, social workers, dietitians, respiratory therapists, pharmacists, and community support workers.
- Diabetic Education Program
- Telemedicine Program - video-conferencing to speak with a doctor or specialist
- High Risk Chiropody/ Foot Care
- Nutrition
  - Nutrition Counselling - individual and family sessions
  - Group Workshops and Classes
- Dental Services - no cost basic dental care for low-income eligible individuals
- Lung Health Program
- Exercise Programs - supervised exercise classes for individuals with a chronic illness

## The Table Community Food Centre

<http://thetablecfc.org>

190 Gore St E, Perth, ON – 613-267-6428

The Table Community Food Centre's mission is to foster a healthier and more connected community. The organization offers several services and programs surrounding healthy living and nutrition. For example, the two most significant supports they offer are the Food Bank Program which emphasizes accessing healthy foods, and Community Meals which provides takeout and delivery meals to individuals in the community.

The Table Community Food Centre also offers a Community Garden Program where individuals can learn more about healthy eating and how to grow fresh, organic produce. The Youth Centre Food Skills Program is provided through partnerships with multiple youth centres in the county. Within this service youth can develop cooking skills and learn more about healthy eating on a budget. Anyone can access any of these services, and there is no record of information. Refer to the website to learn more about becoming a part of the program or volunteering.



## Domain 2 - Attachment

It is commonly known that the caregiver-child relationship plays a vital role in a child's healthy psychological development. British psychologist John Bowlby is best known for creating attachment theories that suggest infants have a natural evolutionary instinct to form bonds with their caregiver(s) (Bretherton, 1992). This connection begins to prepare the child for a life leading to independence and adulthood (Rees, 2007) and creates a safe space for them to explore the world around them (Bretherton, 1992). Therefore, while attachment builds throughout one's lifespan, having a positive early bond is fundamental to a child's ability to form connections with other individuals in the future.

According to scholars in the realm of attachment theory, a secure bond happens when the caregiver consistently responds to the infant's physical and emotional needs (Karen, 1990; Cassidy et al., 2013). In return, it creates a foundation of trust for the child to comfortably express their emotions and request for their needs to be met in future relationships (Karen, 1990). The value of having a positive, secure infant attachment allows for one's capacity to maintain connections with others.

In addition, having a secure attachment through development also creates self-regulation skills. As an infant, a secure bond with a caregiver acts as emotional regulation before the child can self-regulate on their own (Rees, 2007). Thus, throughout childhood, individuals rely heavily on their parents or caregivers to help regulate emotions and behaviours. Through development, children learn to self-soothe through co-regulation with their caregiver. Along with that, an early-on healthy attachment establishes a foundation for trusting others, understanding emotions, empathy and verbal and non-verbal communication (Rees, 2007). All of which are vital components of creating lasting bonds in future relationships.

As stated, every individual has a basic evolutionary need for human connection and attachment. However, this is especially true for children born with FASD, as research has shown they are more likely to be diagnosed with an attachment disorder (Temple et al., 2019). Meaning it is essential that every child has a stable home placement (Pei et al., 2019) and foundational relationships with their caregivers. This is because children who experience a disturbed early attachment are at a greater risk for adult physical and psychological health concerns, as well as difficulties with interpersonal and psychosocial functioning (Pei et al.,

2019; Rees, 2007). With that being said, individuals diagnosed or suspected of having FASD are at a higher risk of developing an insecure attachment. Therefore, those who are caregivers to children with FASD are recommended to engage in some form of attachment-based support and education (Pei et al., 2019). These types of programs can assist a family in building and maintaining a secure attachment, which will, in return, create opportunities for the child to develop a foundation for healthy bonding with others.

#### Children's Mental Health of Leeds and Grenville

<https://www.cmhlq.ca>

779 Chelsea St, Suite BU, Brockville, ON – 613-498-4844

10 Perth Street, Elgin, ON – 800-809-2494

215 Stone Street South, Gananoque, ON – 613-382-5047

79 Shearer Street, Kemptville, ON – 613-258-1959

Children's Mental Health of Leeds and Grenville provides mental health services to children, youth and their families. Children under the age of twelve must be referred by an individual such as a parent, physician or teacher. However, children between the ages of twelve and eighteen can self-refer to access the programs. The organization offers accessible counselling services which can be delivered in person at their agency, in-home, at school or virtually. Children's Mental Health of Leeds and Grenville offers three programs that could build a family attachment:

Brief Services Program - Completing the intake and providing a maximum of five sessions. If five sessions are not enough the worker will move the individual to one of the other two programs.

1. Counselling Therapy Program - This service offers three to six months of individualized psychotherapy. This program can be used independently or as a family.
2. Intensive Services Program - This service is for individuals who require counselling multiple times a week and is typically used for six months at a time.

#### Children's Resources on Wheels

<http://www.crowlanark.com>

4 Ross St, Smiths Falls, ON – 613-283-0095

Children's Resources on Wheels is a non-profit organization “dedicated to supporting and strengthening child care, family life, child development and community links in Lanark County” (CROW Lanark, n.d). The agency currently has two main streams of services: the EarlyON Child and Family Centre and CROW Licensed Home Child Care.

The EarlyON Child and Family Centre provides opportunities for children up to the age of six to participate in play-based programs and offering support for parents and caregivers. The organization currently has locations in Smiths Falls, Perth, Mississippi Mills, Carleton Place and Lanark, which offer unique programs. These centres provide families with a safe space to access resources, support and advice from qualified

professionals. Although many services remain in-person across their locations, select programs have become virtual. Therefore, if interested in the service, ensure the pre-registration has been completed on their website. A list of their programs that support family attachment can be found below:

- EarlyON Playgroups – Indoor Program (Pre-registration required)
- EarlyON Let's Play! – Outdoor Program (Pre-registration required)
- EarlyON Walking Challenge – Outdoor Program (Pre-registration required)
- EarlyON Bilingual Circle Time – Virtual Program
- EarlyON Program – Virtual Program
- Baby Talk – Indoor Program (Pre-registration required)
- Story Time – Indoor Program (Pre-registration required)
- Parent Open Discussion Group – Virtual Program

#### Children's Services of United Counties of Leeds and Grenville

<https://www.leedsgrenville.com/en/government/children-s-services.aspx>

25 Central Ave. W., Suite 100, Brockville, ON – 1-800-770-2170

The Counties of Leeds and Grenville offer virtual child programming through their Children's Services department. The EarlyON Child and Family Centres are located in Brockville, Kemptville, Prescott and Gananoque and provide an outdoor program at the Limerick Forest Interpretive Centre. All services are facilitated by trained professionals and are accessible to anyone with a child living in the area. These programs include:

- Nature Play at Limerick Forest
- Stroller Walk at Limerick Forest
- EarlyON Baby Talk (in person and virtual)
- EarlyON Play and Learn

The Baby Talk program is for parents who have a child under eighteen months old. This service allows parents to consult with a professional, participate in discussions and access resources for parenting.

The Children's Services of United Counties of Leeds and Grenville also offers parents of children up to the age of eighteen months the opportunity to join the closed Baby Talk Facebook group, where parents can access support and discuss topics with trained professionals.

#### ConnectWell Community Health

<https://connectwell.ca>

207 Robertson Drive, Lanark, ON – 613-259-2182

30 Bennett Street, Carleton Place, ON – 613-257-7121

ConnectWell Community Health is a community-based primary health centre with developmental and social service programs within Lanark, Renfrew and Leeds and Grenville. Along with other services, ConnectWell offers programs that support the attachment sector.



ConnectWell offers Family Support Workers who work with parents to identify strengths, challenges and collaborate to achieve goals related to building attachment. The Family Support Worker can assist with establishing routines, home safety, as well as provide support around “relationships, addictions, domestic violence, infant and child development, FASD, mental health and more” (ConnectWell, n.d). To gain more information on this program, please call the ConnectWell Carleton Place location.

ConnectWell hosts Weekly Parent-Children Drop-In PlayGroups in Carleton Place, Perth and Smiths Falls, where parents can gain education on their child’s development and attachment.

### Cornerstone Landing

<http://www.cornerstonelanding.com/>

P.O. Box 20016, Perth, ON – 613-285-9292

Cornerstone Landing is a community-based non-profit organization assisting youth between the age of sixteen and twenty-four who are experiencing or at risk of homelessness. The organization prides itself in supporting youth from a preventative and long-term standpoint through the housing programs and system navigation and referrals to any other services the individual might require. The Board Chair has numerous years of training and professional experience working with individuals with FASD and has an extensive understanding of the barriers one might experience when accessing housing. Along with many housing services the organization also offers a Family Reconnection Program that provides family counselling to youth who would like to resolve family conflicts in order to reconnect with parents and return home. A Private Therapist offers this counselling service in Carleton Place. If interested in this program, please see a Housing Case Worker at Cornerstone Landing to gain more information and seek a referral.

### Country Roads Community Health Centre

<https://www.crchc.on.ca>

4319 Cove Road at Hwy 15, Portland, ON – 613-272-3302

79 Bedford Street, Westport, ON – 613-273-9850

Country Roads Community Health Centre provides interdisciplinary primary health services with a location in Portland and Westport. Along with providing health programs, the organization offers multiple services relating to attachment and developing a positive bond. Country Roads Community Health Centre provides support for pregnant women, parents and caregivers of children up to the age of six. If interested in any of the programs please refer to the website for the contact information on how to register.

- Exploring Art Program at County Roads Community Health Centre in Portland
- Delta Program + Delta Early Years Program
- Newboro Play, Learn and Story Time with Rideau Lakes Public Library
- Portland Play and Story Time with Rideau Lakes Public Library
- Westport Forest PlayGroup

## Family and Children's Services of Lanark, Leeds and Grenville

<https://fcsllg.ca>

438 Laurier Blvd, Brockville, ON

123 Patterson Cres, Carleton Place, ON

8 Herriott Street, Perth, ON

385 Highway 29, Smiths Falls, ON – 613-498-2100

Family and Children's Services of Lanark, Leeds and Grenville (FCSLLG) is a non-profit organization that ensures the safety and wellbeing of all children under the age of eighteen. The organization also provides support to families and takes the needed steps to guarantee each child is being protected and treated with respect. Their work is done under the *Ontario Child and Family Services Act*, which by law requires the agency to investigate accusations of abuse or neglect of a child. If a report meets the organization's threshold, a child protection worker will meet the family and potentially their network (such as teachers, principals or neighbours) to determine if the child is in need of protection. If so, through collaboration with the family an individualized safety plan will be developed that encourages well-being, as well as both physical and emotional safety. The worker will then continue supporting the family for an agreed upon time, or until all parties feel the child is safely cared for. If the agency feels the child is unsafe in their current living situation, they will make the decision to remove the child and place them either with extended family or with a foster family. During this time the organization will collaborate on a plan detailing how the parent(s) can work towards ensuring safety for their child in the future. This may include encouraging participation within parenting classes or counselling programs. As noted, safety plans are individualized and focus on collaborative goals. Thus, can be used to encourage and develop healthy attachment between a caregiver(s) and child.

## KidsInclusive

<https://kidsinclusive.ca>

166 Brock Street, Kingston, ON – 613-544-3400 ext. 3175

KidsInclusive is one of twenty-one children's treatment centres within Ontario and hosts two FASD-workers for the Lanark, Leeds and Grenville area. The organization offers programs that overtime support the parent-child relationship. A list of these specific programs can be found below:

The Infant and Child Development Program is a home-based service that supports children from birth to age five who have been diagnosed or identified as at risk for a developmental delay. This program is individualized to the child's developmental needs and can include play-based activities, family support and regular home visitations.

The Kids Connecting Program is a weekly playgroup for children up to the age of six and their parents. One

must already be receiving services or waiting to access a KidsInclusive or Infant and Child Development program to be eligible for this group.

### Lanark County Community Justice

<https://www.commjustice.org>

1881 Rogers Rd, Perth, ON – 613-264-1558

Lanark County Community Justice is a non-profit charity that provides restorative practices to repair the harm caused by conflict and crime in order to strengthen relationships. The organization offers three main programs that support family attachment.

First, the Restorative Parenting Program is a session-based four-week group that provides a safe space for parents and teens to connect and repair past harm. Secondly, the Restorative Families Program offers individualized restorative coaching to youth and their parents/caregivers, aiming to improve the family bond. This program begins by providing each family with an intake and assessment to identify the unique strengths and challenges. A worker will then support the family through the restorative process as everyone works together to repair strained relationships.

Lastly, in partnership with Family and Children's Services of Lanark, Leeds and Grenville, the organization offers the Triple-P Parenting Program. Please refer to the organization's website for more information on any of these services.

### Open Doors for Lanark Children and Youth

<https://www.opendoors.on.ca>

40 Sunset Blvd - Suite 123, Perth, ON – 613-264-1415

88 Cornelia Street West - Unit A1, Smiths Falls, ON – 613-283-8260

130 Lansdowne Avenue - Unit 10, Carleton Place, ON – 613-257-8260

Open Doors for Lanark Children and Youth is an accredited mental health centre that delivers services to Lanark County residents. Anyone under the age of eighteen can access the support this agency provides. The organization has offices in Perth, Smiths Falls and Carleton Place which offer various services that support healthy attachments. Refer to the list below to gain more information about these programs.

The Family Resource Team works with parents to identify and respond to unique challenges one faces when raising a child. This team is equipped to work with attachment development or strained relationships between children and their parents/caregivers.

The organization also offers single Talk-In sessions where an individual under the age of eighteen can access mental health support virtually. This service is also available for parents seeking help regarding their children.

Counselling Programs are also available for individuals who would like to be paired with a professional counsellor and receive regular services. This program usually involves children and their families working

together to support the child's health and well-being.

The Early Years Program is a specialized counselling service designed to support children and their families up to the age of seven. Using individualized support, this program can assist with building healthy attachments between parents and their children.

### Rural FASD Support Network

<https://ruralfasd.ca> • [ruralfasd@gmail.com](mailto:ruralfasd@gmail.com)

Rural FASD Support Network is a volunteer-based non-profit organization that supports caregivers and individuals in rural areas of Eastern Ontario living with FASD. By utilizing lived experiences and the expertise of peers, families and professions, the organization aims to help others navigate the barriers one may face when living with FASD (Rural FASD Support Network, n.d). This organization offers many programs that support positive attachment between parents/caregivers and their children. Refer to the list below to gain more information about these specific services.

The Childcare and Recreation Program engages attachment through organized community events such as “overnight camping, going to hockey games, BBQs and pool parties, charity softball games and visits from Santa Claus” (Rural FASD Support Network, n.d). This program supports bonding through recreational activities and encourages the family to connect and develop a sense of belonging. FASD-informed day child care is provided at all organized events.

The organization also offers a Family Respite program which can provide the primary caregiver relief during high-stress times. This support can strengthen family attachment by supporting the caregiver in mindfulness during difficult times. In return, this can assist in developing caregiver capacity towards a healthy attachment with their child.

### St. Lawrence Youth Association

<https://www.slya.ca>

817 Division Street, Kingston, ON – 613-542-9634 x 222

The St. Lawrence Youth Association is a non-profit charitable organization that supports young persons in conflict with the law and individuals between the ages of twelve and seventeen charged under the Criminal Code of Canada. Every employee within the organization has training regarding working with individuals with FASD. The Association has four main programs that service the Lanark and Leeds-Grenville area, one of which can support family attachment.

The Community Support Services Program offers intense, short-term individualized support for youth aged twelve to seventeen who have had conflict with the law. The support workers will collaborate with the family and youth, covering topics such as skills, strengths and resilience or emotional attachments. A youth probation officer must make referrals for this specific program.



### Domain 3 – Family Cohesion

Family is known as the most important connection in a child's growth and socio-emotional development. Through the influence of these relationships, an individual is able to learn their values, skills and beliefs. The term family cohesion refers to the emotional bond and acceptance that family members have for one another (Rivera et al., 2008). Research has shown that children who grow up in a cohesive and supportive family are typically more advanced in their emotional, social and academic capacity (Zahra & Saleem, 2021). In contrast, children who grow up with lower levels of family connection “tend to have less emotional, social and academic competence and more mental health problems” (Zahra & Saleem, 2021, p. 120), risky behaviours and interpersonal difficulties (Zahra & Saleem, 2021). Thus, familial bonding is essential for a child's development and can be seen as a protective factor against stress, childhood adversities, physical health problems and mental health challenges.

By addressing family cohesion through the lens of the Family Adjustment and Adaptation Response (FAAR) model, one can understand how raising children is an ongoing process of adapting to daily life challenges through balancing one's capacity and demands (Coons et al., 2016). Therefore, caregivers and other family members are highly encouraged to make their own mental health equally a priority to ensure one has the capacity to respond to life's environmental demands. Research has shown that heightened family stress may result in adversities for the child that can continue to manifest into adulthood (Franke, 2014). Furthermore, scholars suggest that raising a child with FASD likely leads to different stress than that of raising children with other developmental disabilities (Coons et al., 2016). Therefore, in the context of family cohesion, familial units can develop skills to manage stress by creating new experiences together, practicing mindfulness and learning new strategies for self-care.

For a child with FASD having strong family cohesion can be a protective factor against secondary effects of the neurodevelopmental disorder. The unity of caregivers, parents, siblings and extended family supports the child with FASD by encouraging opportunities for positive relationship building and overall family functioning. Families are encouraged to “provide a nurturing and secure home environment, structure and routine, and act as an advocate for the individual with FASD” (Pei et al., 2019, p. 14). In return, these practices best support the child with FASD and build a foundation for successful adulthood.

### Children's Mental Health of Leeds and Grenville

<https://www.cmhlq.ca>

779 Chelsea St, Suite BU, Brockville, ON – 613-498-4844

10 Perth Street, Elgin, ON – 800-809-2494

215 Stone Street South, Gananoque, ON – 613-382-5047

79 Shearer Street, Kemptville, ON – 613-258-1959

Children's Mental Health of Leeds and Grenville provides mental health services to children, youth and their families. Children under the age of twelve must be referred by an individual such as a parent, physician or teacher. However, children between the ages of twelve and eighteen can self-refer to access the programs. The organization offers accessible therapy and counselling services which can be delivered in person at their agency, in-home, at school or virtually.

Children's Mental Health of Leeds and Grenville offers three programs that could build family cohesion and support positive bonding. All services listed below and can be used by the child or as a family:

1. Brief Services Program - Completing the intake and providing a maximum of five sessions. If five sessions are not enough the worker will move the individual to one of the other two programs.
2. Counselling Therapy Program - This service offers three to six months of individualized psychotherapy. This program can be used independently or as a family.
3. Intensive Services Program - This service is for individuals who require counselling multiple times a week and is typically used for six months at a time.

### Children's Services of United Counties of Leeds and Grenville

[https://www.leedsgrenville.com/en/government/children\\_s-services.aspx](https://www.leedsgrenville.com/en/government/children_s-services.aspx)

25 Central Ave. W., Suite 100, Brockville, ON – 1-800-770-2170

The Counties of Leeds and Grenville offer virtual child programming through their Children's Services department. The EarlyON Child and Family Centres are located in Brockville, Kemptville, Prescott and Gananoque and provide an outdoor program at the Limerick Forest Interpretive Centre. All programs and services are facilitated by trained professionals and are accessible to anyone with a child living in the area. All the listed programs support family cohesion by assisting the bond between family members through positive parenting, mentorship and mindfulness. These programs include:

- Nature Play at Limerick Forest
- Stroller Walk at Limerick Forest
- EarlyON Baby Talk (in person and virtual)
- EarlyON Play and Learn

The Baby Talk program is for parents who have a child under eighteen months old. This service allows parents to consult with a professional, participate in discussions and access resources for parenting.

The Children's Services of United Counties of Leeds and Grenville also offers parents of children up to the

age of eighteen months the opportunity to join the closed Baby Talk Facebook group, where parents can access support and discuss topics with trained professionals.

### ConnectWell Community Health

<https://connectwell.ca>

207 Robertson Drive, Lanark, ON – 613-259-2182

30 Bennett Street, Carleton Place, ON – 613-257-7121

ConnectWell Community Health is a community-based primary health centre with developmental and social service programs within Lanark, Renfrew and Leeds and Grenville. Along with many other services, ConnectWell provides programs that support overall family cohesion.

ConnectWell offers Family Support Workers who work with parents to identify strengths, challenges and collaborate to achieve goals related to building a healthy family connection. The Family Support Worker can assist with establishing routines, home safety, as well as provide support around “relationships, addictions, domestic violence, infant and child development, FASD, mental health and more” (ConnectWell, n.d). To gain more information on this program, please call the ConnectWell Carleton Place location.

### Cornerstone Landing

<http://www.cornerstonelanding.com/>

P.O. Box 20016, Perth, ON – 613-285-9292

Cornerstone Landing is a community-based non-profit organization assisting youth between the age of sixteen and twenty-four who are experiencing or at risk of homelessness. The organization prides itself in supporting youth from a preventative and long-term standpoint through the housing programs and system navigation and referrals to any other services the individual might require. The Board Chair has numerous years of training and professional experience working with individuals with FASD and has an extensive understanding of the barriers one might experience when accessing housing. Along with many housing services, the organization also offers a Family Reconnection Program that provides family counselling to youth who would like to resolve family conflicts in order to reconnect with parents and return home. If interested in this program, please see a Housing Case Worker at Cornerstone Landing to gain more information and seek a referral.

### Family and Children's Services of Lanark, Leeds and Grenville

<https://fcsllg.ca>

438 Laurier Blvd, Brockville, ON

123 Patterson Cres, Carleton Place, ON

8 Herriott Street, Perth, ON

385 Highway 29, Smiths Falls, ON – 613-498-2100

Family and Children's Services of Lanark, Leeds and Grenville (FCSLLG) is a non-profit organization that ensures the safety and wellbeing of all children under the age of eighteen. The organization also provides



support to families and takes the needed steps to guarantee each child is being protected and treated with respect. Their work is done under the *Ontario Child and Family Services Act*, which by law requires the agency to investigate accusations of abuse or neglect of a child. If a report meets the organization's threshold, a child protection worker will meet the family and potentially their network (such as teachers, principals or neighbours) to determine if the child is in need of protection. If so, through collaboration with the family an individualized safety plan will be developed that encourages well-being, as well as both physical and emotional safety. The worker will then continue supporting the family for an agreed upon time, or until all parties feel the child is safely cared for.

If the agency feels the child is unsafe in their current living situation, they will make the decision to remove the child and place them either with extended family or with a foster family. During this time the organization will collaborate on a plan detailing how the parent(s) can work towards ensuring safety for their child in the future. This may include encouraging participation within parenting classes or counselling programs.

As noted, safety plans are individualized and focus on collaborative goals. Thus, can be used to encourage and develop family cohesion, through use of coached parenting, mindfulness and open-communication.

#### KidsInclusive

<https://kidsinclusive.ca>

166 Brock Street, Kingston, ON – 613-544-3400 ext. 3175

KidsInclusive is one of twenty-one children's treatment centres within Ontario and hosts two FASD-workers for the Lanark, Leeds and Grenville area. The organization offers programs that support the emotional bond and acceptance between family members. A list of these specific programs can be found below:

The Fetal Alcohol Spectrum Disorder Workers Program supports families of children with FASD as they navigate resource systems and develop capacity within the school and community. This service supports children and youth with FASD up to the age of eighteen, or if the individual is still in secondary school until the age of twenty-one. This program can help build family cohesion by providing vital resources and education the family may need to be united.

The Infant and Child Development Program is a home-based service that supports children from birth to age five diagnosed or identified as at risk for a developmental delay. This program is individualized to the child's developmental needs and can include play-based activities, family support and regular home visitations.

The Kids Connecting Program is a weekly playgroup for children up to the age of six and their parents. One must already be receiving services or waiting to access KidsInclusive or Infant and Child Development program in order to be eligible for this group. The program supports family cohesion, as it provides positive parenting opportunities where the family is able to develop techniques to best support the child's needs.

## Lanark County Community Justice

<https://www.commjustice.org>

1881 Rogers Rd, Perth, ON – 613-264-1558

Lanark County Community Justice is a non-profit charity that provides restorative practices to repair the harm caused by conflict and crime in order to strengthen relationships. The organization offers three main programs that support family cohesion and the development of a positive bond between family members.

First, the Restorative Parenting Program is a session-based four-week group that provides a safe space for parents and teens to connect and repair past harm. This program can target parental stress, skill-building and increase the families' positive parenting and bonding resources.

