



DISCUSSION SUMMARY

NEWFOUNDLAND AND LABRADOR PROVINCIAL CLUSTER MEETING

November 24th, 2016, 1:00 – 3:00 pm

St. John's (Boardroom, Coalition of Persons with Disabilities Newfoundland & Labrador, 460 Torbay Road)

SUMMARY OF MAJOR ACTION ITEMS

- 1) **Chrissy Vincent** will re-circulate the final version of Aleksandra Stefanovic's seed grant report to the NL cluster with an invitation for feedback from team members;
- 2) **Chrissy Vincent** will send out a new request for information on any recent knowledge mobilization activities by team members so that it may be shared via the listserv and, where appropriate, posted to the CRWDP project page of the SafetyNet website (<http://www.mun.ca/safetynet/projects/CRWDP/crwdp.php>);
- 3) **Chrissy Vincent** will circulate the final version of Stephen Bornstein and Kathy Hawkins' recently successful seed grant proposal to the NL cluster;
- 4) **Aleksandra Stefanovic** will share her successful ethics application from the recently completed seed grant project (on which she was the research assistant) with the new seed grant project team;
- 5) **Kathy Hawkins** will circulate the final report from Empower's inclusive roundtable to the NL cluster;
- 6) **Chrissy Vincent** will circulate a copy of the final report that Daniella Simas Medeiros submitted to the national office at the conclusion of her student fellowship;
- 7) **Chrissy Vincent** will invite Dr. Amy Warren from the Faculty of Business Administration to join our newly launched Disability Inclusion Group (DIG-MUN);
- 8) **Chrissy Vincent** will request a copy of the original CRWDP Milestones document from the national office; and
- 9) **Chrissy Vincent** and **Barbara Neis** will work together to develop a focused strategy for systematically collecting knowledge mobilization information from the NL cluster in advance of the upcoming SSHRC mid-term review.

This document summarizes the discussions that took place at the sixth Newfoundland and Labrador provincial cluster meeting of the Centre for Research on Work Disability Policy (CRWDP), which took place in St. John's on November 24th, 2016.

The meeting was chaired and facilitated by Barbara Neis, Newfoundland and Labrador Provincial Co-Lead. In addition to Dr. Neis, the following individuals were in attendance:

- Stephen Bornstein – Newfoundland and Labrador Provincial Co-Lead



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

- Gordon Cooke – Academic Co-Investigator (Business Administration)
- Kathy Hawkins – Manager of Employer Supports & Services, Empower – The Disability Resource Centre
- Aleksandra (Saska) Stefanovic – PhD Student (Community Health), CRWDP Student Fellow
- Ololade Animashaun – Master's Student (Human Resources Management), CRWDP Student Fellow
- Susan Tobin – Program Policy Development Specialist, Disability Policy Office, Government of NL
- Chrissy Vincent – Newfoundland and Labrador Provincial Coordinator

WELCOME, REVIEW & APPROVAL OF THE AGENDA

We were pleased to welcome one individual who was new to our cluster and had not previously attended any CRWDP-related meetings or events – Ololade Animashaun, a new student fellow who is completing a Master's of Human Resources Management in the Faculty of Business Administration, supervised by Dr. Gordon Cooke.

The draft agenda for this meeting was approved with no changes.

REVIEW OF ACTION ITEMS FROM THE PREVIOUS MEETING

All seven of the action items from our previous provincial cluster meeting on May 6th, 2016 were addressed:

- 1) Kathy Hawkins was eventually successful in contacting Patricia Dodd of the Newfoundland & Labrador Injured Workers' Association and passed along a new e-mail address for her. Patricia has been receiving and responding to e-mails under this new address.
- 2) Stephen Bornstein has sent an e-mail to Ellen MacEachen following up on the possibility of developing a national webinar series in which seed grant recipients across the country can present on their work. He has not yet received a response.
- 3) Aleksandra Stefanovic's seed grant report is now finished and has been made public. Before finalizing it, she talked with Kathy Hawkins about the possibility of incorporating some information from Empower NL's recent employer survey. The results of that survey, however, had yet to be made public at the time of that discussion so she was very limited in what she was able to include. Chrissy Vincent has committed to re-circulating the seed grant report to the NL cluster with an invitation for feedback from team members.
- 4) Susan Tobin provided the team with a link to a presentation on the "backpack concept" of disability supports/services, which Aleksandra found very useful for enriching her seed grant report.
- 5) In May, Chrissy Vincent collected information about publications and/or presentations that had been recently produced by members of the NL cluster. This information was then shared with the whole cluster by way of the listserv and the CRWDP project page of the SafetyNet website. She has also committed to periodically requesting updates from team members about any knowledge mobilization activities that may occur so that the team can stay up-to-date.



