



CRWDP E-Alert

January-March 2019

CRWDP E-Alert is issued by CRWDP National Office. Our contact email addresses are info@crwdp.ca and kpadkapayeva@iwh.on.ca

Disability and Work in Canada Initiative

- I. Engagement and Consultation on the Pan-Canadian Strategy on Disability and Work (DWC) is going full speed ahead. Over 200 people have responded to [DWC Survey](#) during the first week since it was launched on April 8th. We are arranging in-person and webinar consultations on the draft DWC Strategy across the country for different stakeholder groups.

If you have not completed the survey yet, this is your opportunity! [Complete the survey](#) by **May 3rd, 2019**.

If you are interested in taking part in DWC in-person consultations, see more information below, visit [DWC Initiative webpage \(pour Français cliquez ici\)](#), or contact the CRWDP National Office or one of our Provincial Cluster Coordinators.

Thank you to those who have participated in pilot-testing of the survey. It has helped to ensure that the survey is accessible for all.

- II. To stay informed about progress of consultations and update to the draft Canadian Disability and Work Strategy, please [subscribe to DWC newsletter here](#).

Upcoming Events

- I. [Disability and Work in Canada: A look at the draft national strategy](#), organized by Bancroft Institute, will be held on May 2nd from 11:00am to 4:00 pm EST. This Coast to Coast Roundtable Discussion will take place in Toronto, but participants can also join by telephone or via webcast. The session will begin with an overview of the Strategy and some curated panel discussions, followed by open reflections and comments from participants at the session. Comments will be recorded to assist the Disability and Work in Canada Steering Committee as they complete their revisions of the national strategy. [Register online through the event website](#).
- II. [Save the dates for CRWDP provincial cluster consultation meetings](#). To take participate or for any questions, please contact the provincial coordinator.
 - **British Columbia:** May 21st, 2019. Location TBD. For more information, contact CRWDP National Office at info@crwdp.ca
 - **Ontario:** May 27nd, 2019 in Toronto (Friends House at 60 Lowther Street). For more information, contact CRWDP ON Cluster Coordinator Rachael Dempsey at dempseyr@yorku.ca

- **Atlantic Region:** June 18th, 2019 (11am – 4 pm). Location: The Learning Centre, 11 Charter Avenue, St. John’s NL. [DWC Atlantic Engagement Consultation - Registration](#). For more information, contact CRWDP NL Cluster Coordinator Amanda Butt at amandab@mun.ca
 - **Quebec:** June 25th, 2019. Location TBD. For more information, contact CRWDP QC Cluster Coordinator Marie-Ève Schmouth at Marie-Eve.Schmouth@cirris.ulaval.ca
- III. Save the date for the third **Disability & Work in Canada national conference**, which will take place on December 4 & 5, 2019, in Delta Hotel Ottawa Centre.
- IV. **CRWDP New Researcher webinar #9:** How accommodation practices and social capital shape the employment experience of workers with mental illness is being held on April 24th, 2019. No registration required for this webinar. But mark your calendars, you do not want to miss out helping **Sabrina Hossain** prepare for her master’s defense in this month’s Q and A session. Webinar link: <https://zoom.us/j/743363757>
- V. Have you ever groused at the slow pace of taking your research to beyond the walls of academia? Perhaps you have lost faith that your PhD will serve you well? Have you ever thought of turning your PhD into a business? Have you searched endlessly for a funding grant that will give you the freedom to pursue your goals? If you answered “yes” to any of these questions, **join us on May 22nd to hear Aleksandra Stefanovic, recent recipient of the Mitac e-Accelerate grant, share tips and lessons she has learned.** Are you on the webinar distribution list? If you are, you will receive an invitation to this webinar within the next two weeks. If you are not, what are you waiting for? Email Pam Lahey to add your name to the list, laheypm@mcmaster.ca. Best of all, these webinars are free of charge.

We are aware that there have been accessibility issues with the Zoom platform we use for CRWDP webinars, specifically as it relates to the registration page and the captcha required to register. We have been working with the Zoom team over the last several months to address these issues for our members. We are pleased to tell you that these issues have been resolved. We hope it truly makes our webinars accessible to all, but let us know if you are still experience problems.

- VI. English translation follows.

