



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

## CRWDP E-Alert

July - September 2020

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 [kpakpayeva@iwh.on.ca](mailto:kpakpayeva@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 Conference 2020



We invite you to participate in **Disability and Work in Canada 2020 conference** that will be held virtually on **November 25 – 26 and December 1 – 2, 2020, 12:30pm – 3:30pm ET**.

The theme for this year's conference is the "Strategy in Action— Pathways and Impacts," with subthemes for each day as follows:

- Wednesday November 25, 2020 at 12:30-3:30 EDT – The Big Picture--Challenges and Opportunities
- Thursday November 26, 2020 at 12:30-3:30 EDT – Progress in the Workplace
- Tuesday December 1, 2020 at 12:30-3:30 EDT – Strengthening Supports for Workers
- Wednesday December 2, 2020 at 12:30-3:30 EDT – Moving Forward Together

In addition to the presentations, panel sessions, and Q&A sessions on the agenda, the conference will feature broad networking opportunities, as well as on-demand poster presentation videos, and the recordings from pre-conference sessions conducted in Quebec and the [Atlantic](#) clusters focused on the strategy implementation. See below for more information about the Atlantic cluster session.

[Register for the conference at DWC2020 registration website](#). For more information about the conference, visit [DWC2020 webpage on our website](#).



### 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:

## General

- I. As part of **CSA Group's** response to the COVID-19 pandemic, CSA Research worked with the University of Toronto and many diverse experts to develop a **guide for employers to reopen their workplaces to staff**. This research report combines **current recommendations and statistics (Part A)** with a **best-practice guide (Part B)** to better resource HSE, HR and management to reopen and protect staff during the COVID-19 pandemic. Aimed at both large and small organizations, the findings are categorized in *three areas* for guidance and best practice: *physical building systems, workplace organization structures* and *individual worker wellbeing*. For more information, please download and read the report: [Workplaces and COVID-19: Occupational Health and Safety Considerations for Reopening and Operating During the Pandemic](#).

## Canada – Federal Government

- I. On September 23, 2020, Her Excellency the Right Honourable Julie Payette, **Governor General of Canada**, delivered the **Speech from the Throne** to open the second session of the 43<sup>rd</sup> Parliament and outline the government's agenda. The Speech from the Throne introduced a **Disability Inclusion Plan**, including a new Canadian Disability Benefit modelled after the Guaranteed Income Supplement for seniors, a robust employment strategy for Canadians with disabilities, and a better process to determine eligibility for Government disability programs and benefits. [Read the Speech from the Throne: A Stronger and More Resilient Canada](#).
- II. [Minister Qualtrough announced new details on proposed financial support for persons with disabilities during COVID-19](#) (July 17, 2020). The Government announced a series of measures to help Canadians with disabilities navigate the effects of the outbreak, including a one-time, tax-free, non-reportable payment of \$600 to assist with additional expenses incurred during the pandemic.

## Canada – Provincial Government

- I. [Workers' compensation changes to better support workers](#). **BC Ministry of Labour – News Release** (July 14, 2020). Changes to the Workers Compensation Act will provide better support to injured workers and their families and enhance WorkSafeBC's ability to investigate workplace incidents, while keeping premiums low. This legislation will fast-track the effective date of presumptions if established by WorkSafeBC's board of directors for occupational diseases caused by viral pathogens. This would ensure that people who are at higher risk of contracting COVID-19 at work are able to access benefits more quickly.

## Journal Articles and Research

- I. **Statistics Canada**. [Impacts of COVID-19 on persons with disabilities](#). August 27, 2020.
- II. **Christian Ståhl & Ellen MacEachen**. [Universal basic income as a policy response to COVID-19 and precarious employment: potential impacts on rehabilitation and return-to-work](#). Journal of Occupational Rehabilitation. August 2020.

