



# STRATEGIES TO EMPOWER PEOPLE "THE KEY"



## Quick Blurbs

"The Key" Newsletter!

Where did the name come from, you ask? It's a thrilling tale in itself! This newsletter holds the key to your community, unlocking the secrets of what's happening around you. Get ready to open up to your community like never before with "The Key" Newsletter!



Pay attention to the newsletter... You might find an Easter Egg, if you do! Message Jessica Rivera on ERSP where you found the Easter Egg and you will be entered win a \$50 Gift Card through a Raffle. Get your find in by August 25th, 2023.



STEP is an Employee Owned Agency! What does that mean? It means Employees have a direct financial investment in the company, where you are basically getting a retirement plan that requires no out-of-pocket contribution.

## August 2023

### This issue:

- Page 2-3: Employee Spotlight
- Page 4: Promotion Spotlight
- Page 5: New Talent
- Page 5: Celebrating Dedication
- Page 6: Beauty of ASL
- Page 7: Neighborly Bonds
- Page 7: Six Flags
- Page 8: Dare to Dream
- Page 9: Transformative Journey
- Page 10: Remarkable Feat
- Page 10: Newsletter
- Page 11: Employment First Office
- Page 12: Santa Cruz
- Page 13-14: Health
- Page: 15: Horoscopes
- Page 16-18: Event Flyers
- Page 19: Activity Page
- Page 20: Calendar

# Employee Spotlight

## HeartRight: Going Above and Beyond

At Strategies to Empower People, we are committed to providing exceptional care and support to individuals with intellectual and developmental disabilities. Our employees are dedicated to making a positive impact in the lives of those we serve, and we are proud to spotlight our outstanding team members.

Santa Rosa Staff!!! Thank you all for your continued support we truly appreciate for you all.

You all have been so forthcoming with picking up additional shifts, staying late, coming in early, assuring that the employers attend appointments whether medical or personal, and assuring that their day runs as smooth as possible. Your continued support and dedication are what makes you heart right. We would like to extend my gratitude by recognizing you in this month news article and again say thank you. We look forward to continuing to work with you all.

From: Nicole G



Sending a huge thank you and much appreciation to Joaquin S! He makes things happen all day long in plain sight and behind the scenes, always going the extra mile for everyone. If he doesn't have the right answer right away he will find out and get back to you with out hesitation. It's his kindness and spirit that allows us all to be successful in all that we do.

Joaquin, know that you are seen and appreciated in all that you do!



Tatiana Shalko has been consistent in keeping a smile on her Employers faces she has been creative in keeping her employers active in the community when following all the 5 principles and maintaining consistent communication with Management and staff.



Laura C. your ability to stay on top of deadlines and your contributions to the team have been invaluable. Your commitment to excellence and high standards have set a positive example. Thank you for all you do!

From: Georgie P.



Huge applause and kudos to the incredible Elizabeth B! Her remarkable flexibility and unwavering willingness to assist with our enhanced coverage have left us in awe. She's truly taken charge and soared to new heights! We couldn't be more thrilled with her outstanding contributions! Way to go, Elizabeth B!



Let's give a standing ovation for the extraordinary Sharday Ware! Sharday has shown remarkable flexibility, never faltering in her commitment to excellence. Her consistent communication during the highs and lows of her responsibilities is truly commendable. And that's not all – Sharday's unwavering positive attitude and heartfelt dedication have been a beacon of light, uplifting everyone around her. We are incredibly grateful for her contributions during these times. Keep shining, Sharday!

Bobbie G. has shown exceptional dedication and adaptability, their positive attitude and eagerness to handle any task have not gone unnoticed. Bobbie approaches everything with unwavering enthusiasm. Not only do they deliver results, but Bobbie also does so gracefully, brightening the atmosphere around them. Their professionalism and willingness to help have contributed to our team's success and fostered camaraderie among coworkers.



Tiffany E. The work you do is important and so appreciated. Wanted to express my deep gratitude for the dedicated work you do day after day. Thank you!

From: Georgie P

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Every month, we take the time to recognize and appreciate the outstanding contributions of our dedicated team members. Whether it's your exceptional performance, positive attitude, or going above and beyond, we want to make sure you get the recognition you truly deserve!

Stay on the lookout for our latest newsletter release, where we shine the spotlight on our exceptional employees and share their remarkable achievements with the entire team!

