



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

CRWDP E-Alert

October 2020 – January 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.

Disability and Work in Canada Conference 2020



The fourth annual **Disability and Work in Canada 2020 conference, entitled *Strategy in Action—Pathways and Impacts*,** was held virtually on **November 25 – 26 and December 1 – 2, 2020**. About 250 people attended the

conference that featured close to 100 speakers, 31 keynote and

panel sessions, as well as on-demand presentations and materials. If you attended the conference, please respond to [the survey](#) about your experience that will help us learn how to make the next conference even more engaging and accessible, and improve networking opportunities.

All conference presentation videos are now available on the conference website. [To learn how to access the conference videos and materials, visit our *DWC2020* webpage](#). We will post videos directly on CRWDP website by April 1st, 2021.

IWH has posted an article about conference highlights for its next issue of *At Work: [Impact of COVID, and signs of progress, in the spotlight at disabilities and work conference](#)* (iwh.on.ca)

Two CRWDP tools are now available

1. **Canadian Work Disability Accommodation Law Resources Digital Portal** is a centralized resource of disability employment human rights literature for researchers, community members, and practitioners. This is a free, user-friendly online tool aiming to increase awareness of existing resources through citations, annotations and access to available literature and copyright permits. It is intended to be an access point for information, from 2008 on, pertinent to disability, employment and human rights. The [Canadian Work Disability Accommodation Law Resources Digital Portal](#) consists of two main indexes of resources: a list of the literature mapped under broad Canadian human rights law themes as it effects disability employment, and a searchable database of the

literature. This tool was funded by the CRWDP Seed Grant and developed by Doug Waxman (PhD Candidate, Critical Disability Studies, York University), and his team. Partner acknowledgements include CRWDP, ARCH Disability Law Centre and the Ontario Cluster of CRWDP.



II. Youth and young adults living with rheumatic conditions such as juvenile arthritis or lupus face unique challenges as they enter the workforce. Identifying the right job, preparing a resume and accessing support can be helpful for career success. A new tool has been developed by the team led by Dr. Arif Jetha, Scientist at the Institute for Work & Health (IWH), to help young adults navigate these challenges. ["Working with a](#)

[rheumatic disease"](#) is an interactive tool that offers information and recommendations from trusted organizations to help young people navigate the world of work. The development of this tool was funded by CRWDP Seed Grant and supported by Cassie + Friends. The tool is available at the [CRWDP](#) and [IWH](#) websites.

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:

Canada – Federal Government

Accessibility Standards Canada has released their first [accessibility guidelines](#) for COVID-19. These cover guidelines for working from home and returning to the workplace. While these guidelines target federally regulated organizations, they may also be relevant for all Canadians in the context of the pandemic.

Journal Articles and Research

[Statistics Canada](#). [The changes in health and well-being of Canadians with long-term conditions or disabilities since the start of the COVID-19 pandemic](#). October 7, 2020

News and Stories

- [CBC](#). [BC's COVID-19 income and disability assistance top-up will soon be cut in half](#). December 9, 2020
- [Hamilton Spectator](#). [Here's hoping the new federal disability benefit adds up to basic income](#). November 13, 2020
- [iPolitics](#). [Too few Canadians with disabilities got tax-free COVID benefit, minister charges](#). November 5, 2020

- [Toronto Sun. Putting the spotlight on National Disability Employment Awareness Month.](#) October 18, 2020

Upcoming CRWDP and Partners' Events



I. 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 9: Conversations on the Role of Healthcare and Disability Management Service, Monday, February 22nd, 2021
- Webinar 10: Continued Conversations on the Insurance Provider Perspective, Monday, March 8th, 2021
- Webinar 11: Conversations on the Labour Perspective, Monday, March 22nd, 2021
- Webinar 12: Continued Conversations on the Role of Healthcare and Disability Management Service, Monday, April 26th, 2021
- Webinar 13: Continued Conversations on the Labour Perspective, Monday, May 10th, 2021

