

# MONTAGE

SPRING  
2016

# PUT YOUR PURPLE ON!

#DHPURPLEPRIDE  
DENTALHYGIENECANADA.CA

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ZOOM!



THE CANADIAN DENTAL  
HYGIENISTS ASSOCIATION  
L'ASSOCIATION CANADIENNE  
DES HYGIÉNISTES DENTAIRES

As part of National Dental Hygienists Week 2016 the CDHA is again promoting the "Put Your Purple On" campaign to encourage members to display their professional pride. Join other MDHA members in representing our profession and "Put Your Purple On" for National Dental Hygienists Week 2016 from April 9 to April 15.

## MDHA CELEBRATES 50 YEARS



2016 marks the 50th anniversary of the establishment of the Manitoba Dental Hygienists Association. Looking back over the past 50 years our members can see that dental hygienists in our province have a rich history to be proud of. Looking to the past is an excellent way for us to learn how we have grown as an association and a profession.

*50th Anniversary*

*1966 - 2016*

With the arrival of spring, it is the perfect time to take what we have learned and what we have accomplished in the past and look the future. It is an exciting time to be part of the MDHA!



### MDHA VISION

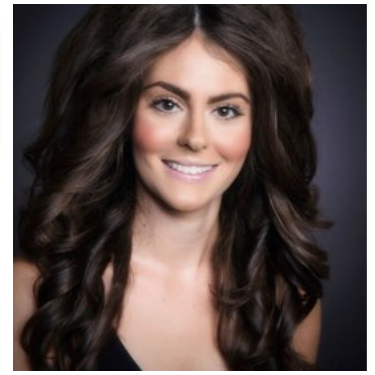
To be the collective voice of Manitoba dental hygienists in promoting the profession; cultivating partnerships with member-owners and other stakeholders and empowering our member-owners for the good of the profession and the public

### MISSION STATEMENT

To advocate and promote the profession of dental hygiene; represent our member-owners, encourage lifelong learning and evidence-based practice; and provide education & health promotion to the public. This includes:

- Acting as the collective voice, resource and advocacy body for dental hygienists
- Providing professional development and social networking opportunities
- Encouraging continued growth and development of the profession
- Creating public awareness of the profession of dental hygiene
- Providing opportunities for health promotion, education and community outreach

## A MESSAGE FROM YOUR PRESIDENT



The frozen dates of late January marked the gathering of all collective members of our oral health teams from across the province at the 132<sup>nd</sup> Manitoba Dental Association Annual Meeting and Convention. The Manitoba Dental Hygienists Association commenced our program by hosting our fifth annual *Business with Breakfast* meeting; one of the many benefits exclusively for our membership-owners. With those in attendance we together shared in the beginnings for a year honoured with jubilant celebrations of our 50<sup>th</sup> Anniversary!



The MDHA was pleased to welcome our Keynote Speaker, Dr. Ann Eshenaur Spolarich, RDH, PhD. Her presentation: *“Commonly Prescribed Medications and Managing the Oral Side Effects of Medication Use”* was very well received and attended by each field of professional comprising the oral health care team. Ondina Love, Chief Executive Officer of the Canadian Dental Hygienists Association, traveled especially from Ottawa to present on the results of the 2015 CDHA Job Market and Employment Survey. Our membership-owners were the first nationally to be privy to this information, even prior to official publication.

We will continue to celebrate our 50<sup>th</sup> Anniversary at our upcoming Annual General Meeting, which will once again be held at the Victoria Inn Hotel and Convention Centre in Winnipeg on June 4<sup>th</sup>. As an alumnus of the University of Manitoba School of Dental Hygiene and first CDHA representative of the North to serve as national President, the MDHA is delighted that distinguished guest Donna Scott, President of the Canadian Dental Hygienists Association, will be in attendance. Please mark your calendars, save the date and make plans to join us! Additional details are to follow.



Life is all about stepping outside of one’s comfort zone and confronting new challenges. It is experiencing these challenges where you feel the exhilaration of accomplishment, success and victory, develop a willingness to change and grow, discover who you are and ultimately, what makes life meaningful. It is said that, “Difficult roads often lead to beautiful destinations”. And it was with this in mind that I began my journey into the unknown world, beautiful art and science of Muay Thai Kickboxing.