So, mark your calendars, keep an eye out for our monthly newsletter, and get excited to see if YOU are the next shining star in our shout-out section! Your hard work and dedication are valued, and we can't wait to showcase your greatness to the world!

# Promotion Spotlight

## Elevating Our Agency's Talented Team

We are thrilled to announce a momentous promotions within our agency that celebrates the incredible talent and hard work of our dedicated employees. Each day, bringing passion, innovation, and unwavering commitment to our mission, and it is with great pleasure that we recognize your exceptional contributions.

Introducing our Promoted Superstars!

### Maria Elenda Baez

#### Promotion from DSP to DSP lead

Mary has been employed as a DSP with STEP since 5/12/2022, Within the year Mary has worked in both our enhanced and traditional employers. Upon speaking with Program Manager Gail Royster it was noted that “over the past few months Mary has been stepping up” Mary has continues to work additional shifts, assisting the sanders with their goals, encouraging them to be more independent even when they say there cannot, requesting to take on additional task such Assisting with medical appointments, school and baseball camps, as well as taking the sanders to hair appointments outside of the Napa county, transporting to/from camp, coming in early and staying late, assisting with teaching, coaching and training the sanders on accessing the community more independently and accepting change(new staff). Mary we look forward to you continued success and future growth with STEP.

### Edgar Abrica

#### Enhanced DSP to Enhanced DSP Lead

Edgar has been employed as a DSP with STEP since 10/22/2020. Edgar works with our Deaf employers In Santa Rosa. Edgar has a knack for assuring that the employers he supports are seen for their ability and not disabilities. Within his time here at STEP Edgar has worked t both the Appletree and Quimby home and was recently promoted to lead staff for the Quimby home. While at work Edgar assures that all the immediate needs of the employers are met, he supports for from assuring that an employer can visit her sister in Redwood Valley whenever she please to assisting with planning a day trip to Monterey bay aquarium. Edgar has continued to go above and beyond the call of duty for this he has been promoted from Enhanced DSP to Lead Enhanced DSP.

### Brenda Dominguez

#### Promotion from DSP to DSP4

Brenda was promoted from DSP to DSP4 at Strategies to Empower after 6 years of service. Her hard work, commitment, and unwavering support to Debbie and the entire team have made a significant impact. Brenda's exceptional transition into her new role as a DSP4 is a testament to her skills and dedication. Her efforts have not gone unnoticed, and we sincerely appreciate all the hard work she has put in. Thank you, Brenda, for your dedication, support to Debbie, and hard work!

# New Talent Joins STEP!

We have some thrilling news to share with you all. Strategies to Empower People (STEP) is growing, and we're delighted to welcome new members to our team! These individuals bring valuable expertise and a deep commitment to our mission of empowering people and making a positive impact in our community.

Please join us in welcoming:

Guadalupe A.	MaKayla J.	Andrea C.	Shamaria B.	Tasharria S.
Bradley B.	Yvette O.	Faith K.	Emani C.	Gabryella G.
Maryland H.	Pamela J.	Cheryle G.	Dejah B.	Sarwie N.

These additions to our team will enhance our ability to support and empower individuals, creating a lasting impact in their lives.

# Celebrating Dedication and Success

Congratulations on reaching another milestone with us as we celebrate your anniversary at STEP Agency. We want to take this moment to express our appreciation for your unwavering dedication and remarkable contributions to our team's success. Your hard work has been instrumental in shaping the positive growth of our organization.

As you commemorate your anniversary, it's also a time to remind yourself of another exciting achievement - your vested amount in our Employee Stock Ownership Plan (ESOP) could be increasing! Through our ESOP, you have a unique opportunity to share in the company's prosperity and success.

Claudia L. 18 YRS	Shawn A. 9 YRS	Kristin M. 3 YRS	Dana D. 2 YR
Cynthia O. 18 YRS	Joseph H. 9 YRS	Wilhelmeina W. 3 YRS	Nicole G. 2 YR
Michael E. 15 YRS	Gina M. 9 YRS	Brian J. 3 YRS	Vesta A. 2 YR
Ana Cristina G. 14 YRS	Ronel (Ron) P. 7 YRS	Oluwaseun O. 3 YRS	Yolanda H. 2 YR
Chantelle P. 14 YRS	Roseanne K. 6 YRS	Maria S. 3 YRS	Amber M. 2 YR
Stacee B. 11 YRS	Larisa M. 5 YRS	Brianna B. 3 YRS	Marcella G. 2 YR
Brian W. 10 YRS	Melanie F. 4 YRS	Steve H. 3 YRS	Marina S. 1YR
Jay K. 10 YRS	Travendala B. 4 YRS	Trisha N. 3 YRS	Garleine P. 1 YR
Ronessa A. 10 YRS	Andre G. 4 YRS	Francisco C. 2 YR	Rosezetta H. 1 YR