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



- Heather Johnston (York University and IWH) will be presenting on **February 25th at 12 pm EST**. This presentation will provide an overview of an ongoing environmental scan that is looking to identify international practices of financial incentives directed at the promotion, hiring, and maintenance of employment for persons with disabilities, entitled **Financial Incentives for Employment of People with Disabilities: An international environmental scan**. [Register in advance for this free webinar](#).
- The following webinar will feature Zhanna Lyubykh, who will present her research on **April 28th, 2021**. [Register in advance for these free webinars](#)

III. **Real Talk with Realize and DAWN-RAFH Canada Virtual Townhall Series.** Virtual Townhall Series. Black Women with Disabilities in Canada: Going Forward, Guided by the Past. In commemoration of Black History Month. February 24th, 2021 from 1:00 – 2:00PM (Eastern Time). [Register today!](#)

Parler vrai avec Réalise et DAWN-RAFH Canada. Une série continue de télétribunes. Femmes Noires en situation de handicap au Canada : Guidés par le passé,

marchons vers l'avenir. En commémoration du Mois de l'histoire des Noirs. Le 24 février 2021 13h00 – 14h00 Heure de l'Est. [Inscrivez-vous en ligne aujourd'hui!](#)

IV. [Webinar: Work disability policy and practices supporting the healthcare and mobility of injured and disabled workers.](#) March 10, from 10am to noon.

Speakers: Anne Hudon, Assistant Professor, Université de Montréal, Faculty of Medicine, School of Rehabilitation, Physiotherapy Program; Dana Howse, Senior Research Associate, Primary Healthcare Research Unit, Faculty of Medicine, Memorial University

Discussion: Katherine Lippel, Distinguished Research Chair in Occupational Health and Safety Law, University of Ottawa, Law Faculty, Civil Law section

For more information, and to register, please [visit the event web page.](#)

CRWDP and Partners' Past Events



I. [Moving forward together on disability and work: Atlantic Dialogue was held on October 28, 2020](#), bringing together persons with lived experience, employers, service providers, policy makers, researchers, and other stakeholders to explore ways disability-confident and inclusive workplaces, as well as comprehensive supports for persons with disabilities can be realized in Atlantic Canada. This meeting was organized by Disability Inclusion Group - Memorial University of Newfoundland [DIG-MUN]. [Read the summary report from the Atlantic Dialogue meeting here.](#) [Access presentation slide deck from the Atlantic Dialogue meeting here.](#) [Watch the recording from the Atlantic Dialogue meeting.](#)



II. [Handicap, travail et politique. Tour d'horizon des mesures et des pratiques de soutien à l'intégration au travail des personnes ayant des incapacités au Québec. / Disability, Work, and Policy. Overview of measures, support practices, and issues for the work integration of people with disabilities in Quebec.](#) This meeting was held on November 24, 2020. The aim of this meeting was to bring together the stakeholders interested in the situation of people living with disabilities, in order to exchange and share the knowledge and expertise to support these people in achieving full participation in the labour market. Specific issues discussed at the meeting include barriers experienced by people with disabilities, public interventions, and promising support practices such as "agent d'intégration" to contribute to the development of a more inclusive labour market. You can access the event program from DWC2020 website. [Visit our DWC2020 webpage to learn more.](#) We will be posting presentation video from this event within the next month or so.

III. [Recordings from two recent CRWDP Webinars are available on CRWDP website:](#)

- Duygu Gulseren. The role of organizational leadership in preventing work disability due to chronic pain. October 21, 2020. [To watch the video recording and access webinar materials, visit CRWDP Webinar Series webpage.](#)
- Rodrigo Finkelstein & Mieke Koehoorn. Work, COVID-19 and Inequities / Remote work and Psychosocial Risks: High Demand and Gender Disparities. November 30, 2020. [To watch the video recording and access webinar materials, visit CRWDP Webinar Series webpage.](#)

