



# Annual Meeting

# FREDERICTON

# 2026

**June 11-13**

*Deep roots.  
Renewed growth.*



**Member  
Education Forum**

**Building Neurodiverse Conscious Communities**  
Alex Bailey

# Land Acknowledgement

We respectfully acknowledge that New Brunswick is situated on the unceded and unsurrendered territories of the Wolastoqey, Mi'gmaq, and Peskotomuhkati peoples. We seek to repair and rebuild meaningful relationships with Indigenous peoples and honour these lands which hold the hopes of future generations.



# Agenda

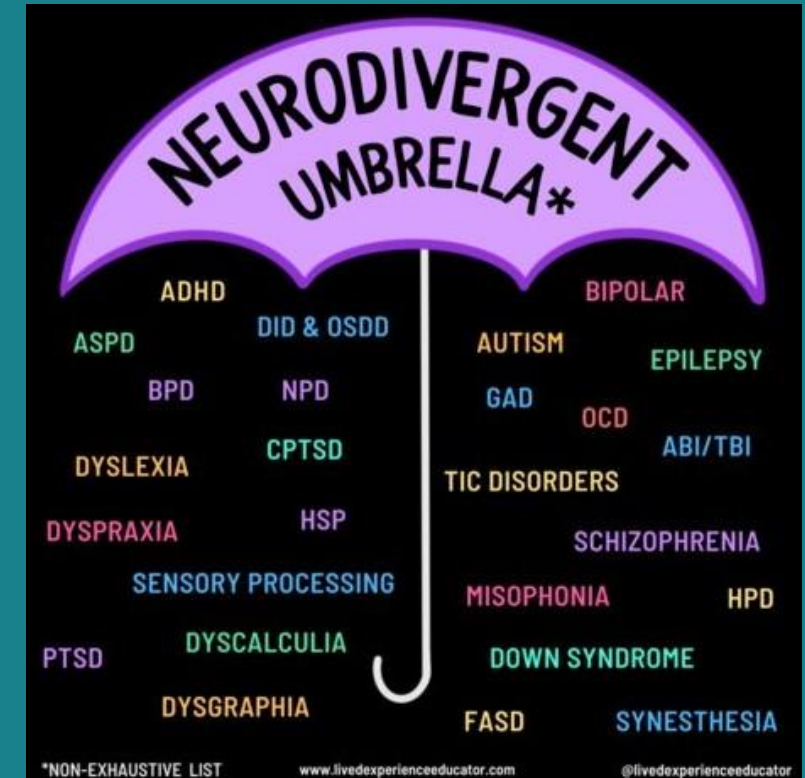


- Introduction
- Neurodiversity and why is it important
- Compassionate community building
- Capacity in Action - activity
- Strengths, Supports and Strategies
- Takeaways
- Wrap Up and Questions



# Neurodiversity

- Acknowledging the diversity of human brain development
- People experience and interact with the world around them in a variety of ways
- Everyone has unique strengths and challenges due to the different ways our brains are wired



“Neurodiversity recognizes differences are not deficits”

~Derek France

**Why is this an  
important topic**



# Healthy Communities are built on participation, compassion and understanding

- If you only have 20% to give and you give it your all, you have given 100% of what you can
- Time is valuable and members need to be motivated, feel comfortable, respected and engaged
- Setting and respecting boundaries and capacities



# Capacity in Action

- Pick a character sheet and grab the number of popsicle sticks indicated at the top
- As we walk through a typical day, expend your popsicle sticks based on the cost for each action
- At your table, compare the results of your characters' days



**What are some ways members get involved and volunteer?**

**What are some barriers to community participation?**



**Everyone has unique  
strengths**

**HOW DO WE  
DRAW ON THEM?**

# Recognizing Strengths

## ADHD

- Creative thinking
- Spatial reasoning
- Hyper-focusing
- Passions
- Courage

## ASD

- Memory
- Specific skills (math, music, reading)
- Novel thinking
- Detailed examination
- Hyper-focusing

## Dyslexia

- Entrepreneurialism
- Originality
- Visual reasoning
- Spatial expertise
- Storytelling



# Maximizing Member Engagement

- Leaving comfort zone and trying something new can be tough
- Repetition and consistency
- Short- and long-term planning
- Encourage feedback and follow-up
- What works for one may not work for others
- Conflicts happen, be prepared for resolutions and be respectful



# Extra Support and Accommodating Individuals Needs

- Everyone is unique and so are their needs, support and accommodations should reflect this
- Accommodations can be creative and simple
- Accommodations do not have to be expensive
- Support should be flexible and inclusive
- Support and accommodations should not be one sided or pushed upon individuals
- Needs should be addressed in a collaboratively



# Duty to Accommodate

Co-operatives have a duty to accommodate as housing providers. Simply put, we have an obligation to ensure all members can fully participate in their home and the greater co-op community without causing the co-op undue hardship.