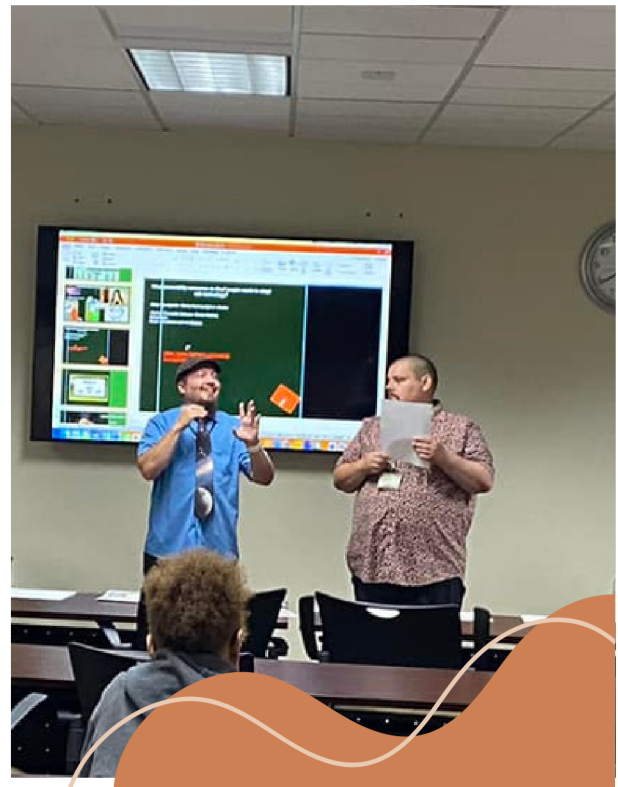
To Learn more about our ESOP visit our website at [www.stepagency.com](http://www.stepagency.com) or reach out directly to our HR department for more information 916-679-1555

# Discover the Beauty of ASL

Strategies to Empower People (STEP) is thrilled to highlight the incredible journey of our dedicated employer, Carl Poulin, who recently took the initiative to teach an enriching ASL (American Sign Language) class. Let's delve into what motivated him to share this remarkable language and the impact it had on him and the participants.

Carl's heart is brimming with inspiration to create a world where communication knows no barriers. He firmly believes that ASL can unite people from diverse backgrounds, fostering a harmonious relationship between the hearing and deaf communities. His vision is to empower individuals to work together, accomplishing great things through the power of effective communication.

Throughout the class, Carl's passion and enthusiasm were evident, igniting a spark of motivation within each participant. His dedication to teaching ASL shone brightly, as he eagerly shared the wonders of this expressive language. The joy of introducing new people to ASL filled him with a sense of purpose and fulfillment.



If you're curious about learning ASL, Carl encourages you to take the first step! There are numerous resources available to help you get started on this exciting journey. You can begin by watching instructional videos on platforms like YouTube, following ASL influencers and content producers on social media, exploring ASL books at your local library or bookstore, and attending deaf events like ASL ice cream socials, coffee meetups, pizza gatherings, or BBQs.

Additionally, you can download the Hand Talk App to enhance your learning experience. Remember, grasping the ASL alphabet is a fundamental foundation to start your ASL exploration.

Check our Calendar at the end of the newsletter for the next ASL Class taught by Carl Poulin.

# NEIGHBORLY BONDS



While out in the community Shirley saw a firefighter and wanted to show him her fish and take a picture with him. As Shirley introduced herself, he stated that he knew her and asked if she lived off a particular street. He stated that he had been to her house before when she was mad. Shirley then told him that she does not get mad like that anymore and that she now takes breaths to calm down. The firefighter told her “That is great, and I am proud of you”. They took a picture then he asked her if she wanted to see his firetruck. The firefighter opens the doors to the fire truck and shows Shirley the compartments and explains different things regarding the truck and how the dispatch radio works to her. As our visit ended, he turned to Shirley and told her to keep up the great work.

