



Centre de recherche sur les politiques en matière d'invalidité professionnelle (CRPIP)
Centre for Research on Work Disability Policy (CRWDP)

CRWDP E-Alert

April – June 2020

CRWDP E-Alert is issued by the CRWDP National Office. Our contact email addresses are simam@iwh.on.ca and kpadkapayeva@iwh.on.ca.

Send us an email to see your news, event or publication in the next CRWDP E-Alert issue.

Disability and Work in Canada (DWC) Initiative



- I. **Save the Date! [Disability and Work in Canada 2020](#)** conference will be held on **December 1 – 2, 2020**. The conference will be held virtually this year. Stay tuned for details as they become available.
- II. **[Disability and Work in Canada Virtual Policy Roundtable](#)** was held on June 16-17, 2020. Over 30 participants gathered online over two days to share the information about how governments are addressing the implications of COVID-19 for persons with disabilities, discuss ideas on promising programs and practices that complement the strategy, and to identify opportunities for collaboration. An executive summary from the report on this event will be published on CRWDP website sometime soon.
- III. **[Check out the updated Disability & Work in Canada Conference 2019 webpage](#)**. It includes 23 video recordings of conference presentations and discussion sessions, ten DWC strategy commitment videos, photos, presentation slides and other materials.

Resources Related to COVID-19 Pandemic



We regularly update [CRWDP webpage with the resources related to the COVID-19 pandemic for persons with disabilities](#). If you know of a useful resource and would like to see it on this webpage, let us know. Below are some of the most recent resources:

International

- I. [UNICEF](#) has released a resource on what we need to do ensure people with disabilities are included in the COVID-19 response. Learn more by reading [COVID-19 response: Considerations for Children and Adults with Disabilities](#).
- II. [UN Secretary-General Policy Brief: A Disability-Inclusive Response to COVID-19](#) (May 6, 2020). An integrated approach is required to ensure that persons with disabilities are not left behind in COVID-19 response and recovery. It calls for placing them at the centre of the response, participating as agents of planning and implementation. All COVID-19 related action must prohibit any form of discrimination based on disability and take into consideration the intersections of gender and age, among other factors. This is necessary to effectively and efficiently address and prevent barriers that may arise during response and recovery.
- III. [Webinar: Disability Inclusion in COVID-19 responses in the World of Work](#) (March 18, 2020). Facilitated by the [ILO Global Business and Disability Network](#), all interested stakeholders, including governments, workers' and employers' organisations, as well as organisations of persons with disabilities, participated in a webinar to share good practices on the inclusion of people with disabilities in the COVID-19 responses related to the World of Work.

Canada – Federal Government

- I. The [Government of Canada](#) announced the establishment of [the COVID-19 Disability Advisory Group \(CDAG\)](#). The [CDAG](#) will advise the Minister on the real-time lived experiences of persons with disabilities during this crisis on disability-specific issues, challenges and systemic gaps and on strategies, measures and steps to be taken. CDAG has developed [a guidance document on COVID-19 and people with disabilities in Canada](#), to help inform on protecting persons with disabilities from COVID-19. This page provides information on the healthcare system and COVID-19, COVID-19 assessment centres, infection prevention, control measures, personal protective equipment, and mental health resources.
- II. [Government of Canada](#) announced an online tool, "[Find financial help during COVID-19](#)" to assist Canadians in accessing financial support (May 22, 2020). "[Find financial help during COVID-19](#)" was developed by the Canadian Digital Service, together with partners at Employment and Social Development Canada and the Canada Revenue Agency, and is part of a suite of online tools and resources the government has made available to help Canadians navigate this crisis with confidence.

Canada – Provincial Government

- I. [Commission des normes, de l'équité, de la santé et de la sécurité du travail \(CNESST\)](#), the government body in charge of administering the occupational health and safety plan in Quebec, has answers to key questions around COVID-19. In response to the COVID-19 outbreak, the CNESST was listed as a priority health and social services organization by the Québec government. [Read more about COVID-19 information on the CNESST Q and A page.](#)

- II. The **Manitoba Government** have published [resources for Manitobans with disabilities and their families](#), including accessibility in the workplace during COVID-19, accessible goods and services, and links to additional resources.