Secondly, the Restorative Families Program offers individualized restorative coaching to youth and their parents/caregivers aiming to improve the family bond. This program begins by providing an intake and assessment to identify each family's unique strengths and challenges. The support worker will facilitate the restorative process as the family works together to repair strained relationships. This process can increase family cohesion by building unity to best support the individual with FASD. Lastly, in partnership with Family and Children's Services of Lanark, Leeds and Grenville, the organization offers the Triple-P Parenting Program. Research has highlighted the positive effects parenting programs can have on overall family cohesion (Pei et al., 2019). For more information on any of these services, please refer to the organization's website.

## Open Doors for Lanark Children and Youth

<https://www.opendoors.on.ca>

40 Sunset Blvd - Suite 123, Perth, ON – 613-264-1415

88 Cornelia Street West - Unit A1, Smiths Falls, ON – 613-283-8260

130 Lansdowne Avenue - Unit 10, Carleton Place, ON – 613-257-8260

Open Doors for Lanark Children and Youth is an accredited mental health centre that delivers services to Lanark County residents. Anyone under the age of eighteen can access the support this agency provides. The organization has offices in Perth, Smiths Falls and Carleton Place, which offer various services that support family bonding and healthy cohesion. Refer to the list below to gain more information about these programs.

The Family Resource Team works with parents to identify and respond to unique challenges one faces when raising a child. This team is equipped to work with attachment development, coaching parenting, mindfulness or strained relationships between children and their parents/caregivers or the family as a whole.

The organization also offers single Talk-In sessions where an individual under the age of eighteen can access mental health support virtually. This service is also available for parents seeking help regarding their children.

Counselling Programs are also available for individuals who would like to be paired with a professional

counsellor and receive regular services. This program usually involves children and their families working together to support the child's health and well-being. This specific program would benefit the family unit by building bonding strategies and increasing positive parenting opportunities.

The Early Years Program is a specialized counselling service designed to support children and their families up to the age of seven. By using individualized support, this program can assist with building healthy attachments between parents, their children and other family members.

### Rural FASD Support Network

<https://ruralfasd.ca> • [ruralfasd@gmail.com](mailto:ruralfasd@gmail.com)

Rural FASD Support Network is a volunteer-based non-profit organization that supports caregivers and individuals in rural areas of Eastern Ontario living with FASD. By utilizing lived experiences and the expertise of peers, families and professions, the organization aims to help others navigate the barriers one may face when living with FASD. This organization offers many programs that support positive bonding experiences between family members and overall family cohesion. In addition, through programming, the organization also supports siblings of an individual with FASD on a case-by-case basis. This further encourages the development of positive family cohesion. Refer to the list below to learn about the specific services and programs.

The Caregiver Support Program is a monthly gathering where parents/caregivers of individuals with FASD can physically or virtually connect. This program provides a peer-mentorship opportunity where families can share experiences and seek support regarding challenges they may be facing. The Towards Healthy Outcomes for Individuals with FASD report highlights the positive effects mentorship opportunities can have on the overall family cohesion (Pei et al., 2019).

The organization also offers a Family Respite program which can provide the primary caregiver relief during high-stress times. This program can strengthen family cohesion by supporting the caregiver in mindfulness during times of high stress.

The Childcare and Recreation Program engages family cohesion through organized community events such as “overnight camping, going to hockey games, BBQ’s and pool parties, charity softball games and visits from Santa Claus” (Rural FASD Support Network, n.d). This program supports family bonding through recreational activities and encourages the family to connect and develop a sense of belonging. The organization provides FASD-informed day child care at all organized events.

Rural FASD Support Network also provides families with tools for System Navigation. Research does note that one key element to family cohesion is having access to the resources the family needs to be strong (Pei et al., 2019). Therefore, this unique program can assist the family in accessing the services they require, which will further develop the family bond.

St. Lawrence Youth Association

<https://www.slya.ca>

817 Division Street, Kingston, ON – 613-542-9634 x 222

The St. Lawrence Youth Association is a non-profit charitable organization that supports young persons in conflict with the law and individuals between the ages of twelve and seventeen that have been charged under the Criminal Code of Canada. Every employee within the organization has training regarding working with individuals with FASD. The Association has four main programs that service the Lanark and Leeds-Grenville area, one of which can support healthy bonding and family cohesion.

The Community Support Services Program offers intense, short-term individualized support for youth aged twelve to seventeen who have had conflict with the law. The support workers will collaborate with the family and youth, covering topics such as strengths and resilience, emotional attachments and problem-solving skills. A youth probation officer must make referrals for this specific program.



#### Domain 4 – Social Functioning

The term social functioning is often used to define an individual's ability to interact with their social environment. Which can include communication skills, maintaining interpersonal relationships and understanding social cues. Social skills are understood as adaptive behaviours that individuals develop throughout their lifetime (Pei et al., 2019). This is an extremely important ability to advance, as social functioning is required to meet many societal demands. Such as acquiring and maintaining employment, creating friendships and personal relationships as well as excelling in many educational settings.

Among other challenges that stem from prenatal alcohol exposure, an individual with FASD may experience various deficits in relation to their cognitive development. One's cognitive abilities create capacity for social functioning through understanding individuals and their social systems, as well as having the skill set needed to interact with these environments (Soto-Icaza et al., 2015). Due to this, research has shown that individuals with FASD are more likely to experience difficulties with social interactions throughout their lifetime (Pei et al., 2019). Moreover, a study observed a select number of individuals with FASD and found that as many as 85% of the participants have deficits in relation to their social skills (Kully-Martens et al., 2012). In addition, research also suggests that difficulties with social interactions have been found to increase as an individual with FASD grows up (Pei et al., 2019). Thus, early interventions are recommended for people with a confirmed or suspected diagnosis of FASD to advance the building of social skills, which overall will lead to improvements in social functioning.

To summarize, deficits in cognitive development are categorized as primary challenges that are associated with FASD. In addition, an individual's inability to meet the social demands of society can lead to an increased risk of developing secondary risks. Including but not limited to “dependency, mental health problems, inappropriate sexual conduct, substance abuse, and academic, occupational, and justice issues” (Kully-Martens et al., 2012, p. 569). Therefore, it is essential for individuals with FASD who experience challenges relating to their social functioning seek intervention support to build upon these skills. Fortunately, research suggests that social skill interventions for children with FASD have successfully improved overall social functioning (Kully-Martens et al., 2012). Thus, it is imperative educators, and service providers understand the cognitive deficits that can stem from prenatal alcohol exposure and use an FASD-informed lens through collaborating with the

individual and family to advance social functioning.

## Big Brothers Big Sisters of Lanark County

<http://www.bigbrothersbigsisterslanark.ca>

18 William St E, Smiths Falls, ON – 613- 283-0570

Big Brothers Big Sisters of Lanark County is a mentoring organization that connects children and youth with adult mentors in a one-on-one or group setting. Mentors will be paired based on similar interests and are supported by an experienced caseworker. The one-on-one mentorship opportunities offer children and youth access to a caring adult from whom they can seek support and guidance. Along with that, the many group programs Big Brothers Big Sisters of Lanark County offer safe opportunities to develop social functioning skills, such as understanding social cues and creating relationships with peers of the same age. Please refer to the information below to gain a better understanding of these group programs.

Go Girls! is a group mentoring program for young females between twelve and fourteen. This program promotes the development of positive self-image, self-esteem, communication skills, physical activity and healthy eating.

The Resiliency Program is a group mentoring opportunity that addresses topics of “resilience, self-reflection, mindfulness, conflict resolution and empathy” (Big Brothers Big Sisters of Lanark County, n.d). This program is for individuals in grades four to eight who want to gain a better sense of self-awareness.

Game On! is a group mentoring program for young men. This group addresses topics such as “non-traditional physical activities, complemented with healthy eating support, participants are engaged in life skills, communication, and emotional health discussions” (Big Brothers Big Sisters of Lanark County, n.d). This program consists of seven sessions designed to engage individuals in healthy lifestyles.

The Canadian Tire Jumpstart After School Program is designed to provide children and youth access to supportive and caring adults who can offer mentorship and encouragement towards a healthy lifestyle. Within this program individuals can access engaging physical activities, self-esteem building opportunities and tools to promote positive mental health.

## Carleton Place Youth Centre

<https://cpyouthcentre.org>

360 Edmund St, Carleton Place, ON – 613-257-8901

Carleton Place Youth Centre is a community-based organization that offers a safe space for youth to grow and build skills. The services are either free or low cost, and anyone between the ages of eight and eighteen living in the community can access the support. Please refer to the list below to better understand the programs that support social functioning.

The Carleton Place Youth Centre also hosts after-school drop-in sessions, where youth between the age of ten



and eighteen can socialize with others their age, play games and have opportunities to develop interpersonal skills that will lead to advancements in social functioning. This inclusive environment offers trusting adults, any needed accommodations and access to ongoing support and guidance.

The organization offers Summer Camp during the July and August months for individuals between the ages of eight and fourteen. Along with that, they also provide daily programming for PA Day's, Winter Break and March Break. These camp and programmed days encourage individuals to interact with other children their age and trusting adult staff. These camp and day programming experiences provide countless opportunities for children and youth to develop social relationships with their peers. There is a cost to access these programs, so please refer to the website for a breakdown of the price.

The organization also offers a Leadership Summer Camp for individuals between the ages of thirteen and eighteen who are looking to gain experience working with children. This opportunity allows youth the chance to try out a new career or add something to their resume. This program is half days for one week and teaches the knowledge and skills required to work with children in a camp setting. Similar to the previous camp summary, this program provides opportunities for youth to gain social functioning through interaction with peers and adults. There is a cost to access this program, so please refer to the website for a breakdown of the price.

#### Catholic District School Board of Eastern Ontario

<https://www.cdsbeo.on.ca>

2755 County Rd 43, Kemptville, ON – 613-258-7757

The Catholic District School Board of Eastern Ontario provides quality Catholic education to students from Junior Kindergarten to grade twelve. The school board commits to supporting each child's unique educational needs and offers various programs to support and advance students' learning. Along with that, many services within the school system support the development of social functioning through opportunities to engage with peers and adults, as well as further advance language and memory skills. Within the daily school setting, students have direct access to countless professional and caring adults who are able to offer guidance and any needed accommodations. Education systems also provide students access to a wide range of learning topics and extra-curricular opportunities. This allows for countless environments to advance interpersonal skills that can be applied in social settings. For more information on the specific programs, The Catholic District School Board of Eastern Ontario offers please refer to their section in the Education domain of this report.

#### Children's Mental Health of Leeds and Grenville

<https://www.cmhlq.ca>

779 Chelsea St, Suite BU, Brockville, ON – 613-498-4844

10 Perth Street, Elgin, ON – 800-809-2494

215 Stone Street South, Gananoque, ON – 613-382-5047

79 Shearer Street, Kemptville, ON – 613-258-1959

Children's Mental Health of Leeds and Grenville provides mental health services to children, youth and their

families. Children under the age of twelve must be referred by an individual such as a parent, physician or teacher. However, children between the ages of twelve and eighteen can self-refer to access the programs. The organization offers accessible therapy and counselling services that can be delivered in person at their agency, in-home, at school or virtually. All therapy and counselling services can support the advancement of social functioning through communication and relationship building with the counsellor. However, services can be further individualized to support this sector by focusing on better understanding social cues, creating friendships and more. Please refer to the information below to gain a better understanding of what the organization offers:

1. Brief Services Program - Completing the intake and providing a maximum of five sessions. If five sessions are not enough, the individual will be moved to one of the other two programs.
2. Counselling Therapy Program - offers three to six months of individualized psychotherapy. This program can be used independently or as a family.
3. Intensive Services Program - This service is for individuals who require counselling multiple times a week and is typically used for six months at a time.

#### Community Living Association Lanark County

<https://www.clalanark.com>

178 Townline Road East, Carleton Place, ON – 613-257-8040

The Community Living Association of Lanark County is a charity supporting individuals with intellectual disabilities “to enable and assist them to live a quality life in their community with dignity and respect” (Community Living, n.d). This Association provides multiple programs that support the development of social functioning through positive and encouraging environments with caring adults.

The Community Living Association of Lanark offers volunteering opportunities within the community which can assist a person in developing communication skills and interpersonal awareness. The Association also provides opportunities for individuals to participate in recreational opportunities and community-based sports leagues; this can assist with teamwork and language skills. The Community Service team seeks individuals to connect with others through a mentorship opportunity; within this role, an individual would be paired with someone of similar interests and works to encourage social functioning.

In addition, the Residential Services Department provides community housing for individuals living with an intellectual disability. The purpose of this program is to provide housing support for people who cannot live independently. This program creates opportunities for social functioning through engagement with others. The Residential Living Department provides service to Almonte, Carleton Place and Smiths Falls.

The Planning and Family Services Program is a service where individuals or families choose to open their homes to a person with an intellectual disability. This individual will then live with a family who provides a consistent, nurturing home life and assistance in areas of daily living.

Each family will receive a caseworker who supports the family and individual through every step of the housing process. This program also offers support groups for families who have an individual from the organization residing with them. Within this opportunity, the individual has countless occasions to further build social functioning through engagement with their hosts. If you or someone you know is interested in the program, or housing an individual within your home please contact the organization through their website.

#### ConnectWell Community Health

<https://connectwell.ca>

207 Robertson Drive, Lanark, ON – 613-259-2182

30 Bennett Street, Carleton Place, ON – 613-257-7121

ConnectWell Community Health is a community-based primary health provider which offers many programs and services surrounding physical health and education on healthy living. Along with that, the organization also provides services relating to the development of social skills and overall social functioning. Please refer to the information below to gain more understanding of what the organization offers.

The Speech-Language Program provides opportunities for social functioning development through communication and individualized programming. To access the Speech-Language Pathologists one of the following criteria needs to be met: the individual is between zero and senior kindergarten, over the age of eighteen with a developmental disability, or diagnosed with Autism Spectrum Disorder.

The organization also offers an Adult Day Program which provides individuals “life skills training, employment/volunteer placements, social skill development as well as recreational based activities” (ConnectWell Community Living, n.d). Through interaction with other individuals and caring staff, there are countless opportunities to practice social skills and further advance social functioning.

The organization also offers a variety of Respite Services with locations in Perth, Smiths Falls, Lanark and Carleton Place. All of these programs provide settings for individuals to practice and advance social skills that build social functioning. The services include: Summer Day Camps, Out of Home Respite, In-Home Respite, Bus Trips, Guys Nights and Girls Nights. For more information on these programs, please refer to the organization’s website.

ConnectWell Community Health Centre also offers many different Counselling programs that support social functioning through communication and relationship building with one’s counsellor. Along with that, the services can be further individualized to focus on social skills such as, understanding social cues and maintaining friendships. For a more detailed description of the counselling services please refer to the organizations section within the Mental Health and Regulation domain.

#### Country Roads Community Health Centre

<https://www.crchc.on.ca>

4319 Cove Road at Hwy 15, Portland, ON – 613-272-3302

79 Bedford Street, Westport, ON – 613-273-9850

Country Roads Community Health Centre provides interdisciplinary primary health services with a location in Portland and Westport. Along with providing health programs, the organization offers a weekly Move It After School Program at four area schools for students in grades three to six. This program promotes “literacy, skill development, social skills, healthy eating and an active lifestyle” (County Roads Community Health Centre, n.d). Therefore, creating opportunities for students to develop social functioning skills. Along with that, the organization offers leadership and mentorship training for youth wanting to volunteer within the weekly Move It After School Program. This promotes social skill and communication development, which overall supports the advancement in social functioning. Both the Move It After School Program and the volunteer opportunity offer a supportive environment with trusting adults and any needed accommodations.

In addition, Country Roads Community Health Centre offers Social Work and Counselling Services that overall support the advancement in social functioning. However, by collaboration with a counsellor this program can be further individualized to mainly focus on social skills such as communication, understanding social cues and interpersonal skills.

#### Developmental Services of Leeds and Grenville

<https://developmentalservices.com>

61 King St E, Brockville, ON – 613-345-1290

Developmental Services of Leeds and Grenville (DSLGL) is a non-profit social service agency that provides clinical and family support services to children and adults experiencing developmental disabilities. Children at risk of developing a disability are eligible to be supported by the agency until the age of seven years old. This organization provides programming to individuals who have a confirmed diagnosis of FASD or those suspected of having FASD and meet the organization's functioning threshold based on assessments. DSLGL provides many services that support an individual's overall social functioning.

The Community Participation Supports Programs provides adults with a disability access to supervised community outings and recreational opportunities. This program aims to encourage relationship building and the advancement of social skills.

The Teaching Respite service offers weekend respite where an adolescent or young adult can prepare for independent living in a safe and supportive environment. This program encourages the development of social skills and overall social functioning through organized activities with others.

In addition, DSLGL offers Children's Summer Day Camp and Young Adult Summer Groups, which provide inclusive and encouraging opportunities for interpersonal growth. Through engagement with peers and the organization's staff, these programs promote the development of social communication skills.

The Family Home Program is a service where individuals or families can open up their home to a person with an

intellectual disability and provide supervision and a supportive atmosphere. The individual or family will receive constant support and education through the agency's staff.

Within this opportunity, the individual has countless occasions to further build social functioning through engagement with their hosts. If you or someone you know is interested in the program or housing an individual within your home please contact the organization through their website.

Finally, the organization offers counselling services through their Child and Family Supports, Youth and Adult Supports and Specialized Services that all provide opportunities to advance social functioning through relationship building with their counsellor and development of communication skills. Along with that, all counselling services can be further individualized to focus on social functioning. For more information on any of these services, please refer to the organization's website.

#### Lanark Highlands Youth Centre

<https://lanarkyouthcentre.wixsite.com/lhyci>

61 Princess Street, Lanark, ON – 613-259-2012

Lanark Highlands Youth Centre is a rural non-profit organization that engages young people between the ages of ten and eighteen through regularly programmed activities and events. This youth centre promotes social functioning by offering opportunities to develop social skills through interaction with peers and caring and supportive adults. Lanark Highlands Youth Centre offers an After School Program that engages with sports, recreation and overall wellness. Along with that, the organization delivers a range of monthly programs that may include STEM, art and cooking. All of these programs and services promote social functioning through relationship building and opportunities to further develop interpersonal skills. For more information about the organization or the programs they offer, please refer to their website.

#### Lanark, Leeds and Grenville Addictions and Mental Health

<https://llgamh.ca>

25 Front Avenue, W., Suite 1, Brockville, ON – 613-342-2262

18 King Street, Delta, ON – 613-928-3460

23 Mill Street, Gananoque, ON – 613-382-4016

2671 Concession Road, Kemptville, ON – 613-258-7204

179 Elmsley Street N, Smiths Falls, ON – 613-283-7723

1652 County Road 2, Prescott, ON – 613-925-5940

Lanark, Leeds and Grenville Addictions and Mental Health (LLGAMH) provides services and programs for individuals struggling with mental health concerns or addiction. The organization offers mental health support to individuals over the age of sixteen and provides programs for addiction to a person of any age. Along with many direct services, the organization also hosts Case Managers who can assist individuals in accessing other community supports, such as housing, income and food. The Social Recreation Program encourages individuals to

maintain a healthy lifestyle through education and skills development opportunities. This program also supports social functioning by tailoring the service to also focus on social communication and relationship building.

Overall, all of the organization's counselling programs support the advancement in social functioning. However, by collaboration with a counsellor these services can be further individualized to mainly focus on social skills such as communication, understanding social cues and interpersonal skills. For a more detailed description of the counselling services please refer to the organization's section with the Mental Health and Regulation domain.

### Language Express

<https://healthunit.org/health-information/language-express/>

100 Strowger Blvd #103, Brockville, ON – 613-283-2742

Language Express Preschool Speech & Language Services System of Lanark, Leeds and Grenville provides free language services to children from birth until the end of junior kindergarten. The direct delivery of the speech, language and communication programs support the development and advancement of social functioning by further developing communication skills. To access the group or individual intervention programs, Language Express accepts self-referrals or referrals from outside sources, such as a physician, child care worker or community partner.

### Open Doors for Lanark Children and Youth

<https://www.opendoors.on.ca>

40 Sunset Blvd - Suite 123, Perth, ON – 613-264-1415

88 Cornelia Street West - Unit A1, Smiths Falls, ON – 613-283-8260

130 Lansdowne Avenue - Unit 10, Carleton Place, ON – 613-257-8260

Open Doors for Lanark Children and Youth is an accredited mental health centre that delivers services to Lanark County residents. Anyone under the age of eighteen can access the services this agency provides. The organization has offices in Perth, Smiths Falls and Carleton Place, which offer a variety of programs that support children and youth mental health. In general, all therapy and counselling services support the advancement of social functioning through communication and relationship building with the counsellor. However, services can be further individualized to support this sector by focusing on better understanding social cues, creating friendships and any other area within social functioning that could be further developed. Please refer to the information below to gain a better understanding of the programs Open Doors for Lanark Children and Youth offers:

The Family Resource Team works with parents to identify and respond to unique challenges one faces when raising a child. This team is equipped to work with parents and children to support positive mental health and gain coping skills.

The organization also offers Single Talk-In Sessions where an individual under the age of eighteen can access mental health support virtually. This service is also available for parents who are seeking help regarding their children.

Counselling Programs are also available for individuals who would like to be paired with a professional counsellor and receive regular services. This program usually involves children and their families working together to support the child's health and well-being.

The Early Years Program is a specialized counselling service, designed to support children and their families up to the age of seven. Using individualized services this program can assist with building social skills that overall lead to an advancement in social functioning.

The Peer to Peer Support Group is a drop-in youth group that provides individuals between the ages of thirteen and eighteen an opportunity to talk about mental health in a non-therapeutic environment. With support from facilitators, youth can access the safe space to support each other through mental health journeys and have the potential to gain social skills along the way.

Lanark Youth Making a Difference is a youth engagement group designed to bring together individuals between the age of fourteen and twenty-one who want to make a difference in the community and promote an inclusive environment. This group focused on social change through projects involving awareness of mental health, mental wellness, positive coping initiatives and more. This program provides opportunities for youth to connect with each other, develop social functioning and leave a positive impact on the community.

### Rural FASD Support Network

<https://ruralfasd.ca> • [ruralfasd@gmail.com](mailto:ruralfasd@gmail.com)

Rural FASD Support Network is a volunteer-based non-profit organization that supports caregivers and individuals in rural areas of Eastern Ontario living with FASD. By utilizing lived experiences and the expertise of peers, families and professionals, the organization aims to help others navigate the barriers one may face when living with FASD. This community support network offers programming and services that can create social functioning in individuals of all ages.

The Peer Mentoring Program helps support young individuals living with FASD in the community. Through these groups, youth can access positive role-models and have conversations relating to social dynamics, internet safety and wellness. The Peer Mentorship Program supports social functioning by hosting opportunities for building and maintaining relationships with others, chances to develop a deeper understanding of social cues, as well as access to caring adults who can provide guidance and any needed support.

The After School Programming is a weekly online club for youth aged ten to eighteen and is run by the Beckwith

Tech Camp. This weekly programming focused on “learning computer programming, virtual presenting and graphic design” (Rural FASD Support Network, n.d). This club provides youth with the opportunity to build social connections with others and interpersonal skills.

The Childcare and Recreation Program can engage an individual in developing social skills through interaction in organized community events such as “overnight camping, going to hockey games, BBQ’s and pool parties, charity softball games and visits from Santa Claus” (Rural FASD Support Network, n.d). This program offers opportunities for children and youth to develop a sense of belonging and social functioning by conversing with others their age, as well as caring adults.

#### St. James Catholic Education Centre

<https://coned.cdsbeo.on.ca>

5 Catherine St, Smiths Falls, ON – 613-284-2613

St. James Catholic Education Centre offers a variety of continuing education and alternative education programs through the Catholic District School Board of Eastern Ontario. The school commits to supporting each individual’s unique learning needs and offers various programs to support and advance students’ learning. Along with that, many services within the school system provide countless opportunities to further develop social skills, which leads to advances in social functioning. Within the daily school setting, students have direct access to professional, caring adults who are able to provide guidance and any needed accommodations.

Education systems also provide students access to a wide range of learning topics and extra-curricular opportunities. This allows for countless environments to advance interpersonal skills that can be applied in social settings. For more information on the programs, St. James Catholic Education Centre provides, please refer to their section within the Education sector.

