



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

## CRWDP E-Alert February – May 2021

CRWDP E-Alert is issued by the CRWDP National Office. Our contact email addresses are [simam@iwh.on.ca](mailto:simam@iwh.on.ca) and [kpadkapayeva@iwh.on.ca](mailto:kpadkapayeva@iwh.on.ca).

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

### Call for proposals! Disability and Work in Canada Conference 2021



The fifth annual **Disability and Work in Canada 2021 conference (DWC2021)** will be held **virtually** this year on **Wednesday, December 1<sup>st</sup> & Thursday, December 2<sup>nd</sup> and Monday, December 6<sup>th</sup> & Tuesday, December 7<sup>th</sup>, 2021**. We are pleased to announce that the call for proposals to participate at this conference as a presenter or

speaker panel member is coming soon. [Stay tuned for updates.](#)

You can access all conference presentation videos and materials from the previous conferences held in 2017-2020, [on the CRWDP website.](#)

### Make the future of work more inclusive for young people with disabilities / Vous pouvez contribuer à rendre l'avenir du travail plus inclusif pour les jeunes handicapés



*[La version française suit / French version follows]*

The **Institute for Work & Health (IWH)** would like to invite you to share your experiences as part of a new study by IWH that is exploring the future of work for young people with disabilities.

Do you live with a disability and identify as a youth or young adult between the ages of 18-35? Are you currently employed or looking for work?

**Take part in an online activity to design workplace supports for young people with disabilities that are relevant to the future of work.**

Are you a policy maker involved in the design of social programs and policies? Are you an employer, or employment service representative? Do you have professional expertise on the changing nature of work or the challenges and opportunities faced by people with disability?

Share your feedback in our online activity and help design ways to support the future employment of young people with disabilities.

[Learn more here.](#)

If you have questions, please contact the study coordinator, Kay Nasir, at [knasir@iwh.on.ca](mailto:knasir@iwh.on.ca) or (416) 927-2027 ext. 2101.



**L'Institute for Work & Health** aimerait vous inviter à partager votre expertise et vos idées dans une nouvelle étude qui explore comment l'avenir du travail affectera les jeunes handicapés.

Vivez-vous avec un problème de santé invalidant et vous identifiez-vous comme un jeune ou un jeune adulte âgé de 18 à 35 ans ? Êtes-vous actuellement employé (à temps plein ou à temps partiel) ou avez été employé au cours de la dernière année, OU vous cherchez du travail ou prévoyez d'entrer sur le marché du

travail l'année prochaine ?

**Participez à notre étude et aidez-nous à concevoir des moyens de soutenir l'emploi futur des jeunes handicapés.**

Êtes-vous un décideur politique impliqué dans la conception de programmes et politiques sociaux ? Êtes-vous un employeur ou un représentant du service de l'emploi ? Ou êtes-vous un spécialiste du marché du travail, de la prospective stratégique ou du handicap ? Nous voulons de vos nouvelles.

**Partagez vos commentaires dans notre activité en ligne et aidez à concevoir des moyens afin de soutenir l'emploi futur des jeunes handicapés.**

[En savoir plus ici.](#)

Si vous avez des questions, veuillez communiquer avec la coordonnatrice de l'étude, Kay Nasir, à [knasir@iwh.on.ca](mailto:knasir@iwh.on.ca) ou au (416) 927-2027 ext. 2101.

## Upcoming CRWDP and Partners' Events

### I. **Two webinars in the CRWDP Webinar Series have been announced**

- Dr. Sally Lindsay (TRAIL Lab, Bloorview Research Institute). Barriers to work transitions for youth with and without a disability during the COVID-19 pandemic: A qualitative comparison. **June 29, 2021.** [Register in advance for this free webinar.](#)
- The webinar by Shikha Gupta & Atul Jaiswal, **on July 28, 2021.** [Register in advance for this free webinar](#)

More information about the webinars will be available closer to the webinar dates on [CRWDP Webinar Series webpage.](#)