Community Organizations

- I. **Disability Alliance BC** has assembled a [help sheet with a list of COVID-19 Supports and Programs to assist persons with disabilities](#) during the COVID-19 pandemic who reside in Canada and particularly for those who reside in British Columbia.
- II. **Include-Me.CA** developed [a special COVID-19 section](#) that includes the information on COVID-19 Financial Aid for people with disabilities, and other helpful resources.
- III. Survey Report. [The impact of the COVID-19 pandemic on Canadians who are blind, deaf-blind, and partially-sighted](#), **Canadian Council of the Blind**, April 30, 2020

Upcoming CRWDP and Partners' Events



- I. **SafetyNet** is working with [InclusionNL](#) to organize events communicating and continuing the momentum from the Pan Canadian Strategy on Disability & Work, the Disability and Work in Canada 2019 Conference, and the New Canadian standard proposed for work disability prevention management systems (CSA Z1011). A **DWC Feedback – Atlantic Region Webinar (virtual)** is being planned for Fall 2020.
- II. **English version follows. CRPIP regroupement de Québec – planification d'événements sur deux années :**
 - Année 1 / activité 1 : colloque/symposium sous forme de webinaires où divers partenaires, incluant les chercheurs, sont invités à se présenter et à présenter leurs travaux.
 - Année 2 / Activité 2 : Delphi en ligne pour dégager les recommandations principales pour combler les écarts de recherche ou de services pour le soutien à la préparation, à l'accès et au maintien en emploi des personnes vivant avec une incapacité.Activités planifiées dans le cadre du projet :
 - Duchesne, L., Laberge, M., Desmarais, C., Rezzonico, S., Boucher, N. « Identification des enjeux de préparation, de transitions et d'intégration au travail chez les jeunes ayant des incapacités. Pour une co-construction d'espaces d'innovation ».
 - Projet financé dans le cadre de la subvention du Réseau provincial de recherche en adaptation-réadaptation (REPAR), Objectif stratégique B2 — Éliminer les obstacles à l'accès, au maintien et au retour au travail de personnes avec une déficience

physique. La recherche et l'action au profit de l'intégration des jeunes ayant des incapacités et des travailleurs âgés dans le monde du travail. Subvention détenue par Boucher, N. et Léonard, G., 10 000 \$.

CRWDP Quebec Provincial Cluster – events planned over the next two years:

- Year 1 / activity 1: colloquium/symposium in the form of webinars where various partners, including researchers, are invited to present their work.
- Year 2 / Activity 2: Online Delphi to identify key recommendations to address gaps in research or services to support the preparation, access and retention of people living with disabilities.

Planned activities include:

- Duchesne, L., Laberge, M., Desmarais, C., Rezzonico, S., Boucher, N. "Identification of issues related to preparation, transitions and work integration among youth with disabilities. For a co-construction of spaces for innovation".
- Project funded as part of the Réseau provincial de recherche en adaptation-réadaptation (REPAR) grant, Strategic Objective B2 - Eliminate barriers to access, retention and return to work for people with physical disabilities. Research and action for the integration of young people with disabilities and older workers into the world of work. Grant held by Boucher, N. and Léonard, G., \$10,000.



III. **CRWDP Webinar Series** – Webinar #16 will be held on **July 29, 2020 at 12:00 PM EST. Title: Gender-based Violence and Disability Oppression: An Intersectional Analysis.**

This webinar will be presented by **Tammy Bernasky**.

Tammy is a PhD candidate in Critical Disability Studies at York University. She is also the Interim Provincial Coordinator for the Ontario Cluster of CRWDP. Tammy

has been working on disability rights at the local, national, and international level for more than 15 years. Tammy will present on her PhD work which involved interviewing community advocates and organizers who work to resist gender-based violence in the disability community, with a focus on intersectional oppressions and analysis. [Register in advance for this free webinar.](#)

CRWDP and Partners' Past Events

- I. After a short break, we have resumed the **CRWDP Webinar Series**. **Amy Sheppard** presented on the intersection of mental health disability and a criminal record and the impacts on employment in the experiences of women released from a provincial prison (May 25, 2020), and **Mahadeo Sukhai** discussed a population perspective of employment, education and accommodations for the Canadians with sight loss (June

25, 2020). The next session will feature the presentation by **Tammy Bernasky** on gender-based violence and disability oppression: an intersectional analysis. You can find the recordings of all 15 CRWDP Webinars hosted to-date, and the list of upcoming sessions, on the [CRWDP Webinar Series webpage](#).