Événement en préparation : Le regroupement de Québec prépare actuellement une demi-journée de discussion qui prendra la forme d’un panel regroupant 6 à 8 personnes. Celle-ci devrait avoir lieu en avril-mai 2019. Le thème du panel est le suivant : Revenu minimum garanti : les enjeux d’un revenu pour tous ou pour certains? Pour toute information : marie-eve.schmouth@cirris.ulaval.ca.

The CRWDP Quebec Provincial Cluster is working on preparing a half-day meeting in April-May 2019. It will include a panel discussion of 6-8 people. The theme of the panel is as follows: Guaranteed minimum income: the stakes of an income for all or for some? For more information: marie-eve.schmouth@cirris.ulaval.ca

Events Recap

- I. **If you missed the New Researcher webinars #7:** Injured Workers' Moral Engagement in the Compensation System: The Social Production of Problematic Claiming Experience with Dan and **#8** Injured Workers' Moral Engagement in the Compensation System: The Social Production of Problematic Claiming Experience with Dr. Dana Howse, you will be able to catch them on You Tube in the coming month. Please check out our You Tube channel for this and other great videos:
<https://www.youtube.com/crwdp>

Operations News

- I. **Rachael Dempsey** is now back as CRWDP Provincial Cluster Coordinator in Ontario after a maternity leave. She is pleased to be able to contribute to the work of the Ontario Cluster at such an exciting time in the project and is working tirelessly to organize the DWC Consultation meeting on May 27th.
- II. After nearly 5 years as the NL Cluster Coordinator, Chrissy Vincent has moved on from her position with the initiative and with SafetyNet. Chrissy was instrumental in connecting and coordinating the NL Cluster and we thank her for her valuable contributions and support. **Amanda Butt** (amandab@mun.ca), has taken on Chrissy's role.
- III. **Sabrina Imam** (simam@iwh.on.ca) is a new CRWDP Research Associate. Sabrina has provided research support to projects at CRWDP's partner, the Institute for Work & Health, since 2015. Joining CRWDP in February 2019, Sabrina has been providing support to the Disability & Work in Canada initiative. Starting April 2019, she is supporting CRWDP National Office activities (including developing this E-Alert!).

Students and New Researchers News

- I. **New studies:**
Finkelstein, R. (2018). Riesgos laborales: una visión cultural [Labour risks: A cultural view]. Santiago de Chile: Editorial Universitaria. [Read the article](#)
Jones, A. M., **Finkelstein, R.** & Koehoorn, M. (2018). Disability and workplace harassment and discrimination among Canadian federal public service employees. Canadian Journal of Public Health, 109(1), 79-88. [Read the abstract](#)
- II. **Julia Goyal**, CRWDP Student Fellow, presented her research at the Institute for Work & Health Internal Speaker Series on April 16. The title of the presentation is *The Role of New Technologies in OHS: The Cases of Airbnb Hosting and Dementia Caregiving Work*. Previously, she made a presentation on a CRWDP Student/New Researcher Webinar. [You can watch Julia's CRWDP webinar presentation here.](#)
- III. **CRWDP has launched a mentoring initiative** to connect students with faculty/co-investigators. This is a great opportunity for students to acquire new skills, learn from senior researchers and develop their CVs. Mentors get the satisfaction of helping to

prepare the next generation of researchers. A directory is being developed to match mentors with mentees. **If you are interested in being a mentor or mentee please contact Pam at laheypm@mcmaster.ca.**

- IV. Did you know that the CRWDP site is a great way to promote yourself to industry leaders? We have a reach of over 500 stakeholders who work in the field. If you are a new researcher (student, post-doc, newly minted work disability policy expert), please let us know. We can post your profile and research on the CRWDP website. Further, why not be a panelist on a new researcher webinar. Contact Pam at laheypm@mcmaster.ca