Muay Thai is the cultural martial art of Thailand and its history of tradition can be traced to the middle of the 16<sup>th</sup> century as the primary, most effective method of self-defense used by Thai warriors on the battlefields. The science incorporates the use of the entire human body to mimic the weapons of war: the hands become the sword and dagger, the shins and forearms hardened in training to act as armor against blows, the elbow to fell opponents like a heavy mace or hammer, and the legs and knees act as the axe and staff. Proper technique, posture, position and power are vital elements, each movement a focus of physical and mental discipline.

The art of Muay Thai has known many faces, as the skills, tactics and techniques has been defined and refined with its evolution over the centuries. With the garnering of international exposure and recognition, the modern Muay Thai Kickboxing of today has developed into a safe, dynamic ring sport, resembling that of boxing in style and organization, and as self-defense and fitness programs.

When was the last time you did something for the first time? My first endeavor with Muay Thai Kickboxing definitely challenged me to venture outside the boundaries of my comfort zone. But it quickly became so much more, as I have developed and honed abilities of self-defense, discovered newfound self-confidence, renewed my mental and spiritual focus, am at peak physical fitness, and have been openly welcomed by a close-knit community who embraces you as one of their own, as family. The teachings, practice, benefits and results has not only translated, transcended and transformed into my overall personal being, but into my practice as an oral health care professional and mastering the art and science of dental hygiene.

Ronald E. Osborn stated, "Unless you try to do something beyond what you have already mastered, you will never grow." In today's rapidly changing world, if one is not moving forward, one is falling behind. Thus, we must constantly grow, develop, learn and relearn to keep pace with the changing tides. Change can be intense and intimidating but what is even more daunting is allowing change to stop you from growing, evolving and progressing. Personally, I would like to encourage each of you to openly embrace, explore and welcome the continued growth and developments throughout the progression of your dental hygiene careers **and in all areas and aspects of your life.** One must acknowledge that the comfort zone is a beautiful place ... but nothing ever grows there.

**Larissa Bubnowicz, B.Sc, Dip.DH, RDH**  
**President, Manitoba Dental Hygienists Association**  
**president@mdha.ca**





## A MESSAGE FROM YOUR PRESIDENT ELECT

As the days get longer and warmer and the snow starts to melt we start seeing those first signs of spring ... bare sidewalks, the geese returning and those pretty, purple crocuses popping their heads out of the ground. Those first signs of spring also indicate that it is time for dental hygienists to start thinking about "putting our purple on" for Oral Health Month and National Dental Hygienists Week (April 9 - 15).

Did you know that purple has been the official colour of dental professionals since 1897? Our national association, CDHA, is bringing back the "Put Your Purple On!" campaign as a way of showing our professional pride. There are contests with great prizes as well as NDHW celebration ideas, activities, and resources. Be sure to visit [www.cdha.ca/NDHW](http://www.cdha.ca/NDHW) for all the details!

I am really excited about the MDHA's plans for National Dental Hygienists Week this year. If you've been following the posts on the MDHA Facebook page (be sure to "like" us!) and have read the email blasts, you are aware that this year we have partnered with Siloam Mission for Gift from the Heart and NDHW. Starting on April 9th volunteers from our membership will be providing oral health care services to some of Winnipeg's underserved citizens through Siloam Mission's Saul Sair Health Centre's dental clinic. I have been very touched and encouraged by the enthusiastic response you have shown to the call for volunteers for this event. MDHA members really are a wonderfully giving and compassionate bunch and all of us on the Board of Directors thank you from the bottom of our hearts!

So, let's all put our purple on and find ways to promote our profession and good oral health - not only in April but all year! MDHA hygienists rock!

### CONTEST! MEMBERS IN THE COMMUNITY!

Part of MDHA's Mission includes providing education and health promotion to the public – we couldn't meet this objective without your dedicated effort.

Our members are doing a lot of great work and we want to highlight it – and say thanks! – to you for supporting community outreach initiatives.

Share your Community Outreach experience (either through MDHA or your own initiative) for a chance to win one of two gift cards for \$10 in each edition of the Montage!

Send a short write up of your experience (include pictures if you want) and send to [info@mdha.ca](mailto:info@mdha.ca).

\*Winning submissions will be randomly drawn and announced in the next edition of the Montage

## GOOD LUCK!

## A MESSAGE FROM YOUR EXECUTIVE DIRECTOR

It is a good thing that the Association world is so busy during the winter months, because if we weren't all so busy, we would have more time to moan the cold, snowy days of winter! Even though here in Manitoba we get our fair share of cold and snowy weather, we do have to be thankful for the sunshine! As I write this the sky is bright blue and the sun is a littler higher in the sky than it was last week, which is a good indication that spring is on the way. Still crazy cold out there, but nothing that a pair of warm boots and cozy jacket can't handle!