- 6) Kathy Hawkins shared copies of the letters that were sent to federal cabinet ministers by the national community caucus group.
- 7) A group of team members from our cluster developed and submitted a proposal in response to the special seed grant call this past spring. That effort was led by Stephen Bornstein and Kathy Hawkins, and the proposal was entitled "Mapping eligibility criteria of work disability programs and identifying 'red flags' for employment of selected disability populations in Newfoundland and Labrador and New Brunswick." We recently received word that the proposal was successful in securing funding. Chrissy Vincent has promised to circulate the final draft of the proposal to the NL cluster, for the benefit of those members who were not involved in its development.

ACTION: Chrissy Vincent will re-circulate the final version of Aleksandra Stefanovic's seed grant report to the NL cluster with an invitation for feedback from team members.

ACTION: Chrissy Vincent will send out a new request for information on any recent knowledge mobilization activities by team members so that it may be shared via the listserv and, where appropriate, posted to the CRWDP project page of the SafetyNet website (<http://www.mun.ca/safetynet/projects/CRWDP/crwdp.php>).

ACTION: Chrissy Vincent will circulate the final version of Stephen Bornstein and Kathy Hawkins' recently successful seed grant proposal to the NL cluster.

UPDATES FROM TEAM MEMBERS

1) UPDATES FROM OUR CO-INVESTIGATORS AND PARTNERS

- **Stephen Bornstein** reported that work on the newly funded seed grant project has not yet begun, but will soon get underway. Because the research will involve focus groups with persons with disabilities, the first step will be to obtain ethics clearance. This shouldn't be too difficult – it is possible to get start-up money from the Office of Research for developing an ethics application, and Aleksandra Stefanovic has offered to share her successful application from the recently completed seed grant project on which she was a research assistant. Since both projects use similar methodology, that application can be used as a guide in developing this new one.
- **Barbara Neis** reported that Dana Howse, a new post-doctoral fellow whom she will be co-supervising with Katherine Lippel, will be starting very soon. Dana is currently waiting on a date for her PhD defense, but hopes to begin her post-doctoral fellowship by mid-February. She is eligible for up to two years' worth of funding to examine the intersecting spectrums of mobility and disability with respect to work. Barbara also reported on the launch of a new group on campus that is related to the CRWDP initiative – the Disability Inclusion Group (DIG-MUN) whose broad mandate is to promote disability inclusion at Memorial University and work toward the development of a Disability Studies curriculum for



Memorial students. Recruitment from the various faculties and other relevant groups at Memorial has been quite successful, and the group had a productive inaugural meeting in May with a second meeting upcoming. Lastly, Barbara also reported on a proposal that she is developing in partnership with Kathy Hawkins for a University of Waterloo internship practicum. If they are successful, a 12-week internship would be granted to a Master's student who would be based with Maureen Haan at the Canadian Council on Rehabilitation and Work and who would design a project to map the disability policy community within selected Canadian provinces.

- **Kathy Hawkins** reported that it was a very busy summer for the national community caucus. She is currently involved in a sub-committee that is investigating possible initiatives to allow the caucus to meet nationally. Most recently, she has worked with Steve Mantis, Maureen Haan, Alec Farquhar, Emile Tompa, and Ellen MacEachen to submit a proposal to hold a national consultation in Ontario during the Canada 150 celebrations. The primary funding for this would come from Canada 150, but it may be supplemented by funding from other sources. Kathy also reported on an inclusive roundtable that was hosted by Empower earlier in the fall. The final report from that event is now available, and Kathy has offered to share it with the NL cluster. Two representatives from the Department of Human Resources (HR) at Memorial University, Tina Hickey and Robert Barker, were present at the roundtable and have now formed a partnership with Kathy to help boost disability confidence at Memorial. They are planning to begin this process by looking at external staff recruitment processes and will be providing some training to front-line HR managers in January. Lastly, Kathy reported that from November 29th to December 2nd, Empower will be hosting a visit from Susan Scott-Parker – an international expert in working with businesses on disability issues. This four-day visit will encompass a number of major events, including a session for the Memorial University community (hosted by HR), a meeting with 30-40 senior government officials, and a multi-stakeholder breakfast that is now sold out.

In addition, Kathy mentioned that she has been successful in recruiting two members of the Consumers' Health Awareness Network of Newfoundland and Labrador (CHANNAL) to become involved in our initiative. Mike Herrell will be joining our provincial cluster, and Paula Corcoran will be joining DIG-MUN on CHANNAL's behalf.

- **Gordon Cooke** reported that he has recently conducted some interviews with persons with disabilities in rural Ireland, and hopes to be able to compare these results to the ones he will obtain in rural Newfoundland. With help from Empower, he is now set up to conduct his Newfoundland interviews in early December.

ACTION: Aleksandra Stefanovic will share her successful ethics application from the recently completed seed grant project (on which she was a research assistant) with the new seed grant project team.