#### Upper Canada District School Board

<https://www.ucdsb.on.ca>

225 Central Ave W, Brockville, ON – 613-342-0371

The Upper Canada District School Board provides academic programming to students from junior kindergarten to grade twelve. The school board’s mission is to prepare each child for a successful life by supporting each child’s unique learning needs. The Upper Canada District School Board supports the development of social functioning through opportunities to engage with peers and adults, as well as further advance language and memory skills. Within the daily school setting, students have direct access to countless professional and caring adults who are able to provide guidance and any needed accommodations. Education systems also offer students access to a wide range of learning topics and extra-curricular opportunities. This allows for countless environments to advance interpersonal skills that can be applied in social settings.

The Upper Canada District School Board committed itself to providing equity and inclusion to all students. This



includes equitable access to resources, services, programs and workers, all of which support social functioning. For more information on the specific programs, The Upper Canada District School Board offers, please refer to their section in the Education domain within this report.



## Domain 5 – Mental Health and Regulation

Mental health refers to the state of one's emotional, psychological and social well-being. Having positive mental health can act as a foundation for people to feel, think and act in a way that helps cope with life's adversities and challenges (Government of Canada, 2020). Taking care of one's mental health is essential to the overall condition of the body. This is because one's physical and mental health are intertwined and therefore need to be equally supported (Centre for Disease Control and Prevention, 2021). This can be done by practicing mindfulness, daily exercise, maintaining connections with other people and seeking professional support if an individual begins to have concerns or see a decline in their mental well-being.

Although mental health conditions can affect anyone, those with FASD are more likely to have mental health disorders when compared to typically developing children (Pei et al., 2019). Research has suggested that as many as 90% of people living with FASD will experience mental health challenges within their lifetime (Flannigan et al., 2020) and have a co-occurring disorder (Brown et al., 2018). Including, but is not limited to, “addictions, depression, anxiety, ADHD, conduct disorder, and suicidal ideation” (Pei et al., 2019, p. 20). Although every individual with FASD experiences different levels of challenges, research has shown that problems relating to mental health are evident in people with low levels of prenatal exposure to alcohol as well (Flannigan et al., 2020). This means that although FASD is different in every person, it is very likely that an individual diagnosed or suspected of having this neurodevelopmental disorder will experience challenges relating to their psychological well-being throughout their lifetime. With this being said, it is essential that FASD-Informed interventions are delivered as early as possible to develop appropriate services and ensure the individuals' mental health challenges are being responded to.

In addition, due to primary challenges relating to this neurodevelopmental disability, many individuals with FASD struggle with self-regulation. Gill and Thompson-Hodgetts explain that “in relation to the FASD population, self-regulation is defined as an individual's ability to recognize and adapt his/her response in order to engage in deliberate and thoughtful actions while remaining attentive, inhibited, and emotionally appropriate for the situation or context” (Pei et al., 2019, as cited in Gill & Thompson-Hodgetts, 2018, p. 15). Therefore, it can be understood as the ability to manage one's feelings and thoughts in order to respond to life's challenges. It is also important to note that research has shown that many secondary challenges of FASD

stem from deficits in self-regulation (Gill & Thompson-Hodgetts, 2018). Therefore, early intervention can act as a foundation against secondary risks to build upon these skills.

It is recommended that one's mental health and self-regulation is supported by having access to counselling, psychotherapy and occupational therapy throughout their lifetime. As noted above, early interventions within this domain can minimize some secondary risks of FASD (Gill & Thompson-Hodgetts, 2018). Therefore, it is essential that mental health clinicians and service providers understand the effects of FASD and the complex needs an individual might have. It is also vital that services are delivered through an FASD-lens by utilizing FASD-informed treatment interventions that focus on working alongside the person in a strength-based manner.

### Algonquin College Perth Campus

<https://www.algonquincollege.com/perth/>

7 Craig St, Perth, ON – 613-267-2859

The Perth Campus of Algonquin College offers mental health services provided by highly skilled professionals. On-campus counselling services are free to Algonquin College students and accessible by calling 613-267-2859 ext. 5610 to schedule an appointment. This service offers support for students experiencing challenges relating to their mental health or personal circumstances.

### Big Brothers Big Sisters of Lanark County

<http://www.bigbrothersbigsisterslanark.ca>

18 William St E, Smiths Falls, ON – 613- 283-0570

Big Brothers Big Sisters of Lanark County is a mentoring organization that connects children and youth with adult mentors through one-on-one or group settings. Go Girls! is a group mentoring program for young females between the ages of twelve and fourteen. This program promotes the development of positive self-image, self-esteem, communication skills, physical activity and healthy eating. In addition, The Resiliency Program is a group mentoring opportunity that addresses topics of “resilience, self-reflection, mindfulness, conflict resolution and empathy” (Big Brothers Big Sisters of Lanark County, n.d). This program is for individuals in grades four to eight who want to gain a better sense of self-awareness. To access more information about either of these programs, please refer to the organization's website.

### Catholic District School Board of Eastern Ontario

<https://www.cdsbeo.on.ca>

2755 County Rd 43, Kemptville, ON – 613-258-7757

The Catholic District School Board of Eastern Ontario (CDSBEO) offers full-day Catholic education for students from kindergarten to grade twelve. The School Board provides various programs such as French-Immersion, continued education and online learning. Along with that the School Board commits itself to supporting each child individually and encouraging positive mental health. The CDSBEO individualizes services to each student's needs through their multidisciplinary team which is made up of an Occupational Therapist, Speech-Language Pathologist and Board Certified Behavior Analysis.

Each school within the CDSBEO contains mental health kits and resources to promote positive mental health. Along with that, all CDSBEO schools have a mental health team, which is comprised of “the principal/vice-principal, student support worker, a lead teacher (volunteer), and a lead non-teacher such as an educational assistant, custodian or librarian (volunteer), as well as the school chaplaincy lead (secondary schools)” (Catholic District School Board of Eastern Ontario, n.d). The purpose of this mental health team is to ensure all students' mental health is being supported

The CDSBEO has two Mental Health and Addictions Counsellors at both the elementary and high school levels.

Their role is to provide counselling for students encountering challenges relating to their mental health or addiction.

In addition to that, the school board also employs a mental health and addictions nurse in some schools. The Catholic District School Board of Eastern Ontario ensures their staff receive regular training opportunities such as “Applied Suicide Intervention Skills Training (ASIST), safeTALK, Mental Health First Aid for Adults who Interact with Youth, Core Addiction Practice (CAP), Sex Trafficking Prevention Training, Violent Threat Risk Assessment (VTRA) and Naloxone training” (Catholic District School Board of Eastern Ontario, n.d) and FASD training.

### Children’s Mental Health of Leeds and Grenville

<https://www.cmhlq.ca>

779 Chelsea St, Suite BU, Brockville, ON – 613-498-4844

10 Perth Street, Elgin, ON – 800-809-2494

215 Stone Street South, Gananoque, ON – 613-382-5047

79 Shearer Street, Kemptville, ON – 613-258-1959

Children’s Mental Health of Leeds and Grenville provides mental health services to children, youth and their families. Children under the age of twelve must be referred by an individual such as a parent, physician or teacher. However, children between the ages of twelve and eighteen can self-refer to access the programs. The organization offers accessible therapy and counselling services that can be delivered in person at their agency, in-home, at school or virtually.

Children’s Mental Health of Leeds and Grenville provides three main programs that support the mental health and regulation sector:

1. Brief Services Program - Completing the intake and providing a maximum of five sessions. If five sessions are not enough, the individual will be moved to one of the other two programs.
2. Counselling Therapy Program - offers three to six months of individualized psychotherapy. This program can be used independently or as a family.
3. Intensive Services Program - This service is for individuals who require counselling multiple times a week and is typically used for six months at a time.

### ConnectWell Community Health

<https://connectwell.ca>

207 Robertson Drive, Lanark, ON – 613-259-2182

30 Bennett Street, Carleton Place, ON – 613-257-7121

ConnectWell Community Health is a community-based primary health centre with developmental and social service programs within Lanark, Renfrew and Leeds and Grenville. Along with many other supports and services, ConnectWell offers many programs that support the mental health and regulation sector.

Through social workers and psychotherapists, the Counselling Services provide one-on-one or group support to

individuals who are experiencing mental health concerns or struggling to cope with current life circumstances.

Through a partnership with Lanark, Leeds and Grenville Addictions and Mental Health, the organization offers Addiction Services that promote “recovery, independence and well-being to individuals and families” (Connectwell, n.d).

In partnership with the Canadian Association of Mental Health, University of Ottawa Health Institute and the Ottawa Model for Smoking Cessation, the organization participates in the Smoking Treatment for Ontario Patients Program (STOP). Clients enrolled in the STOP program are able to receive support through the Nicotine Replacement Therapy (NRT) Program. This service provides individuals up to twenty-six weeks of nicotine replacement therapy that is paired with individual counselling.

ConnectWell Community Health offers the individuals residing in the community access to many group programs that support mental health, wellbeing and self-management. Please refer to the list below to gain more information on the specific programs:

- Mindfulness-Based Stress Reduction - Teaches adults mindfulness techniques to support stress and anxiety.
- Managing Powerful Emotions
- Expressions for Women - this program supports women who are on a recovery journey towards a path of wellness.
- Hold Me Tight - for couples who are looking to strengthen and reshape their relationship.
- Community Centre Without Walls - this is a telephone-based program for adults and seniors with disabilities who want to reduce isolation.
- Renew - a support group led by a certified psychotherapist for people living with anxiety and depression.

ConnectWell Community Health also offers a Therapeutic Riding Program for individuals of all ages with physical and developmental disabilities. Horseback riding provides many physical and mental health benefits that support this sector.

The Mental Health Support Project is a drop-in centre for adults experiencing challenges relating to their mental health. Located at 88 Cornelia Street in Smiths Falls, this centre offers the support of trained staff with lived mental health experience, who provide one-on-one peer support and social recreation activities.

The Youth in Transition Program supports youth who are aging out of child mental health services and into adult programs. This service is for individuals between the age of sixteen and twenty-four who seek a case management worker to help navigate the transition into adult services.

### Country Roads Community Health Centre

<https://www.crchc.on.ca>

4319 Cove Road at Hwy 15, Portland, ON – 613-272-3302

79 Bedford Street, Westport, ON – 613-273-9850

Country Roads Community Health Centre provides interdisciplinary primary health services with locations in Portland and Westport. Along with providing health programs, the organization offers multiple mental health services and support groups. Please refer to the information below to gain a better understanding of what the organization offers.

County Roads Community Health Centre offers weekly Mindfulness Meditation at their Portland location, where individuals can learn about the physical and mental health benefits of meditation. People experiencing depression, addiction, anxiety and stress have found this form of mindfulness helpful. The website also highlights that gas vouchers are provided if any individual is in need. Along with that, the organization offers Social Work and Counselling Services that provide mental health counselling and group programs to community members.

### Developmental Services of Leeds and Grenville

<https://developmentalservices.com>

61 King St E, Brockville, ON – 613-345-1290

Developmental Services of Leeds and Grenville (DSLGS) is a non-profit social service agency that provides clinical and family support services to children and adults experiencing developmental disabilities. Children at risk of developing a disability are eligible to be supported by the agency until the age of seven years old. This organization assists individuals who have a confirmed diagnosis of FASD, or those who are suspected of having FASD and meet the organization's functioning threshold based on an assessment. DSLGS provides many services that support the mental health and self-regulation sector.

The Child and Family Community Counsellors are available to provide clinical support in the form of intake/assessment, development of support plans, system navigation and mental health counselling for a child or family unit. Along with that, The Youth and Adult Community Counsellors provide support to youth and adults who are seeking counselling, system navigation or advocacy. In addition, the organization offers individualized Social Work Services, Behavioral Services and Psychiatric Clinic that all support an individual's journey to positive mental health and self-regulation.

### Lanark County Developmental Support Services Program

<https://www.lanarkcounty.ca/en/family-and-social-services/adults-with-developmental-disabilities.aspx>

99 Christie Lake Road, Perth, ON

Unit 43 - 33 Lansdowne Ave, Carleton Place, ON

Unit 4 - 52 Abbott Street North, Smiths Falls, ON 613-267-4200 ext. 2140

The Lanark County Developmental Support Services Program provides services to individuals who are eighteen or older and living independently or moving towards independence (Lanark County, n.d). To be eligible for this support, one must be diagnosed or suspected of having a developmental disability and are not currently receiving significant social support. A caseworker individualizes the services to the person's needs and can include assistance with "accommodations, budget counselling, short-term emotional support or advocacy" (Lanark County, n.d). This Lanark County Program encourages positive mental health and regulation through the opportunity to access counselling services.

#### Lanark County Situation Table

[LanarkCST@gmail.com](mailto:LanarkCST@gmail.com)

613-812-3778

The Situation Table is made up of approximately twenty-five local organizations that come together to individualize a multidisciplinary intervention plan for the client. The purpose of the Lanark County Situation Table is to bring front-line and human service organizations together to ease situations of risk individuals and families are experiencing. Referrals from community organizations can be made to The Situation Table however, only cases involving the risk of immediate harm will be seen. The Table will discuss the risks associated with mental health or addiction concerns. This committee aims to reduce the recurrence of risk by creating a plan for immediate multi-disciplinary intervention through utilizing the support and services of multiple organizations.

#### Lanark, Leeds and Grenville Addictions and Mental Health

<https://llgamh.ca>

25 Front Avenue, W., Suite 1, Brockville, ON – 613-342-2262

18 King Street, Delta, ON – 613-928-3460

23 Mill Street, Gananoque, ON – 613-382-4016

2671 Concession Road, Kemptville, ON – 613-258-7204

179 Elmsley Street N, Smiths Falls, ON – 613-283-7723

1652 County Road 2, Prescott, ON – 613-925-5940

Lanark, Leeds and Grenville Addictions and Mental Health (LLGAMH) provides services and programs for individuals struggling with mental health concerns or addiction. The organization offers mental health support to individuals over the age of sixteen and provides programs for addiction to a person of any age. Along with many direct services, the organization also hosts Case Managers who can assist individuals in accessing other community supports, such as housing, income and food. Please refer to the list below to learn about the programs the organization offers.

LLGAMH offers Community Addictions Services that provide a supportive and non-judgemental environment to help individuals overcome forms of addiction. By collaborating with registered clinicians, individualized treatment plans can help individuals work towards a healthier lifestyle. The organization also has two residential treatment facilities which offer long-term addiction treatment. Referrals are accepted for alcohol and drug addictions for individuals looking for abstinence-based support.



Professional Individual and Group Counselling Services for mental health and addiction clients are offered to support individuals in their recovery process. Along with that, the organization offers Teenage Addiction Counselling, which provides professional counselling to teenagers who are struggling with mental health concerns or addiction.

In Partnership with the United Counties of Leeds and Grenville and the Homelessness Prevention Initiative, The Hoarding Intervention Program is offered. With collaboration from trained professional staff, individuals struggling with hoarding will be assisted in both identifying and working towards goals.

LLGAMH also provides individual and group Family and Caregiver Support Services for families and caregivers of those who are facing challenges related to addiction and mental illness. This form of support is to help individuals understand addiction and mental health.

The Partner Assault Response Program is a psycho-educational group for individuals who have displayed physical or emotionally abusive behaviours towards their partner. This twelve-week program provides participants education to assume responsibility for actions and skills to learn new behaviours. The program is coordinated through the Brockville and Smiths Falls offices.

The Psychiatry Service must be referred to by a physician and includes consultation, assessment and medication review.

#### Ontario Works Social Assistance

<https://www.lanarkcounty.ca/en/family-and-social-services/apply-for-ontario-works.aspx>

99 Christie Lake Road, Perth, ON

Unit 43 - 33 Lansdowne Ave, Carleton Place, ON

Unit 4 - 52 Abbott Street North, Smiths Falls, ON 1-888-999-1142

Ontario Works is a provincial social assistance program with multiple locations throughout Lanark County. This organization provides temporary financial aid for people in need. Regarding mental health and regulation, the Lanark County Ontario Works employs a Psychotherapist who can provide counselling and assistance relating to system navigation and referrals to external supports. To access this service, one needs to be eligible for the Ontario Works programs. To find more information on eligibility or how to receive support, please refer to the Ontario Works section on the Lanark County website.

### Open Doors for Lanark Children and Youth

<https://www.opendoors.on.ca>

40 Sunset Blvd - Suite 123, Perth, ON – 613-264-1415

88 Cornelia Street West - Unit A1, Smiths Falls, ON – 613-283-8260

130 Lansdowne Avenue - Unit 10, Carleton Place, ON – 613-257-8260

Open Doors for Lanark Children and Youth is an accredited mental health centre that delivers services to Lanark County residents. Anyone under the age of eighteen can access the services this agency provides. The organization has offices in Perth, Smiths Falls and Carleton Place which offer various services that support children and youth mental health and regulation. Refer to the list below to gain more information about these programs.

The Family Resource Team works with parents to identify and respond to unique challenges one faces when raising a child. This team is equipped to work with parents and children to support positive mental health and gain coping skills.

The organization also offers Single Talk-In Sessions where an individual under the age of eighteen can access mental health support virtually. This service is also available for parents who are seeking help regarding their children. Counselling Programs are also available for individuals who would like to be paired with a professional counsellor and receive regular services. This program usually involves children and their families working together to support the child's health and well-being.

The Early Years Program is a specialized counselling service, designed to support children and their families up to the age of seven. Using individualized services this program can assist with building healthy mental development and well-being.

The Peer to Peer Support Group is a drop-in youth group that provides individuals between the ages of thirteen and eighteen an opportunity to talk about mental health in a non-therapeutic environment. With support from facilitators, youth can access the safe space to support each other through mental health journeys.

### Rideau Community Health Services

<https://www.rideauchs.ca>

354 Read Street, Merrickville, ON – 613-269-3400

100 Strowger Blvd, Brockville, ON – 613-498-1555

2 Gould Street, Smiths Falls, ON – 613-283-1952 40 Sunset Blvd, Perth, ON – 613-264-1576

Rideau Community Health Services is a non-profit, community-governed health agency that delivers a wide range of health services to Lanark, Leeds and Grenville residents. This organization currently has a location in Perth, Smiths Falls, Merrickville and Brockville. Along with many physical health programs, the organization also offers Individual Counselling to adults eighteen and older who are experiencing challenges relating to mental

health.

#### RNJ Youth Services

<https://www.rnjyouth.com>

779 Chelsea St, Brockville, ON - 613-342-4238

RNJ Youth Services is a non-profit community service organization that supports youth between eight and seventeen who have been in conflict with the law or police. This organization provides support and system navigation for young persons living in Lanark, Leeds and Grenville. The agency has multiple programs that serve the mental health and regulation sector. The goal of these programs is to put support in place so the young person learns from their behaviour. Refer to the list below to learn more about these programs:

When the Crown Attorney has deemed that a youth's mental health or developmental need was a driving factor for the reason the crime was committed, the Mental Health Diversion Program works to support the young person. This program will work with the youth to create a diversion plan and connect the young person with appropriate services.

Secondly, RNJ Youth Services has a Youth Mental Health Court Worker Program, which offers court navigation for young people. This program is designed to support youth aged twelve to eighteen with a confirmed or suspected mental health need. The worker will assist the youth through the court process and provide referrals to appropriate services. Referrals for this program can be made by the youth, family or the courts however, the use of the program must be voluntary.

#### Rural FASD Support Network

<https://ruralfasd.ca> • [ruralfasd@gmail.com](mailto:ruralfasd@gmail.com)

Rural FASD Support Network is a volunteer-based non-profit organization that supports caregivers and individuals in rural areas of Eastern Ontario living with FASD. By utilizing lived experiences and the expertise of peers, families and professionals, the organization aims to help others navigate the barriers one may face when living with FASD. In addition to programs that support the mental health and regulation sector, the organization also offers young adults access to funding for "alternative mental health therapies not covered by traditional health benefits" (Rural FASD Support Network, n.d). This community support network offers a service that encourages and can assist in developing positive mental health and regulation. The Peer Mentoring Program helps support young individuals living with FASD in the community. Through these groups, youth can access positive role models and have conversations relating to social dynamics, internet safety and wellness. Along with that the organization has twenty-six individuals who are certified in Mental Health First Aid and can be accessed upon request.

### Smiths Falls Police Services

<https://www.sfps.ca/#>

7 Hershey Dr, Smiths Falls, ON - 613-283-0357

The Policing service is responsible for front-line, investigations and administration of the land and waterways. They also provide many programs and supports relating to the safety and security of residents. Along with many other programs, the Smiths Falls Police Services provides a Mobile Crisis Response Team, made up of trained Social Workers and Nurses who are equipped to accompany uniformed police officers to calls relating to mental health or addiction crises. This program provides persons in crisis on-scene intervention with the goal of de-escalating the situation and referring the individual to appropriate community services.

### St. James Catholic Education Centre

<https://coned.cdsbeo.on.ca>

5 Catherine St, Smiths Falls, ON – 613-284-2613

St. James Catholic Education Centre is overseen by the Catholic District School Board of Eastern Ontario. Therefore please refer to the Catholic District School Board of Eastern Ontario section to gain more information on the different mental health and regulation supports and services offered within this Education Centre.

### Upper Canada District School Board

<https://www.ucdsb.on.ca>

225 Central Ave W, Brockville, ON – 613-342-0371

The Upper Canada District School Board provides academic programming to students from junior kindergarten to grade twelve. The school board's mission is to prepare each child for a successful life by supporting each child's unique learning needs. Along with that, the school board also offers a variety of programs relating to mental health and regulation. This is done by utilizing both internal and external multi-disciplinary teams. These teams can be comprised of Intensive Support Teachers, Special Education Teachers, Intensive Student Support Workers, Behavioural Therapists and Speech-Language Pathologists. The Upper Canada District School Board has partnerships with CHEO and KidsInclusive, which provides opportunities for external student mental health support.

The Community Suicide Prevention, Intervention and Risk Review Protocol was implemented within the Upper Canada District School Board. This is a strategy for how the school board will work to reduce the risk for suicide and support students in crisis. This includes having at least two school staff trained in Applied Suicide Intervention Skills Training (ASIST) and an increase in education and conversations around mental illness and how a student would help support.

### Victim Services Lanark County

<https://victimserviceslanark.ca>

91 Cornelia St W, Smiths Falls, ON – 613-284-8380

Victim Services Lanark County is a community-based non-profit organization that works in partnership with “police, emergency services, child protection (CAS), Victim Witness Assistance Program and local agencies” (Victim Services Lanark County, n.d). The agency provides immediate, confidential, crisis intervention to persons affected by crime, tragedy and/or a disaster and is available 24/7. This organization offers a variety of mental health services that are accessible to anyone experiencing a crisis.

The Crisis Intervention Services is a program where two or more workers will be dispatched upon referral to provide on-scene emotional support. The delivery of support can range from listening, providing transportation, assistance with childcare while the individual is speaking with law enforcement and more. All services are tailored to the individual's needs and developmental abilities. Referrals for this program can be done by first responders or hospital staff at the time of the crisis.

The Victim Quick Response Program (VQRP) is designed to provide immediate assistance to victims of a crime, including domestic violence, sexual assault, homicide, physical assault, human trafficking and more. Through this program, victims can apply for assistance in accessing emergency counselling services. Referrals for this program can be made by emergency service providers, community service providers, or individuals within the community. This service is accessible for individuals of any age or gender however, victims under the age of sixteen must have their application signed by a parent or guardian.

Lastly, the Internet Child Exploitation (ICE) Program assists victims of online sexual exploitation in accessing specialized counselling. Through this program, the organization will help the victim and family complete the application and referral process in order to access the appropriate community support. Referrals for this program can be made by emergency service providers, community service providers, members of the community, or self-referrals.

#### Youth Habilitation Quinte Inc.

<https://www.youthab.ca>

210A Front Street, Belleville, ON – 613-969-0830

Youth Habilitation Quinte Inc. (Youthab) is a community-based non-profit organization that supports transitional aged youth in the mental health field. The organization is based out of Quinte-West but offers case management working within the Lanark, Leeds and Grenville area.

The role of these transitional workers is to assist youth between the age of nineteen and twenty-four who are aging out of children's mental health programs and entering adult mental health services. In order to be eligible for this service, the youth does need to have an existing mental health concern. Along with mental health, the transitional worker is able to assist the youth with connecting to other services, such as Ontario Works, ODSP and Housing support. To gain more information on this organization, please refer to the website.