*MDHA President Larissa Bubnowicz at the 2016 MDHA Business with Breakfast Meeting*

Speaking of dental hygiene students, we must acknowledge the DH students who volunteered their time to work the registration desk at the BWB. We are so fortunate to have such enthusiastic students who are always ready and willing to assist. Thanks to Connie Chiang, Mycah Cruz, Lovelyn Enriquez, Jiwon Lee, Shelly Paul, Arnellene San Jose and any other student volunteers whose names I may have missed. You are the future of your profession and we want you to know that the time you spend volunteering at MDHA activities does not go unnoticed!

All attendees at the Business with Breakfast had the opportunity to complete a feedback form and we would like to thank those who participated. Knowing what members want and need is important to any member-based organization and the MDHA values your input. To further our knowledge of the needs and desires of our members, the MDHA will be conducting an online member survey in the coming months. When you receive the email with a link to the survey, we ask that you take a few minutes to participate. The more information we have from you, the better we will be able to serve the profession.

We were pleased to have so many of you join us on January 29<sup>th</sup> for the MDHA Business with Breakfast meeting (BWB) held in conjunction with the Manitoba Dental Association Meeting and Convention. It is always a well-attended, popular event with our members. If you were in attendance, then you know that there appeared to be some seating issues. All MDHA members received an email from me addressing that issue, which I hope helped you to understand the situation. I have since heard that there were delays in the convention registration area, resulting in some members arriving a little after the start time of our meeting. There were seats available, however, it was not easy for members to find them as the meeting had already started. We all learn from experiences, and the MDHA plans to recruit dental hygiene students to assist members at future BWB meetings to ensure that all in attendance will have a seat.



*The CDHA's Ondina Love at the Annual MDHA Business with Breakfast meeting*

Also, all members who participate will be eligible to have their name entered into a draw for a \$50 gift card. (Note, the survey will be anonymous but to be entered into the draw, participants must provide their name and contact info in a separate link at the end of the survey).

Remember, change is inevitable – in both our personal and professional lives. As the MDHA celebrates its 50<sup>th</sup> anniversary we look back and reflect on how the Association has changed over the years. Your peers, whom you have elected to oversee your professional association, are committed to seeing the MDHA change and grow in ways that are beneficial to the MDHA member-owners, and to ensuring that the Association remains current and influential.

*“Change is the law of life and those who look only to the past or present  
are certain to miss the future”*

*- John F. Kennedy*

Stay warm folks and I look forward to seeing you at the Annual General Meeting in June!

Kim J Wozniak

**Executive Director, Manitoba Dental Hygienists Association**

# Get Connected

‘Like’ the MDHA on Facebook

Follow us on Twitter @MDHA\_MB



# UPDATE FROM THE COLLEGE OF DENTAL HYGIENISTS OF MANITOBA

**A New Addition to the Continuing Competency Program:** The Self-Assessment Tool is designed for use in all dental hygiene practice environments as a user-friendly addition to the College of Dental Hygienists of Manitoba (CDHM) Practice Standards and the Continuing Competency Program (CCP). The Self-Assessment Tool will assist the dental hygienist in assessing one's dental hygiene practice in order to determine a specific continuing competency goal and to provide direction in the selection of appropriate continuing competency activities. Using practice standards can be helpful in determining professional strengths and weaknesses and directing one's continuing competency goals.

At this time, the Self-Assessment Tool is optional. The tool is located on the CCP website as a fillable PDF form at: [http://cdhm.info/qualityCare/CDHM\\_Self-DirectedAssessmentTool.pdf](http://cdhm.info/qualityCare/CDHM_Self-DirectedAssessmentTool.pdf)