ACTION: Kathy Hawkins will circulate the final report from Empower's inclusive roundtable to the NL cluster.



2) UPDATES FROM OUR STUDENT FELLOWS

After hearing from our co-investigator and partner attendees, student fellows were given an opportunity to provide a brief update in relation to their CRWDP-funded research activities to date. **Daniella Simas Medeiros** (who was not present at the meeting) has now finished her fellowship, and Chrissy Vincent has promised to circulate a copy of the final report that she submitted to the national office. Ololade Animashaun and **Aleksandra Stefanovic** were both present at the meeting and gave a brief update on their research.

- **Ololade Animashaun's** Master's thesis aims to compare the employment experiences of urban and suburban persons with disabilities in Newfoundland. She hopes that her findings will result in some recommendations for easy to implement, financially feasible public policies that could improve experiences for both groups. She began data collection in April and, with the help of Kathy Hawkins at Empower, she conducted 12 interviews with persons with disabilities (some of whom were Memorial students). She is currently in the transcription and writing stage and hopes to finish her thesis in April, though there is a possibility that she may continue working on it until August. She is seeing a lot of interesting preliminary results around transportation issues and work duration. Ololade also reported that, in addition to her Master's thesis, she is working on a separate study with Dr. Gordon Cooke that will examine the employment experiences of persons with disabilities in rural areas of Newfoundland.
- **Aleksandra Stefanovic's** PhD thesis focuses on supported employment programs for individuals with mental health issues and autism. She has already completed a large portion of her literature review and, on the advice of Dr. Amy Warren in the Faculty of Business Administration (one of her supervisors), she is now broadening her thesis proposal to focus more on issues of disclosure and to include a piece on families and caregivers. As a side note, Aleksandra suggested that Dr. Warren might be a good addition to our DIG-MUN group, and Chrissy Vincent agreed to send her an invitation. Aleksandra also mentioned that she is concerned about having the necessary skills to conduct interviews on a sensitive topic and asked if there were any training resources available for this. Kathy Hawkins suggested that perhaps she could get in touch with Paula Corcoran of CHANNAL, who may be able to help.

In addition to her PhD thesis work, Aleksandra is hoping to adapt her completed seed grant report into a manuscript for possible journal publication. She also answered a recent call from Dr. Alex Marland in the Political Science Department at Memorial, who was looking for contributions for a collection of pieces on democracy in NL, which will be published as a book by the Institute for Social and Economic Research (ISER). She contributed a piece on civic engagement and disability and has successfully passed the second round of review. She also mentioned that she is planning to apply to ISER for some PhD funding.

ACTION: Chrissy Vincent will circulate a copy of the final report that Daniella Simas Medeiros submitted to the national office at the conclusion of her student fellowship.

ACTION: Chrissy Vincent will invite Dr. Amy Warren to join our Disability Inclusion Group (DIG-MUN).



THE SAFETYNET OHS RESEARCH FORUM & STRATEGIC PLANNING

Barbara Neis provided meeting attendees with information on the SafetyNet OHS Research Forum, which will be taking place on Tuesday, December 6th, at Memorial University. The event aims to bring researchers and community partners together to 1) highlight ongoing and proposed research, 2) explore ideas for networking and collaboration, 3) discuss funding opportunities, and 4) consider new programs and activities. Attendees were encouraged to either attend, or participate in, this event and were asked to contact Amanda Butt (amandab@mun.ca) for more information.

Barbara also mentioned that SafetyNet is currently undergoing strategic planning for the upcoming five-year period and that the lunch hour at the OHS Research Forum will be devoted to a discussion about this with participants. Participants will also be offered opportunities to become involved with the strategic planning in other ways, and meeting attendees were encouraged to contact SafetyNet if they wish to contribute to the planning effort.

SSHRC MID-TERM REVIEW

Barbara Neis reminded meeting attendees that the SSHRC mid-term review documents for the overall CRWDP initiative are due this coming winter, on March 1st. The national office will need to submit a narrative report as well as a list of knowledge mobilization activities from each of the four provincial clusters. The research progress reported during the mid-term review will be measured against the goals that were set out in the project's original Milestones document. Chrissy Vincent will request a copy of that original document from the national office, and she and Barbara will work together to develop a focused strategy for collecting information about knowledge mobilization (broadly defined) from the NL cluster. Meeting attendees were told to expect requests for such information within the coming months.

ACTION: Chrissy Vincent will request a copy of the original CRWDP Milestones document from the national office.

ACTION: Chrissy Vincent and Barbara Neis will work together to develop a focused strategy for systematically collecting knowledge mobilization information from the NL cluster in advance of the upcoming review.

ANY OTHER BUSINESS, WRAP-UP

There were no additional comments from participants during the meeting's wrap-up.