## Domain 6 – Education

According to the Ontario Education Act, every child above the age of six must receive an education until they are eighteen years old, whether it be public school, private school or homeschooling (Education Act, 1990). Along with that, parents have a duty under this Act to ensure their child is enrolled and attending school as required (Education Act, 1990). The International Bureau for Education states that the school system within Canada has four major educational goals: “cultivation of mind; vocational preparation; moral and civic development; and individual development” (2006, p. 1). Moreover, within individual development, the school system provides opportunities for social skills and communication advances through engagement with peers and education staff. Schools also offer a structure that teaches students the importance of following rules, knowing one's rights and respecting individual boundaries. Therefore, the purpose of the Ontario education system is to prepare children for secure and successful adulthood.

The term FASD is used to define the physical and neurological lasting effects of prenatal exposure to alcohol. The severity of the cognitive and physical signs can significantly vary based on the timing and quality of exposure. However, some commonalities between children with FASD include deficits in working memory, resistance to change, attention, slower visual and auditory processing, and an inability to filter out environmental sensory stimuli (CAMH, n.d). Therefore, school settings can sometimes be very challenging for students with FASD. As a result, children with FASD are at a higher risk of struggling with academics and an increased risk of expulsion or dropout (Flannigan, 2017). With that being said, the school system aims to prepare each child for success. Having educational staff who understand the learning and behavioural challenges associated with FASD can lead to an environment that is more inclusive of the child's functioning.

As has been stated, children with FASD can experience a variety of challenges in an educational setting. Therefore, it is recommended that a student with FASD have “functional assessments, individualized adapted learning plans, extra assistance and targeted interventions” (Pei et al., 2019, p. 24). A functional assessment will evaluate the individual's needs and skills within the classroom (Kalberg & Buckley, 2006). Educational staff can use that to develop an academic plan based on the child or youth's individual strengths

and challenges (Pei et al., 2019). Research has also noted the benefit of having educational interventions that support the student's development of academic skills (Pei et al., 2019).

Children and youth with FASD can achieve their best in the school setting when they are set up for success and given opportunities with the right supports in place.

Algonquin College Perth Campus  
<https://www.algonquincollege.com/perth/>  
7 Craig St, Perth, ON – 613-267-2859

Algonquin College located in Perth currently offers the following post-secondary programs:

- Business - Agriculture (2 year diploma)
- Early Childhood Education (42 week diploma)
- Police Foundations (42 week diploma)
- Practical Nursing (2 year diploma)
- Heritage Carpentry and Joinery (2 year diploma)

The Perth location also hosts a Centre for Accessible Learning on campus, committed to ensuring all students have equal access to education. This centre will assist with providing “academic accommodations and educational support services” (Algonquin College, n.d) for students with disabilities. The location also has a disabilities counsellor where in-person help is available by appointment one day a week during the fall and winter semesters. All services provided by the Centre for Accessible Learning are free, confidential and voluntary for all students needing academic support.

Algonquin College Perth Campus also offers a Peer-Tutoring Service where students can access one-on-one tutoring to go over course materials. Students interested in this program should contact the Front Office, and they will be paired with a trained tutor who “is either excelling in the class or has successfully completed the course” (Algonquin College, n.d). Please note there is a small fee associated with this tutoring service.

Catholic District School Board of Eastern Ontario  
<https://www.cdsbeo.on.ca>  
2755 County Rd 43, Kemptville, ON – 613-258-7757

The Catholic District School Board of Eastern Ontario provides quality Catholic education to students from Junior Kindergarten to grade twelve. The school board commits to supporting each child’s unique educational needs and therefore offers a variety of programs to support and advance students’ learning.

The Catholic District School Board of Eastern Ontario offers students access to E-learning courses. This provides children and youth with the flexibility to gain credits from a virtual platform.

The French as a Second Language Program provides four main streams of French education: Core, Extended, Immersion and Grade 1-12.

The Specialist High Skills Major Program is offered at various schools within the Catholic District School Board of Eastern Ontario. It provides grade eleven and twelve students the chance to “ focus their learning on a specific economic sector while meeting the requirements to graduate from high school” (Catholic District School Board of Eastern Ontario, n.d).



High school students can participate in the Dual Credit program that allows students to take college or apprenticeship courses that will count towards high school credits at no cost. This program is similar to the Ontario Youth Apprenticeship Program, which provides an opportunity for students to begin a skilled-trade apprenticeship while still in high school.

The Department of Religious and Family Life Education is committed to providing Catholic Curriculum that implements religious education from jr. kindergarten until grade twelve.

### Carleton Place Youth Centre

<https://cpyouthcentre.org>

360 Edmund St, Carleton Place, ON – 613-257-8901

Carleton Place Youth Centre is a community-based organization that offers a safe space for youth to grow and build skills. The services are either free or low cost, and anyone between the ages of eight and eighteen living in the community can access the support. Please refer to the list below to gain more information on the organization's educational programs.

The Kidz in the Kitchen Program is an eight-week cooking workshop where children between the ages of eight and twelve can learn culinary skills, kitchen safety, the importance of healthy food choices and so much more! Within the program individuals will receive cooking instructions, weekly worksheets and at the end of the eight week each child will get a certificate of accomplishment. It is also noted that recipes can be altered if the child has any dietary allergies or restrictions. There is a cost to access this program, therefore, please refer to the website for a breakdown of the price.

### Community Living Association Lanark County

<https://www.clalanark.com>

178 Townline Road East, Carleton Place, ON – 613-257-8040

The Community Living Association of Lanark County is a charity supporting individuals with intellectual disabilities “to enable and assist them to live a quality life in their community with dignity and respect” (Community Living, n.d). This Association provides individuals with an educational support team that provides guidance and service through one's educational journey.

### Country Roads Community Health Centre

<https://www.crchc.on.ca>

4319 Cove Road at Hwy 15, Portland, ON – 613-272-3302

79 Bedford Street, Westport, ON – 613-273-9850

Country Roads Community Health Centre provides interdisciplinary primary health services with locations in Portland and Westport. Along with providing health programs, the organization offers the Childcare Training

Program, which supports the education sector. This program is available to youth who are turning twelve years old or older during the year they take the program. This course teaches individuals the Canada Safety Council Babysitting Standards. They also provide education on topics such as child development, basic first aid, nutrition and what to do in the case of an emergency. Along with that, the organization also offers a Home Alone Program for children ten years old or older. This training teaches individuals the skills needed to stay home alone and provides education on what to do in an emergency.

### Employment + Education Centre

<https://eecentre.com>

105 Strowger Blvd, Box 191, Brockville, ON – 613-498-2111

The Employment + Education Centre is a not-for-profit organization that provides over twenty programs dedicated to job-related education and assessing employment opportunities. By collaborating with both the job seeker and employer, the organization can work in partnership to facilitate career opportunities. The agency also offers job seekers access to countless resources such as the Internet, computers, fax machines and retraining information. Through educational opportunities within the organization, individuals are able to receive industry-approved certifications, such as the ones listed below.

The Hospitality Career Catalyst Program provides hands-on education and experience to prepare an individual for a career within the hospitality sector. This includes jobs within Food Services, Transportation, Accommodations, Recreation, Tour Operations, Build Your Own Business and Other Tourism Services. By enrolling in this program, an individual would also earn many industry-approved certifications such as Smart Serve, Food Safety, Service Excellence and WHMIS.

The Launch Your Career in Sales Program, provides education and training for individuals looking to start a career as a sales representative. This training opportunity consists of experience in different sales environments, such as Car Dealerships, Pharmaceuticals, Financial Services, Insurance, Advertising and Manufacturing Sales. Individuals will also participate in quality education surrounding the sales process and the development of communication skills.

### Language Express

<https://healthunit.org/health-information/language-express/>

100 Strowger Blvd #103, Brockville, ON – 613-283-2742

Language Express Preschool Speech & Language Services System of Lanark, Leeds and Grenville provides free language services to children from birth until the end of junior kindergarten. Along with the direct delivery of the speech, language and communication programs, the organization offers parent/caregiver education. These education programs are individualized to the families' needs and surround how to support a child with communication difficulties. For more information about this program, please reach out to the organization.

St. James Catholic Education Centre

<https://coned.cdsbeo.on.ca>

5 Catherine St, Smiths Falls, ON – 613-284-2613

St. James Catholic Education Centre offers a variety of continuing education and alternative education programs through the Catholic District School Board of Eastern Ontario. The school commits to supporting each individual's unique learning needs and therefore offers a variety of programs to support and advance students' learning.

St. James Catholic Education Centre hosts the Turning Points Program, which provides alternative education to students between grades seven and twelve who require a small and specialized learning experience. This program offers a “special education teacher, an Itinerant Alternative Behavioral Learning Environment (ABLE) worker, a behavioural health consultant, and 2 educational assistants” (St. James Catholic Education Centre, n.d).

The ABLE Program provides an alternative to short-term suspensions by supporting students between grades seven and twelve within the Catholic District School Board of Eastern Ontario.

Through the Catholic District School Board of Eastern Ontario students gain access to E-learning courses. This provides individuals with the flexibility to earn credits from a virtual platform.

The School offers Prior Learning Assessment and Recognition (PLAR) for mature students who are choosing to go back to school and complete their Ontario Secondary School Diploma. The PLAR assessment is a tool that can grant students credits based on their prior learning and personal experiences. This program takes into consideration the life-skills an individual has developed and how those can be compared to course material. To be eligible for this program, one must be over the age of eighteen by December 31st of the calendar year, working towards their Ontario Secondary School Diploma and out of school for at least one year.

Through St. James Catholic Education Centre, the Catholic District School Board of Eastern Ontario offers a five-month Personal Support Worker Program. This diploma program is offered twice a year and teaches students the skills and training required to meet the Ministry of Colleges and Universities standards. This unique learning experience incorporates in-class learning, supervised clinical experience and co-op opportunities. Along with that, individuals who are working towards their Ontario Secondary School Diploma are able to gain six senior credits. For more information on the program, please refer to the organization's website.

Through the Catholic District School Board of Eastern Ontario students can take part in the Dual Credit program that allows students to take college or apprenticeship courses that will count towards high school credits at no cost. This program is similar to the Ontario Youth Apprenticeship Program, which provides an opportunity for students to begin a skilled-trade apprenticeship while still in school. Similarly, the Evening Co-operative Education program provides students with the opportunity to gain school credits through a combination of

classroom learning and work placements. Students will receive pre-employment training and regularly scheduled learning through this educational opportunity.

### The Table Community Food Centre

<http://thetablecfc.org>

190 Gore St E, Perth, ON – [613-267-6428](tel:613-267-6428)

The Table Community Food Centre is a community-based organization that supports access to nutrition and education around healthy living. Its mission is to foster a healthier and more connected community. With that being said, the organization offers a number of services and programs surrounding educating the community about healthy eating.

The FoodFit Program is a twelve-week service for community members who are seeking change to their health and have a limited budget. This program combines group exercise, hands-on cooking, learning recipes and much more!

In partnership with local Youth Centres (YAK - Perth, WAK - Smiths Falls, LHYC - Lanark), the organization offers The Youth Centre Food Skills Program, which is a bi-weekly food and cooking education session for youth in the community. This program is for individuals between the ages of ten and eighteen and will learn about meal planning, budgeting, where food comes from and how it is prepared. Along with that, each centre will teach the youth skills they need in order to prepare and share a meal.

The Community Action Training is an eight-week virtual training opportunity where individuals come together to learn about social change and how to advocate for oneself and others. Anyone is welcome to take part in the training; however, priority is given to low-income community members and those with limited experience in advocacy.

### Upper Canada District School Board

<https://www.ucdsb.on.ca>

225 Central Ave W, Brockville, ON – 613-342-0371

The Upper Canada District School Board provides quality education to students from Junior Kindergarten to grade twelve. The school board commits to supporting each child's unique educational abilities and offers various programs to support and advance students' learning.

Students in grades eleven and twelve can participate in a cooperative education program where they can gain school credits through unpaid work placements.

High school students are able to take part in the Dual Credit program that allows students to take college or apprenticeship courses that will count towards high school credits. This program is similar to the Ontario Youth Apprenticeship Program, which provides an opportunity for students to begin a skilled-trade apprenticeship

while still in high school.

The Upper Canada District School Board created an E-learning program where high school students can access specific classes online. The School Board also offers a French Program where students have the choice of enrolling in core French or French immersion. There is a range of different Summer Learning Options, where students can gain credits and improve marks throughout the summer months.

Due to the fact that the school board commits to supporting each student in their learning journey, they offer an English as a Second Language Program, which helps students meet curriculum expectations while they learn English.



## Domain 7 – Identity

In the early years of adolescence, youth begin to explore their developing identities as they seek new experiences and independence. Identity refers to one's sense of who they are as an individual and how they define their values, beliefs and connection to the world (Watson, 2019). Erik Erikson developed one of the most influential theories on development in the mid-1900s. He believes that identity development is a key process for teens and that a failure to establish identity leads to social role confusion and a weak sense of self later in life (Watson, 2019). Although adolescents do have some control over the development of their identity, many environmental factors affect how they see themselves, such as their family, school, peers, culture and life experiences (Tsang et al., 2012). Therefore, it is recommended that youth interact with a wide range of people, organizations and activities to have a clear understanding of who they are as a person.

As adolescents move through different stages of development, they take on new roles and responsibilities that ultimately shape their identity (Pei et al., 2019). Individuals with FASD require the same support during this transitional time in their lives. Finding one's identity and developing a sense of self can be a difficult time in some teenagers' lives. Therefore, it is important that adolescents have access to trusted adults that they feel comfortable turning to and being supported by.

While on the topic of identity, it is also essential to discuss how social stigmatization relating to FASD can have a rippling effect and potentially significantly damage one's developing identity. Stigmatization is a social construct where a "person or a group of people are considered as less acceptable due to a specific trait or behaviour" (Alcohol and Drug Foundation, n.d).

Unfortunately, individuals with FASD are often stigmatized due to behaviours, diagnosis and other traits viewed as different (Morrison et al., 2019). Due to stigma and discrimination, individuals often report feeling shame regarding their disability as well as both internal and external pressure to be someone they are not (Morrison et al., 2019). Research has also found that social stigmatization and negative stereotypes can have harmful impacts on one's developing identity (Quinn & Earnshaw, 2013). Therefore, negative attitudes and beliefs relating to their diagnosis can harmfully shape a youth's self-identity.

Although there is limited research that has been done to explore how identity development differs for

youth with FASD, it is assumed that all adolescents undergo a similar process (Pei et al., 2019). However, cognitive abilities may lead to challenges when developing a sense of self (Erb, 2015). This means that individuals with FASD might experience more difficulty discovering their identity. According to Dr. McLeod, consequences can arise when an individual is unsuccessful at navigating this stage in life (2018). These difficulties can include uncertainty in who they are and challenges in connecting with others (Erb, 2015). Therefore, ongoing support, guidance and accommodations are required to help a person with FASD develop their sense of identity (Pei et al., 2019). With that being said, it is essential that caregivers, educators and service providers understand the importance of developing one's sense of self and are accommodating to the fact that individuals with FASD may experience more challenges relating to this stage of life.

### Big Brothers Big Sisters of Lanark County

<http://www.bigbrothersbigsisterslanark.ca>

18 William St E, Smiths Falls, ON – 613- 283-0570

Big Brothers Big Sisters of Lanark County is a mentoring organization that connects children and youth with adult mentors in a one-on-one or group setting. Mentors will be paired based on similar interests and are supported by an experienced caseworker. The one-on-one mentorship opportunities offer children and youth access to a caring adult from whom they can seek support and guidance. Along with that, the many group programs Big Brothers Big Sisters of Lanark County offers encourages positive development of an individual's identity by providing a safe space and opportunities to engage with other youth of the same age. Please refer to the information below to gain a better understanding of these group programs.

Go Girls! is a group mentoring program for young females between the age of twelve and fourteen. This program promotes the development of positive self-image, self-esteem, communication skills, physical activity and healthy eating.

The Resiliency Program is a group mentoring opportunity that addresses topics of “resilience, self-reflection, mindfulness, conflict resolution and empathy” (Big Brothers Big Sisters of Lanark County, n.d). This program is for individuals in grades four to eight who want to gain a better sense of self-awareness.

Game On! Is a group mentoring program for young men and addresses topics such as “non-traditional physical activities, complemented with healthy eating support, participants are engaged in life skills, communication, and emotional health discussions” (Big Brothers Big Sisters of Lanark County, n.d). This program consists of seven sessions designed to engage individuals in healthy lifestyles.

The Canadian Tire Jumpstart After School Program provides children and youth access to supportive and caring adults who can offer mentorship and encouragement towards a healthy lifestyle. Individuals can access engaging physical activities, self-esteem building opportunities and tools to promote positive mental health within this program.

### Carleton Place Youth Centre

<https://cpyouthcentre.org>

360 Edmund St, Carleton Place, ON – 613-257-8901

Carleton Place Youth Centre is a community-based organization that offers a safe space for youth to grow and build skills. The services are either free or low cost, and anyone between the ages of eight and eighteen living in the community can access the support. Please refer to the list below to learn more about the identity supports within this organization.

The Carleton Place Youth Centre also hosts after school drop-in sessions, where youth between the age of ten and eighteen can socialize with other youth, play games and develop a sense of identity. This inclusive



environment offers trusting adults, any needed accommodations and access to ongoing support and guidance.

The organization offers Summer Camp during the July and August months for individuals between the age of eight and fourteen. Along with that, the organization provides daily programming for PA Day's, Winter Break and March Break. These camp and programmed days allow individuals to interact with other children their age and promote identity development by offering a supportive environment with trusting adults, positive learning opportunities and any needed accommodations. There is a cost to access these programs, so please refer to the website for a breakdown of the price.

The organization also offers a Leadership Summer Camp for individuals between the age of thirteen and eighteen who are looking to gain experience working with children. This opportunity allows youth the chance to try out a new career or add something to their resume. This program is half days for one week and teaches knowledge and skills needed when working with children in a camp setting. There is a cost to access this program, so please refer to the website for a breakdown of the price.

The Kidz in the Kitchen Program is an eight-week cooking workshop where children between the ages of eight and twelve can learn culinary skills, kitchen safety, the importance of healthy food choices and so much more! Within the program individuals will receive cooking instructions, weekly worksheets and at the end of the eight week each child will get a certificate of accomplishment. It is also noted that recipes can be altered if the child has any dietary allergies or restrictions. There is a cost to access this program, so please refer to the website for a breakdown of the price.

#### Catholic District School Board of Eastern Ontario

<https://www.cdsbeo.on.ca>

2755 County Rd 43, Kemptville, ON – 613-258-7757

The Catholic District School Board of Eastern Ontario provides quality Catholic education to students from Junior Kindergarten to grade twelve. The school board commits to supporting each child's unique educational needs and therefore offers a variety of programs to support and advance students' learning. Along with that, many services within the school system support the development of a positive sense of identity. Students have direct access to countless professional, caring adults who are able to provide guidance and any needed accommodations within the daily school setting. In addition, the school community and fellow students offer individuals different environments where they can feel a sense of recognition and value.

Education systems also provide students access to a wide range of learning topics and extra-curricular opportunities. This allows individuals to develop a sense of what they are interested in, who they are.

#### Children's Mental Health of Leeds and Grenville

<https://www.cmhlq.ca>

779 Chelsea St, Suite BU, Brockville, ON – 613-498-4844

10 Perth Street, Elgin, ON – 800-809-2494

215 Stone Street South, Gananoque, ON – 613-382-5047  
79 Shearer Street, Kemptville, ON – 613-258-1959

Children's Mental Health of Leeds and Grenville provides mental health services to children, youth and their families. Children under the age of twelve must be referred by an individual such as a parent, physician or teacher. However, children between the ages of twelve and eighteen can self-refer to access the programs. The organization offers accessible therapy and counselling services that can be delivered in person at their agency, in-home, at school or virtually. One's mental health is closely related to a sense of identity and self-esteem. Therefore, the programs below not only support positive mental health but also encourage identity development.

The Brief Services Program provides the completion of an initial intake and a maximum of five sessions. If the individual wishes to continue counselling services after five sessions, they will be moved to one of the other two programs. The Counselling Therapy Program offers three to six months of individualized psychotherapy for an individual or family. The Intensive Services Program is designed for individuals who require counselling multiple times a week and is typically used for six months at a time.

#### Community Living Association Lanark County

<https://www.clalanark.com>

178 Townline Road East, Carleton Place, ON – 613-257-8040

The Community Living Association of Lanark County is a charity supporting individuals with intellectual disabilities “to enable and assist them to live a quality life in their community with dignity and respect” (Community Living, n.d). This Association provides multiple programs that support the positive development of an individual's identity. Through offering a positive and encouraging environment with caring adults. Please refer to the information below to learn about the programs this organization offers.

The Community Living Association of Lanark offers volunteering opportunities within the community that can assist a person in developing a sense of oneself and a chance to share their time with others. Along with that, the Association also offers opportunities for individuals to participate in recreational opportunities and community-based sports leagues. The Community Service team seeks individuals to connect with others through a mentorship opportunity; within this role, an individual would be paired with someone of similar interests to encourage positive identity development.

#### ConnectWell Community Health

<https://connectwell.ca>

207 Robertson Drive, Lanark, ON – 613-259-2182  
30 Bennett Street, Carleton Place, ON – 613-257-7121

ConnectWell Community Health is a community-based primary health provider which offers many programs and services surrounding physical health and education on healthy living. The organization also provides programming that supports an individual's development of identity. Please refer to the information below to

learn more about what the organization offers.

The Adult Day Program provides individuals with “life skills training, employment/volunteer placements, social skill development as well as recreational based activities” (ConnectWell Community Living, n.d). In addition, specific life-skills programming can be implemented throughout the day, such as cooking, housekeeping and personal hygiene. This program encourages identity development by promoting independence, offering opportunities to explore interests and consistent access to supportive and caring adults.

#### Country Roads Community Health Centre

<https://www.crchc.on.ca>

4319 Cove Road at Hwy 15, Portland, ON – 613-272-3302

79 Bedford Street, Westport, ON – 613-273-9850

Country Roads Community Health Centre provides interdisciplinary primary health services with a location in Portland and Westport. Along with providing health programs, the organization offers a weekly Move It After School Program at four area schools for students in grades three to six. This program promotes “literacy, skill development, social skills, healthy eating and an active lifestyle” (County Roads Community Health Centre, n.d). Along with the students attending the program, the organization offers leadership and mentorship training opportunities for youth wanting to volunteer. This program promotes identity development by providing a supportive environment with trusting adults, positive learning opportunities and any needed accommodations.

#### Developmental Services of Leeds and Grenville

<https://developmentalservices.com>

61 King St E, Brockville, ON – 613-345-1290

Developmental Services of Leeds and Grenville (DSLGS) is a non-profit social service agency that provides clinical and family support to children and adults experiencing developmental disabilities. Children at risk of developing a disability are eligible to be supported by the agency until the age of seven years old. This organization assists individuals who have a confirmed diagnosis of FASD, or those who are suspected of having FASD and meet the organization's functioning threshold based on an assessment.

One's mental health is closely related to a sense of identity and self-esteem. Therefore, the organization's Child and Family Supports program, Specialized Services, as well as the Youth and Adult Supports service encourage not only positive mental health but also identity development.

The Teaching Respite service offers weekend respite where an adolescent or young adult can prepare for independent living in a safe and supportive environment. This gives individuals an opportunity to seek more independence, develop a sense of who they are and access to caring adults and any needed accommodations.

In addition, DSLGS offers Children's Summer Day Camp and Young Adult Summer Groups, which offer inclusive and encouraging opportunities for personal growth. Through engagement with peers and the organization's

staff, these programs promote the development of identity through various organized activities and social settings. For more information on any of these services, please refer to the organization's website.

### Family and Children's Services of Lanark, Leeds and Grenville

<https://fcsllg.ca>

438 Laurier Blvd, Brockville, ON

123 Patterson Cres, Carleton Place, ON 8 Herriott Street, Perth, ON

385 Highway 29, Smiths Falls, ON

613-498-2100

Family and Children's Services of Lanark, Leeds and Grenville (FCSLLG) is a non-profit organization that ensures the safety and wellbeing of all children under the age of eighteen. The organization also provides support to families and takes the needed steps to guarantee each child is being protected and treated with respect. Their work is done under the Ontario Child and Family Services Act, which by law requires the agency to investigate accusations of abuse or neglect of a child. The positive development of child and youth identity is promoted through all direct services the organization offers. This includes access to a supportive and caring adult, a safe space to be who they are and obtain any needed accommodations.