Students and Early Career Researchers News



- I. [CRWDP Early Career Researcher Spotlight](#) was set up to promote the work, accomplishments and visions for the future of the past and present CRWDP Students and Post-Doctoral Fellows. [Meet CRWDP early career researcher Dan Samosh](#) to learn about his research interests, career experience, and plans for the future. Contact [Sabrina Imam](#) to share your story to be featured on CRWDP website.

- II. **English version will follow:** En janvier 2020, une stagiaire postdoctorale s'est jointe au [regroupement de Québec](#) : [Shannon Dinan](#). Ses travaux sont dirigés par Normand Boucher, co-responsable du regroupement, et porteront sur le dispositif de soutien à l'exercice des droits des personnes ayant des incapacités au Canada. Une analyse comparative concernant ce dispositif sera effectuée dans les différentes provinces au Canada de même qu'entre le Canada et la Grande-Bretagne (avec un accent sur la situation écossaise), l'Australie, la Suède, le Danemark et les Pays-Bas. **BIENVENUE!**

In January 2020, [Shannon Dinan](#), a Postdoctoral Fellow, joined the [Quebec Provincial Cluster](#). Her supervisor is Normand Boucher, the Cluster Co-Lead. Shannon's work will focus on the support system for exercising the rights of persons with disabilities in Canada. A comparative analysis of this system will be carried out in the different provinces in Canada as well as between Canada and Great Britain (with a focus on the situation in Scotland), Australia, Sweden, Denmark and the Netherlands. **WELCOME!**

- III. Upcoming presentation by CRWDP Student Fellow [Duygu Gulseren](#):
 - Gulseren, D., Sayin, F.K., Turner, N., Kelloway, K. (2020). The role of transformational leadership preventing chronic pain disability at work: Work-in-progress. Presented at the Administrative Sciences Association of Canada, Virtual Conference.

Community and Partner News



- I. Dr. Neil Bose, Memorial University's Vice-President (Research) has officially appointed **Dr. Kim Cullen and Dr. Lorenzo Moro** as **SafetyNet's new Co-Directors effective June 1, 2020.**

Dr. Kim Cullen is an Assistant Professor with the School of Human Kinetics and Recreation and is

cross appointed to the Faculty of Medicine, Community Health and Humanities. Dr. Cullen has extensive clinical expertise in the delivery of work disability prevention services to injured workers. Her research focuses on how work and health interconnect – how work can affect health, both positively and negatively, and how poor health can affect the ability to work sustainably.

Dr. Lorenzo Moro is an Assistant Professor with the Faculty of Engineering and Applied Science. His research focuses on the development of new design methods and procedures for designers to predict noise and vibration levels on ships and to mitigate noise emissions from ships. Dr. Moro is the lead investigator on multiple transdisciplinary research projects focusing on occupational safety and environmental footprint of vessels, developed in collaboration with community partners, industry and government agencies.

Former Co-Directors Drs. [Stephen Bornstein](#) and [Barbara Neis](#) continue to collaborate with **SafetyNet** as Senior Research Associates. **SafetyNet** remains supported by Program Coordinator, [Amanda Butt](#), and Administrative Coordinator, Angela Drake. SafetyNet Co-Directors look forward to working with community partners, faculty members, and other research partners to continue to increase multidisciplinary research, knowledge exchange and education in occupational health and safety in Newfoundland & Labrador.

See ['Interest and enthusiasm' Co-directors appointed to SafetyNet Gazette](#) feature.

News from Our Partner, the Institute for Work & Health (IWH)



Institute
for Work &
Health

Research Excellence
Advancing Employee
Health

- I. [How IWH research is adapting to reflect COVID-19 context.](#) It will likely take time for researchers, workplace

parties and policymakers to understand the impact of the COVID-19 pandemic on the intersection between work and health. Here at the Institute, several ongoing studies are being adapted to reflect new pandemic realities.