## Upcoming CRWDP and Partners' Events



- I. [Moving forward together on disability and work: Atlantic dialogue](#). We invite you to attend this virtual meeting by Disability Inclusion Group - Memorial University of Newfoundland [DIG-MUN] on **October 28, 2020**. Meet virtually with persons with lived experience, employers, service providers, policy makers, researchers, and other stakeholders from Atlantic Canada. Discuss ways disability-confident and inclusive workplaces, and comprehensive supports for persons with disabilities can be realized in Atlantic Canada. Learn about the Pan Canadian Strategy for Disability and Work. Prepare for the Fall 2020 Strategy in Action— Pathways and Impacts Disability and Work Canada National Conference. Partner Kathy Hawkins is helping lead this initiative. REGISTER NOW via [Eventbrite](#).
- II. Centre for Research on Work Disability Policy (CRWDP), Canadian Institute for Safety, Wellness, and Performance (CISWP), and Canadian Standards Associations (CSA Group) have partnered together to provide a webinar series on the [Work Disability Management System Standard \(CSA Z1011\)](#). [Register in advance for these free webinars](#). Below is the list of upcoming webinars:
  - Webinar 4: Conversations on the Employer Perspective, Monday, November 9th, 2020
  - Webinar 5: Conversations on the Implications for Persons with Disabilities, Monday, November 23rd, 2020
  - Webinar 6: Continued Conversations on the Implications for Persons with Disabilities, Monday, December 7th, 2020
  - Webinar 7: Continued Conversations on the Employer Perspective, Monday, January 11th, 2021
  - Webinar 8: Conversations on the Insurance Provider Perspective, Date/Time: Monday, January 25th, 2021
  - Webinar 9: Continued Conversations on the Insurance Provider Perspective, Monday, February 8th, 2021
  - Webinar 10: Conversations on the Role of Healthcare and Disability Management Service, Monday, February 22nd, 2021
  - Webinar 11: Continued Conversations on the Role of Healthcare and Disability Management Service, Monday, March 8th, 2021
  - Webinar 12: Conversations on the Labour Perspective, Monday, March 22nd, 2021
  - Webinar 13: Continued Conversations on the Labour Perspective, Monday, April 5th, 2021
- III. [Join the Walrus Talks at Home: Inclusion \(Part 1\)](#), that will be held on Tuesday **October 27 at 7pm-8pm EDT**. It will discuss how work setups that take into account employee differences can create more access for all and increase productivity. This event features five-minute talks and Q&A with four speakers:
  - [Emile Tompa](#), director, Centre for Research on Work Disability Policy

- Sajel Bellon, professor, psychotherapist, and founder of Mind Armour & SOS Psychotherapy
- [Maureen Haan](#), president and CEO, Canadian Council on Rehabilitation and Work
- Dianna Hu, software engineer, Google



## Bancroft Institute for Studies on Workers' Compensation and Work Injury

### IV. [Impact of COVID-19 on Injured Workers and Vulnerable People](#). The Bancroft

Institute for Studies on Workers' Compensation and Work Injury will be holding their next event online, on **November 10<sup>th</sup> at 1pm**. Focusing on the latest academic research, advocacy, and injured worker experience, this event seeks to speak to the unique experiences of vulnerable workers during COVID-19. There is no charge for the event but registration is required. [Register at BancroftCOVID.eventbrite.ca](#).

- V. [Two webinars in the CRWDP Webinar Series have been announced](#). Duygu Gulseren (St. Mary's University) will be presenting on **October 21<sup>st</sup>**. Duygu's presentation will provide an overview of chronic pain disability in the workplace and share empirical findings from a longitudinal study on the role of leadership preventing chronic pain disability in the workplace. The following webinar on **November 30<sup>th</sup>** will feature two presentations, by Rodrigo Finkelstein (Simon Fraser University), and Mieke Koehoorn (University of British Columbia), discussing recent studies on employment arrangements and working from home. [Register in advance for these free webinars](#).

## CRWDP and Partners' Past Events



## Bancroft Institute for Studies on Workers' Compensation and Work Injury

### I. [Bancroft Institute Policy and Research Discussion Session](#)

"Injured Workers, Human

Rights, and the United Nations" (March 12, 2020) [is now available for viewing online](#). The session explored the strategy and background of raising workers compensation issues under international human rights law, and featured legal experts, academics, injured workers, and disability rights activists.