### Lanark County Developmental Support Services Program

<https://www.lanarkcounty.ca/en/family-and-social-services/adults-with-developmental-disabilities.aspx>

99 Christie Lake Road, Perth, ON

Unit 43 - 33 Lansdowne Ave, Carleton Place, ON

Unit 4 - 52 Abbott Street North, Smiths Falls, ON 613-267-4200 ext. 2140

The Lanark County Developmental Support Services Program provides services to individuals who are eighteen or older and living independently or moving towards independence. To be eligible for this support, one must be diagnosed or suspected of having a developmental disability and are not currently receiving significant social support. A caseworker individualizes these services to the person's needs and can include assistance with "accommodations, budget counselling, short-term emotional support or advocacy" (Lanark County, n.d). This Lanark County Program encourages identity development by promoting independence and offering supportive and caring adults.

### Lanark Highlands Youth Centre

<https://lanarkyouthcentre.wixsite.com/lhyci>

61 Princess Street, Lanark, ON – 613-259-2012

Lanark Highlands Youth Centre is a rural non-profit organization that engages young people between ten and eighteen through regularly programmed activities and events. This youth centre promotes positive identity development by offering access to caring and supportive adults, a safe space, as well as a variety of activities that encourage the youth to explore their interests. Lanark Highlands Youth Centre offers an After School Program that provides engagement in sports, recreation and overall wellness. Along with that, the organization offers a range of monthly programs that may include STEM, art and cooking. For more information about the

organization or the programs they offer, please refer to their website.

### Open Doors for Lanark Children and Youth

<https://www.opendoors.on.ca>

40 Sunset Blvd - Suite 123, Perth, ON – 613-264-1415

88 Cornelia Street West - Unit A1, Smiths Falls, ON – 613-283-8260

130 Lansdowne Avenue - Unit 10, Carleton Place, ON – 613-257-8260

Open Doors for Lanark Children and Youth is an accredited mental health centre that delivers services to Lanark County residents. Anyone under the age of eighteen is eligible to access the programs this agency provides. The organization has offices in Perth, Smiths Falls and Carleton Place which offer various services that support children and youth in their journey to develop a sense of identity. One's mental health is closely related to a sense of identity and self-esteem. Therefore, the programs listed below both, support positive mental health and encourage identity development.

The organization also offers Single Talk-In Sessions where an individual under the age of eighteen can access mental health support virtually. This service is also available for parents seeking help regarding their children.

Counselling Programs are also available for individuals who would like to be paired with a professional counsellor and receive regular services. This program usually involves children and their families working together to support the child's health and well-being.

The Peer to Peer Support Group is a drop-in youth group that provides individuals with an opportunity to talk about mental health in a non-therapeutic environment. With guidance from facilitators, youth can access the safe space to support and engage with each other. This group is for individuals between the age of thirteen and eighteen and offers an encouraging environment for individuals to continue developing identity.

Lanark Youth Making a Difference is a youth engagement group designed to bring together individuals between the age of fourteen and twenty-one who want to make a difference in the community and promote an inclusive environment. This group focused on social change through projects involving awareness of mental health, mental wellness, positive coping initiatives and more. This program encourages identity development by offering an opportunity for youth to explore interests and learn more about themselves.

### Queer Connection Lanark County

<https://www.queerconnectionlanark.ca> [qclanark@gmail.com](mailto:qclanark@gmail.com)

Queer Connections Lanark County is a community-based organization that aims to increase the visibility of the LGBTQ2+ community. This organization offers programming which supports the identity sector by providing individuals with a safe space to explore who they are and how they identify themselves. Queer Connections Lanark County delivers workshops and presentations for teachers, schools and youth centres, with the purpose of continuing to educate the community on gender and orientation. Along with that, the organization has scheduled events where the community can gather together to support and celebrate each other. All of these programs provide access to encouraging adults, a safe space and promote the development of a positive sense of identity.

### Rural FASD Support Network

<https://ruralfasd.ca> • [ruralfasd@gmail.com](mailto:ruralfasd@gmail.com)

Rural FASD Support Network is a volunteer-based non-profit organization that supports caregivers and individuals in rural areas of Eastern Ontario living with FASD. By utilizing lived experiences and the expertise of peers, families and professionals, the organization aims to help others navigate the barriers one may face when living with FASD. This community support network offers services that encourage and can assist in developing a positive sense of identity.

The Peer Mentoring Program helps support young individuals living with FASD in the community. Through these groups, youth can access positive role models and have conversations relating to social dynamics, internet safety and wellness. The Peer Mentorship Program supports identity development by offering individuals access to caring adults who can provide guidance and any needed support.

The After School Programming is a weekly online club for youth aged ten to eighteen and is run by the Beckwith Tech Camp. This weekly programming focused on “learning computer programming, virtual presenting and graphic design” (Rural FASD Support Network, n.d). This club provides youth with the opportunity to explore interests and a safe space to develop a sense of individual identity.

The Childcare and Recreation Program engages an individual's sense of identity through organized community events such as “overnight camping, going to hockey games, BBQ’s and pool parties, charity softball games and visits from Santa Claus” (Rural FASD Support Network, n.d). This program offers opportunities for youth to develop a sense of belonging by engaging with others their own age and caring adults.

### St. James Catholic Education Centre

<https://coned.cdsbeo.on.ca>

5 Catherine St, Smiths Falls, ON – 613-284-2613

St. James Catholic Education Centre offers a variety of continuing education and alternative education programs through the Catholic District School Board of Eastern Ontario. The school commits to supporting each individual's unique learning needs and therefore offers a variety of programs to support and advance students' learning. Along with that, many services within the school system support the development of a positive sense of identity. Within the daily school setting, students have direct access to professional, caring adults who are able to provide guidance and any needed accommodations. Education systems also offer students access to a wide range of learning topics and extra-curricular opportunities. This allows individuals to develop a sense of what they are interested in, who they are and who they want to be.

#### Upper Canada District School Board

<https://www.ucdsb.on.ca>

225 Central Ave W, Brockville, ON – 613-342-0371

The Upper Canada District School Board provides academic programming to students from junior kindergarten to grade twelve. The school board's mission is to prepare each child for a successful life by supporting their unique learning needs. Many elements of the educational system support the development of a positive sense of identity. For example, The Upper Canada District School Board provides students access to professional, caring adults who are able to provide guidance and any needed accommodations. Along with that, the school community and fellow students offer individuals different environments to feel recognized and valued. Education systems also provide a wide range of learning topics and extra-curricular opportunities. This allows individuals to develop a sense of what they are interested in, who they are and who they want to be.

The Upper Canada District School Board committed itself to providing equity and inclusion to all students. This includes equitable access to resources, services, programs and workers, all of which continue to support the development of an individual's positive identity.

#### Youth Habilitation Quinte Inc.

<https://www.youthab.ca>

210A Front Street, Belleville, ON – 613-969-0830

Youth Habilitation Quinte Inc., also known as Youthab, is a community-based non-profit organization that supports transitional aged youth in the mental health field. The organization is based out of Quinte-West but offers case management working within the Lanark, Leeds and Grenville area. The role of these transitional workers is to assist youth between the age of nineteen and twenty-four who are aging out of children's mental health programs and entering adult mental health services. This organization encourages the development of a positive identity by providing access to supportive adult relationships with workers who genuinely want to help the individual succeed and reach their full potential.





## Domain 8 – Community Engagement

Being a part of a community can provide individuals with the sense of contributing to something bigger than just themselves. Along with that, it offers opportunities to meet unique people, create new interests and develop a feeling of belonging. The desire to connect with others and be a member of a community is embedded in human evolutionary history. As it provides a collective mindset that by working together, people can influence change within their environments and each other (Chavis & Lee, 2015). Therefore, also offering a sense of trust and safety within the social connection.

Recently, significant research has proven a key association between having a positive sense of community engagement and one's overall physical and psychological well-being (Gilbert, 2019; Bowe et al., 2021; Michalski et al., 2020). Meaning, there are both physical and mental benefits to being a part of a community and having an inclusive sense of belonging. It is important to note that someone can be a part of many different communities, as they are a social construct and greatly vary in structure and membership. It is also essential to understand that someone can be a part of many diverse communities yet still never feel like they truly belong.

Thus, “being surrounded by other human beings doesn’t guarantee a sense of belonging. Belonging actually has to do with identification as a member of a group” (Brower, 2021). To reiterate, that feeling of security and acceptance is a vital component of the engagement piece that further develops one’s sense of community.

In relation to FASD, having a positive sense of belonging within a community can act as a protective factor against secondary risks associated with the neurodevelopmental disorder.

However, physically going to a community event is not enough to create a sense of engagement; Pei et al.,



notes that individuals with FASD must experience opportunities to socially integrate into the general community in order to foster engagement (2019). It is also highly encouraged that individuals with FASD develop their own communities through interaction with others who have FASD (Pei et al., 2019). Doing so will contribute to a sense of belonging and overall inclusion.

Since feeling like a part of a community is based on an individual's perception, there is no definitive way to develop this level of engagement. However, research has noted that for individuals with FASD, it is recommended that community engagement is facilitated by promoting self-chosen activities, emphasizing opportunities for the individual to contribute and ensure psychological safety through the entirety of the outing (Pei et al., 2019). It is also important to note that caregiver support through the engagement can benefit an individual with FASD who is attempting to integrate into the community (Pei et al., 2019). Overall, just like any individual, those with FASD desire to be part of a community and feel a sense of belonging to something bigger than themselves.

### Big Brothers Big Sisters of Lanark County

<http://www.bigbrothersbigsisterslanark.ca>

18 William St E, Smiths Falls, ON – 613- 283-0570

Big Brothers Big Sisters of Lanark County is a mentoring organization that connects children and youth with adult mentors in a one-on-one or group setting. Mentors will be paired based on similar interests and are supported by an experienced caseworker. The one-on-one mentorship opportunities offer children and youth access to a caring adult whom they can seek support and guidance from. Along with that, Big Brothers Big Sisters of Lanark County encourages engagement with the community through The Canadian Tire Jumpstart After School Program.

This support is designed to provide children and youth access to supportive and caring adults who can offer mentorship and encouragement towards a healthy lifestyle. It also offers opportunities to engage with the community, build self-esteem and promote positive mental health.

### Carleton Place Youth Centre

<https://cpyouthcentre.org>

360 Edmund St, Carleton Place, ON – 613-257-8901

Carleton Place Youth Centre is a community-based organization that offers a safe space for youth to grow and build skills. The services are either free or low cost, and anyone between the ages of eight and eighteen living in the community can access the support. The after-school drop-in sessions offer youth between the age of ten and eighteen opportunities to socialize with others their age, play games and build a sense of belonging within the community. This inclusive environment offers trusting adults, any needed accommodations and access to ongoing support and guidance.

### Community Living Association Lanark County

<https://www.clalanark.com>

178 Townline Road East, Carleton Place, ON – 613-257-8040

The Community Living Association of Lanark County is a charity supporting individuals with intellectual disabilities “to enable and assist them to live a quality life in their community with dignity and respect” (Community Living, n.d). The Community Living Association of Lanark offers volunteering opportunities that can assist a person in developing a sense of belonging and further engagement with the community.

### Country Roads Community Health Centre

<https://www.crhc.on.ca>

4319 Cove Road at Hwy 15, Portland, ON – 613-272-3302

79 Bedford Street, Westport, ON – 613-273-9850

Country Roads Community Health Centre provides interdisciplinary primary health services with a location in Portland and Westport. Along with providing health programs, the organization offers a weekly Move It After School Program at four area schools for students in grades three to six. This program promotes “literacy, skill

development, social skills, healthy eating and an active lifestyle” (County Roads Community Health Centre, n.d). Therefore, creating opportunities for students to build a sense of community and engage with others. The organization also offers leadership and mentorship training for youth wanting to volunteer within the weekly Move It After School Program. This again promotes the opportunity to engage further with the community and develop a sense of belonging. Both the Move It After School Program and the volunteer opportunity offer a supportive environment with trusting adults and any needed accommodations.

#### Developmental Services of Leeds and Grenville

<https://developmentalservices.com>

61 King St E, Brockville, ON – 613-345-1290

Developmental Services of Leeds and Grenville (DSLGS) is a non-profit social service agency that provides clinical and family support services to children and adults experiencing developmental disabilities. Children at risk of developing a disability are eligible to be supported by the agency until the age of seven years old. This organization provides programming to individuals who have a confirmed diagnosis of FASD or those suspected of having FASD and meet the organization's functioning threshold based on an assessment. The Community Participation Supports program provides adults living with a developmental or intellectual disability access to community outings and recreational activities. Through this program, individuals can build relationships with others, as well as support and engage with the community.

#### Lanark Highlands Youth Centre

<https://lanarkyouthcentre.wixsite.com/lhyci>

61 Princess Street, Lanark, ON – 613-259-2012

Lanark Highlands Youth Centre is a rural non-profit organization that engages young people between the ages of ten and eighteen through regularly programmed activities and events. This youth centre promotes community engagement by offering a safe, inclusive safe for children and youth to connect and develop a sense of belonging. Lanark Highlands Youth Centre hosts an After School Program that provides engagement in sports, recreation and overall wellness. Along with that, the organization offers a range of monthly programs that may include STEM, art and cooking. For more information about the organization or the programs they offer, please refer to their website.

#### Open Doors for Lanark Children and Youth

<https://www.opendoors.on.ca>

40 Sunset Blvd - Suite 123, Perth, ON – 613-264-1415

88 Cornelia Street West - Unit A1, Smiths Falls, ON – 613-283-8260

130 Lansdowne Avenue - Unit 10, Carleton Place, ON – 613-257-8260

Open Doors for Lanark Children and Youth is an accredited mental health centre which delivers services to Lanark County residents. Anyone under the age of eighteen can access the services this agency provides. The organization has offices in Perth, Smiths Falls and Carleton Place which offer a variety of programs that support children and youth mental health and regulation. Along with that, the organization delivers two community

engagement programs through their Carleton Place location.

The Peer to Peer Support Group is a drop-in youth group that provides individuals with an opportunity to talk about mental health in a non-therapeutic environment. With support from facilitators, youth can access the safe space to support and engage with each other. This group is for individuals between the ages of thirteen and eighteen and offers an encouraging environment for individuals to connect with others and build a sense of community.

Lanark Youth Making a Difference is a youth engagement group designed to bring together individuals between the age of fourteen and twenty-one who want to make a difference in the community and promote an inclusive environment. By providing youth with a platform to advocate, they can focus on the social change they wish to see within their community. This program encourages community engagement by offering a safe, inclusive environment for youth to connect and work towards building the community they wish to see.

#### Queer Connection Lanark County

<https://www.queerconnectionlanark.ca> • [qclanark@gmail.com](mailto:qclanark@gmail.com)

Queer Connections Lanark County is a community-based organization that aims to increase the visibility of the LGBTQ2+ community. This organization offers programming which supports the community engagement sector by providing individuals with a safe space to explore who they are and build a sense of belonging. Queer Connections Lanark County delivers workshops and presentations for teachers, schools and youth centres to educate the community on gender and orientation. Along with that, the organization has scheduled events where the community can gather together to support and celebrate each other. All of the programs provide access to encouraging adults, a safe space, promote the development of a positive sense of identity and create opportunities to both build and give back to the community.

#### Rural FASD Support Network

<https://ruralfasd.ca> • [ruralfasd@gmail.com](mailto:ruralfasd@gmail.com)

Rural FASD Support Network is a volunteer-based non-profit organization that supports caregivers and individuals in rural areas of Eastern Ontario living with FASD. By utilizing lived experiences and the expertise of peers, families and professions, the organization aims to help others navigate the barriers one may face when living with FASD. This organization offers many programs that support individuals as they further engage with their community and build a sense of belonging. Refer to the list below to gain more information about these specific services.

The After School Programming is a weekly online club for youth aged ten to eighteen and is run by the Beckwith Tech Camp. This weekly programming focused on “learning computer programming, virtual presenting and graphic design” (Rural FASD Support Network, n.d). The club also has provided training to multiple service

organizations, churches and 4H clubs, which offers children and youth an opportunity to give back to their community and further develop a sense of belonging.

The Childcare and Recreation Program engages an individual's sense of belonging and integration into their community through organized events such as “overnight camping, going to hockey games, BBQ’s and pool parties, charity softball games and visits from Santa Claus” (Rural FASD Support Network, n.d). This program offers opportunities for children and youth to feel connected and as vital contributing members of a community group.

#### The Table Community Food Centre

<http://thetablecfc.org>

190 Gore St E, Perth, ON – [613-267-6428](tel:613-267-6428)

The Table Community Food Centre’s mission is to foster a healthier and more connected community. The organization offers a number of services surrounding healthy living and nutrition. However, they also provide support and programming that can further engage an individual with their community and opportunities for social integration.

The Table Community Food Centre connects people with their community through the Community Gardens Program. Within this service, individuals are able to volunteer with the organization, meet new people, gain gardening skills and give back to their community. Through this volunteer program, volunteers will learn how to tend the gardens and harvest vegetables to be used in the organization’s Good Food Bank, Community Meals and Community Kitchen services. If interested in gaining more information or volunteering within this program, please refer to the agency’s website.



## Domain 9 – Adaptive Skills

Adaptive skills refer to practical, daily skills that one needs in order to adapt and function independently to meet the increased demands of one's environment (Kable et al., 2016). These daily skills are essential for healthy emotional, behavioural and social functioning. More specifically, adaptive skills can be categorized into three domains; conceptual, social and practical skills (Pei et al., 2019). Conceptual adaptive skills include knowing how to read and write, using fluent language, understanding the concept of money and using mathematics (Gusmão, 2019). Secondly, social adaptive skills can be understood as the capacity to create and maintain relationships with others, understand social cues, relate to others and verbal and non-verbal communication (Gusmão, 2019). Lastly, practical adaptive skills refer to daily living activities such as grooming and other forms of personal care and preparing meals (Pei et al., 2019). As known, FASD can be displayed very differently in each individual; however, this neurodevelopmental disorder may limit adaptive functioning behaviour in one or all of these areas.

Adaptive skills are typically learned as an individual matures and engages in new experiences. An individual must have these skills in order to meet society's demands and seek further opportunities, such as post-secondary education, employment and living independently. Many individuals with FASD experience deficits in developing adaptive skills due to the primary effects of prenatal alcohol exposure. As a child continues to grow up they are met with new social expectations for independent adaptive functioning. Individuals with FASD can experience negative self-esteem and frustration due to an inability to meet the same societal demands as their peers (University of Alberta Educational Psychology, n.d). Research does note that these frustrations a youth might face could create negative implications for their social functioning and mental health (Canada FASD Research Network, n.d). Therefore, it is recommended that individuals with FASD who experience difficulties relating to their adaptive skill development seek interventions to strengthen specific areas.

As it has been stated, many of these skills are essential in order to function independently in society. Furthermore, findings have shown that to promote adaptive skill development in children with FASD, they should experience higher levels of support and supervision when compared to neurotypical children of the same age (Jirikowic, 2008). From a service provider standpoint, they must consider how the child, family and other environmental factors interact in order to implement strategies, accommodations, and interventions that will

increase safety and independence within the realm of adaptive skills (Jirikowic, 2008). Therefore, clinicians and other direct service providers must have an understanding of FASD and evaluate the unique strengths and challenges each person possesses in regard to their adaptive functioning skills.

### Catholic District School Board of Eastern Ontario

<https://www.cdsbeo.on.ca>

2755 County Rd 43, Kemptville, ON – 613-258-7757

The Catholic District School Board of Eastern Ontario provides quality Catholic education to students from Junior Kindergarten to grade twelve. The school board commits to supporting each child's unique educational needs and therefore offers a variety of programs to support and advance students' learning and development of adaptive skills. The Catholic District School Board of Eastern Ontario supports children and youth as they gain conceptual adaptive skills, such as reading, writing and math. Through interaction with peers and supportive adults, there are countless opportunities to advance social adaptive skills. Please refer to the Education sector to gain information on the specific programming that can advance adaptive skills within the school setting.

### Children's Mental Health of Leeds and Grenville

<https://www.cmhlq.ca>

779 Chelsea St, Suite BU, Brockville, ON – 613-498-4844

10 Perth Street, Elgin, ON – 800-809-2494

215 Stone Street South, Gananoque, ON – 613-382-5047

79 Shearer Street, Kemptville, ON – 613-258-1959

Children's Mental Health of Leeds and Grenville provides mental health services to children, youth and their families. Children under the age of twelve must be referred by an individual such as a parent, physician or teacher. However, children between the ages of twelve and eighteen can self-refer to access the programs. The organization offers accessible therapy and counselling services that can be delivered in person at their agency, in-home, at school or virtually. All therapy and counselling services can be individualized to support the advancement of social adaptive skills through an increase of capacity for relationships, understanding social cues and communication (Pei et al., 2019). Please refer to the information below to gain a better understanding of what the organization offers:

1. Brief Services Program - Completing the intake and providing a maximum of five sessions. If five sessions are not enough, the individual will be moved to one of the other two programs.
2. Counselling Therapy Program - offers three to six months of individualized psychotherapy. This program can be used independently or as a family.
3. Intensive Services Program - This service is for individuals who require counselling multiple times a week and is typically used for six months at a time.

### Community Living Association Lanark County

<https://www.clalanark.com>

178 Townline Road East, Carleton Place, ON – 613-257-8040

The Community Living Association of Lanark County is a charity supporting individuals with intellectual disabilities "to enable and assist them to live a quality life in their community with dignity and respect" (Community Living, n.d). This Association provides many opportunities for individuals to further develop adaptive



skills in all three sub-categories. Please refer to the information below to learn about the programs that support adaptive skills.

The Community Living Association of Lanark offers volunteering opportunities within the community which can assist a person in developing social adaptive skills through communication and engagement with others. Along with that, the Association provides opportunities for individuals to participate in recreational opportunities and community-based sports leagues that can assist an individual in developing social adaptive skills. The Community Service team seeks individuals to connect with others through a mentorship opportunity. Within this role, an individual would be paired with someone of similar interests, which encourages the advancement in social adaptive skills.

The Community Living Association of Lanark County offers an Adult Learning program that provides individuals access to an education support team that guides and supports adults who are completing educational requirements. This program offers opportunities for the development of conceptual adaptive skills, such as reading, writing and math. Along with that, the organization offers the Enhances Skills and Competencies program, which assists individuals in enhancing educational skills that will help them reach their goals.

The Community Living Association of Lanark County provides a Supported and Enhanced Supported Independent Living program that assists an individual in developing practical adaptive skills required for living independently. In addition, the Residential Services Program offers community housing for individuals with intellectual disabilities. This program provides skill development opportunities to further advance social and practical adaptive skills through living with others and community activities.

### ConnectWell Community Health

<https://connectwell.ca>

207 Robertson Drive, Lanark, ON – 613-259-2182

30 Bennett Street, Carleton Place, ON – 613-257-7121

ConnectWell Community Health is a community-based primary health provider which offers many programs and services surrounding physical health and education on healthy living. The organization also provides many programs relating to the development of adaptive skills. Please refer to the information below to better understand what the organization offers regarding skill development.

ConnectWell Community Health employs Occupational Therapists who can help an individual with advance practical adaptive skills such as self-care. In addition, the organization offers a Speech-Language Program that provides opportunities for social adaptive skill development through communication behaviours. To access the Speech-Language Pathologists, one of the following criteria needs to be met: the individual is between zero and senior kindergarten, over the age of eighteen with a developmental disability, or diagnosed with Autism Spectrum Disorder.

The Infant and Child Development Program will assess a child's skill development in all three areas of adaptive skills. After the assessment, recommendations will be made to the parents on how to further advance and promote their child in developing new skills. Individuals can be referred to this program by a physician, community partner or self-referral.

The organization also offers an Adult Day Program which provides individuals "life skills training, employment/volunteer placements, social skill development as well as recreational based activities" (ConnectWell Community Living, n.d). In addition, specific life-skills programming can be implemented throughout the day, such as cooking, housekeeping and personal hygiene. This program promotes the advancement of social and practical adaptive skills through various offered supports.

Lastly, the organization hosts the TR Leger School's free Skills Training and Employment Preparation (STEP) Program. This program is created in partnership with the Upper Canada District School Board and is eligible to individuals nineteen and older who are looking to improve employable skills. For more information on any of these programs, please refer to the organization's website.

### Country Roads Community Health Centre

<https://www.crchc.on.ca>

4319 Cove Road at Hwy 15, Portland, ON – 613-272-3302

79 Bedford Street, Westport, ON – 613-273-9850

Country Roads Community Health Centre provides interdisciplinary primary health services with locations in Portland and Westport. Along with providing health programs, the organization offers multiple services and programming relating to adaptive skills. Please refer to the information below to better understand what the organization provides.