# SIX FLAGS!!!!



**THIS IS NOT A STEP AGENCY EVENT**

## SIX FLAGS DISCOVERY KINGDOM

### DEAF AWARENESS DAY

**AUGUST 12TH, 2023**

**11AM-8PM**

**\$35.99/Per Person**



Sign Language interpreters will be on site at different locations, including Guest Relations, all shows and Midway- Animal Encounters.

Purchase your tickets in advance on the website, ensure to enter the promo code for the discount. Print tickets at home, or use cell phone and show barcode at the gate.

**Promo Code: Deaf2023**

**SIXFLAGS.COM/DISCOVERYKINGDOM**



## Dare To Dream Support Group

Join us at STEP for an exciting new initiative, the Dare to Dream Support Group, specially tailored for individuals with Intellectual and Developmental Disabilities. Our mission is to empower and uplift each other as we embark on a journey of growth and fulfillment together. Every Thursday afternoon, from 2 pm to 3 pm, we'll gather at the warm and inviting Professional Drive Office.

In the Dare to Dream Support Group, we engage in empowering discussions covering a range of vital topics, including Safety, Building Healthy Relationships, and Mastering Self-Advocacy. Together, we'll navigate life's challenges, discover hidden strengths, and foster resilience in a compassionate environment.



Recently, we held our first event, the Sac Sheriff Safety Class. Led by the Sacramento Sheriff, we learned invaluable skills to protect ourselves from internet scams and suspicious individuals. The class provided us with essential tips to ensure our safety. It was a fantastic experience with a wealth of valuable information.

The Dare to Dream Support Group eagerly awaits your presence, ready to celebrate your unique abilities and dreams. For more information or to embark on this empowering journey, reach out to the Support Group at 916-597-8718. We're here to answer your questions and welcome you with open arms. We're here to answer your questions and welcome you with open arms.





# Transformative Journey

By: Jessica Laube

In January 2021, I started working with Bibiana, observing her eating and sleeping patterns along with her overall health. I noticed she had an uncontrollable eating habit and a sedentary lifestyle, leading to chronic knee pain due to lifelong obesity. I discussed the possibility of weight loss and improved health with her, and her health risks.

It took some time for Bibi to find motivation, but in early July 2021, she decided to take action after a serious discussion with her doctor. She weighed 276 lbs and had borderline diabetic lab results. With consistent education and guidance, Bibi gradually made changes to her diet and portion sizes. She started practicing eating out more mindfully, portioning her food, and making healthier food choices.

Over time, Bibi lost weight and embraced meal prepping for the week. She incorporated physical activity by joining a gym, which further improved her health and mobility. As of now, she has gone from 276 lbs to 191.3 lbs, and she is motivated to continue her journey towards her ideal weight of 112-140 lbs.



Bibiana's dedication to her health has led to significant improvements, and she is excited about her progress and the positive impact on her life. With determination and hard work, she is moving closer to her health and weight goals.

*Way to go*



# REMARKABLE FEAT



Meet the unstoppable Kyanna, a true force of nature who not only dominates the Professional Drive Office, but also embraces the awe-inspiring role of being a mom Witness Kyanna as she gracefully dances between her work commitments and her unwavering support for her incredible son, the extraordinary Kavi! As she shines at STEP, you'll marvel at her tenacity, dedicating herself to helping her son become the very best he can be.



But hold on tight, because the story takes a thrilling turn! Kavi, a rising star, bursts onto the track and field scene like a comet and has qualified for Junior Olympics in Eugene, Oregon. He has qualified in the long jump and the 4x100 relay. He launches himself into the air like a majestic eagle, reaching a jaw-dropping 13 feet! It's a leap of faith that propels Kavi into the limelight! And that's not all! Kavi's adrenaline rush continues in the 4x100 relay.

With heart-pounding speed and precision, he stops the clock at an astounding 57.03 seconds.



Join Kyanna and Kavi on their adventure of triumph, love, and perseverance as they conquer every obstacle. Buckle up for this rollercoaster ride of excitement and achievement that will keep you on the edge of your seat until the end!

## NEWSLETTER

We need YOUR voice to make our newsletter shine brighter than ever! Share your stories, images, and ideas with us, and let's create a newsletter that truly represents our vibrant and diverse community. Whether it's a heartwarming anecdote, a captivating photo, or an exciting event idea, we want to hear it all! Together, we can make this newsletter a platform to celebrate and connect with one another.