# Tips and Strategies

- Open communication
- Check-ins before starting a meeting
- Setting goals and action plans
- Training
- Active listening
- Act when concerns are raised
- Continuity of accommodation planning
- Leave assumptions at home

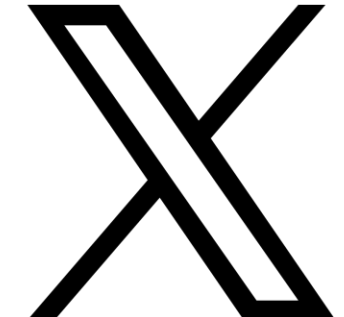


**QUESTIONS**



# Share what you've learned on social media!

- Post photos, favourite moments, or key learnings from today's workshops on social media
- Tag us @chfcanada
- Use the hashtag #CHFCanada2026



*The National Education Committee presents*

# ONLINE LEARNING

*Self-Paced*

*Move through the content when it suits you.*



## Courses

**Fulfilling your legal duties as a board director**

**Taking effective meeting minutes**

**Chair like a champion**

**Personal information protection**

**Identity affirming language**

**Maintenance 101**

**Financial statements 101**

- ✔ For board directors, co-op members, and staff
- ✔ \$30 per course
- ✔ Many courses to choose from
- ✔ 30 minutes per course
- ✔ Requires internet connection
- ✔ Develop practical skills and gain knowledge



**TAKE ACTION TODAY!**

**Youholdthekey.ca**



**YOU HOLD  
THE KEY**

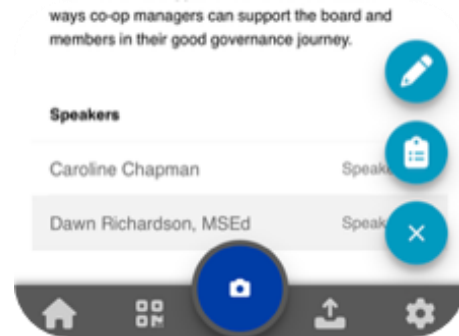
Protect affordable homes  
Renew rental assistance now



# Before you go

We need your help to do better!  
Fill out a paper evaluation, fold in half and leave it in the room.  
Or fill out a digital evaluation using our conference app.

Thanks!



# When you get home

Find today's workshop materials in the resources section on our website:

[chfcanada.coop/education/resources](https://chfcanada.coop/education/resources)



# Reminders

- **Voting in CHF Canada National Business meeting happens on Saturday.** Your co-op's delegate must be there in order to vote. The delegate can pick up a voting device at conference services.
- **All coffee breaks will be held in the tradeshow area!** Make sure you visit all the tradeshow exhibitors so that you can complete the bingo card (found in your bag) and have a chance to win prizes.



# Resources

## Accessibility Training:

- <https://a11y.canada.ca/en/learning-and-development/> (Government of Canada)
- <https://www.inclusionnb.ca/our-training/> (NB)
- <https://accessible.novascotia.ca/workshops-learning> (NS)
- <https://www.aoda.ca/online-training/> (ON)
- <https://accessibilitymb.ca/> (MB)
- <https://acds.ca/training/> (AB)
- <https://www2.gov.bc.ca/gov/content/home/accessible-government/toolkit> (BC)

## More Information and Examples:

- <https://www.neurodiversityhub.org/>
- <https://accessibilitycanada.ca/get-help/resources/>
- <https://www.understood.org/en/articles/reasonable-workplace-accommodation-examples>
- <https://forms.mgcs.gov.on.ca/en/dataset/0048>
- <https://www.chrc-ccdp.gc.ca/individuals/human-rights/duty-accommodate>