- II. [XXII World Congress on Safety and Health at Work now taking place in September 2021.](#) In light of public health guidance regarding COVID-19, the International Organizing Committee (IOC) of the **XXII World Congress on Safety and Health at Work** has made the difficult decision to postpone the event, which will now take place

September 19 – 22, 2021. The good news is that the Congress will still take place at the Metro Toronto Convention Centre in the heart of downtown Toronto, Canada, exploring the Congress theme **Prevention in the Connected Age: Global solutions to achieve safe and healthy work for all**. The Congress is also being expanded to include virtual options, including live streaming to facilitate further global engagement. Given the impact of COVID-19 on workplaces around the world, the IOC has also decided to convene a virtual meeting of global thought leaders focused on COVID-19 on October 5, 2020. More information about this meeting and how to participate will be posted to the Congress website in the coming weeks.

- III. [COVID-19 concerns greater for workers with health conditions](#). The COVID-19 pandemic has left many in Canada's workforce worried about their health and finances. Those worries are even greater for workers living with an underlying and invisible chronic health condition. In the planning of health and safety responses to COVID-19 and the ultimate reopening of workplaces, employers should be aware of the unique needs of this potentially vulnerable group of workers, writes IWH Scientist [Dr. Arif Jetha](#) in **The Conversation**.

Other Resources and Opportunities

- I. [Monitoring the CRPD: Your Feedback Matters](#). The **Canadian Human Rights Commission** is Canada's human rights watchdog, with a responsibility to both promote and protect human rights. As a part of that role, the Commission was recently given a new responsibility to monitor the implementation of the **United Nations Convention on the Rights of Persons with Disabilities (CRPD)** in Canada. The survey was launched to engage with diverse rights holders across Canada, to hear your lived experiences and opinions on this important topic. **The deadline to complete the survey is July 17th**.
- II. [Accessibility in the public service resources by the Government of Canada](#). These resources include the information on accessibility in the public service, including the accessibility strategy for the public service, supporting initiatives and legislation.
- III. [The directory of services and programs for persons with disabilities](#) which are offered by community groups and government agencies is available on the website of Premier's Council on Disabilities, New Brunswick. [You can access the directory of services and programs here](#).

CRWDP Publications and Resources



- I. [New Canadian standard available for work disability prevention management systems](#). CSA Group is pleased to announce a new addition to its Z45001/Z1000 suite of OHS management standards – **CSA Z1011:20, Work disability management system**. This important new document is the first National Standard on the subject of occupational disability management. It is designed to help organizations to effectively manage disability in the workplace, and to develop a Work Disability Management (WDM) System, or to improve an existing WDM System.

The continual improvement cycle of this standard is comprised of four modules, commonly known as: Plan – Do – Check – Act. The cycle is undertaken on a periodic basis, with new management system targets being identified, implemented, evaluated, and assessed each cycle, following the successful achievement of previously set targets. Ultimately, a well-functioning WDM System will ensure effective management of workers' health and other accommodation needs over the employment lifecycle that might otherwise compromise their work engagement and an organization's productivity. It should be noted, however, that CSA Z1011 is not a standard on medical rehabilitation or claims management.

- Read an article about the Workplace Disability Management System Standard (see Part 2, pg. 14 - 16) in the OOHNA Journal | Spring/Summer 2020 issue. Vu U, Moser C. [Strategy and Standard: Two recent developments in disability and work](#). OOHNA Journal | Spring/Summer 2020. Volume 39(1), p.13-16.

II. [Several new reports are now available on CRWDP website:](#)

- Marie Laberge, Aurélie Tondoux, Sandra Moll, Arif Jetha, Lauren Chender, Lauren Heinken, Curtis Breslin. ***Développement de ressources Web pour favoriser l'utilisation de technologies mobiles lors de l'insertion professionnelle d'adolescents avec troubles d'apprentissage : équipe Québec / Development of web resources to promote the use of mobile technologies in vocational training for adolescents with learning disabilities: Quebec team***. CRWDP, 2020.
- Marie Laberge, Aurélie Tondoux, Sandra Moll, Arif Jetha, Lauren Chender, Lauren Heinken, Curtis Breslin. ***Development of web resources to promote the use of mobile technologies in vocational training for adolescents with learning disabilities: Ontario team / Développement de ressources Web pour favoriser l'utilisation de technologies mobiles lors de l'insertion professionnelle d'adolescents avec troubles d'apprentissage : équipe Ontario***. CRWDP, 2020.
- Emile Tompa, Sabrina Imam, Kathy Padkapayeva, Maggie Tiong, Amin Yazdani, Emma Irvin. ***Scoping review of programs and practices for the prevention and management of post-traumatic stress injuries and other mental health conditions in paramedic service organizations***. CRWDP, 2020.