CRWDP Publications and Resources

- I. **A new report from CRWDP Seed Grant is now available on our website.** The study, titled "[A review of policy changes to promote work participation in older workers,](#)" was conducted by Ivan Steenstra, Emma Irvin, Kim Cullen, and Dwayne Van Eerd. It summarizes the available evidence from the scientific literature on the effects of policy changes aimed at improving employment participation in older workers.
- II. [English translation follows] [L'Équipe SAGE se prononce sur la modernisation du régime de santé sécurité du travail \(PL 59\).](#) Marie Laberge, co-investigatrice du CRPIP, est membre de l'équipe SAGE (Santé, Genre, Égalité). SAGE regroupe des chercheuses et des étudiant.es diplômé.es provenant de différentes disciplines et universités. Elle se démarque par son approche écosystémique de la santé au travail prenant en compte les inégalités sociales et de genre. L'équipe SAGE a été invitée à commenter la modernisation du régime de santé et de sécurité du travail (PL 59) lors de la Commission du travail et de l'économie le 22 janvier 2021. L'Équipe SAGE a produit une analyse détaillée du Projet de loi 59 (PL 59) afin d'y évaluer la manière dont sont prises en compte la santé des femmes et des personnes en situation de vulnérabilité, l'activité réelle du travail et les conditions d'efficacité des mesures préventives. Il en découle 49 recommandations s'appuyant sur (1) l'état des connaissances scientifiques; (2) l'analyse de l'effectivité des dispositions légales et (3) les nombreuses expériences de recherche-intervention en milieu de travail des membres de l'équipe. [Pour plus d'informations et les réalisations SAGE, cliquez ici.](#)

[The research team SAGE provided recommendations on the modernization of the occupational health and safety regime \(PL 59\).](#) Marie Laberge, a CRWDP co-investigator, is a member of SAGE (Santé, Genre, Égalité, or Health, Gender, Equality). SAGE brings together researchers and graduate students from different disciplines and universities. It is characterized by its ecosystemic approach to occupational health that takes into account social and gender inequalities. SAGE was invited to comment on the modernization of the occupational health and safety regime (Bill 59) at the Commission du travail et de l'économie of Québec's legislative assembly on January 22, 2021. SAGE produced a detailed analysis of Bill 59 to assess how the health of women and people in vulnerable situations, their work activity and the conditions of effectiveness of preventive measures are taken into account. This resulted in 49 recommendations based on (1) the state of scientific knowledge; (2) the analysis of the effectiveness of the legal provisions; and (3) the numerous research-intervention

experiences of the team members in the workplace. [For more information and SAGE products, click here.](#)

III. **Publications by CRWDP members:**

- Lahey P. [The Ontario Disability Support Program work exit process: parallels to a hostage negotiation.](#) Journal of Disability Policy Studies. 2020
- Article submitted for publication in January 2021: **S Dinan and N Boucher** "Disability and Employment in Canada: National policy variation for working age individuals." Submitted to the Journal of Social Policy

Community and Partner News

- I. **Does your organization or agency help people with disabilities, including Autistic people, find or retain employment?** If so, check out [CASDA's Autism Employment Scan](#) survey. Your responses will help shape a resource for all Autistic Canadians, their employers, and other organizations such as yours, as well as help with the development of recommendations on how to make government employment programs better for those with autism.
- II. **Video from Community Conversations interview with Katherine Lippel** is now available. Katherine is a professor at the University of Ottawa and the distinguished research chair in occupational health and safety law. She has been involved for more than 40 years and is a friend to workers and supporter of workers rights. Community Conversations TV Show is hosted by Steve Mantis, who shared the link to this video with us.