- II. On August 27th, the research team [Policy and Practice in Return to Work after a Work Injury](#), led by Professor Katherine Lippel, hosted a public [webinar looking Return to Work and Mental Health](#) with speakers Dr. Louise St-Arnaud and Dr. Ellen MacEachen. More specifically, the webinar presented two Guides on how to support return to work for employees who experienced mental health problems. Their presentations as well as their PowerPoints are accessible on [the event web page](#). Please feel free to circulate the presentations in your networks.
- III. [Recordings from two recent CRWDP Webinars are available on CRWDP website:](#)

- Tammy Bernasky. Gender-based Violence and Disability Oppression: An Intersectional Analysis. July 29, 2020. [Video recording of webinar by Tammy Bernasky](#). [PDF copy of Tammy Bernasky's presentation slides](#).
- Dana Howse. Getting to work with a physical disability and the policies and people that make a difference. September 23, 2020. [Video recording of webinar by Dana Howse](#). [PDF copy of Dana Howse's presentation slides](#).

## CRWDP Publications and Resources



- I. **Summary Report from CRWDP Ontario Cluster “Insights on Employment and Income Support for Persons with Disabilities”** by Tammy Bernasky, Marcia Rioux, Rebecca Gewurtz, is now available on CRWDP website. This report is designed to offer information to anyone interested in learning more about the policy structure in Ontario that affects access to income supports for people with disabilities, or for anyone wishing to learn more about how to help employers become more confident in hiring people with disabilities. Finally, it provides useful information learned by the Ontario Cluster that might inform initiatives across Canada. It is certainly in all of our interests to improve the current support systems so many of us rely upon. [You can access the full report from CRWDP Ontario Cluster \(Accessible PDF\) here.](#)
- II. **Recent knowledge translation activities by CRWDP members:**
  - Koehoorn M, Senthabar S (PDF), Macpherson R, McLeod CB. [Ability to work from home and paid sick leave benefits by precarious employment and socioeconomic status](#). Partnership for Work, Health and Safety – Briefing Note. June 3, 2020
  - Finkelstein Ogueta R. [Unemployment and Inflation: The COVID-19 Challenges Facing Chilean Workers’ Compensation Boards’ in RH Management](#). RH Management – Media Article. August 25, 2020
  - CRWDP Co-investigators Mieke Koehoorn and Chris McLeod were interviewed for a [news article on workplace policy challenges during COVID-19](#) published by the UBC School of Population and Public Health

## Students and Early Career Researchers News



- I. **Congratulations to our CRWDP Ontario Cluster Coordinator Tammy Bernasky** who successfully defended her PhD dissertation (Critical Disability Studies, York University) on September 21st! Tammy has been working on disability rights at the local, national and international level for more than 15 years. Her study examines gender-based violence and disability oppression from an intersectional perspective.



II. [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 researchers [Dr. Pamela Lahey](#) and [Dr. Firat Sayin](#) to learn about their research interests, career experience, and plans for the future. Contact [Sabrina Imam](#) to share your story to be featured on CRWDP

website.

### III. [Updates from CRWDP Students:](#)

- [Doctoral Fellowship – Amy Sheppard, NL Provincial Cluster](#)

Amy Sheppard's CRWDP fellowship research is focused on how the intersection of a criminal record and mental illness impacts the ability to access employment. Specifically, her research focuses on women exiting prisons and how their experiences with mental health issues as well as their criminal histories impact employment. This research includes reviewing policies that influence mental health and disability and how these policies may intersect with policy and practice regarding prisoner re-entry. Research data includes interviews with service providers who work with criminalized women as well as with workers within the mental health system who have a knowledge of employment.

Seventeen interviews with service providers and 14 interviews with formerly incarcerated women were completed before the suspension of data collection in March, 2020 due to Covid restrictions.

Amy continues to code data and using emerging themes to begin outlines for dissertation chapters.

A Zoom Webinar presenting initial findings for CRWDP was held on May 25 2020. [Amy's webinar recording is available on CRWDP website.](#)

- [Doctoral Fellowship - Aleksandra Stefanovic, NL Provincial Cluster](#)

Aleksandra Stefanovic was awarded a CRWDP Fellowship (PhD), Spring 2019. She also received a 2-year Mitacs eAccelerate grant (2019). Both grants have now ended. She continues to develop and write her PhD dissertation focused on evaluating employment programs and supports for people with mental health issues and Autism Spectrum Disorder.

Aleksandra is also finalizing a draft of a scoping review examining what is known from the existing literature about the effectiveness of the existing models of supportive employment programs for individuals with mental health issues and Autism Spectrum Disorder and the ways in which that effectiveness is evaluated. The scoping review encompasses common models of supportive employment programs - namely Individualized Placement and Support Model (IPS) and social enterprise. While the IPS models are sufficiently evaluated, there is a paucity of research and evaluations focusing on social enterprise and mental health conditions.