- All registrants on the Practising Register as of April 30<sup>th</sup> must satisfy the required components of the CCP
- A predetermined randomly selected proportion of the registrants will undergo a full assessment/audit
- New practising registrants for the current CCP year, and registrants who have applied for transfer to the Practising Register will undergo a full assessment/audit
- Only those registrants that have been notified by registered mail one month prior to the April 30 CCP deadline will have to submit their CCP forms/documents
- Before completing the CCP forms, it is of utmost importance to read Section 1 of the CCP Package paying close attention to pages 6-9, whereby the CCP Requirements, Reporting Period Overview and Required Documentation, Late and Inadequate Submissions, and Assessment of CCP submissions are outlined and explained. Located at: [http://cdhm.info/qualityCare/CDHM\\_CCPpackage\\_Full.pdf](http://cdhm.info/qualityCare/CDHM_CCPpackage_Full.pdf)
- The CCP Directives contain vital CCP information that all registrants should read before filling out any of the CCP forms. Located at: <http://www.cdhm.info/quality-care/ccp-directives/>
- All CCP forms must be type written; handwritten forms will not be accepted.
- Downloadable forms are located at: <http://www.cdhm.info/quality-care/forms/>
- Registrants must keep a personal copy of the forms and associated documents for 5 years.
- Registrants are encouraged to contact the CDHM at any time during the reporting period and/or subsequent to receiving assessment reports for assistance in completing CCP requirements and/or when encountering continuing competency challenges.



# A MESSAGE FROM THE UNIVERSITY OF MANITOBA SCHOOL OF DENTAL HYGIENE ALUMNI ASSOCIATION



The UMSDHAA would like to thank the MDHA for graciously offering us a table at the MDHA business meeting breakfast during the MDA convention Friday, January 29th.

The UMSDHAA hopes that in the future our association will be able to gain more support by way of membership fees so that in future events we can continue to honour alumni. Please consider supporting us with your annual membership fees (\$30 active, support, and affiliate, \$10 student). Our executive committee has decided not to increase our membership fees for this year in order to attract more membership.

We are hosting a fundraising event Thursday evening March 24th at the Barley Bros on 655 Empress to register please go to [paintnite.com/pages/events/view/Winnipeg/1042712](http://paintnite.com/pages/events/view/Winnipeg/1042712)

Our UMSDHAA Annual General Meeting May 5th from 7-9:00 pm at Schwarz lecture theatre, College of Dentistry, University of Manitoba, will feature guest speakers:

Deanna Mackay who will share with us her results of her Master's of Science research project titled: "Understanding the Meaning of the Manitoban Head and Neck Cancer Patients' Oral/Dental Lived Experiences: A Hermeneutic Phenomenological Inquiry."

As well we will be featuring Pf. Mary Bertone presenting her Masters thesis a position paper sponsored by the CDHA titled, "Access to care for older adults in Long Term Care" so please plan to attend next May. Please note that only members may attend so come ready to renew your 2016 membership fees if you haven't already done so. You can RSVP for catering to [umsdhaa@outlook.com](mailto:umsdhaa@outlook.com)

Best is yet to come,

**Cindy Isaak-Ploegman, UMSDHAA president**

The University of Manitoba School of Dental Hygiene Alumni Association, in association with the School of Dental Hygiene at the University of Manitoba, welcomes nominations for the annual Alumni of Distinction Awards for excellence in oral health. Please find the nomination protocol and criteria and the nomination form below. Also, please remember to send a copy of the CV/resume of the person being nominated.

Nomination forms can be printed and sent by fax or delivered via Canada Post to:

University of Manitoba, School of Dental Hygiene  
Alumni of Distinction Selection Committee, UMSDHAA  
c/o D-212, 780 Bannatyne Avenue, Winnipeg, MB R3E 0W2  
Fax: 204.789.3948



## University of Manitoba, School of Dental Hygiene Alumni of Distinction Award

### Terms of Reference and Nomination Protocol

#### Background:

In 2002, the School of Dental Hygiene approved the creation of a special award to acknowledge the professional achievements of program graduates. As such, the Alumni of Distinction award is given out annually to those who have served the profession and the community in an exemplary manner and, through these efforts, has made a noticeable and positive impact.

In addition to acknowledging exceptional professional conduct and achievement, the Alumni of Distinction award ideally heighten the profile of the institution while serving as an incentive for program graduates and to foster better relations between alumni and the School of Dental Hygiene.

#### The Award:

Alumni of Distinction awards are exclusive to graduates of the School of Dental Hygiene at the University of Manitoba. This designation is reserved for those who, through their conduct and career development, have distinguished themselves as exemplary models of the profession.

Those who are so recognized will be acknowledged through the formal presentation of the Alumni of Distinction award. This will be in the form of a plaque, certificate or other such similar acknowledgement that would be consistent with the high standard that is implied with this award, and will be presented through a special event convened in conjunction with the Faculty of Dentistry and the School of Dental Hygiene.