- Emma Irvin, Emile Tompa, Heather Johnston, Kathy Padkapayeva, Quenby Mahood, Maureen Haan, Rebecca Gewurtz, Dan Samosh. ***Financial incentives to promote employment of people with disabilities: When and how do they work best? [Phase 1 Final Report]***. Institute for Work & Health, 2018.
- Rebecca Gewurtz, Emile Tompa, Margaret Oldfield, Pam Lahey, Emma Irvin, Dan Samosh, Kathy Padkapayeva, Heather Johnston. ***Financial incentives to promote employment of people with disabilities: When and how do they work best? [Year 2 Funding Report]***. Institute for Work & Health, 2019.

III. **Check the new article co-authored by [Normand Boucher](#):**

- Earle, T., Boucher, N. (juin 2020). ***Disability Policy and Active Citizenship: The Case of Australia's National Disability Insurance Scheme***. Journal of Disability Policy Studies, juin, <https://doi.org/10.1177/1044207320932277>
Summary: In this article, we illustrate how Australia's new National Disability Insurance Scheme (NDIS) extends the active citizenship of people with disabilities. This is done by examining how the NDIS changes their relation between persons with disabilities and to the welfare state, and through an analysis of its eligibility criteria and needs assessment planning. The support provided and the way in which it is provided reproduce a particular understanding of disability that has a direct influence on the roles assigned to people with disabilities in society as well as on their opportunities to exercise their rights as active citizens. This is important because the implementation of NDIS in Australia is likely to influence the development of disability policy on a global level. Understanding how its mechanisms restricts or facilitates citizenship is therefore crucial.

IV. **[Tammy Bernasky, CRWDP ON Provincial Cluster Coordinator](#): "We hope everyone is keeping safe and well during these challenging times. A final report from the Ontario Cluster will be ready shortly so look for details in the next issue of the CRWPD E-Alert."**

V. **English version follows. [Projet financé : Boucher, N., Léonard, G. La recherche et l'action au profit de l'intégration des jeunes ayant des incapacités et des travailleurs âgés dans le monde du travail](#). Objectif stratégique B2 — Éliminer les obstacles à l'accès, au maintien et au retour au travail de personnes avec une déficience physique. Réseau provincial de recherche en adaptation-réadaptation (REPAR), 10 000 \$.**

En bref: Les objectifs proposés dans le cadre de ce projet sont les suivants: a) Réaliser une activité de mobilisation des connaissances concernant les bonnes pratiques en matière d'intégration au travail des jeunes ayant des incapacités et de réintégration des travailleurs âgés ayant des incapacités b) Favoriser le réseautage des chercheurs intéressés à cette problématique à l'intérieur et à l'extérieur du REPAR c) Favoriser la participation des partenaires du monde du travail comme les

groupes communautaires, les CISSS et CIUSSS, la CNESST, le système d'éducation. La population à l'étude est composée des jeunes ayant différents types d'incapacités âgés entre 16 et 30 ans et des travailleurs âgés de 55 ans et plus.

Funded project: [Boucher, N.](#), Léonard, G. **Research and action for the integration of young people with disabilities and older workers into the world of work.** Strategic Objective B2 - Eliminate barriers to access, retention and return to work for persons with physical disabilities. Réseau provincial de recherche en adaptation-réadaptation (REPAR), \$10,000.

Project Summary: The proposed objectives of this project are as follows: a) To carry out knowledge mobilization regarding good practices in the area of work integration of young people with disabilities and reintegration of older workers with disabilities b) To promote networking among researchers interested in this issue within and outside REPAR c) To promote the participation of partners, such as community groups, CISSS and CIUSSS, CNESST and the education system. The population under study includes young people with different types of disabilities aged between 16 and 30, and workers aged 55 and over.

