



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

CRWDP E-Alert June – October 2021

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.

Registration is still Open for the 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 1st & Thursday, December 2nd and Monday, December 6th & Tuesday, December 7th, 2021.

Registration for the conference is open till December 7th. [Register now](#). Subsidies are available for persons with disabilities. Contact info@DWCStrategy.ca for assistance. We are pleased to provide ASL interpretation and captioning for all the conference sessions, and French-English interpretation for all keynotes and many of the parallel sessions.

The preliminary agenda and information on the conference is available on our [DWC2021 page](#) on the CRWDP website.

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

In Memoriam

CRWDP lost two internationally renowned researchers in the same week, **Marcia Rioux** and **Katherine Lippel**.



Marcia Rioux passed away in her Toronto home on September 20, 2021. She was dedicated to the advancement of human rights and equality, both nationally and internationally. Dr. Rioux has lectured throughout the Americas, Europe, Africa and Asia. She has been an advisor to federal and provincial commissions, parliamentary committees, and international NGO's as well as United Nations agencies. She has edited a number of collected volumes and nearly 70 book chapters and articles on disability rights. Marcia was a distinguished professor and director at York University's Institute for Health

Research, the co-founder and first chair of the School of Health Policy & Management as well as the Critical Disabilities Studies program. She was CRWDP Co-Investigator and the co-lead of CRWDP Ontario Cluster, organizing multiple provincial events and moving forward the Ontario Cluster Policy Pods.

"There are significant numbers of people who are under and unemployed in Canada or who have precarious relationships to the labour force. It is my expectation that we will be able to create conditions under which people with disabilities, first nations and aboriginal people, racialized people and women can participate in the labour force." – Marcia Rioux



[Katherine Lippel](#) passed away on September 23, 2021. Katherine Lippel, LLL, LL.M, FRSC, was a full professor of law at the Faculty of Law (Civil Law Section) at the University of Ottawa and held the Distinguished Research Chair in Occupational Health and Safety Law. She was also a member of the Québec Bar and the CINBIOSE research centre. Professor Lippel has lead many multidisciplinary research teams focussing on various issues related to workers' compensation and occupational health and safety. She was a lifelong advocate for workers' rights, speaking out against the stigmatization of victims of workplace injury and illness. She was a long-time CRWDP Collaborator and participated in many of the CRWDP events and activities.

"I hope that my participation in CRDWP will contribute to a better understanding of the ways in which compensation systems can help or hinder people with disabilities in their attempts to recover and to return to work." – Katherine Lippel

New Opportunity



Help Employers in the Financial Sector Become Disability-Confident!

Would you be interested in contributing to the development of an employment strategy of promising practices for supporting workers with disabilities in the Canadian financial sector?

Researchers from the Institute for Work & Health would like to speak with line managers, human resource managers, and workers with disabilities who have worked, or are currently working in the financial sector.

We are conducting one-hour interviews on:

- I. **Social inclusion of workers with disabilities; and,**
- II. **Performance evaluation and professional development of workers with disabilities.**

You can choose to participate in one or both of the interviews.

Interviews will be conducted virtually or over the phone until December 2021. We are available during the day, evenings or weekends, at your convenience. For each interview, you will receive a digital gift card in appreciation of your time and contributions to the study.

For further information about participating in an interview, please contact:

Alexis Buettgen at buettgea@mcmaster.ca for social inclusion.

Sara Lacarte at slacarte@iwh.on.ca for performance evaluation and professional development.

Participating organizations: Centre for Research on Work Disability Policy, Institute for Work & Health, Canadian Centre for Rehabilitation and Work, University of Toronto, Employment and Social Development Canada.

CRWDP Research

- I. A special issue of the journal **Equality, Diversity and Inclusion** is being led by Emile Tompa, Dan Samosh and Alecia Santuzzi. The issue discusses **The Benefits of Inclusion: Disability and Work in the 21st Century**. While the issue is still in production, the articles from it are available to read online ahead of print:

- Tompa, E., Mofidi, A., Jetha, A., Lahey, P. and Buettgen, A. (2021), "**Development and implementation of a framework for estimating the economic benefits of an accessible and inclusive society**", *Equality, Diversity and Inclusion*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/EDI-07-2020-0186> (open access)

In the study, researchers developed a framework for estimating the economic benefits of an accessible and inclusive society and implemented it for the Canadian context. The framework is used to measure the gap between the current situation in terms of accessibility and inclusiveness, and a counterfactual scenario of a fully accessible and inclusive society.

In the study, 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.

- Gewurtz, R.E., Harlos, K., Tompa, E., Oldfield, M., Lysaght, R., Moll, S., Kirsh, B., Sultan-Taïeb, H., Cook, K. and Rueda, S. (2021), "**Retaining and supporting employees with mental illness through inclusive organizations: lessons from five Canadian case studies**", *Equality, Diversity and Inclusion*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/EDI-06-2020-0174>

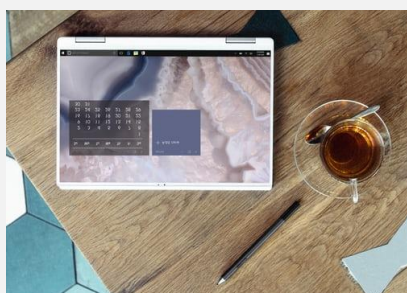
In this study, researchers explored organizational strategies and work practices that promote retention and support of employees living with mental illness. A qualitative case-study approach was used that was focussed on organizations that have taken steps towards promoting workplace inclusion for employees with mental illness. Five diverse Canadian organizations participated in this study based on their efforts to build psychologically safe and healthy workplaces, and actively support employees with mental illness.