- **Doctoral Fellowship - Andrea Marie Jones, BC Provincial Cluster**

Andrea is a student Fellow at UBC (supervised by Mieke Koehoorn) and BC Cluster Coordinator. She had a 2-year CRWDP Fellowship grant in 2015-2017. Andrea completed her PhD in December 2019 and is working as a research co-ordinator at the Partnership for Work Health and Safety. Andrea was appointed as the BC CRWDP Cluster Coordinator in 2019 and is expected to continue in this role until November 14th 2020 based on funding availability.

Jones AM. [Investigating the epidemiology and work disability impacts of anxiety and depression disorders after musculoskeletal injury using linked health data \(Doctoral Dissertation, University of British Columbia, 2019\)](#). Supervisor: Mieke Koehoorn.

- **Doctoral Fellowship - Rodrigo Finkelstein Ogueta, BC Provincial Cluster**

Rodrigo is a student Fellow at SFU (co-supervised by John Calvert). He had a 2-year CRWDP Fellowship grant in 2015-2017. He has completed all course work, comprehensive exams, and is currently writing his doctoral dissertation. He recently finished the 7th and last chapter of his dissertation. Due to COVID-19, his defense is delayed to summer 2021.

## Community and Partner News



1. [The Canadian Online Job Posting Dashboard](#) was launched in August by the Labour Market Information Council. This interactive tool allows users to explore timely detailed labour market information related to online job postings by occupation, geography, time period and work requirements. You can search

online job posting and work requirement data (including skills) for 13 provinces & territories and more than 75 locations/regions. The data is available and updated monthly. [Access the Canadian Online Job Posting Dashboard here](#). Your feedback, and that of your networks, would be very much appreciated. Send your suggestions to [info@lmic-cimt.ca](mailto:info@lmic-cimt.ca)

[Le Tableau de bord des offres d'emploi en ligne au Canada](#) a été lancé en août par le Conseil de l'information sur le marché du travail (CIMT). Cet outil interactif permet aux utilisateurs d'explorer – par professions, emplacement géographique, périodes et exigences professionnelles – des données détaillées et à jour sur le marché du travail, extraites d'offres d'emploi en ligne. Vous pouvez effectuer une recherche dans les données sur les offres d'emploi et les exigences professionnelles (y compris les compétences) publiées en ligne dans 13 provinces et territoires, et plus de 75 endroits et régions. Les données sont mises à jour chaque mois. Accédez au [Tableau de bord des offres d'emploi en ligne au Canada ici](#). Nous espérons recevoir vos commentaires, et ceux de vos réseaux. Envoyez vos suggestions à [info@lmic-cimt.ca](mailto:info@lmic-cimt.ca)



II. **Access to Success Organization**, a Canadian not-for-profit, Graduate Management Admission Council (GMAC) and researchers from the **University of Winnipeg and University of Toronto** have partnered to launch what is believed to be the world's first research study on disability in global MBA programs. The study will begin with an online survey asking current, former, and prospective MBA candidates who identify as having a disability to share their experiences. The results of the survey will be published in 2021. [If you are a current, former or prospective MBA student with a disability, share your experience in the survey!](#) First 400 respondents will receive \$25.

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



### I. **Episodic health conditions challenge workplace disability management systems**

Employers are recognizing that they need a new model of disability management to support workers with episodic health conditions, according to a new Institute for Work & Health study. These conditions, which are characterized by periods of good health interrupted by unpredictable periods of illness and disability, can raise a host of issues for workplaces—including issues related to privacy, stigma and trust. Findings are summarized and shared in several different formats:

- [Research Highlight “Employer perspectives on communication challenges when supporting episodic disabilities”](#)
- [At Work article “Workplaces face many complex challenges when managing episodic disabilities: study”](#)
- [Slidecast of IWH Speaker Series presentation by Dr. Monique Gignac “Challenges in accommodating mental and physical health conditions: What workplace parties are saying”](#)

### II. **Having both depressive symptoms and arthritis linked with greater risk of work disability**

Research has shown that people with arthritis face difficulties finding work and staying at work. Now, a new study finds that the risks of work disability are even greater for people with arthritis and depressive symptoms—people who account for one in eight working-age adults with arthritis in the U.S. Read the Research Highlight about this study: [Depression and work among adults with arthritis](#)

### III. **Urban-rural differences in work disability days not always as expected**

We know from past studies that injured workers in rural areas are likely to be off work longer than injured workers in cities. Now, a study involving IWH scientists takes a closer look at urban-rural differences in work disability across several provinces and industrial sectors. It finds a more nuanced picture, one in which injured workers in the more rural areas are not necessarily the ones with the longest disability durations.

