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Bullying en comunidades de jubilación

Parte II

Por Renee Ruffin-Price
Para AL DIA TODAY

Como prometí, esta es la continuación del artículo de marzo, "Bullying en Comunidades de Jubilación". A continuación, voy a dar recomendaciones sobre cómo reducir la frecuencia del acoso emocional, verbal y físico, los cuales a veces ocurren en comunidades de jubilación o de asistencia.

Las organizaciones sin fines de lucro que se centran en proporcionar servicios a los adultos mayores pueden ayudar a organizar capacitaciones contra el "bullying" e incrementar la amabilidad para el personal de tra-

bajo y los residentes. Las lecciones pueden incluir lo que constituye el bullying, formas innovadoras de aumentar la amabilidad, las causas del problema, cómo puede intervenir el personal y lo que los espectadores pueden hacer cuando presencian comportamientos de bullying y comportamientos desagradables.

Después de realizar este tipo de capacitaciones, hablé con personas, quienes después de enterarse durante las charlas que algunas de sus acciones se consideraban de intimidación, inmediatamente dijeron que querían detener sus comportamientos porque se dieron cuenta de lo perjudicial que era para el bienestar emocional de otra persona. Muchas veces, crear

conciencia y el enfocarse en un problema como este, motiva y empodera a los testigos a hacer un papel responsable y activo en la intervención, incluyendo poner en alerta al personal de trabajo oportunamente.

A la mayoría de las personas no les gusta presenciar comportamientos de 'bullying' o acciones desagradables, pero es posible que no se sientan cómodos involucrándose. Los informes detallados de que alguien está siendo lastimado repetidamente, ya sea física o emocionalmente, son útiles para una administración que tiene el objetivo de proporcionar a todos los residentes un entorno enriquecedor y una buena experiencia de vida.

Avisos y otros re-



Renee Ruffin-Price, Community Advocate for Children

cordatorios colocados en ubicaciones estratégicas, como en boletines residenciales y en las áreas comunes, ayudan a las personas a tener en cuenta que, sin importar la razón, el maltrato desagradable entre los residentes no es aceptable.

Bullying in Retirement Communities

PART II

As promised, this is a continuation of the March article, "Bullying in Retirement Communities", in which I'll provide a couple of recommendations for how to reduce the frequency of the emotional, verbal and physical bullying that sometimes occurs in retirement or assisted living communities.

Non-profit organizations which focus on providing services to the aging might be willing to help organize anti-bullying/increase kindness trainings for staff and residents. The lessons might include what constitutes bullying, innovative ways to increase kindness, causes of the problem, how the staff can intervene and what bystanders can do when they witness bullying/unkind behaviors.

After conducting these types of trainings, I spoke to people who, after learning that some of their actions were considered bullying, immediately said they wanted to stop their behaviors because they realized through the training, just how harmful it was to another person's emotional well-being. Sometimes the heightened awareness and focus on a problem like this encourages and empowers witnesses to take a safe yet more active role in intervening, even if all they do was to alert the staff on a timely manner.

Most people don't like to witness bullying/unkind behaviors but may not automatically feel comfortable getting involved. Detailed reports that someone is being repeatedly hurt, either physically or emotionally, is very helpful to an administration that has set a goal to provide all residents with a nurturing environment and living experience.

Signage and other reminders placed in strategic locations, such as, in residential newsletters and in the common areas, help people remember that the unkind treatment between residents is not acceptable, no matter what the reason.

Senior Advocacy Council

Por Joe Steckler
Guest Columnist

While it was disappointing to cancel the first meeting of the new Senior Advocacy Council, it was equally heartening to see that 50 people signed up for the event. For 30 years I have been advocating for seniors in Brevard and believe that seniors and caregivers are starting to realize that issues important to them will only be resolved by a unified effort to make positive things happen. The coronavirus threat is a real concern, but hopefully we will be past it soon. With that in mind, we have tentatively rescheduled the Senior Advocacy Council meeting to April 23, 2020, but will again change the date if the coronavirus threat remains.

The Senior Advocacy Council is vital to ensuring Brevard's ability be a leader in programs benefiting the elderly. On a recent radio show, we featured the AARP Back to Work 50+ Program. I knew little of the program, but after 30 minutes was convinced that we should work together. At Helping Seniors, we get numerous calls from seniors who need part time work but have trouble finding jobs or are not prepared for the applica-

tion process. By training seniors to compete for jobs with confidence, Back to Work 50+ simplifies a problem that to many may seem insurmountable. I made certain these ladies knew about our next Council meeting.

When I asked the AARP representatives what their number one problem in getting seniors to apply for the program was, they said it was lack of awareness. I replied that a major objective of Helping Seniors is to inform and educate people in Brevard about the many wonderful resources available. Certainly, a program that is in tune with today's changes in the job market needs to be promoted within the community, especially a program designed like the AARP Back to Work 50+ Program. This is only one example of a program that can be identified and used to advocate for seniors.

In starting a movement to unify seniors, we must identify real life concerns to the Brevard County Commissioners, Florida legislators, Governor, and other key decision makers. Advocacy takes time but if never started nothing will be accomplished. What might have happened had the



public known that our Governor and Legislature was raiding the Sadowski Fund, money established to build affordable housing, of about \$2.3 billion over the past 20 years? If that money had been used as intended, think how much affordable housing could have been constructed and available to serve those we call homeless today.

I do not advocate for free money for all, but do believe that in a state with a \$93 billion budget, we can do better than have 50,000 people on a wait list for Medicaid services. Had we more wisely managed our ability to meet

developing needs over the years, we might not have such enormous lists of people needing services and affordable housing. Development of an effective Advocacy Council is a step in the right direction, so call 321-473-7770 and reserve a seat for the April 23rd meeting at Zon Beachside Assisted Living. Be part of a movement to cause leadership to listen and plan for meeting the needs of an expanding number of seniors.

Contact Helping Seniors at 321-473-7770, at www.HelpingSeniorsofBrevard.org, or at P.O. Box 372936, Satellite Beach, FL 32937.

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