The Home Alone Program is a Canada Safety Council workshop for children who are ten years old or older. This practical adaptive skill-based program teaches children the tools and information needed to stay home alone without adult supervision.

The Move It After School Program provides children between grades three and six an opportunity to develop social adaptive skills through organized activities and interaction with peers. This program "promotes literacy, skill development, social skills, healthy eating, and an active lifestyle" (Country Road Community Health Centre, n.d). This service is located in four different schools and runs from October to March.

The Youth Leaders Program is a volunteer opportunity for individuals between thirteen and eighteen years old. Through this service youth can develop social adaptive skills through interaction with peers, conflict resolution, problem-solving and teamwork. Along with many development opportunities, the youth will receive training, support and mentorship through the program. For more information on any of these programs, please refer to the organization's website.

## Developmental Services of Leeds and Grenville

<https://developmentalservices.com>

61 King St E, Brockville, ON – 613-345-1290

Developmental Services of Leeds and Grenville (DSLГ) is a non-profit social service agency that provides clinical and family support services to children and adults experiencing developmental disabilities. Children at risk of developing a disability are eligible to be supported by the agency until the age of seven years old. This organization assists individuals who have a confirmed diagnosis of FASD or those suspected of having FASD and meet the organization's functioning threshold based on an assessment.

Along with many other services, the agency does offer a Foundations/Transitions program that supports young people who are transitioning out of school and into adult life. This support provides opportunities to advance the life skills required to live independently. The Teaching Respite service offers weekend respite where an adolescent or young adult can prepare for independent living in a safe and supportive environment. Both programs listed above encourage the development of practical and social adaptive skills.

In addition, DSLГ offers Children's Summer Day Camp and Young Adult Summer Groups, which offer inclusive and encouraging opportunities for personal growth. Through engagement with peers and the organization's staff, these programs promote the development of social adaptive skills. For more information on any of these services, please refer to the organization's website.

## KidsInclusive

<https://kidsinclusive.ca>

166 Brock Street, Kingston, ON – 613-544-3400 ext. 3175

KidsInclusive is one of twenty-one children's treatment centres within Ontario and hosts two FASD-workers for the Lanark, Leeds and Grenville area. The Fetal Alcohol Spectrum Disorder Workers Program supports families of children with FASD as they navigate resource systems and develop capacity within the school and community. This service supports children and youth with FASD up to the age of eighteen, or if the individual is still in secondary school, they are eligible to remain receiving services until the age of twenty-one. Through working with the FASD workers, an individual would have opportunities to advance social and practical adaptive skills that will increase their ability to meet the demands of their environment.

## Lanark County Developmental Support Services Program

<https://www.lanarkcounty.ca/en/family-and-social-services/adults-with-developmental-disabilities.aspx>

99 Christie Lake Road, Perth, ON

Unit 43 - 33 Lansdowne Ave, Carleton Place, ON

Unit 4 - 52 Abbott Street North, Smiths Falls, ON 613-267-4200 ext. 2140

The Lanark County Developmental Support Services Program provides services to individuals who are eighteen or older and living independently or moving towards independence. To be eligible for this support, one must be

diagnosed or suspected of having a developmental disability and are not currently receiving significant social support. A caseworker individualizes the services to the person's needs and can include assistance with "accommodations, budget counselling, short-term emotional support or advocacy" (Lanark County, n.d). This Lanark County Program encourages the development of social adaptive skills through individualized support and communication.

#### Lanark, Leeds and Grenville Addictions and Mental Health

<https://llgamh.ca>

25 Front Avenue, W., Suite 1, Brockville, ON – 613-342-2262

18 King Street, Delta, ON – 613-928-3460

23 Mill Street, Gananoque, ON – 613-382-4016

2671 Concession Road, Kemptville, ON – 613-258-7204

179 Elmsley Street N, Smiths Falls, ON – 613-283-7723

1652 County Road 2, Prescott, ON – 613-925-5940

Lanark, Leeds and Grenville Addictions and Mental Health (LLGAMH) provides services and programs for individuals struggling with mental health concerns or addiction. The organization offers mental health support to individuals over the age of sixteen and provides programs for addiction to a person of any age. Along with many direct services, the organization also hosts Case Managers who can assist individuals in accessing other community supports, such as housing, income and food.

The Social Recreation Team aims to "remove barriers, encourage independence and to assist clients to experience better overall health" (Lanark, Leeds and Grenville Addictions and Mental Health, n.d). This programming teaches life skills, including developing social communication, which promotes advancements in social adaptive skills.

The Vocational/Educational Programs provide opportunities to develop life skills and job readiness. These programs support the development of both social and conceptual adaptive skills. For more information on either of these adaptive skills programs, please refer to the organization's website.

#### Language Express

<https://healthunit.org/health-information/language-express/>

100 Strowger Blvd #103, Brockville, ON – 613-283-2742

Language Express Preschool Speech & Language Services System of Lanark, Leeds and Grenville provides free language services to children from birth until the end of junior kindergarten. The direct delivery of the speech, language and communication programs supports social adaptive skills development and advancement. To access the group or individual intervention programs, Language Express accepts self-referrals or referrals from outside sources, such as a physician, childcare worker or community partner.

## Open Doors for Lanark Children and Youth

<https://www.opendoors.on.ca>

40 Sunset Blvd - Suite 123, Perth, ON – 613-264-1415

88 Cornelia Street West - Unit A1, Smiths Falls, ON – 613-283-8260

130 Lansdowne Avenue - Unit 10, Carleton Place, ON – 613-257-8260

Open Doors for Lanark Children and Youth is an accredited mental health centre that delivers services to Lanark Country residents. Anyone under the age of eighteen is eligible to access the agency. The organization has offices in Perth, Smiths Falls and Carleton Place which offer various services that support children and youth mental health. All therapy and counselling services can be individualized to support the advancement of social adaptive skills through an increase of capacity for relationships, understanding social cues and communication (Pei et al., 2019). Please refer to the information below to gain a better understanding of the programs Open Doors for Lanark Children and Youth offers:

The Family Resource Team works with parents to identify and respond to unique challenges one faces when raising a child. This team is equity to work with parents and children to support positive mental health and gain coping skills.

The organization also offers Single Talk-In Sessions where an individual under the age of eighteen can access mental health support virtually. This service is also available for parents who are seeking help regarding their children.

Counselling Programs are also available for individuals who would like to be paired with a professional counsellor and receive regular services. This program usually involves children and their families working together to support the child's health and well-being.

The Early Years Program is a specialized counselling service, designed to support children and their families up to the age of seven. Using individualized services this program can assist with building social adaptive skills.

The Peer to Peer Support Group is a drop-in youth group that provides individuals between the ages of thirteen and eighteen an opportunity to talk about mental health in a non-therapeutic environment. With support from facilitators, youth can access the safe space to support each other through mental health journeys and have the potential to gain social skills along the way.

Lanark Youth Making a Difference is a youth engagement group designed to bring together individuals between the age of fourteen and twenty-one who want to make a difference in the community and promote an inclusive environment. This group focused on social change through projects involving awareness of mental health, mental wellness, positive coping initiatives and more. This program provides opportunities for youth to connect with each other, develop social functioning and leave a positive impact on the community.

## Rural FASD Support Network

<https://ruralfasd.ca> • [ruralfasd@gmail.com](mailto:ruralfasd@gmail.com)

Rural FASD Support Network is a volunteer-based non-profit organization that supports caregivers and individuals in rural areas of Eastern Ontario living with FASD. By utilizing lived experiences and the expertise of peers, families and professions, the organization aims to help others navigate the barriers one may face when living with FASD. This organization offers many different support and programs that encourage the advancement of adaptive skills.

The Peer Mentoring Program helps support young individuals living with FASD in the community. Through these groups, youth can access positive role models and have conversations relating to social dynamics, internet safety and wellness. The Peer Mentorship Program supports the development of social adaptive skills by offering individuals access to caring adults and peers who encourage communication and understanding of social cues.

The After School Programming is a weekly online club for youth aged ten to eighteen and is run by the Beckwith Tech camp. This weekly programming focused on “learning computer programming, virtual presenting and graphic design” (Rural FASD Support Network, n.d). This club provides continuous opportunities for youth to progress social and conceptual adaptive skills.

The Childcare and Recreation Program engages an individual's sense of identity through organized community events such as “overnight camping, going to hockey games, BBQ’s and pool parties, charity softball games and visits from Santa Claus” (Rural FASD Support Network, n.d). This program offers opportunities for individuals of all age to advance social adaptive skills through communication with peers and caring adults.

The Life Skills Training is a monthly workshop for youth and young adults looking to build various life skills. This program provides peer mentoring and regular access to individualized feedback while using the James Stanfield LifeSmart curriculum. The Life Skills Training allows opportunity to develop conceptual, social, and practical adaptive skills.

## St. James Catholic Education Centre

<https://coned.cdsbeo.on.ca>

5 Catherine St, Smiths Falls, ON – 613-284-2613

St. James Catholic Education Centre offers a variety of continuing education and alternative education programs through the Catholic District School Board of Eastern Ontario. The school commits to supporting each individual's unique learning needs and therefore offers a variety of programs to support and advance students' learning and the development of adaptive skills. St. James Catholic Education Centre supports individuals as they gain conceptual adaptive skills, such as reading, writing and math. There are countless opportunities to advance social adaptive skills through interaction with peers and supportive adults. Please refer to the Education sector to learn more about the specific programming that can advance adaptive skills in the school setting.

## Upper Canada District School Board

<https://www.ucdsb.on.ca>

225 Central Ave W, Brockville, ON – 613-342-0371

The Upper Canada District School Board provides quality education to students from Junior Kindergarten to grade twelve. The school board commits to supporting each child's unique educational abilities and offers a variety of programs to support and advance students' learning and the development of adaptive skills. The Upper Canada District School Board supports children and youth as they gain conceptual adaptive skills, such as reading, writing and math. Through interaction with peers and supportive adults, there are countless opportunities to advance social adaptive skills. Please refer to the Education sector to learn the specific programming that can advance adaptive skills within the school setting.

## Youth Habilitation Quinte Inc.

<https://www.youthab.ca>

210A Front Street, Belleville, ON – 613-969-0830

Youth Habilitation Quinte Inc. (Youthab) is a community-based non-profit organization that supports transitional aged youth in the mental health field. The organization is based out of Quinte-West but offers case management working within the Lanark, Leeds and Grenville area.

The role of these transitional workers is to assist youth between the age of nineteen and twenty-four who are aging out of children's mental health programs and entering adult mental health services. To be eligible for this service, the youth does need to have an existing mental health concern. In addition, the organization employs eight to ten counsellors who can assist the youth in developing social adaptive skills to meet the needs of their environment. Along with mental health, the transitional worker can aid the youth with connecting to other services, such as Ontario Works, ODSP and Housing support. To gain more information on this organization, please refer to the website.





## Domain 10 – Employment

Employment is an essential part of one's economic and social development. It can give individuals a sense of purpose and fulfillment through giving back to society on a macro level, as well as providing regular financial income, occasions to develop connections with others and opportunities to learn new skills. According to employment legislation, Ontario has unique minimum age restrictions for specific career industries (Ontario, 2022). Overall, one must be at least fourteen years old to hold most part-time jobs (Ontario, 2022). Along with that, the employment opportunity must not interfere with school hours, as stated within the Ontario Education Act (1990).

In the context of disabilities, The Ontario Human Rights Code requires employers to ensure everyone has equal access to non-discriminating employment throughout all aspects of the work process (Ontario Human Rights Commission, n.d). More specifically, The Code state “job applications, recruitment, training, transfers, promotions, apprenticeship terms, dismissal, layoffs and situations where an employee returns to work after a disability-related absence” (Ontario Human Rights Commission, n.d) must all be provided with equal opportunities and free from all forms of discrimination (Ontario Human Rights Commission, n.d). Therefore, by law, every individual, regardless of one's abilities, deserves the chance to be employed and find a career that suits their unique skills.

Like all individuals, those with FASD have their own unique strengths and challenges that can be contributed to society through employment opportunities. Moreover, employment can be seen as a protective factor against secondary risks commonly associated with FASD, such as poverty and homelessness (Makela et al., 2018). Research has shown that employers can make specific accommodations to set a person with FASD up for success. For example, it is recommended that the working environment uses a supported employment model,



which intertwines individual guidance and a strength-based approach (Pei et al., 2019). Doing so encourages individualized skill development that builds upon one's preexisting unique strengths. Along with that, persons with FASD work well with routines; therefore, employers are encouraged to go over the step-by-step career expectations and utilize visual lists whenever possible.

Moreover, one's workplace must have an understanding of the effects of FASD and how these challenges could transpire within the employment. Although every individual with FASD is different, some common areas of deficit that could impact employment include memory, attention, impulse control and challenges with social skills (Kapasi, 2018). An environment that does not have transparency and open communication can be problematic, as it creates internal and external pressure on the individual by producing expectations that may not be achievable (Green & Cook, 2016). However, with the right supports and accommodations in place, an individual with FASD can have a successful long-term career (Pei et al., 2019). In addition, some community organizations provide direct employment support and advocacy throughout one's training process. Job-coaching services can assist an individual with FASD in developing a routine, understanding the workplace's expectations and requirements and discussing any concerns or needed accommodations with an employer. Thus, individuals with FASD and employers are encouraged to utilize these supports to ensure a successful and long-lasting career.

### Community Employment Services - Algonquin College Perth Campus

<https://www.algonquincollege.com/perth-employment/contact/>

40 Sunset Blvd Suite 102, Perth – 613-267-1381 ext. 0

Algonquin College's Perth location offers a range of Community Employment Services funded by Employment Ontario, where individuals can access employment resources or the development of career goals. These services are available to all individuals regardless of age or employment statutes and the centre is located at 40 Sunset Blvd in Perth. Refer to the list below to gain more information about the specific employment services the organization offers:

- Application support - such as college, university or second career applications through Better Jobs Ontario
- One-on-one job search assistance
- Resume and cover letter building

The organization also offers over 20+ pre-recorded webinar presentations on many job-related topics. Please refer to the Workshops tab on the Community Employment Services website for a full list of these subjects. This location also provides regularly scheduled in-person workshops, which could include topics in the following areas:

- Resume and Cover letters
- Job search and interview techniques
- Re-thinking your career
- Career exploration and labour market trends
- Orientation to apprenticeships
- And much more!

The Youth Job Connections Program is a paid training opportunity to prepare individuals for the workforce. This consists of sixty hours of online classes where the participants are paid by the hour. To be eligible for this program, individuals must be between the age of fifteen and twenty-nine, not currently employed, reside within Lanark County and have access to the internet. Individuals enrolled in this specialized program will also receive comprehensive workshops, which could include the following topics:

- Resume development and cover letter writing
- Interview preparation
- Networking and references
- Workers' health and safety training
- And much more!

Please refer to the Community Employment Services website to learn more.

### Canadian Career Academy

<https://canadacareer.ca/>

92 Bridge St, Carleton Place, ON – 613-257-3237

Our Employment Resource Centre is a one-stop shop that offers a full suite of FREE employment services. We are proud of our client services and the many positive comments from the hundreds of job seekers that we help each year. We work closely with the business sector and these employers consistently recommend our services to their network. This collaboration helps everyone... both the job seeker and the employer looking to hire.”

Job Seekers: Are you unemployed? Under employed? Laid off? Looking for information related to Apprenticeships? Schooling? Training? We can help with that! Employers: Are you looking for somewhere to post your job ad? Interested in incentives such as on the job training costs? Canada-Ontario Job Grant help? We can help with that! Any unemployed or underemployed individual may use our services as well as employed individuals expecting a lay off. Students entering the workforce or that are looking for summer work are also welcome. Employers can also use our services to connect with job seekers. To learn more about the services we offer to job seekers please explore our Job Seekers section at the top of this page. To learn more about the services we offer employers please explore the Employers section above.

Our Employment Resource Centre is a one-stop shop that offers a full suite of FREE employment services under the Employment Ontario umbrella including:

- Full logistics support
- Confidential career counselling
- Workshops and seminars
- Funded training and supports
- Access to a fully equipped resource centre

The Canadian Career Academy is based in Carleton Place and serves the following communities:

- Carleton Place
- Mississippi Mills
- Beckwith Township
- Pakenham
- Ashton

### Community Living Association Lanark County

<https://www.clalanark.com>

178 Townline Road East, Carleton Place, ON – 613-257-8040

The Community Living Association of Lanark County is a charity supporting individuals with intellectual disabilities “to enable and assist them to live a quality life in their community with dignity and respect” (Community Living, n.d). This Association provides an Employment Program that supports individuals in preparing

for work through job searching and resume building services, acquiring employment, and assisting individuals with intellectual disabilities in starting their own business.

### ConnectWell Community Health

<https://connectwell.ca>

207 Robertson Drive, Lanark, ON – 613-259-2182

30 Bennett Street, Carleton Place, ON – 613-257-7121

ConnectWell Community Health is a community-based primary health provider which offers many programs and services surrounding physical health and education on healthy living. Along with that, the organization also hosts the TR Leger School's free Skills Training and Employment Preparation (STEP) Program. This program is created in partnership with the Upper Canada District School Board and is eligible to individuals nineteen and older looking to improve employable skills. For more information on this program, please refer to the organization's website.

### Employment + Education Centre

<https://eecentre.com>

105 Strowger Blvd, Box 191, Brockville, ON – 613-498-2111

The Employment + Education Centre is a not-for-profit organization funded by Employment Ontario that provides over twenty programs dedicated to job-related training and assessing employment opportunities. By collaborating with both the job seeker and employer, the organization can work in partnership to facilitate career opportunities. The agency also offers job seekers access to countless resources such as the Internet, computers, fax machines and retraining information. The Employment/Career Counselling Program offers individualized career counselling, job searching assistance, pre-employment training options, and more! Similarly, the Mentorship opportunities can increase individuals' confidence through one-on-one mentorship. The organization also offers a special mentoring opportunity for Brockville immigrants and refugees by supporting newcomers through a community setting.

The organization also offers a wide variety of employment and training-related workshops led by trained professionals. For more information about the specific workshops, please refer to their website. The CareerLabsVR is a virtual reality system where job seekers are able to experience a career right from the Employment + Education Centre.

The Youth Job Connection program offers youth between the age of fifteen and twenty-nine career-related support. This can include paid pre-employment training, paid job placements, hiring incentives for employers and mentorship services. Similarly, the Youth Job Connection Summer program provides summer, part-time and after-school job opportunities to students between the ages of fifteen and eighteen who are experiencing challenges related to securing employment. This program offers supports, such as, pre-employment training, paid job placements, hiring incentives for employers and mentorship services.

The Soft Skills Solution Program is a twenty-five to thirty-hour training that teaches skills that are desired within the current job market. This program can help the job seeker build confidence and potentially increase the chances of securing employment. In addition, the Career Specific Training options are available within the areas of: Real Estate Administration, Sales, Child Care Professional, Correction and Transportation.

In partnership with the Ontario Tourism Education Corporation, the six-week Hospitality Career Catalyst Program offers individuals hands-on experience to build practical skills within the hospitality industry. Participants within the program will earn their Smart Serve, Service Excellence, Emerit Workplace Essentials, WHMIS and Managing Safe Food Certifications.

The sixteen-session, Getting Ahead In A Just Getting By World training is directed towards people living in poverty. Professional facilitators will help individuals develop plans for financial, emotional, and social resources by exploring the impact of poverty.

The Work From Anywhere Program is a two-week online workshop to teach individuals how to work from home successfully. Following the workshop, The Employment + Education Centre provides four to six weeks of job coaching.

The Centre also provides Labour Adjustment Services for displaced workers experiencing layoffs and closures. This service assists individuals and groups with transitioning to re-employment; and can include retraining, assistance in accessing community services, career counselling and more.

Lastly, the We Are The Change Program is a combination of interactive workshops and virtual reality that provides youth with the skills and experience needed to build tiny homes. The Centre has begun engaging with construction companies, electricians, plumbers and welders to teach, show, mentor and supervise the youth throughout the process.

#### Lanark, Leeds and Grenville Addictions and Mental Health

<https://llgamh.ca>

25 Front Avenue, W., Suite 1, Brockville, ON – 613-342-2262

18 King Street, Delta, ON – 613-928-3460

23 Mill Street, Gananoque, ON – 613-382-4016

2671 Concession Road, Kemptville, ON – 613-258-7204

179 Elmsley Street N, Smiths Falls, ON – 613-283-7723

1652 County Road 2, Prescott, ON – 613-925-5940

Lanark, Leeds and Grenville Addictions and Mental Health (LLGAMH) provides services and programs for individuals struggling with mental health concerns or addiction. Along with that, they also offer Vocational and Educational Programs that support individuals seeking employment. These services offer “coaching job-readiness, teaching job search skills and assist with resume development” (LLGAMH, n.d).

### KEYS Job Centre

<https://www.keys.ca>

10 Perth St, Elgin, ON – 613-359-1140

KEYS Job Centre is a not-for-profit charity that helps individuals reach their employment goals and build new career-related skills. The organization is based in Kingston but offers two program coordinators out of Lanark, Leeds and Grenville. This program provides employment support for individuals aged seventeen to sixty-seven who receive one of the following: ODSP, financial benefits, income support benefits and those who have a diagnosed disability but are not receiving ODSP. This organization provides a wide range of support, such as resume preparation, interview preparation, accompanying clients at interviews, job coaching, and assistance with the training process. The coordinators also play a unique role as employer liaisons, meaning they can help facilitate conversations between the employee and employer regarding concerns or any issues.

### Ontario Works Social Assistance

<https://www.lanarkcounty.ca/en/family-and-social-services/apply-for-ontario-works.aspx>

99 Christie Lake Road, Perth, ON

Unit 43 - 33 Lansdowne Ave, Carleton Place, ON

Unit 4 - 52 Abbott Street North, Smiths Falls, ON 1-888-999-1142

Ontario Works is a provincial social assistance program with multiple locations throughout Lanark County. This organization provides temporary financial aid for people who are in need of assistance. Along with many other programs, Ontario Works offers many employment services that can assist an individual with finding and securing a job.

Each person seeking support through these services will be paired with an Ontario Works Caseworker who collaborates with the individual to create a Participation Agreement. This agreement is used as a plan for what programs the individual will partake in and how they will find work. Each agreement is individualized to the person; however, some examples of potential programs are, specialized training/skill development, literacy screening and employment placement. Individuals accessing the Employment Assistance Activities through this program may also be eligible to receive financial assistance to help cover the costs of transportation and any fees. Please refer to the Ontario Works section of the Lanark County website to gain more information about the employment services.

### Ontrac

<https://www.getontrac.ca/>

52 Abbott Street North Unit 2, Smiths Falls, ON 613-283-6978

Welcome! Ontrac Employment Resource Services offers **FREE** professional employment services to job seekers and employers and is a continuing partner in employment services to the communities of Arnprior

(1999), Renfrew (2018) and Smiths Falls (2002). Ontrac supports job seekers in achieving their short-term and long-term employment goals and supports employers/businesses with their hiring and training needs.

Ontrac is part of the Employment Ontario network and services are available to all residents of Ontario, regardless of age, level of education or past work experience. If you are looking for work, need assistance developing your career plan or thinking about re-training, **We Can Help!**

**Our offices are open Monday to Friday 8:30am – 4:00pm**



## Domain 11 – Housing

Access to sustainable housing plays a crucial role in an individual's ability to secure employment, as well as maintain positive physical, social and mental health. According to the Ontario Human Rights Commission:

Adequate housing is essential to one's sense of dignity, safety, inclusion and ability to contribute to the fabric of our neighborhoods and societies...without appropriate housing it is often not possible to get and keep employment, to recover from mental illness or other disabilities, to integrate into the community, to escape physical or emotional violence or to keep custody of children (n.d).

Although access to housing is a fundamental human right, there are populations within Canada who are disproportionately affected by the need for adequate housing. For example, it is estimated that approximately 45% of the Canadian homeless population are living with a disability or mental health condition (Alzheimer's Society of Canada et al., 2017). Therefore, as previously discussed within this report, individuals with FASD are at a greater risk of developing mental health concerns when compared to the general population. Thus, they are more vulnerable to challenges surrounding accessing secure and affordable housing opportunities.