- IV. **Syme Training Fellowship Applications and Mustard Fellowship Applications are now being accepted.** For more information about the Syme Training Fellowship and how to apply, please visit: <https://www.iwh.on.ca/opportunities/syme-fellowship>. For more information about the Mustard Fellowship, eligibility and how to apply, visit our website at [www.iwh.on.ca/opportunities/mustard-fellowship](http://www.iwh.on.ca/opportunities/mustard-fellowship).
- V. **We've moved!** After nearly 20 years at 481 University Avenue, the Institute for Work & Health (IWH) had to move out to make way for a 55-storey condominium. We didn't go far. We're still in the same Toronto neighbourhood, close to the Dundas Street and University Avenue intersection. As of August 2020, our new address is:
- Institute for Work & Health  
400 University Avenue, Suite 1800  
Toronto, ON M5G 1S5  
Our phone and fax numbers remain the same.

## Other Resources and Opportunities

- I. On Wednesday October 14, Universities Canada launched the national **2021 Innovative Designs for Accessibility (IDeA) student competition** on behalf of Employment and Social Development Canada. [The IDeA competition](#) challenges university students to develop innovative, cost-effective and practical solutions to accessibility barriers for people living with disabilities. Students in all programs are encouraged to enter the competition for a chance to win up to \$5,000. [You can meet the winners of the last competition and learn more about their innovative projects here.](#)
- II. **GGconversations.** These live virtual conversations are part of a series of dialogues between the Governor General and pre-eminent Canadians on diverse topics. Recordings from recent conversations that are available on [the website of the Governor General of Canada](#) include:
- September 24, 2020: Science Advice & COVID-19: What are we learning? A virtual conversation between the Governor General and Dr. Rémi Quirion, Chief Scientist of Quebec.
  - July 16, 2020: The pandemic and persons with disabilities: what Canadians should know? A conversation between the Governor General and guests, Benoît Huot, Al Etmanski, and Barbara MacDougall.
- III. **Sept midi-conférences à inscrire à votre agenda.** Dans le cadre de ses 10 ans, le Centre de recherche pour l'inclusion des personnes en situation de handicap (CRISPESH) organise sept midi-conférences pour souligner cette importante étape. Le Centre vous invite à prendre part aux célébrations reliées à cet anniversaire et à vous inscrire aux [activités](#) à venir. [Pour l'annonce en anglais, cliquez ici.](#)
- IV. BC Cluster members were consulted as part of the review of the workers' compensation system in British Columbia in 2019. The final report titled '**New Directions: Report of the WCB Review 2019**' was publicly released in August 2020

- V. [Speech from the Throne](#) introduces a Disability Inclusion Plan, Sept 23
- A new Canadian Disability Benefit modelled after the Guaranteed Income Supplement for seniors
  - A robust employment strategy for Canadians with disabilities
  - A better process to determine eligibility for Government disability programs and benefits.
- VI. [Ontario Recognizes National Disability Employment Awareness Month](#) – Statement issued by Raymond Cho, Minister for Seniors and Accessibility, on October 6, 2020.
- VII. [Accessibility Standards Canada, 2019 to 2020 Annual report: Together, toward an accessible Canada](#) is now available online. “The report tells the story of our first year in existence, explaining how we were created and what we achieved. It also highlights our plans moving forward.”
- VIII. Relevant publications:
- [International Classification: Human development model – disability creation process \(HDM-DCP\)](#) is now available in English. Entirely coherent with the social model of Disability of the UN Convention on Rights of People with Disabilities (CRDP), the International Classification HDM-DCP will support all stakeholders working for cultural changes towards independent living and more inclusive societies.
  - McColl, M.A. (2020). [Definitions of disability in Canadian disability policy](#). Canadian Disability Policy Alliance.
  - [Impacts of COVID-19 on persons with disabilities](#). Statistics Canada. August 27

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

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