## CRWDP and Partners' Past Events



- I. **[Webinar recordings of all Work Disability Management System \(WDMS\) Standard \(CSA Z1011:20\) Webinar Series are now available on our website.](#)** These webinars provide an introduction to the Standard; discuss managing mental health in the workplace; talk about employer, labour and insurance provider perspectives on the Standard; implications for persons with disabilities, and the role of healthcare and disability management service. [You can watch WDMS Standard Webinar Series recordings here](#)
- II. **[Bancroft Institute Session, Life and Work after a Workplace Injury, was held on Tuesday June 8<sup>th</sup> from 1:00 to 4:30 PM EDT.](#)** The injured worker community has long sought further study of the experiences of permanently injured workers after they are no longer active with the WCB. Although most recover fully and get back to work, in Ontario about 15,000 injured workers every year are recognized as having a permanent impairment. Two recent studies looked at what happens to injured workers with permanent injuries after their case is closed. [Click here for more information on this event.](#)
- III. The recording from the webinar **[Work disability policy and practices supporting the healthcare and mobility of injured and disabled workers](#)**, which was held on March 10, is now available. The webinar featured three presentations, one by Katherine Lippel, another by Anne Hudon and a third by Dana Howse. **For more information and to watch the recording, [visit the event web page.](#)**
- IV. All recordings from the 5-week **Mayday, Mayday Workplace Mental Health Series 2021**, held from April 30<sup>th</sup> to May 28<sup>th</sup>, 2021, and hosted by **The Occupational Health Clinics for Ontario Workers (OHCOW)**, have now been uploaded to the [OHCOW YouTube channel](#). The full agenda from all sessions, as well as links to slides from presentations are available are on the [OHCOW website](#).
- V. For Pride Month this year, **Realize** hosted **Queer and Trans Conversations about Disability Leadership**. This webinar, part of the *Real Talk with Realize* series, included special guests Carmel Tanaka, Founder and Executive Director of JQT and Saltina Shaker, Drag Performer and Disability Activist. [Read the event details.](#)
- VI. **Recordings from three recent CRWDP Webinars are available on CRWDP website:**
  - Heather Johnston. Financial Incentives for Employment of People with Disabilities: An international environmental scan. February 25, 2021.
  - Zhanna Lyubykh. Implicit Bias in Disability Disclosure. April 28, 2021.
  - Sara Lacarte. The development of the 3B~S Scale: Using participatory action research to co-design an outcome measure for occupation-based mental health programs. May 27, 2021.

[To watch the video recording and access webinar materials, visit CRWDP Webinar Series webpage.](#)

## CRWDP Operations News

- I. While the SSHRC Partnership Grant will be ending soon, **CRWDP National Office** continues its operations. You can reach us at [info@crwdp.ca](mailto:info@crwdp.ca) to connect and collaborate.

## Community and Partner News and Opportunities

- I. **Check out this new publication:**

Tompa E, Mofidi A, Jetha A, Lahey P, Buettgen A. Development and Implementation of a Framework for Estimating the Economic Benefits of an Accessible and Inclusive Society. *Equality, Diversity and Inclusion* 2021. 10.1108/edi-07-2020-0186 [Available here free of charge](#)

In this study, the researchers estimated that moving to a fully accessible and inclusive society would create a value of \$337.7bn (with a range of \$252.8–\$422.7bn) for Canadian society in the reference year of 2017. This is a sizeable proportion of gross domestic product (17.6%, with a range of 13.1–22.0%) and is likely a conservative estimate of the potential benefits.

- II. **Cog@Work Research Opportunity.** Are you an employer with workers diagnosed with mild cognitive impairment (MCI) or early-onset dementia while on the job? We want to hear from you! Cog@Work is a program of research, funded by AGE-WELL NCE ([www.agewell-nce.ca](http://www.agewell-nce.ca)) that is exploring if and how employers are preparing to optimize the productivity of an aging workforce, and in particular workers diagnosed with MCI|EOD. [To learn more about Cog@Work Research Opportunity, visit their website.](#)
- III. Researchers at the **Contextualized Health Research Synthesis Program (CHRSP) at the NL Centre for Applied Health Research** have just published a new *Rapid Evidence Report, Supported Employment for People with Severe Mental Illness*.

In order to provide more opportunities for recovery, decision-makers in NL recognize that the mental health and addictions system must offer a broad range of services that are person-centered and recovery-oriented. In particular, our health system partners are interested in delivering coordinated supported employment services that embrace both the Individual Placement and Support (IPS) model and a recovery approach. To help inform how employment services could be delivered to those with severe mental illness in the future, our provincial health system partners asked the Contextualized Health Research Synthesis Program (CHRSP) to examine high-level research evidence on the Individual Placement and Support model of Supported Employment for people with severe mental illness. Decision makers in the province asked CHRSP to summarize the best available scientific evidence to answer the following research question:

***"What supported employment intervention that follows recovery principles addressed to people with severe mental illness is most effective at improving employment outcomes and mental health status?"***

In preparing this report, the project team at NLCAHR benefited from the advice and expertise of Dr. Eric Latimer, Research Scientist at the Douglas Mental Health University Institute and Professor in the Department of Psychiatry at McGill University.

Read the full report [Supported Employment for People with Severe Mental Illness](#).