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



Institute
for Work &
Health

Research Excellence
Advancing Employee
Health

- I. What might be in store in the future of work and how may vulnerable workers fare in face of the coming changes? In an [IWH Speaker Series presentation on February 23](#), IWH Scientist Dr. Arif Jetha outlines nine trends for the future of work that his research has identified, with a focus on their impact on vulnerable groups in the labour market. [Sign up for the webinar.](#)
- II. **Second study finds COVID-19 protection at work is linked with workers' mental health.** Levels of anxiety and depression are higher when workers feel they lack COVID-19 protection on the job. That's according to a study of Canadian workers not in health-care, a second in a pair of studies conducted by the Institute for Work & Health (IWH) and Occupational Health Clinics for Ontario Workers (OHCOW) in the early months of the pandemic. Mental health was even poorer among essential workers who said they had no protection at work than among those who had lost their jobs since the start of the pandemic, according to this second study. [Read about the study](#) and [watch the webinar.](#)

- III. Deciding whether or not to disclose a disability to others at work is a complex consideration. People with many chronic mental and physical health conditions, often called episodic disabilities, experience times of relative wellness punctuated by intermittent periods of activity limitations. Dr. Monique Gignac shares findings from her study on disclosing in the presentation "[Does it matter what workers' reasons are for disclosing or not disclosing a disability at work? Why and how?](#)". She discusses participants' reasons and goals for disclosing, and whether they matter to reported outcomes. She also explores factors related to participants' health and work conditions and their associations with work support outcomes. [Read about the study](#) and [watch the webinar](#).
- IV. [Early findings from study on life after work injury now available in recorded webinar](#). About nine out of 10 injured workers taking part in an IWH study went back to work with their injury employer after their Workplace Safety and Insurance Board (WSIB) claim ended. But 18 months after their injury, only six in 10 were still with their injury employer. This is among the early findings of the Ontario Life After Work Injury Study, recently shared by President Dr. Cameron Mustard in an IWH Speaker Series presentation. It is now available as an on-demand webinar. [Watch the webinar](#).
- V. [Shorter job tenure, older age raise risk of precarious work for people with disabilities](#). Which groups of workers are at greater risk of working in precarious jobs? According to a new IWH study, among people with disabilities, older workers and workers with shorter job tenure are at higher risk of work precarity. [Read the summary](#).

Other Resources and Opportunities

- I. Accessibility Standards Canada is accepting proposals for the Advancing Accessibility Standards Research Program. Eligible organizations are invited to submit proposals for research projects that will help to identify, remove and prevent barriers to accessibility. Learn more about [Advancing Accessibility Standards Research Program](#).
- II. [The proposed Accessible Canada Regulations are available in Canada Gazette, Part \(February 13, 2021\)](#). The proposed Regulations provide details on how federally regulated entities must prepare and publish an accessibility plan, progress report, and feedback process, as required by the Accessible Canada Act (ACA). The proposed Regulations also establish a framework for administrative monetary penalties. Canadians now have until April 19, 2021 to [review the proposed Regulations and offer their feedback](#).
- III. The information on the [twelve Disability Studies programs](#), including 5 Baccalaureate programs, 5 Masters' programs, and 2 Doctoral programs, is available from Canadian Disability Policy Alliance website. While there are other programs that offer disability-related courses and content, these twelve programs are listed because they are explicitly focused on Disability Studies, and offer degree programs in Disability Studies.

- IV. Recording and materials are available from the [Special Virtual Event “Return to work strategies under COVID-19: A global perspective”](#). This event was held on November 9, 2020 by IFDM 2020/2021.
- V. [Check out recent webinars hosted by the Work Wellness Institute \(WWi\)](#): Panel Webinar – [Returning to Work for People with Disabilities in Covid-19](#) (October 22, 2020) and COVID-19: [Challenges of Returning to Work or Staying at Work During a Pandemic](#) (December 4, 2020).
- VI. [Building momentum for the Canadian Disability Benefit Learning Series](#), Plan Institute
- VII. [Ontario Raising Awareness About Accessibility. Province’s new campaign will improve understanding of accessibility, inclusion and hiring people with disabilities](#) (October 29, 2020). The Ontario government has launched a new public education campaign to increase awareness about accessibility needs and responsibilities, and help organizations identify and remove barriers for people with disabilities. This campaign is part of the government's ongoing work to create a more inclusive and accessible province through the [Advancing Accessibility in Ontario](#) framework. The government is continuing to work with stakeholders, including partner ministries, broader public sector organizations, businesses and non-profit organizations to achieve these goals.

[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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