Having secure housing can limit some of the secondary risks associated with FASD. Research has shown that many young adults with an FASD diagnosis continue to live with their primary caregivers (Pepper et al., 2019). Continuing to live with a caregiver has been shown to act as a protective factor against secondary impacts of FASD and improve inclusion in the community (Pepper et al., 2019). An emerging adult is understood as a life stage between adolescence and self-sufficient adulthood. Within this phase, an individual might be partially independent, such as having a career or living independently but remain financially dependent on their caregiver (Pepper et al., 2019). Adults with FASD who continue to live with a caregiver can frequently fall



into this category of emerging adulthood. It is believed that there are three unique characteristics that an individual should be able to demonstrate before they are able to be considered a normative adult (Pepper et al., 2019). These include “the ability to accept responsibility, to make independent decisions, and to be financially independent” (Pepper et al., 2019, p. 67). Symptoms of FASD can make moving out and living independently difficult for young adults and those already in adulthood.

As it has been stated, individuals with a mental health concern or disability are disproportionately affected by barriers to accessing housing opportunities. Caregivers of individuals diagnosed or suspected of having FASD have reported that landlords and service providers often misunderstand the needs and behaviours of someone with FASD, which has resulted in eviction (Pei et al., 2019). Therefore, to improve relationships with landlords and service providers, they are encouraged to understand the effects of FASD and collaborate by using a problem-solving method if facing challenges (Pie et al., 2019). Along with that, in situations, it can be difficult for individuals with FASD to meet thresholds to acquire adult-funded housing programs, such as ODSP (Pepper et al., 2019). This can be caused by an individual's functioning not being seen as severe enough for acceptance into these programs. In conclusion, an individual with FASD who is seeking housing is best set up for success when their needs are understood, and they are receiving external support.

### Cornerstone Landing

<http://www.cornerstonelanding.com/>

P.O. Box 20016, Perth, ON – 613-285-9292

Cornerstone Landing is a community-based non-profit organization assisting youth between the age of sixteen and twenty-four who are experiencing or at risk of homelessness. The organization prides itself in supporting youth from a preventative and long-term standpoint through its housing programs. As well as system navigation and referrals to any other services the individual might require. The agency has two Housing First Case Workers, who can assist youth with a number of different services, such as: accessing housing, registering for school, securing financial assistance, working with landlords, managing finances, seeking employment, and more. The Board Chair has numerous years of training and professional experience working with individuals with FASD and has an extensive understanding of the barriers one might experience when accessing housing.

The Ontario Works Trustee Service assists sixteen and seventeen-year-old youth who may be eligible to receive financial assistance through Ontario Works. Within the Ontario Works financial assistance program, any youth under eighteen must have a legal trustee who assists them with finances and attends select appointments. Therefore, Cornerstone Landing's Housing First Case Workers will support the individual by assuming the responsibilities of the legal trustee.

Cornerstone Landing understands that most youth who secure Ontario Works funding do not have enough money to access housing. Therefore, through fundraising, the Rent Supplement/ Financial Assistance Program provides youth funds each month for rent supplements or in the form of gift certificates for basic needs, such as food and other housing supplies.

### Community Living Association Lanark County

<https://www.clalanark.com>

178 Townline Road East, Carleton Place, ON – 613-257-8040

The Community Living Association of Lanark County is a charity supporting individuals with intellectual disabilities “to enable and assist them to live a quality life in their community with dignity and respect” (Community Living, n.d). This Association provides three main programs that are within the housing sector.

The Residential Services Department provides community housing for three to six individuals living with an intellectual disability. This program aims to provide housing support for individuals who are unable to live independently. The Residential Living Department provides service to persons living in Almonte, Carleton Place and Smiths Falls.

The Planning and Family Services Program is a service where individuals or families choose to open their homes to a person with an intellectual disability. This individual will then live with a family who provides a consistent, nurturing home life and assistance in areas of daily living.

Each family will receive a caseworker who supports the family and individual through every step of the housing process. This program also offers support groups for families who have an individual from the organization residing with them. If you or someone you know is interested in the program, or housing an individual within your home please contact the organization through their website.

The Transitional Aged Youth Program supports youth transitioning from childhood to adult services which can include aspects of daily living and housing support.

#### Developmental Services of Leeds and Grenville

<https://developmentalservices.com>

61 King St E, Brockville, ON – 613-345-1290

Developmental Services of Leeds and Grenville (DSLGI) is a non-profit social service agency that provides clinical and family support services to children and adults experiencing developmental disabilities. Children at risk of developing a disability are eligible to be supported by the agency until the age of seven years old. This organization provides services for individuals who have a confirmed diagnosis of FASD. Or those who are suspected of having FASD and meet the organization's functioning threshold, which is based on an assessment. In addition to the many services DSLGI provides, they also offer the following programs supporting the housing sector.

The Family Home Program is a service where individuals or families open up their home to a person with an intellectual disability and provides supervision and a supportive atmosphere. The individual or family will receive constant support and education through the agency's staff. If you or someone you know is interested in the program or housing an individual within your home please contact the organization through their website.

#### Employment + Education Centre

<https://eecentre.com>

105 Strowger Blvd, Box 191, Brockville, ON – 613-498-2111

In partnership with Connect Youth and RNJ Youth Services, created the Reaching Home program for youth experiencing homelessness within the Leeds-Grenville area. While involved with this program, the individual will reside in a furnished apartment for a maximum of forty-two days while working with the three organizations to seek employment, permanent housing and other community resources. For more information on the program, please contact the Employment + Education Centre.

### Lanark, Leeds and Grenville Addictions and Mental Health

<https://llgamh.ca>

25 Front Avenue, W., Suite 1, Brockville, ON – 613-342-2262

18 King Street, Delta, ON – 613-928-3460

23 Mill Street, Gananoque, ON – 613-382-4016

2671 Concession Road, Kemptville, ON – 613-258-7204

179 Elmsley Street N, Smiths Falls, ON – 613-283-7723

1652 County Road 2, Prescott, ON – 613-925-5940

LLGAMH provides counselling, intervention and treatments relating to addictions and adult mental health. Along with many direct service options the organization also offers a few housing supports that individuals living with mental illness are able to access. Specifically, the agency has staffed group homes with options for 24/7 care or homes that are accessible twelve hours a day. Along with that, the organization has independent living apartments and co-operative living accommodations. To gain more information on these programs or determine eligibility, please refer to the organization's website for their contact information.

### Lanark County Family and Social Services

<https://www.lanarkcounty.ca/en/family-and-social-services/housing.aspx>

52 Abbott Street North, Unit 4, Smiths Falls, ON – 613-267-4200 ext. 2402

Lanark County Housing is a division of the Family and Social Services Department, which focuses on ensuring all individuals in the community are safe and sustained. Specifically, their housing department aims to ensure residents have access to affordable housing opportunities. Please refer to the information below to gain more understanding of the programs and services this agency provides.

The Domiciliary Hostels offer residence to low-income individuals who cannot live independently. Eligibility for this program is determined based on financial and medical needs.

The Homeownership Down Payment Assistance program provides homebuyers with a one-time payment assistance of up to 5% of their home's purchase price. Individuals buying their first home within Lanark County and previously rented may be eligible. To gain more information or determine eligibility, please refer to the organization's website.

The Housing Options Program offers emergency funding to individuals at risk for homelessness due to financial means. This assistance can be used for minor emergency repairs, utility payments, rent deposits and more. Along with that, the organization also offers a Rent Support Program that provides low-income individuals financial housing assistance. As well, the Subsidized Housing Program offers rent-geared-to-income for individuals in the community. Eligibility for this program is determined based on several specific criteria; therefore please contact Lanark County Social Service for more information.

### Leeds-Grenville Housing Department

<https://www.leedsgrenville.com/en/services/social-housing.aspx>

25 Central Avenue West Suite 200, Brockville, ON – 613-342-3840

The Leeds-Grenville Housing is a division of the Community and Social Services Department within the united counties. The Housing Department offers a number of services and programs related to housing opportunities within the area. Please refer to the information below to gain more understanding of what is offered.

- Provides rent supplement through the cost of rent being geared to income
- The Housing Department manages over 670 public housing units within Leeds-Grenville.
- The Homeless Prevention Benefit provides assistance to families and individuals at risk of homelessness.
- The Housing Department manages nine non-profit housing providers that also assist with rent geared to income.
- Investment in Affordable Housing for Ontario (IAH) programs which include Housing Allowance, Ontario Renovates and Homeownership services.

### Ontario Works Social Assistance

<https://www.lanarkcounty.ca/en/family-and-social-services/apply-for-ontario-works.aspx>

99 Christie Lake Road, Perth, ON

Unit 43 - 33 Lansdowne Ave, Carleton Place, ON

Unit 4 - 52 Abbott Street North, Smiths Falls, ON 1-888-999-1142

Ontario Works is a provincial social assistance program with multiple locations throughout Lanark County. This organization provides temporary employment and financial aid for people who are in need of assistance. Along with many other programs, Ontario Works offers services relating to the housing sector. The organization has Financial Assistance programs, which provide individuals money for daily living costs, such as food, clothing and housing. A financial allowance for shelter is based on the family size and monthly housing costs, which could include: rent, mortgage payments, property taxes, premiums for housing and content insurance, as well as utilities. In addition to that program, Ontario Works also provides a Board and Lodging Allowance if an individual's monthly rent also includes meals. The monthly financial assistance is determined based on the size of the family.



## Domain 12 – Parenting

In literal terms, parenting is the process of raising a child from birth until adulthood. However, according to the American Psychological Association, parenting has three main roles, ensuring one's child is healthy and safe, preparing the child for a successful life as an adult and passing on cultural values (n.d). Therefore, parents are some of the most influential people in a child's life and are relied upon to provide physical, social, emotional and economic support to help them develop in the world.

Another critical component that is essential to understand when addressing this topic is the fact that humans gain parenting styles and skills based on how their own parents raised them. Psychologists have determined there is an intergenerational influence on parenting (Pears & Capaldi, 200; Belsky et al., 2005; Neppl et al., 2009). This can also be further understood by referring to the Social Learning Theory, which suggests that children observe their parents' behaviour and repeat what they know when they become parents themselves (Madden et al., 2015). Meaning if someone was raised by harsh, aggressive or abusive parents, they are more likely to treat their children the same way (Pears & Capaldi, 2001). However, by contrast, research also shows that positive and supportive parenting is also transmitted intergenerationally; and those who grew up in a warm and nurturing way are more likely to raise their own children in a similar environment (Belsky et al., 2005). It is important to note that this does not apply to everyone, as some people do not repeat the parenting behaviour they experienced. However, as it has been stated, there is a more likely possibility intergenerational influences will continue to cycle if forms of intervention are not sought after.

It is estimated that roughly 300 000 parents live in Canada with fetal alcohol spectrum disorder (Pei et al., 2019). Due to the primary and secondary effects of FASD, an individual might face a number of challenges and barriers relating to parenting their children. As noted throughout the report, there can be extreme differences in how FASD presents in each person. Thus, the effects that will be discussed do not fit everyone who experienced prenatal exposure to alcohol. Therefore, each person's unique challenges and strengths are understood and evaluated before assumptions are made.

There are a number of primary effects of FASD that can impact one's parenting abilities; this can include challenges with memory, applying information from one situation to another and registering "sensory cues such as hunger, temperature, and pain; and temper/patience and impulsivity" (Ruthman & Vans Bibber, 2010, p. 356). These can potentially affect the overall health and safety of the child, and therefore parenting supports might need to be in place (Ruthman & Vans Bibber, 2010). In addition to that, research has found several challenges individuals have experienced relating to their parenting abilities that can be categorized as a secondary effect of this neurodevelopmental disorder, such as poverty, addiction and lack of resources and social supports (Ruthman & Vans Bibber, 2010). As discussed in the report, an important distinction between primary and secondary challenges is that with proper interventions secondary effects can be minimized and even reduced. Therefore, depending on primary effects, there is increased importance for early intervention to support the parent with FASD and ensure the health and safety of their child.

To reiterate, research has shown individuals learn to parent their own children based on how they were raised and the parenting styles they received (Pears & Capaldi, 200; Belsky et al., 2005; Neppl et al., 2009). Thus, with an FASD-lens, it is vital to note that in 2020 it is estimated that at least 3-11% of children within the child welfare system are either diagnosed or suspected of having FASD (Badry & Harding, 2020). Therefore, there are thousands of people presenting with signs of FASD who face barriers when it comes to the primary effects of the disorder and unique parenting challenges based on childhood experiences that resulted in them entering the child welfare system. With that being said, service providers must understand the unique effects FASD can have on a person, as well as how one's personal experiences can influence their parenting abilities.

### Children's Resources on Wheels

<http://www.crowlanark.com>

4 Ross St, Smiths Falls, ON – [613-283-0095](tel:613-283-0095)

Children's Resources on Wheels is a non-profit organization “dedicated to supporting and strengthening child care, family life, child development and community links in Lanark County” (CROW Lanark, n.d). The agency currently has two main streams of services: the EarlyON Child and Family Centre and CROW Licensed Home Child Care.

The EarlyON Child and Family Centre provides opportunities for children up to the age of six to participate in play-based programs and offer support for parents and caregivers. The organization currently has locations in Smiths Falls, Perth, Mississippi Mills, Carleton Place and Lanark, which offer unique programs. These centres provide families with a safe space to access resources, support and advice from qualified professionals. Although many services remain in-person across their locations, select programs have become virtual. Therefore, if interested in the service, ensure the pre-registration has been completed on their website. The organization's parent and caregiver education programs offer workshops on various early years topics, which are facilitated in small group sessions, large group presentations and parent/child sessions. A list of their programs that support parenting can be found below:

- Parent Open Discussion – Virtual
- Siblings Without Rivalry – Virtual
- Bounce Back & Thrive (Resiliency 10 Week Workshop) – Virtual
- Littles & Language – Virtual

### Children's Services of United Counties of Leeds and Grenville

[https://www.leedsgrenville.com/en/government/children\\_s-services.aspx](https://www.leedsgrenville.com/en/government/children_s-services.aspx)

25 Central Ave. W., Suite 100, Brockville, ON – 1-800-770-2170

The Counties of Leeds and Grenville offer virtual child programming through their Children's Services department. The EarlyON Child and Family Centres are located in Brockville, Kemptville, Prescott and Gananoque and provide an outdoor program at the Limerick Forest Interpretive Centre. Each service is facilitated by trained professionals and are accessible to anyone with a child living in the area. The organization offers a closed [Facebook discussion](#) group called “Baby Talk,” where parents with children under the age of twelve months can ask parenting questions and seek support. The Children's Services of United Counties of Leeds and Grenville also offers a [facilitated parenting group](#) for parents with children under the age of six. This group serves as an opportunity for parents to gain skills, ask questions and seek support from trained child-care professionals. For more information please refer to the organization's website.

### ConnectWell Community Health

<https://connectwell.ca>

207 Robertson Drive, Lanark, ON – 613-259-2182

30 Bennett Street, Carleton Place, ON – 613-257-7121



ConnectWell Community Health is a community-based primary health centre with developmental and social service programs within Lanark, Renfrew and Leeds and Grenville. Along with many other supports and services, ConnectWell offers programs within the parenting sector. In partnership with other service providers the organization currently offers, parenting programming on the following topics:

- Making the Connection
- Bounce Back & Thrive
- Nobody's Perfect
- Anger/Stress Workshop
- Kids Have Stress Too
- Triple P Parenting

Moreover, ConnectWell offers Family Support Workers who work with parents to identify strengths, challenges and collaborate to achieve goals related to parenting. The Family Support Worker can assist with establishing routines, home safety, as well as provide support around “relationships, addictions, domestic violence, infant and child development, FASD, mental health and more” (ConnectWell, n.d). To gain more information please call the ConnectWell Carleton Place location.

#### Country Roads Community Health Centre

<https://www.crchc.on.ca>

4319 Cove Road at Hwy 15, Portland, ON – 613-272-3302

79 Bedford Street, Westport, ON – 613-273-9850

Country Roads Community Health Centre provides interdisciplinary primary health services with a location in Portland and Westport. Along with providing health programs, the organization offers the Triple P Positive Parenting Program in partnership with Every Kid in our Community. Trained facilitators provide information and resources to help parents develop skills to address the needs and challenges of raising a child. Refer to the website to get more information or sign up for the service.

#### Family and Children's Services of Lanark, Leeds and Grenville

<https://fcsllg.ca>

438 Laurier Blvd, Brockville, ON

123 Patterson Cres, Carleton Place, ON 8 Herriott Street, Perth, ON

385 Highway 29, Smiths Falls, ON – 613-498-2100

Family and Children's Services of Lanark, Leeds and Grenville (FCSLLG) is a non-profit organization that ensures the safety and wellbeing of all children under the age of eighteen. The organization also provides support to families and takes the needed steps to guarantee each child is being protected and treated with respect. Their work is done under the *Ontario Child and Family Services Act*, which by law requires the agency to investigate accusations of abuse or neglect of a child. Along with many other services, the organization offers the Triple P - Positive Parenting Program. This facilitated training is provided to families who are involved with an open child protection case. The organization's website does indicate that they understand parenting is not always easy, and the agency offers parenting support and coaching to families who request it. To gain more

information on either of these programs please call the organization.

#### Lanark County Community Justice

<https://www.commjustice.org>

1881 Rogers Rd, Perth, ON – 613-264-1558

Lanark County Community Justice is a non-profit charity that provides restorative practices intended to repair the harm caused by conflict and crime in order to strengthen relationships. The organization offers a Restorative Parenting Program, a four-week session-based group program that provides a safe space for parents and teens to connect and repair past harm. Along with that, Lanark County Community Justice has paired with Family and Children's Services of Lanark, Leeds and Grenville to offer the Triple P - Positive Parenting Program. For more information on either of these services please refer to the organization's website.

#### Rural FASD Support Network

<https://ruralfasd.ca> • [ruralfasd@gmail.com](mailto:ruralfasd@gmail.com)

Rural FASD Support Network is a volunteer-based non-profit organization that supports caregivers and individuals in rural areas of Eastern Ontario living with FASD. By utilizing lived experiences and the expertise of peers, families and professions, the organization aims to help others navigate the barriers one may face when living with FASD. This organization offers support and programs that encourage and can assist in developing positive parenting skills.

The Caregiver Support Program is a monthly gathering where parents/caregivers of individuals with FASD can physically or virtually connect. This program provides a peer-mentorship opportunity where families can share experiences and seek support regarding challenges they may be facing. Possible solutions can be discussed through others' lived experiences and research. The organization also offers a private Facebook page, where caregivers are able to seek support and parenting tips at any time. Financial support for further caregiver training is also given to any member, including Foundations in FASD and Mental Health First Aid.



The following section is divided into two subsections, each of which is represented by the main gaps that have been identified through the data collection and analysis of this study. All information that was used to identify the presented gaps were found and analyzed through the Environmental Scan. All determined gaps are presented under the corresponding subsection found below.

### Gaps in Services

The overall goal of the Gap Analysis of Services is to determine if community organizations are currently meeting the service needs of individuals with FASD in the counties of Lanark and Leeds-Grenville. The identification of gaps was performed through a multi-step formula:

1. All services and programs found to support the twelve domains were further mapped and categorized by age group (children, youth, adults and elderly).
2. A set of criteria was determined to identify how many services are required to meet the environmental demand of each age group.
3. The quantity of programming for all age categories within each domain was analyzed through the lens of the determined criteria.

According to *Towards Healthy Outcomes for Individuals with FASD*, all twelve domains need to be equally supported in order for an individual with FASD to be set up for a successful life (Pei et al., 2019). Thus, through the categorization and analysis of the supports offered in each of the twelve domains, two separate criteria were determined to represent the minimum number of programs required to meet the needs of the FASD

population residing in Lanark and Leeds-Grenville. These two criteria will be further explained within the analysis of this section. In conclusion, through this process, twenty-four gaps were identified as areas of unmet need. Thus, the following information aims to help define [what](#) gaps in service exist within Lanark and Leeds-Grenville.

Table 1 provides a visual outline of the number of organizations that support each age group within the twelve domains. For the purpose of this study children are categorized as 0-9 years old; youth are categorized as 10-17 years old; adults are categorized as 18-64 years old; and the elderly are categorized as 65+.

Table 1: Break Down of Participating Organizations

| Domains                      | Overall | Children | Youth | Adult | Elderly |
|------------------------------|---------|----------|-------|-------|---------|
| Physical Health              | 8       | 6        | 6     | 6     | 7       |
| Attachment                   | 12      | 9        | 8     | 5     | 1       |
| Family Cohesion              | 10      | 7        | 9     | 5     | 2       |
| Social Functioning           | 15      | 11       | 11    | 7     | 7       |
| Mental Health and Regulation | 20      | 8        | 13    | 14    | 11      |
| Education                    | 10      | 3        | 5     | 6     | 3       |
| Identity                     | 17      | 11       | 12    | 8     | 4       |
| Community Engagement         | 10      | 5        | 8     | 5     | 5       |
| Adaptive Skills              | 15      | 10       | 9     | 9     | 4       |
| Employment                   | 7       | -        | 2     | 7     | 7       |
| Housing                      | 8       | -        | 4     | 7     | 6       |
| Parenting                    | 7       | -        | 7     | 7     | 7       |

Through this breakdown, it is clear that many domains are being better supported when compared to others. However, it was decided that the number of organizations supporting each domain was less measurable when compared to the number of programs supporting each of the twelve sectors. Thus, a further breakdown was conducted to measure how many programs are offered in Lanark and Leeds-Grenville that support the twelve domains. The goal of this additional breakdown is to further identify where the counties need to provide more support in order to meet the needs of the population.

The criteria states each domain that supports all four age groups should be represented by a minimum of thirty-seven programs or services. As well, the final three domains which only support three age groups

should be represented by a minimum of twenty-seven programs or services within Lanark and Leeds-Grenville. In addition, each individual age category should be supported by a minimum of fourteen programs or services with the counties.

This deconstruction followed the same format as Table 1. Additionally, it is important to note that within Table 2, when looking at the Social Functioning, Identity and Adaptive Skills domains, educational institutions that provide support to these sectors, such as public schools, are categorized as one program/service. To reiterate, for the purpose of this study, children are categorized as 0-9 years old; youth are categorized as 10-17 years old; adults are categorized as 18-64 years old; and the elderly are categorized as 65+.

Table 2: Breakdown of Programs Offered by Participating Organizations

| Domains                      | Overall | Children | Youth | Adult | Elderly |
|------------------------------|---------|----------|-------|-------|---------|
| Physical Health              | 53      | 43       | 44    | 45    | 48      |
| Attachment                   | 39      | 31       | 13    | 10    | 1       |
| Family Cohesion              | 27      | 18       | 15    | 16    | 3       |
| Social Functioning           | 54      | 23       | 38    | 17    | 13      |
| Mental Health and Regulation | 58      | 21       | 39    | 36    | 31      |
| Education                    | 37      | 6        | 21    | 20    | 19      |
| Identity                     | 41      | 23       | 35    | 12    | 9       |
| Community Engagement         | 14      | 5        | 13    | 6     | 5       |
| Adaptive Skills              | 41      | 19       | 31    | 32    | 20      |
| Employment                   | 23      | -        | 15    | 20    | 19      |
| Housing                      | 23      | -        | 7     | 21    | 18      |
| Parenting                    | 18      | -        | 18    | 18    | 18      |

With the goal of identifying all gaps in service related to the twelve domains, a further breakdown was required to analyze the relationship between programs and all three individual categories of Adaptive Skills. In terms of identifying gaps, the criteria were modified to incorporate all three subsections of this domain. To expand, the original criteria stated there needs to be at least thirty-seven programs supporting each of the domains which provide service to all four age groups. In order to alter the criteria to fit this domain, the number thirty-seven was divided by three to identify how many programs are needed to support each of the three subsections. Thus, each category within Adaptive Skills must be represented by a minimum of twelve services. In addition, according to the criteria, each domain must have at least fourteen programs supporting each age

group. Therefore, for the purpose of identifying gaps in service the number fourteen was divided by the three subsections to identify that each age category within this table must have at least five programs to support the needs of the population.