Send in your contributions to [Jessica.Rivera@stepagency.com](mailto:Jessica.Rivera@stepagency.com) by 19th of Each month. Let's make this newsletter a true reflection of our amazing community!



# Californians with Disabilities Win Big with the Creation of the State's Employment First Office!

California became an employer-first state in 2012, but people with disabilities account for only 17% of the people that are working. We know that people want to work and want to be paid at minimum wage or higher.

With this new position it will support people with disabilities to:

- Bring their team together to support people with their work goal
- Person-Centered Planning-making sure the job is a good match for the person
- Make sure people have the right support on the job, their job coach

**“WE ALL WANT TO WORK, AND EMPLOYERS NEED EMPLOYEES,” SAID SCDD CHAIR WESLEY WITHERSPOON. “THE NEW EMPLOYMENT FIRST OFFICE WILL FOCUS ON HELPING EVERYONE, INCLUDING THE STATE AGENCIES SUPPORTING US.”**

The Employment First Office will resolve the incomplete interpretation and implementation of the Employment First Policy. You can read more about California's employment first policy here:



Read the 2023 SCDD report with recommendations about how to phase out of subminimum wage here:



# SANTA CRUZ



What a thrilling and unforgettable 3-day mini-vacation it was! A vibrant group of 18 employers and 7 staff embarked on an epic journey to San Jose, ready to seize every moment of excitement and adventure. Our basecamp? A massive, beautiful home that we turned into our own private paradise.

Our first day brought us to the Santa Cruz Beach Boardwalk, a kaleidoscope of thrilling rides, games, and shops that instantly set our hearts racing with anticipation. Laughter filled the air as we soared on roller coasters, won prizes at the game booths (some of our team were undisputed champions!), and indulged in delectable beachside treats. The excitement was palpable, and our employees were beaming with joy, cherishing every prize they took home as a badge of honor.

The next day, we delved into the natural wonders of the Natural Bridges State Park. Amidst awe-inspiring scenery, we spread out picnic blankets and reveled in a feast of flavors, fueling us for the adventures ahead. Fearless souls among us braved the chilly waters, frolicking with glee in the surf, while others opted for a leisurely nature walk, basking in the beauty of the great outdoors. As the sun began to dip below the horizon, the spirit of camaraderie and fun continued. Card games, jokes, and friendly competitions of Cornhole set the stage for lively banter and endless laughter.



In the end, our hearts were full, and memories etched in our minds forever. The resounding success of this incredible trip was a testament to the power of adventure, laughter, and togetherness. With spirits lifted and hearts brimming with gratitude, we bid farewell to our San Jose getaway, eagerly awaiting the next chapter of our unforgettable journey.



## Optimal Health Wellness

When it comes to maintaining optimal health and wellness, annual check-ups and continued care play a pivotal role. We want to emphasize the importance of regular health assessments and remind you to prioritize comprehensive care, including dental health. This month's newsletter is dedicated to raising awareness about the benefits of annual check-ups and ensuring that your well-being remains at the forefront.



**Annual Check-ups:** Annual health check-ups are more than just routine appointments. They provide an opportunity for healthcare professionals to assess your overall well-being, detect potential health issues early on, and develop personalized care plans. By scheduling regular check-ups, you take proactive steps towards preventive care and ensure that any emerging health concerns are promptly addressed.

**Comprehensive Health Care:** Health encompasses more than just physical well-being. Mental health, emotional well-being, and oral health are equally vital aspects of comprehensive care. Remember to prioritize regular visits to your primary care physician, mental health professionals, and dentists to address any potential issues and maintain a holistic approach to your well-being.

**Preventive Measures:** Annual check-ups often include preventive screenings and vaccinations, which are crucial for maintaining good health. Screening tests, such as blood pressure checks, cholesterol level evaluations, and cancer screenings, help detect underlying conditions at an early stage. Vaccinations safeguard you against preventable illnesses, so make sure your immunizations are up to date.

**Dental Health Matters:** Oral health is an integral part of overall well-being. Regular dental check-ups are essential for preventing and addressing oral health issues, such as tooth decay, gum disease, and oral infections. Remember to schedule your routine dental examinations, cleanings, and any necessary treatments to maintain a healthy smile and optimal oral health.

☒ **The Importance of Continuity:** Establishing an ongoing relationship with your healthcare providers allows for continuity of care. By keeping a record of your medical history and regularly consulting with your trusted professionals, they gain a deeper understanding of your unique health needs and can provide tailored recommendations and treatments.