- IV. **The Abilities Centre** and the **Canadian Disability Participation Project** have partnered to create the **COVID-19 Disability Survey** to record experiences, concerns, and needs of people with disabilities during the COVID-19 outbreak and recovery period. If you're living with a disability or know someone living with a disability, please take the COVID-19 Disability Survey at <https://abilitiescentre.org/disabilitysurvey>. If you've completed it, consider taking the survey again to help assess change during the pandemic for people with disabilities.
- V. **Community Conversations TV Show run by Steve Mantis** publishes valuable and relevant discussions on important topics. Recent topics include Women's Work and Health; information about New Directions Speakers' School free course; and interview with Alec Farquhar, CRWDP partner and Coordinator for Asbestos Free Canada. You can access these and other interviews and resources on [Community Conversations TV Show Facebook page](#)
- VI. **Check out these two new publications:**
  - Jetha A. Disability and sex/gender intersections in unmet workplace support needs: findings from a large Canadian survey of workers. *AJIM 2020* [Available here](#)
  - Jetha A. The working disadvantaged: the role of age, job tenure and disability in precarious work. *BMC Public health 2020* [Available here](#)

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



Institute  
for Work &  
Health

Research Excellence  
Advancing Employee  
Health

### I. **Virtual XXII World Congress on Safety and Health at Work now open for registration**

Prevention is on everybody's mind. In the past year, safety and health at work has emerged as the critical issue around the world. From September 20-23, 2021, the prevention community will gather together to address this global priority. The XXII World Congress on Safety and Health at Work will be hosted by Canada, with the theme, "Prevention in the Connected Age: global solutions to achieve safe and healthy work for all." This digital event offers world-class speakers, creative experiences, elevated networking, premium content, and access to thought leaders—all the things that health and safety professionals and decision-makers have come to expect from the World Congress.

[Register for the Virtual XXII World Congress on Safety and Health at Work](#)

- II. **How much does depression set Canadian workers back in earnings?** Does depression hurt the earning potential of affected workers in Canada and, if so, how much? That was what IWH Research Associate Kathleen Dobson set out to find. Using an innovative technique, she calculated the average drop in workers' earnings in the first year after workers experienced a depressive episode—and how much ground they continued to lose over 10 years. [Read about the study](#)
- III. **Claim suppression study in B.C. finds half of work-related injuries, illnesses not reported** About half of B.C. workers who have a lost-time work injury or illness do not report the injury or illness to WorkSafeBC. This is according to a recent study on claim suppression commissioned by WorkSafeBC and conducted by the IWH and Prism Economics and Analysis. It found the main reasons for not reporting are workers not knowing they are entitled to compensation or how to apply and thinking it is not worth their time to make a claim. As detailed in a policy briefing, the study also found an estimated four to 13 per cent of people with work-related injuries in B.C. experience claim suppression—i.e., pressure or inducement from an employer not to make a claim. [Read the Issue Briefing](#). [Read a summary in At Work](#).
- IV. **Education, type of work lessen pandemic job loss in youths with rheumatic diseases** Young adults with rheumatic diseases have generally faced greater challenges in the job market than their healthy peers. That was why an IWH research team set out to examine their work experiences during the pandemic. [Read about the study](#).
- V. **IWH Speaker Series: Differences in the return-to-work process for work-related psychological and musculoskeletal conditions: findings from an Australian cohort.** In this IWH Speaker Series presentation, Dr. Peter Smith presents findings from a cohort study of 869 workers' compensation claimants in the Australian state of Victoria who were followed over a 12-month period. He highlights differences between the two groups of claimants (psychological and musculoskeletal) across multiple factors, including their personal profile, the health-care service they received, the workplace management of their injuries and the system-level processing of their claims. [Watch the webinar](#)

## Other Resources, Publications and Opportunities

- I. The Museum of Toronto hosted an online storytelling event in partnership with ReelAbilities called, "**Making Space: Stories of Disabled Youth in the GTA.**" The two-part storytelling series explores the past and present of disabled youth. While this event centres voices in Toronto and the GTA, these stories of course resonate beyond borders. You can watch the event recording on the Museum of Toronto website:
  - [Making Space: Stories of Disabled Youth \(Part One\) \(video hosted on Facebook\)](#)
  - [Making Space: Stories of Disabled Youth \(Part Two\) \(video hosted on Facebook\)](#)

- II. Check out the Toronto Star Opinion Article, shared with us by a CRWDP member, that discusses the Roadmap to Wellness: "[Ontario's Roadmap to Wellness is funding 'McDonaldized' mental health care.](#)"
- III. *[La version anglaise suit / English version follows]* Le **gouvernement du Canada** sollicite actuellement des candidatures de Canadiens talentueux et issus de milieux divers et de partout au Canada, pour deux postes à temps plein, en nomination par le gouverneur en conseil, à savoir le commissaire à l'accessibilité au sein de la Commission canadienne des droits de la personne (CCDP) et le dirigeant principal de l'accessibilité au sein du ministère de l'Emploi et du Développement social Canada (EDSC).