#### Selection Process:

The Alumni Relations office of the Faculty of Dentistry will issue an annual call for nominations for the Alumni of Distinction award for the School of Dental Hygiene with this call disseminated through all appropriate channels.

Nominations may come from anyone; however each must be supported through accompanying nomination form, as made available through the School of Dental Hygiene. An appropriate length of time will be allowed in order for nominations to be received from the general community.

The UMSDHAA selection committee will consist of:

- Director of School of Dental Hygiene
- Faculty Representative for the University of Manitoba School of Dental Hygiene Alumni Association
- President of the UMSDHAA or appointed member of executive committee
- MDHA representative
- Executive Director/Registrar of College of Dental Hygienists of Manitoba

#### Other considerations:

- The Chair shall be responsible to set and chair and the meeting and organize documents for committee members to consider a week prior deciding the final vote. In the event of a tie between two nominees, the chair is to set the deciding vote.
- All information submitted will be kept confidential by the selection committee and nominators are asked to do likewise to respect privacy. As such, nominees should not be told of their nomination.
- Late nominations may be carried forward and treated as a submission for the succeeding year
- Nominations will be maintained on file for two years, after which a new nomination must be completed.
- Each year's recipient will be notified in a timely manner through the School of Dental Hygiene and subsequently invited to the presentation ceremony event.
- The recipient must be present to receive the award except in an exceptional circumstance live time presentation using Skype or a similar technology will be arranged.
- Awards will not be given out posthumously.

Alumni of Distinction Award 2015  
School of Dental Hygiene, University of Manitoba

Nomination Form:

Name of Nominee: \_\_\_\_\_

Address (Street) : \_\_\_\_\_

City: \_\_\_\_\_ Prov: \_\_\_\_\_ Postal Code: \_\_\_\_\_

Year of graduation from U of M: \_\_\_\_\_ Degree or diploma: \_\_\_\_\_

Professional Achievements:

(Teaching appointments; professional positions held; clinics and lectures; research; contributions to the profession etc.)

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Community Service:

(Service on community boards and clubs; volunteer work; contribution to arts, sports or religious groups etc.)

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Personal qualities of the nominee of significance to other alumni and current students:

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Name of Nominator: \_\_\_\_\_

Address (Street) : \_\_\_\_\_ City: \_\_\_\_\_

Prov: \_\_\_\_\_ Postal Code: \_\_\_\_\_ PH.# \_\_\_\_\_ E-mail \_\_\_\_\_

Please provide a scanned copy of the nominee's recent resume or CV for the selection committee to review.  
Nomination forms may be returned online to [Lorraine.Glassford@umanitoba.ca](mailto:Lorraine.Glassford@umanitoba.ca) or via Canada Post to:  
University of Manitoba, School of Dental Hygiene Alumni of Distinction selection committee, UMSDHAA  
c/o D-212, 780 Bannatyne Avenue, Winnipeg, MB R3E 0W2

**Please note completed DEADLINE is APRIL 4, 2016**



# CDHA CORNER

Hello all!

On Thursday, February 25, I participated in my first annual CDHA Parliament Hill Lobby Day. Your CDHA board of directors had the opportunity to meet with many members of Parliament (MPs) throughout the day. At these meetings, we discussed key issues facing our profession, explained in detail who and what a dental hygienist is, and provided important facts about dental hygiene and oral health. The MPs were very receptive to what we had to share with them. I look forward to having this opportunity again in the years that follow, and I hope you enjoy a few photographs from my day in Ottawa.



Cheers,

Deanna

BDS<sup>c</sup>(DH), RDH

manitoba@cdha.ca



Ms. Elizabeth May, MP  
Saanich-Gulf Islands



Robert-Falcon Ouellette, MP in  
Winnipeg Centre



Omar Alghabra, MP Mississauga Centre

## WHAT'S NEW AT CDHA?

### PROFESSIONAL DEVELOPMENT

Webinars now on demand:

Baccalaureate Dental Hygiene Education: Exploring the New National Competencies

Key Highlights from the 2015 Job Market and Employment Survey

Webinars coming Spring 2016:

An Overview of the Peer Review Process

Oral Health and Long Term Care

[www.cdha.ca/webinars](http://www.cdha.ca/webinars)

### 2015 CDHA JOB MARKET AND EMPLOYMENT SURVEY REPORT

Read all the latest data on employment and compensation trends and the workplace environments of Canadian dental hygienists. The full report is now available to members only at

[www.cdha.ca/2015JobSurvey](http://www.cdha.ca/2015JobSurvey)

### NATIONAL TELEVISION ADVERTISING CAMPAIGN

Watch for ads on CBC, Slice, Showcase and Séries+ highlighting the dental hygiene profession between April 9 and 15. Our expected audience reach is 2,230,200.