**Partner with Your Healthcare Team:** Active engagement with your healthcare team is key to maximizing the benefits of annual check-ups. Prepare a list of questions or concerns before your appointment, discuss your lifestyle choices, and actively participate in decision-making regarding your care. Building a collaborative relationship with your healthcare professionals empowers you to take charge of your well-being.

**Schedule Your Check-ups:** If you haven't already, take a moment to review your health records and ensure that you have scheduled or completed your annual check-ups. Reach out to your primary care physician and dentist to arrange appointments, and don't hesitate to address any concerns or questions you may have during these visits.

Remember, proactive healthcare and comprehensive well-being are lifelong commitments. By prioritizing annual check-ups and continuing care, you invest in a healthier future for yourself. Your health is invaluable, so let's make it a priority together.



# HOROSCOPES

By: Michelle Kebabjian

## **ARIES** MAR. 21 - APR. 19

Make it a point to express yourself clearly, especially with those who bring you conflict. Remember your intentions, state your goals, and stand your ground.

## **TAURUS** APR. 20 - MAY. 20

Unexpected setbacks with travel, or trip interruptions, can be a problem this month, but don't worry. Stay flexible and open-minded, and you will make it to your destination right on time.

## **GEMINI** MAY. 21 - JUNE. 20

Cravings and impulses may feel unusually strong this month, as the planets move through your chart. Try to maintain control, but if all else fails, don't beat yourself up too bad.

## **CANCER** JUNE. 21 - JULY. 22

Sometimes standing under the night sky can make your heart feel alive and free. The stars contain loving messages, but you'll miss them if you never step outside.

## **LEO** JULY 23 - AUG. 23

Mentally and physically you're doing a lot these days, Leo. Give yourself a pat on the back, and a cool glass of lemonade to sip in the shade.

## **VIRGO** AUG. 23 - SEP. 22

Your reputation as an organizational genius is well-earned Virgo, but you and I both know there is a softer side to you. Relax a little this month and let ALL your sides get some sun.

## **LIBRA** SEP. 23 - OCT. 22

Imagine the perfect summer day for you Libra, then watch it happen! Your connection to Source energy is strong these days, so manifesting your desires should be a breeze!

## **SCORPIO** OCT. 23 - NOV. 21

Dreaming of Halloween and cool autumn breezes already, Scorpio? It's understandable but remember- your Life is happening in the present moment, even if it's miserably hot outside.

## **SAGITTARIUS** NOV. 22- DEC. 21

Your infectious laugh and your fun-loving nature make you one of the most treasured friends anyone could ask for. They're all lucky to have you, Sag, even the ones who don't realize it.

## **CAPRICORN** DEC. 22 - JAN. 19

Taking a break to immerse yourself in peace & quiet is going to be an important tool in the coming days. Make time to rest and really listen to your body.

## **AQUARIUS** JAN. 20 - FEB. 18

Remember that forgiveness works to set you free, Aquarius. It does not free the other person from consequences, it merely frees you from the burden of carrying heavy emotions.

## **PISCES** FEB. 19 - MAR. 20

The summer romance you're secretly hoping for may actually come to pass, Pisces! Keep your eyes open for a mysterious "friend of a friend" you'll soon meet but play it cool- don't get attached too quickly.

**S.T.E.P North  
Bay invites  
you to join us**

***for a Summertime  
BBQ in the Park!***

***Burgers, hot dogs,  
friends & FUN!***

**Friday, August 4<sup>th</sup>  
1:00 pm to 4:00 pm**

**at Fuller Park in downtown Napa  
(Corner of Jefferson St. & Oak St.)  
Tables on the Oak Street side**





STEP DIVERSITY AMBASSADORS  
PRESENTS:

# Movie Night

*Celebrating Womans'  
Equality*

Everyone  
Welcome

NOW SHOWING  
**Suffragette**

\*\*Violence in movie - Rated PG13\*\*

**3 Showings**

**8.24.2023**

Start at 3:30pm

**STEP North**

6544 Lonetree Blvd, Rocklin, CA

**8.25.2023**

Start at 3:30pm

**STEP Central**

2330 Glendale lane, Sac, CA

**8.25.2023**

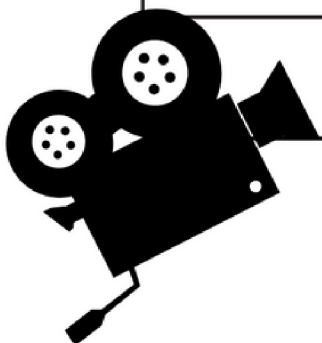
Start at 3:30pm

**STEP North Bay**

935 Clinton Street, Napa, CA

Subs for National Sandwich Month!  
Popcorn, Drinks and Subs!