VI. **French only. Documents produits pour le compte du Comité consultatif personnes handicapées (CCPH)**

- Garcia, V., Boucher, N., Schmouth, M.È. (2020). La recherche et le maintien en emploi des personnes ayant des incapacités, lexique 101 (fiches synthèse), document réalisé pour le Comité consultatif personnes handicapées (CCPH) et grâce à un soutien financier de la Commission des partenaires du marché du travail (CPMT), Centre interdisciplinaire de recherche en réadaptation et intégration sociale, Québec, 7 pages.
- Garcia, V., Schmouth, M.È., Boucher, N. (2020). Programmes et mesures offerts par les organismes publics et communautaires destinés à la population générale et aux personnes handicapées, document réalisé pour le Comité consultatif personnes handicapées (CCPH) et grâce à un soutien financier de la Commission des partenaires du marché du travail (CPMT), Centre interdisciplinaire de recherche en réadaptation et intégration sociale, Québec, 4 pages.
- Garcia, V., Schmouth, M.È., Boucher, N. (2020). La recherche et le maintien en emploi des personnes ayant des incapacités : synthèse des lacunes associées aux programmes, mesures et services offerts au Québec et des pistes de solution pour y faire face, document réalisé pour le Comité consultatif personnes handicapées (CCPH) et grâce à un soutien financier de la Commission des partenaires du marché du travail (CPMT), Centre interdisciplinaire de recherche en réadaptation et intégration sociale, Québec, 12 pages.
- Garcia, V., Schmouth, M.È., Boucher, N. (2020). Principaux acteurs responsables des mesures, programmes et services touchant le champ du travail des personnes handicapées selon leur secteur d'activité – Québec 2020, document réalisé pour le Comité consultatif personnes handicapées (CCPH) et grâce à un soutien financier

de la Commission des partenaires du marché du travail (CPMT), Centre interdisciplinaire de recherche en réadaptation et intégration sociale, Québec, 1 page.

- Garcia, V., Boucher, N., Schmouth, M.È. (2020). La recherche et le maintien en emploi des personnes ayant des incapacités : synthèse des principaux obstacles, facteurs facilitants et pistes de solution potentielles pour y faire face, document réalisé pour le Comité consultatif personnes handicapées (CCPH) et grâce à un soutien financier de la Commission des partenaires du marché du travail (CPMT), Centre interdisciplinaire de recherche en réadaptation et intégration sociale, Québec, 17 pages.
- Garcia, V., Boucher, N., Schmouth, M.È. (2020). Recherche d'emploi des personnes handicapées, les obstacles sur le plan des connaissances, des croyances et des comportements et les pistes de solution potentielles pour y faire face, document réalisé pour le Comité consultatif personnes handicapées (CCPH) et grâce à un soutien financier de la Commission des partenaires du marché du travail (CPMT), Centre interdisciplinaire de recherche en réadaptation et intégration sociale, Québec, 2 pages.
- Garcia, V., Boucher, N., Schmouth, M.È. (2020). Maintien en emploi des personnes handicapées, les obstacles sur le plan des connaissances, des croyances et des comportements et les pistes de solution potentielles pour y faire face, document réalisé pour le Comité consultatif personnes handicapées (CCPH) et grâce à un soutien financier de la Commission des partenaires du marché du travail (CPMT), Centre interdisciplinaire de recherche en réadaptation et intégration sociale, Québec, 2 pages.
- Garcia, V., Boucher, N., Schmouth, M.È. (2020). Personnes ayant des incapacités au Québec et susceptibles d'occuper un emploi, document réalisé pour le Comité consultatif personnes handicapées (CCPH) et grâce à un soutien financier de la Commission des partenaires du marché du travail (CPMT), Centre interdisciplinaire de recherche en réadaptation et intégration sociale, Québec, 2 pages.

Pour plus d'information sur ces documents : coordination du CCPH
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Pour en savoir davantage sur le CCPH : <https://ccpersonneshandicapees.com/>

[Past CRWDP E-Alerts are available for download from the CRWDP website.](#)

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