Pour présenter vos candidatures, veuillez-vous reporter aux liens ci-dessous :

GEC - Commissaire à l'accessibilité, Commission canadienne des droits de la personne :  
<https://bcpgec.njoyn.com/cl3/xweb/XWeb.asp?NTKN=c&page=jobdetails&clid=52106&JobId=J0521-1468&BRID=&BPAC=&lang=2>

GEC - Dirigeant principal de l'accessibilité, Bureau du dirigeant principal de l'accessibilité :  
<https://bcpgec.njoyn.com/cl3/xweb/XWeb.asp?NTKN=c&page=jobdetails&clid=52106&JobId=J0521-0783&BRID=&BPAC=&lang=2>

**Les candidatures doivent être déposées par voie électronique d'ici le 28 juin 2021.**

The **Government of Canada** is currently seeking applications from diverse and talented Canadians from across the country for two full-time Governor in Council (GIC) positions for the Accessibility Commissioner within the Canadian Human Rights Commission (CHRC) and the Chief Accessibility Officer within Employment and Social Development Canada (ESDC).

To apply, please refer to the following links:

GIC - Accessibility Commissioner, Canadian Human Rights Commission:  
<https://pcogic.njoyn.com/cl3/xweb/XWeb.asp?NTKN=c&clid=52106&Page=JobDetails&JobId=J0521-1468&BRID=92193&lang=1>

GIC - Chief Accessibility Officer, Office of the Chief Accessibility Officer:  
<https://pcogic.njoyn.com/cl3/xweb/XWeb.asp?NTKN=c&clid=52106&Page=JobDetails&JobId=J0521-0783&BRID=92194&lang=1>

**Applications must be submitted by June 28, 2021.**

- IV. The **Nova Scotia Accessibility Directorate**, on behalf of the Accessibility Advisory Board, has shared that employment will be the next standard area to be developed under the **Nova Scotia Accessibility Act**. They have launched recruitment and application intake for members of the **Employment Standard Development Committee (SDC)**. Under the Accessibility Act, SDCs assist the Accessibility Advisory Board with making recommendations to the Minister of Justice on the content and implementation of standards to prevent and remove barriers to accessibility. The Accessibility Advisory Board is seeking applications from the following groups for the Employment SDC:

- Persons with disabilities, Deaf and/or neurodivergent persons with subject matter experience and/or expertise, or representatives from organizations representing persons with disabilities, Deaf and/or neurodivergent persons (One half of membership)
- Representatives of organizations and classes of organizations likely to be affected by the standard
- Representatives from government departments that have responsibilities related to the standard being developed

Detailed information on membership criteria and the application form (available as accessible/fillable PDF and ASL video) can be found at: [www.novascotia.ca/accessibility](http://www.novascotia.ca/accessibility).

**Application deadline is July 14, 2021.**

- V. **Engagement on the Disability Inclusion Action Plan** The Government of Canada is consulting Canadians on how to improve the lives of Canadians with disabilities. Your feedback will support the development of the **Disability Inclusion Action Plan**. The survey closes on August 31, 2021. [Click here to learn how you can participate](#).
- VI. **Statistics Canada** has launched [Accessibility Statistics data hub](#), where you can find data on key indicators, accessibility and disability infographics, a link to data visualization tool, and many other useful resources.
- VII. The **Government of Ontario** has introduced Streamlined Employment Supports. The new system will combine employment programs from social assistance, such as Ontario Works Employment Assistance and Ontario Disability Support Program Employment Supports, into Employment Ontario to offer service improvements that will help workers and employers access the supports they need. [Read the news release](#).
- VIII. The **Disability Advisory Committee** has announced that their second annual report has been published. [Read the annual report](#).
- IX. Find [resources related to the COVID-19 pandemic for persons with disabilities on the CRWDP webpage](#). If you know of a useful resource and would like to see it on this webpage, let us know.

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

To post your news/event in the next CRWDP E-Alert, or to unsubscribe from the distribution list, send an email to **Kathy Padkapayeva** at [kpadkapayeva@iwh.on.ca](mailto:kpadkapayeva@iwh.on.ca), or **Sabrina Imam** at [simam@iwh.on.ca](mailto:simam@iwh.on.ca).

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