Contact the Diversity Ambassadors at  
[Social@stepagency.com](mailto:Social@stepagency.com)



# RENO TRIP

**WHEN:** October 14th, 2023

**TIME:** 8am - 8pm \*Bus leaves at 8am, Arrive at 7:30am

**COST:** \$50 per seat & \$2 tip for Driver

**MEET LOCATION:** 2330 Glendale Ln, Sac, CA 95825

**CONTACT:** DesMalone@stepagency.com

**OTHER:** Please bring snacks/drinks and personal spending money for the trip. Cost only covers transportation



**DEADLINE:** Pay for seat by Oct 1st, pay to Finance Department.  
After Oct 1st, payments are non-refundable

# Activity Page

## ACROSS

2. BABY, CHILD, TEENAGER, ADULT, AND ELDERLY ARE ALL EXAMPLES OF VARIOUS \_\_\_ OF LIFE.

3. RANDOM ACTS OF \_\_\_ DEMONSTRATE LOVE & RESPECT.

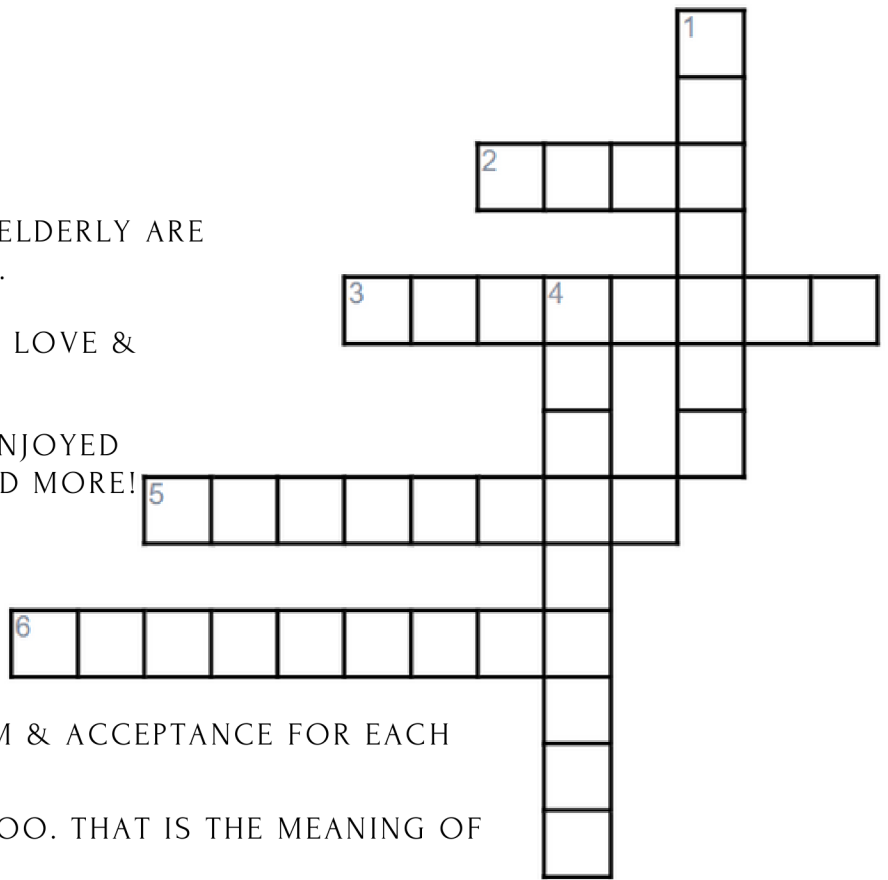
5. \_\_\_ OF REGIONS & COUNTRIES ARE ENJOYED THROUGH FOOD, THE ARTS, SPORTS, AND MORE!