### NATIONAL DENTAL HYGIENISTS WEEK™

Save the date! April 9-15. #NDHW16 is coming...

Get ready to put your purple back on and show your #dhpurplepride

### DH IN HD VIDEO CONTEST

After 4,477 video views and member voting, the winner is Jessica Gahunia with 26% of the popular vote. View her video entry here: <http://bit.ly/1mdoZib>

### AREAS OF INTEREST ON OUR WEBSITE

- Update Your Membership Profile: [www.cdha.ca/profileedit](http://www.cdha.ca/profileedit)
- Media Releases, CDHA and our Members in the News: [www.cdha.ca/press](http://www.cdha.ca/press)
- Oral Health Calendar of Events: [www.cdha.ca/calendar](http://www.cdha.ca/calendar)



CDHA Benefit Spotlight:

# New Year! New You!

You can receive close to  
**50% off** a GoodLife Fitness  
membership through CDHA.



## 2015 Job Market & Employment Survey

We heard from you

Visit [CDHA.ca](http://CDHA.ca) Today!

## National Dental Hygienists Week™ 2016

See What's Happening!



**FACEBOOK CHALLENGE 15K**  
15,000 Facebook fans for 2016

Sponsored by:  
SUNSTAR





# LETTERS TO THE

## THANK YOU AGAIN MDHA!

Thank you MDHA once again for your generosity for providing toothbrushes and presentation resources for the oral health education session at École Henri-Bergeron. This year's oral health lesson to the grade one students included discussing the importance of daily oral homecare and how to choose healthy snacks. In addition to having a good time while guessing the amount of sugar contained in various types of drinks, the students had some hands on fun with a flossing activity. At the end of our session, each student was presented with a toothbrush and a Healthy Teeth Certificate to take home to demonstrate their participation in the day's oral health presentation.

Thank you MDHA for your support and looking forward to the next presentation!

Jeanne Trinh, RDH

## CONGRATULATIONS TO THE SCHOOL OF DENTAL HYGIENE CLASS OF 2016

The students in the University of Manitoba School of Dental Hygiene Class of 2016 won the CDHA Pizza Party Contest.

The students were able to achieve at least 90% membership in the following areas:

- 1) new students
- 2) renewing students
- 3) overall join/renew

Congratulations to you all! The MDHA looks forward to your continued membership as you graduate!





# GIFT FROM THE HEART

**The MDHA has teamed up with our local shelter, Siloam Mission,  
to host volunteer dental hygienists during  
National Dental Hygienist's Week (NDHW) April 9-15!**



**Thanks to all MDHA members who have volunteered their time to  
participate in this rewarding initiative during National Dental  
Hygiene Week.**

*gift from the heart*  
from Registered  
Dental Hygienists  
Saturday April 9th, 2016

AND THE WINNER OF THE MEMBERS IN THE COMMUNITY CONTEST IS...



**JEANNE TRINH**



Congratulations! You have won a \$10 gift certificate to Tim Horton's!  
Thank you for supporting community outreach initiatives and sharing your experience!  
You are doing GREAT work!

**Check out The MDHA Website!**



Exclusive Members Area  
The Latest Information from your MDHA

Check it out at <http://www.site.mdha.ca/>



## Employment Opportunities

Members, if you are looking for employment do not forget to check our website for job postings which are regularly updated. Just visit us at [www.mdha.ca](http://www.mdha.ca) and click on Employment Opportunities. Also contact us if your office needs to place a job posting at: [employment@mdha.ca](mailto:employment@mdha.ca).



### Contact Information:

Office Address:

200E-1215 Henderson Highway  
Winnipeg, Manitoba R2G 1L8

Phone number:

204-981-7327

Website: [www.mdha.ca](http://www.mdha.ca)

Email:

[info@mdha.ca](mailto:info@mdha.ca)

Employment Postings:

[employment@mdha.ca](mailto:employment@mdha.ca)