Table 3: Breakdown of Programs Supporting Adaptive Skills Offered by Participating Organizations

| Adaptive Skills | Overall | Children | Youth | Adult | Elderly |
|-----------------|---------|----------|-------|-------|---------|
| Conceptual      | 10      | 3        | 4     | 6     | 5       |
| Social          | 37      | 13       | 22    | 18    | 11      |
| Practical       | 10      | 3        | 5     | 8     | 4       |

Similar to Table 1, both Tables 2 and 3 clearly display that certain domains are better supported when compared to others. To reiterate, according to this analysis and determined criteria, each domain that supports all four age groups should be represented by a minimum of thirty-seven programs or services. As well, the final three domains that only support three age groups should be represented by a minimum of twenty-seven programs or services within Lanark and Leeds-Grenville. In addition, each individual age category should be supported by a minimum of fourteen programs or services with the counties. Thus, the identified gaps in service are listed as both domains and age groups that currently have unmet needs as seen through the lens of these criteria. The following domains and age categories have been identified as having gaps in service:

### *Physical Health*

There are no gaps in service that have been identified within the Physical Health domain.

### *Attachment*

There are three gaps in service that have been identified within the Attachment domain. The following age categories did not meet the minimum requirement of programs needed to support each age group: Youth, Adult and Elderly.

### *Family Cohesion*

There are two gaps in service that have been found within the programs supporting the Family Cohesion domain. Overall, the domain is being inadequately supported, as it is represented by twenty-seven programs, and the criteria have determined that at least thirty-seven services are required to support the needs of the population. The remaining gap can be seen within the Elderly age categories, as it does not have at least fourteen programs supporting this age group.

### *Social Functioning*

One gap in service has been identified within the Social Functioning domain. This can be seen within the Elderly age category, as the criteria deem there needs to be a minimum of fourteen programs supporting each age group.

### *Education*

One gap in service has been found within the Education domain. The programs supporting the Children's age category have not met the minimum requirement needed to adequately address the needs of the population.

### *Identity*

Two gaps in service have been found within the Identity domain. This can be seen in both the Adult and Elderly age categories. As both age groups within this domain do not meet the standards set out within the criteria.

### *Community Engagement*

Five significant gaps in service have been identified within the Community Engagement domain. To begin, based on set criteria, each domain must be represented by a minimum of thirty-seven programs and services to be classified as meeting the population's needs. However, the Community Engagement domain currently has fourteen programs; thus, not meeting the criteria and being identified as a crucial gap in service.

In addition, each age category must be represented by a minimum of fourteen programs. Therefore, none of the age groups are being adequately supported within this domain.

### *Conceptual Adaptive Skills*

Three gaps in service have been found when addressing Conceptual Adaptive Skills. The first gap can be seen within the overall quantity of programs supporting the subsection of the Adaptive Skills domain. Moreover, based on the altered criteria, at least five programs are needed to adequately support the needs of the population. Within this sub-domain, both the Children and Youth age categories have been identified as having insufficient support.

### *Practical Adaptive Skills*

Three gaps in service have been found within the Practice Adaptive Skills subsection of the Adaptive Skills domain. Overall, the amount of programs supporting this subsection does not meet the standard outlined within the criteria. In addition, both the Children and Elderly age categories do not meet the minimum requirement needed to address the needs of the population.

### *Employment*

One gap in service has been found within the Employment domain. According to the original criteria, if a domain only supports three age categories, it needs to be represented by a minimum of twenty-seven programs or services. In the context of employment the minimum number of programs is not met, thus a gap in service has been identified.

### *Housing*

Two gaps in service have been found in relation to the Housing domain. This domain has not met the required minimum number of programs and thus has an overall gap in service. Moreover, The second clear gap is found when addressing the unmet minimum number of housing services in Lanark and Leeds-Grenville that are supporting the youth population.

### *Parenting*

One gap in service has been identified when looking at the Parenting domain. This can be seen overall, as the total number of programs did not meet the standard requirement outlined within the criteria. Thus, more programming within the Parenting domain is required within Lanark and Leeds-Grenville to meet the criteria.



## *Gaps in Training*

The gap analysis was undertaken to analyze gaps in existing organizations and roles to determine what level of training service providers in Lanark and Leeds-Grenville need when working with, and advocating for, individuals with FASD. The ultimate goal of the Gap Analysis of Training was to determine the number of community organizations that are FASD-Informed.

The data collected for this analysis was done through an initial interview with each participating organization. More specifically, two questions were asked to determine the level of FASD training. Firstly, each individual representing their organization was asked: “what education or training have you received that involves supporting clients with FASD?” It is important to note that in most cases, the Executive Director or Manager represented their organization within the interview. Thus the information received is assumed to be accurate and reliable. The second question that was asked to determine a level of FASD training is: “was this training for the entire organization or select people within your organization and what did the training consist of?” To reiterate, these two interview questions produced the information that was later used to evaluate the organization's level of being FASD-Informed.

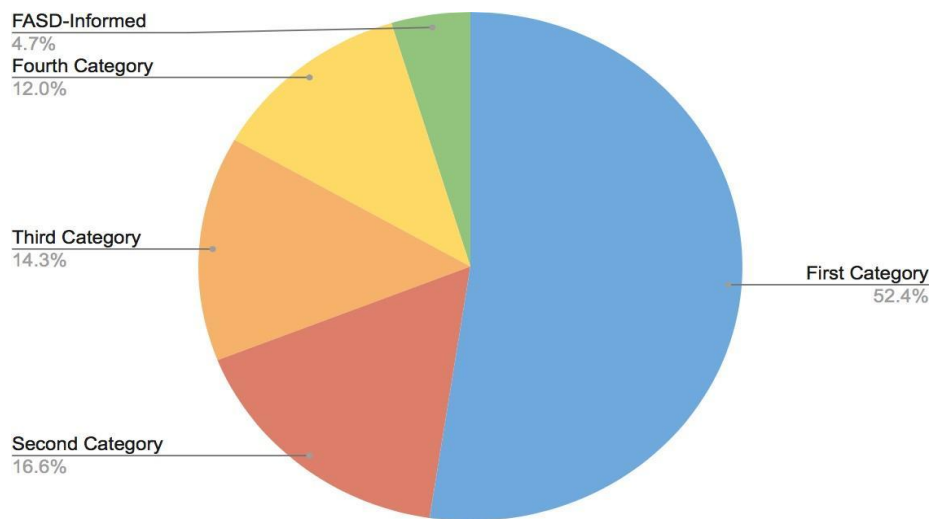
The criteria for an organization to be labelled as FASD-Informed was determined through the creation of five distinct training categories:

1. The organization has received no FASD training, OR the individual representing the organization within the interview had participated in a little FASD training years ago, but nothing current.
2. The organization has a few staff who have minimal knowledge on FASD and may have participated in a few FASD workshops but no formal training.
3. The organization employs a few staff who have a significant amount of prior knowledge or training on FASD, but the majority of the organization has not received FASD training.
4. The organization has received a recent one-time in-depth FASD training. This one-time training was either delivered to all staff or the majority of the organization's employees. However, it is not a part of orientation; thus, new staff are not trained in FASD.
5. The organization has mandatory FASD training for all current and new staff through orientation and provides all staff with additional workshops, training, and information sessions to ensure knowledge is up to date.

Each organization was then mapped into one of these five distinct categories, with the purpose of identifying what levels of training each participating organization has received. This was done with the goal of determining the community gaps which are present in relation to FASD training. The design of this analysis only considered organizations to be FASD-Informed if they are listed within the fifth category. Following further analysis each organization was grouped into the five distinct categories. The findings are as follows:

Table 4: Findings of Training Gap Analysis

- 52.4% of all organizations/municipalities fall into the first category, thus determining they have little to no current FASD training.
- 16.6% of all organizations/municipalities fall into the second category, thus identifying a few staff may have minimal knowledge on FASD but have not participated in formal training.
- 14.3% of all organizations are in the third category, thus articulating that a few staff are very knowledgeable on FASD; however, the majority of the organization has not received training.
- 12% of all organizations are in the fourth category, thus identifying they have received a one-time



formal FASD training for all or most staff; however, FASD training is not a part of orientation, therefore new staff are not trained in it.

- 4.7% of all organizations are in the fifth category, thus recognizing that all staff are trained in FASD. Furthermore, FASD training is a part of orientation, therefore all new staff will also receive training.

It is important to recognize the organizations that are seen as FASD-Informed based on this Gap Analysis. Therefore, the findings have indicated that only two participating organizations are FASD-Informed through training. These two organizations are: Rural FASD Support Network and St. Lawrence Youth Association.

## Discussion

Additional information gathered through the interview process demonstrates that most organizations are aware they need more training in FASD. Furthermore, many representatives expressed that they would be interested in receiving training for their staff if they knew how to access it. Specifically, the interview question asked, “If there was something you could add to your organization that would allow you to better support people with FASD, what would it be?” The following chart outlines what participants indicated their organizations would benefit from.

Table 5: Organization Desires - 42 Interviewed Respondents

| What would you add to your organization to better support people with FASD? | Total % of respondents stated this as a priority | Total # of respondents | What would you add to your organization to better support people with FASD?  | Total % of respondents stated this as a priority | Total # of respondents |
|---|--|------------------------|--|--|------------------------|
| More education and training on FASD   | 57%  | 24                     | Increase of sharing of information between organizations                     | 5%   | 2                      |
| Employing staff with more in depth knowledge on FASD                        | 31%  | 13                     | Have a basic training workers can refer back to when needed                  | 5%   | 2                      |
| Better knowledge on services in the area for system navigation purposes     | 26%  | 11                     | Creating more awareness through their programs                               | 5%   | 2                      |
| Knowledge on assessment tools/ how to identify FASD                         | 12%  | 5                      | More centre's/networks for diagnosis of FASD in the area                     | 2%   | 1                      |
| More funding  | 12%  | 5                      | More clear mandates  | 2%   | 1                      |
| Having a community contact who does outreach to organizations               | 12%  | 5                      | Create a questionnaire to see what support people need from the organization | 2%   | 1                      |
| More assistance with transitional ages                                      | 7%   | 3                      | More cohesive modality around treatment options                              | 2%   | 1                      |



The most common response to this question from the forty-two organizations and municipalities, was the need for more education and training on not only what FASD is, but how to best support an individual with FASD. Followed by, the desire for employing workers who have more in-depth knowledge of FASD, further information on the programs and services in Lanark and Leeds-Grenville that can support an individual with FASD and more awareness of assessment tools and how to identify FASD.

Thus, based on the findings that have been articulated within this report, sixty-five recommendations have been written. These recommendations identify ways levels of government and service providers can alter programs to be more inclusive and better support the FASD population. We hope the recommendations will strengthen the network of social services within the counties of Lanark and Leeds-Grenville. The further findings have revealed the lack of knowledge and training many social service providing organizations have when it comes to FASD. This gap in training has potentially led to an insufficient referral network. Therefore, further validates the need for this Environmental Scan and Resource Gap Analysis.

After reviewing the initial findings, it was concluded that there are many common themes in terms of current capacity limits within organizations. There is a greater need for certain services within the FASD community. Thus, the following suggested recommendations aim to limit the barriers to service, increase essential programs and supports and create further FASD training opportunities in the counties of Lanark and Leeds-Grenville.

## All Domains

1. It is recommended that every organization and municipality that was not categorized as FASD-Informed receive further training on FASD for all staff members. Furthermore, training should include:
  - Education on the basics of FASD, specifically relating to, what it is, how to identify it and what support someone might need.
  - Education on how to be FASD-informed and use an FASD-lens when working with individuals.
  - Education that aims to teach an individual how to evaluate someone's unique strengths and challenges.
  - Education that brings awareness to the systemic barriers individuals with FASD may face when accessing services and funding.
  - Education on how to advocate for an individual with FASD.
2. It is recommended that all professional groups who work with children, youth, adults and families receive FASD training. This includes but is not limited to ECEs, daycare workers, coaches, school staff, summer camp staff, health workers, corrections workers and probation/parole officers.
3. It is recommended that FASD training is accessible within the community for individuals who have FASD or care for a child with FASD.
4. It is recommended that service providers always use a strength-based approach when collaborating with individuals who have FASD.
5. It is recommended that free contraception is accessible to women of child-bearing years.
6. Currently, the life expectancy of an individual with FASD is 34 years old (Thanh, 2016). Thus it is recommended that more awareness is brought to this health disparity and organizations take action in an attempt to minimize this health outcome.
7. This report calls upon the Ontario Government to develop a Provincial Strategy for FASD, as Ontario remains the only province without a formal plan of action.
8. This report calls upon the Federal Government of Canada to develop a National Strategy for FASD, which provides a plan for improving prevention, intervention and diagnosis across the country (Fetal Alcohol Syndrome Society Yukon, n.d).
9. It is recommended that the Province of Ontario recognize and address the gap in diagnostic services, and respond by creating more Assessment Clinics that provide multidisciplinary diagnosis of FASD.
10. It is recommended that every organization critically analyzes their current knowledge, training and capacity in terms of FASD and respond by implementing the applicable recommendations within their agency.

## Physical Health

- 11.** Research has shown that sleep problems affect approximately 65% of individuals with FASD (Hayes et al., 2020). Therefore, it is recommended that sleep support/sleep programs are implemented within the community.
- 12.** It is recommended that all healthcare workers facilitate conversations around the danger of consuming alcohol while pregnant through a Trauma-Informed and FASD-lens, with both women who are pregnant and those of child-bearing years and men.
- 13.** It is recommended that Physicians and other Health Care Workers use an FASD perspective and understand that developmental traumas can manifest as physical health concerns (Reese, 2007). Thus, if there are possibilities of disturbed childhood attachments or developmental traumas, then all symptoms should be evaluated for a possible psychological cause. As individuals may be supported best through multidisciplinary care.
- 14.** This report calls upon the Provincial and Federal Governments to recognize and establish goals that aim to close gaps in health outcomes that disproportionately affect the FASD community. This would include focusing on trends such as life expectancy, suicide, addiction, homelessness and mental health challenges.

## Attachment

- 15.** It is recommended that more services are provided that incorporate intergenerational attachment/developmental trauma. By using an Intergenerational Trauma Treatment Model, the complex unresolved historical trauma of parents or caregivers can be simultaneously addressed along with the trauma of the child (The ITTM, n.d). Utilizing this method encourages intergenerational healing and aims to build caregiver capacity to respond to the child's needs.
- 16.** It is recommended that attachment programs are adapted to encourage the development of capacity-building in caregivers. Thus, teaching them the skills they need to respond to the unique needs of children.

## Family Cohesion

- 17.** It is recommended that all children who enter the child protection system should be screened for FASD. This is due to the high prevalence of FASD in child welfare.
- 18.** It is recommended that all social workers and others who conduct child-protection investigations are receive an updated training and education on using an FASD-informed perspective.
- 19.** It is recommended that more support and programming be offered within the community that focuses on caregiver capacity and well-being.
- 20.** Currently, FASD workers are only available for people under the age of eighteen; or until twenty-one, if the individual is still in secondary school. Thus, it is recommended that adult FASD Workers be accessible for adults living with FASD to ensure all twelve domains are supported.

## Social Functioning

- 21.** It is recommended that the use of improv and role-play therapy be encouraged within a clinical setting to advance social functioning in children.

- 22.** It is recommended that use of Curriculum-based models for the development of social functioning is implemented within the community. This includes the James Stanfield programs.
- 23.** It is recommended that service providers aiming to target social functioning ensure skill generalization within curriculums and service delivery. It is essential to assess whether social skills learned through programs are generalized to real-life situations that can lead to overall advancements in social functioning.
- 24.** It is recommended that service providers that are aiming to develop social functioning also remember to teach the individual the importance of social boundaries.
- 25.** It is recommended that service providers respond to the gap in service by increasing programming for senior citizens which in return will support the advancement of social functioning.

### Mental Health and Regulation

- 26.** It is recommended more support is delivered for mothers and women in child-bearing years with substance addictions.
- 27.** It is recommended that individuals diagnosed with ADHD are automatically screened for FASD in a clinical setting.
- 28.** It is recommended that Ontario policing employ more mental health responders within the area.
- 29.** It is recommended that free pregnancy testing is provided in substance use treatment facilities and programs.
- 30.** It is recommended that clinicians screen for FASD in a therapeutic setting. This is because 90% of individuals with FASD experience mental health challenges throughout their lifetime (McLachlan et al., 2019).
- 31.** It is recommended that organizations explore new ways to provide seamless transitions for individuals with FASD moving from child to adult services, through use of multidisciplinary and inter-sectoral collaboration.
- 32.** It is recommended that organizations across Ontario seek opportunities to dismantle stereotypes about people with mental health challenges and addiction. This can be worked towards by implementing mandatory anti-stigma training

### Education

- 33.** It is recommended that all school staff and students receive training and education on FASD.
- 34.** It is recommended that education on FASD is added to the health curriculum taught within schools from a preventative standpoint.
- 35.** It is recommended that schools and other education centres implement an FASD awareness week with the goal of destigmatizing and creating conversation.
- 36.** It is recommended that all mental health workers at education institutions receive an increase in FASD training.
- 37.** It is recommended that there is an increase in mental health support within Ontario elementary schools.
- 38.** It is recommended that mental health support delivered through school systems recognizes the need

individuals with FASD have for receiving support both in times of crisis and times of stability.

- 39.** It is recommended that Individual Education Plans (IEP) include a safety plan.
- 40.** It is recommended that peer mentoring and youth support groups are offered within the school setting.
- 41.** It is recommended that school settings increase the use of visual classroom structures

## Identity

- 42.** It is recommended that peer mentorship is provided within both school and community settings. This goal is to encourage the youth to seek support as they navigate new experiences.
- 43.** It is recommended that service providers categorized within the Identity sector use an empowerment model when supporting youth. Doing so encourages individuals to discover who they are and gain control of their experience.

## Community Engagement

- 44.** It is recommended that municipalities encourage education on FASD by having an annual awareness event.
- 45.** It is recommended that the eligibility for Passport funding/SSAH through the Ministry of Children, Community and Social Services (MCSS) is adjusted to include FASD. It is recommended that there is an increase in day support programs within the community that encourage social and recreational opportunities for adults living with disabilities.
- 46.** It is recommended that organizations respond to the overwhelming gap in service that is evidently seen within the Community Engagement domain as a whole. More specifically, the community needs an increase in programming for children and elderly individuals.

## Adaptive Skills

- 47.** It is recommended that the eligibility for Passport funding/SSAH through the Ministry of Children, Community and Social Services (MCSS) is adjusted to include FASD.
- 48.** It is recommended that service providers teach adaptive skills at a slow but consistent pace. Change can be very overwhelming for an individual with FASD, thus routines that build upon each other and focus on small accomplishments are encouraged.
- 49.** It is recommended that service providers categorized within the Adaptive Skills domain reevaluate their programming to include supporting the advancement of practical adaptive skills in children.

## Employment

- 50.** It is recommended employers are trained in using a supported employment model, which intertwines individual guidance and a strength-based approach (Pei et al., 2019).
- 51.** It is recommended that individuals be evaluated based on their unique strengths and challenges and job expectations are adjusted accordingly.
- 52.** The Ontario Labour Market is called to gather statistical information regarding individuals with FASD relating to employment trends. This can be further used to promote positive career experiences between employers and employees with FASD.



- 53.** It is recommended organizations create new employment opportunities for individuals with FASD. This can include “special employment, supported employment, alternative businesses, employment equity practices and other special employment programs for people with mental health issues and addictions” (Ontario Human Rights Commission, 2012). Doing so builds job expectations on the individual's strengths and promotes inclusion through a supportive model.

## Housing

- 54.** It is recommended that more housing accommodations be developed within the community that is suitable for the needs of adults living with FASD. It is recommended that the province of Ontario begin to mirror the progress other provinces/territories have made and include FASD as an eligibility to access provincial community living.
- 55.** It is recommended the community responds to the identified gap in youth housing support by increasing programs to combat youth homelessness and housing insecurity.
- 56.** It is recommended more is done in terms of policy change and research in an attempt to address the rate of individuals with FASD who are experiencing homelessness.
- 57.** It is recommended that more affordable rental units become accessible in the community.

## Parenting

- 58.** It is recommended that parent education provides basic knowledge on attachment and developmental trauma. This includes context on what it is, why it is important, as well as how to not pass on an insecure attachment to a child.
- 59.** It is recommended that organizations that offer parent education ensure parents have their basic needs met, such as food security, stable housing, financial stability, as well as access to any needed mental health or addictions treatments (Harding et al., 2020).
- If there are concerns relating to someone's unmet needs, organizations are recommended to use this Environmental Scan to provide a referral for the appropriate service.
- 60.** It is recommended that services focus on being individualized, comprehensive, and long-term, as parents with FASD may experience complex and unique needs (Harding et al., 2020).
- 61.** It is recommended that service providers adjust primary program goals relating to parenting and focus on individualized goals to fit the individual's capacity. For example, a goal for a parent without FASD, may be to develop independence however, for a parent with FASD it may be more appropriate to encourage the use of services until the individual feels they have the needed abilities to respond to the demands of their environment (Harding et al., 2020).
- 62.** It is recommended service providers utilize mentorship models that encourage collaborating with parents who have FASD.
- 63.** It is recommended that parenting programs are adapted to encourage the development of capacity-building in caregivers. Thus, teaching them the skills they need to respond to the unique needs of children.

## Study Strengths and Limitations

### Strengths

Unlike many other reports, this study incorporated both scholarly findings and a qualitative phenomenological research perspective. This alternative research method focuses the study foundation on individuals' lived experience with FASD and recognizes that people who have personal experience with this neurodevelopmental disorder are the true experts. With the goal of shedding light on community gaps that can be seen as barriers to accessing services, this study provides a platform for individuals with lived experience to express their thoughts and hopes for future FASD-Informed practice.

Moreover, to our knowledge, this report is the first to provide tangible recommendations regarding all aspects of service delivery that are based on both lived-experience and scholarly work. Recommendations have been made directed toward all three levels of Canadian government, as well as the community organizations that participated in the study. The focus of this advocacy and guidance is through an FASD-Informed lens and Intervention Model. Along with that, the recommendations are founded on data that was collected through lived-experience interviews, and therefore provides expert opinions on changes that this study articulates needs to be made. Thus, current findings will create resonance for service providing professionals looking to effectively support persons with FASD.

The final strength worth noting is that this report can act as a foundation for future Environmental Scans and Gap Analysis' in the realm of FASD. Further studies are needed to provide a clearer picture of the overall provincial needs. However, this report begins to shed light on the gaps in service and in training, which future research can build upon.

### Limitations

The findings presented within this study are seen in light of four main limitations. Firstly, this study was largely based on qualitative data obtained through video-conferencing interviews. However, further insight utilizing information found on community-organization websites began to allow the scope of programs and services to be further categorized through a quantitative lens.

As a result, the identified gaps in service were found and interpreted by the researcher. Due to the fact that one researcher alone gathered and analyzed the information, the study lacks varying perspectives, which could present findings that incorporate unintentional biases.

Secondly, the study had limited access to data which created impacts on the scope of analysis. Overall, fifty-five organizations were contacted to participate in an interview, which further allowed them to be included in the Gap Analysis. Out of the fifty-five organizations that were contacted, forty responded; and thirty-eight service-providing organizations agreed to participate in the video-conferencing interview and be listed within the report. In addition, twelve municipalities were contacted and asked to participate in the study. Out of that, seven responded and four municipalities agreed to the initial interview and to have their location listed in the report. This study was dependent on the willing participation of community organizations and municipalities. Thus, the gaps in service that are identified within the discussion portion of this report are based on the data that was collected.

The third limitation can be seen within the Gap Analysis. This section evaluates the present gaps in service and training with the community. Although the findings identified the missing components, the study did not assess the overall effectiveness of services and programs that support the twelve domains. Further research is required to determine the success of services in supporting the FASD community within the counties of Lanark and Leeds-Grenville.

The final limitation of this study is concerning the findings within the analysis, which are only reflective of the Lanark and Leeds-Grenville area. This study may provide insight into the service gaps of other locations within Ontario. However, ultimately, further environmental scans and resource gap analysis' are recommended in order to gain a clear picture of other regions of Ontario or the province as a whole.

## Conclusion

The purpose of this study was to conduct an environmental scan and gap analysis on the programs and services currently available to support the FASD community in Lanark and Leeds-Grenville. Furthermore, this report now provides a tangible resource for referrals and system navigation within the community. As it has been stated, individuals with FASD need support in all twelve domains to reach their full potential (Pei et al., 2019). Thus, community organizations are encouraged to reflect on this fact and use this environmental scan as a tool to ensure all individuals are receiving the fundamental support they require.

In addition, the gap analysis identified a total of twenty-four gaps in service and found that only 4.7% of participating organizations are considered to be FASD-Informed. These findings have provided a clearer picture of the overall needs and gaps that are currently present in the community. Organizations are encouraged to critically analyze and reflect on the content of this report and make any recommended changes or addition to their programming.

## Appendix

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