6. WHAT \_\_\_ DO YOU HAVE?

## DOWN

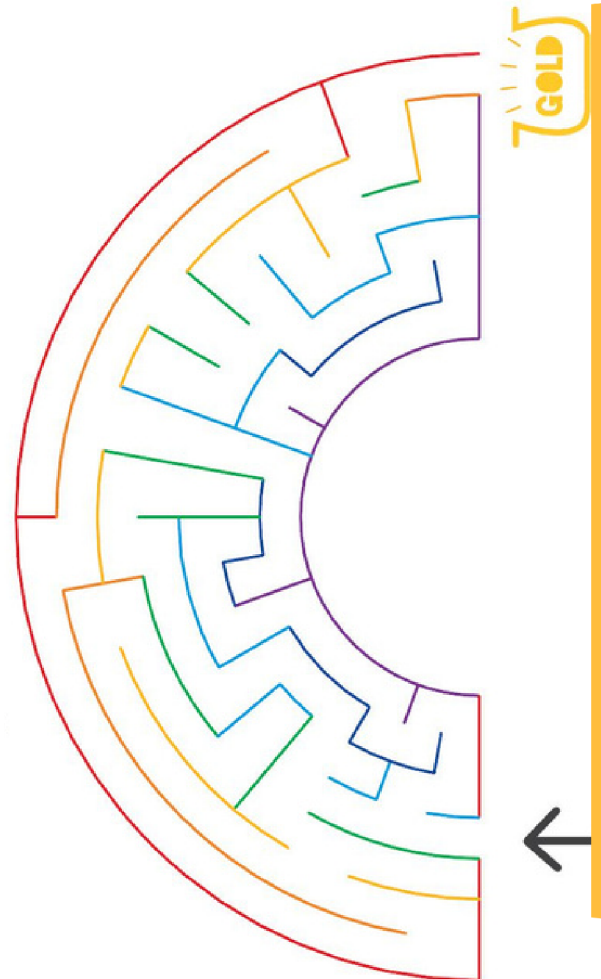
1. \_\_\_ FOR OTHERS IS SHOWING ESTEEM & ACCEPTANCE FOR EACH INDIVIDUAL.

4. WE ARE ALL DIFFERENT, YET ALIKE, TOO. THAT IS THE MEANING OF \_\_\_.



## Sudoku

	7			2			4	6
	6					8	9	
2			8			7	1	5
	8	4		9	7			
7	1						5	9
			1	3		4	8	
6	9	7			2			8
	5	8					6	
4	3			8			7	



# AUGUST 2023

**INTERNATIONAL DAY OF THE WORLD'S INDIGENOUS PEOPLE**  
AUGUST 09

**WOMEN'S EQUALITY DAY**

**INTERNATIONAL DAY FOR PEOPLE OF AFRICAN DESCENT**

Events listed below are open to all at STEP Employee's and Employer's \* Questions call the office 916-679-1555

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<p>6</p>	<p>7</p>	<p>1</p>	<p>2</p>	<p>3</p>	<p>4</p>	<p>5</p>
<p>13</p>	<p>14</p>	<p>8</p>	<p>9</p>	<p>10</p>	<p>11</p>	<p>12</p>
<p>20</p>	<p>21</p>	<p>15</p>	<p>16</p>	<p>17</p>	<p>18</p>	<p>19</p>
<p>27</p>	<p>28</p>	<p>22</p>	<p>23</p>	<p>24</p>	<p>25</p>	<p>26</p>
		<p>29</p>	<p>30</p>	<p>31</p>	<p><b>August Orientation Schedule</b> Orientation (Hearing): August 7th-11th Orientation (Deaf): August 14th-18th CSP Orientation: August 7th &amp; 8th</p>	

**Dare To Dream:** Engages in empowering discussions covering a range of vital topics, including Safety, Building Healthy Relationships, and Mastering Self-Advocacy. \*OPEN TO ALL\*

**Garlic Festival:** Admission: \$15-\$20  
Parking: \$10  
1658 S. Airport Way, Stockton, CA 95206  
\*THIS IS NOT A STEP EVENT\*

**Country Club Bowling:** Cost: \$1.50  
2600 Watt Ave  
Sacramento CA 95821

**Pool Day \*Cottage Pool\*:** Cost: \$5.00  
3097 Cottage Way, Sacramento CA 95825

**Six Flags \*Deaf Awareness Day\*:** Ticket Cost: \$34.99 (plus Tax)  
Additional cost for in park purchases  
26101 Magic Mountain Pkwy  
Valencia, CA 91355  
\*THIS IS NOT A STEP EVENT\*