Two key themes were noted in depictions of supportive workplaces: (1) relationship-focussed workplaces and (2) flexible, inclusive work practices. The findings suggest that organizations should focus on communication processes, support mechanisms, how they reinforce flexibility, inclusion and oversight of employees with mental illness.

- II. Samosh D. The **Three-Legged Stool: Synthesizing and Extending Our Understanding of the Career Advancement Facilitators of Persons With Disabilities in Leadership Positions**. *Business & Society*. 2021,60(7):1773-1810.
doi:10.1177/0007650320907134

In this qualitative study, the investigator examines the factors that enable career advancement and leadership among individuals with disabilities, in the effort to illuminate the "how" of research participants' career success. This research represents one of few studies that looks beyond disability-related barriers and access to employment, to consider career success. The author's aim with this publication is for the "three-legged stool" metaphor, which depicts the three pillars required for successful career development, to be used by policy-makers and practitioners to make career advancement and leadership more inclusive.

CRWDP Webinars



- I. The recordings of two recent CRWDP Webinars are now available on our website
- **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. [Video recording of webinar by Dr. Sally Lindsay](#).
 - **Shikha Gupta & Atul Jaiswal** (University of Montreal). Rates and predictors of employment for people with vision and hearing disabilities in Canada. September 14, 2021. [Video recording of webinar by Shikha Gupta & Atul Jaiswal](#).
- II. The most recent CRWDP webinar was on November 17th by **Robyn O'Loughlin**, Mitacs Postdoctoral Fellow at the Institute for Work & Health. In her presentation, titled "Colonialism and inclusion in the workplace: a look at northern educators," Robyn discussed the ways settler colonialism remains in the workplace and its impact on inclusion in the school setting. The recording from the webinar will be available on [CRWDP Webinar Series webpage](#) early in December.
- If you would like to participate in the [CRWDP Webinar Series](#) as a presenter, please contact simam@iwh.on.ca.

CRWDP News

- I. Congratulations to **Dan Samosh** who has received a Mitacs Elevate Postdoctoral Research Fellowship. His study will focus on inclusive mentorship for the career success of persons with disabilities.

Persons with disabilities encounter many barriers to workplace inclusion. Prior research on strategies to mitigate such barriers has primarily been focused on recruitment and access to entry-level positions, with limited consideration given to career success. However, mentorship has been identified as an important element of career success for persons with disabilities—even though we know little about the design and implementation of disability inclusive mentorship programs, or how successful mentor-mentee relationships are fostered and sustained for persons with disabilities. Thus, the primary objective of the planned research, being undertaken in partnership with the Canadian National Institute for the Blind (CNIB) and CRWDP, is to build a knowledge base on mentorship specific to persons with disabilities and career success.

You can find [more information on Elevate Fellowship here](#).

- II. **The 2021 Health System Impact Fellow profiles** have now been published. The profiles spotlight the exciting and impactful work by 2021 Health System Impact Fellows. Sara Lacarte who is working with CRWDP and CASDA, is one of the fellowship recipients. Her research program is entitled “The Development of Policy Recommendations for Sustainable Employment of Persons with Autism using Integrated-Knowledge Translation.”

Sara’s research will inform further development the National Autism Strategy with the goal of promoting equitable employment of people with Autism by influencing federal policies. *“It is my hope that people with Autism and their families will have access to resources and supports where and when they need them.”* – Sara Lacarte

[Link to the 2021 Health System Impact Fellow profiles](#).

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



Institute
for Work &
Health

Research Excellence
Advancing Employee
Health

- I. **Estimating the nature and extent of claim suppression in British Columbia's workers' compensation system**

To what extent are workers in British Columbia pressured or induced to not report or claim benefits for their work-related injuries and illnesses? A study on the nature and extent of claim suppression in B.C. was recently conducted by Institute for Work & Health and Prism Economics and Analysis. The study was carried out using surveys of workers and employers, as well as document analyses carried out by WorkSafeBC staff, who shared anonymized results with the research team. At the IWH Speaker Series presentation on September 28, presenters Dr. Ron Saunders, an adjunct scientist at IWH, and John O’Grady, a partner at Prism Economics and Analysis, shared and took

questions about their research findings. [Watch the IWH Speaker Series presentation on slidecast.](#)

II. **Workers' COVID concerns related to their work conditions, not disability status: study**

People with both physical and mental health disabilities were the most concerned about their work, health and finances during the early part of the pandemic. That's according to an IWH study led by Senior Scientist Dr. Monique Gignac. Notably, the study found concerns were linked to people's work conditions, not to their health or disability status. [Read about the study.](#)

III. New infographic underlines key RTW differences between mental, physical injuries. Much of what we know about the return-to-work (RTW) process is based on workers' compensation claims involving physical injuries. For people with mental health claims, the picture is very different. A new IWH infographic points out key disparities based on research conducted by Institute Senior Scientist Dr. Peter Smith. [See the infographic and get the background research](#)

[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](mailto:kpadkapayeva@iwh.on.ca) at kpadkapayeva@iwh.on.ca, or [Sabrina Imam](mailto:simam@iwh.on.ca) at simam@iwh.on.ca.

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