CRWDP Publications and Resources

- I. A new report from a CRWDP Seed Grant led by **Normand Boucher** is now available on CRWDP Website: "**[Analyse des mesures en soutien à la transition et à l'intégration au travail des personnes ayant des incapacités au Québec et au Manitoba](#)**". This project examined the specifics of Canada's social safety net, as well as those of two provinces under study: Quebec and Manitoba.
- II. Ontario Cluster Co-Lead **Rebecca Gewurtz** has recently published a paper on fear and distrust in the Canadian welfare system. The article seeks to unpack how fear and distrust emerge among people with mental illness who have recently entered the welfare system. Using an interpretative qualitative approach, the authors draw on the findings from 69 in-depth interviews with key stakeholders about their experiences with employment. [Read this article.](#)
- III. **[The DRPI Aware: Roadmap to Work](#)** is a model for employment for persons with disabilities, published by Disability Rights Promotion International (DRPI), **Marcia Rioux** and contributing authors. It outlines a successful employment model, which was developed and used to enable people with disabilities get permanent meaningful jobs. This new employment model addresses barriers to employment. It has led to hundreds of people with disabilities being hired by employers across industries in India, Nepal and Bangladesh. [DRPI](#) is a collaborative project to establish a comprehensive, sustainable international system to monitor human rights of people with disabilities. [Read the manual.](#)
- IV. **Normand Boucher** co-authored an article on the **Disability Creation Process (DCP)** model, recently published in the Scandinavian Journal of Disability Research. DCP has served as a conceptual framework for the idea that disability is a product of social and environmental practices within the province of Quebec, Canada. Recent efforts to enrich the model enhance the applicability of this powerful tool to a broader range of contexts. This paper provides the foundations of the approach encapsulated by the model and explain how its usage guides policy development and service delivery within the province of Quebec. [Read the article.](#)
- V. Mental Health Commission of Canada (MHCC) has published **[A Practical Toolkit to Help Employers Build an Inclusive Workforce](#)**. It meant to help human resources (HR)

professionals and those with HR, wellness and diversity responsibilities increase accessibility and inclusiveness and address the needs of workers living with mental illness. The toolkit is based on the Aspiring Workforce project led by **Rebecca Gewurtz** and developed with **Emile Tompa** and **Margaret Oldfield**, among other co-investigators. It supports hiring and retaining aspiring workers living with mental illness.

- VI. **Arthritis advocacy organization develops resources with research by CRWDP Collaborator.** For the three in five Canadians with arthritis who are working age, a diagnosis can have considerable impact on work. The Canadian Arthritis Patient Alliance (CAPA), a Canada-wide, patient-driven grassroots organization, recently developed a set of resources for patients on managing the condition at work. To develop the resources, CAPA surveyed its members on employment needs and integrated research. IWH's Associate Scientist and CRWDP's collaborator, **Dr. Arif Jetha** and colleagues, worked closely with CAPA to provide the evidence behind the messages. [Find the resources](#)

CRWDP Research and Knowledge Translation Activities

- I. **Marcia Rioux**, Ontario Cluster Co-lead has been awarded CRWDP Seed Grant for the project "Canadian Work Disability Accommodation Law Resources Digital Portal". The need for a user friendly online comprehensive resource was identified through the considerable collective experience of the members of the Ontario Policy Pod on the System for Monitoring the Employment Rights of People with Disabilities. The Canadian Council on Rehabilitation and Work (CCRW) and ARCH Disability Law Centre will serve as Advisors to the project and provide expert feedback on the content, comprehensiveness and layout as it is being developed.
- II. CRWDP, with numerous other stakeholders across Canada, are busy at work developing the first ever **Work Disability Management System Standard**. The Technical Committee developing the standard is chaired by CRWDP co-director Emile Tompa. This voluntary standard will provide a framework for organizations to codify how they respond to work disability and will include preventative policy and procedures related to both physical and mental health disabilities. We will update you when the standard is released for public consultation.
- III. **Barb Neis**, CRWDP Co-Investigator and Newfoundland and Labrador Co-Lead, was named a member of the Order of Canada "for her innovative research on the interactions between work, environment and health in the coastal communities of Newfoundland and Labrador and beyond." **Congratulations Barb!**
- IV. Since August, **Normand Boucher** is supporting in terms of research activities the new **Comité Consultatif personnes handicapées (CCPH)** in Québec. « *La mission du Comité consultatif Personnes handicapées (CCPH) est de soutenir l'intégration, la réintégration et le maintien en emploi des personnes handicapées par la production d'avis à l'intention de*

la Commission des partenaires du marché du travail (CPMT) et du Ministère du Travail, de l'Emploi et de la Solidarité sociale (MTESS) ». <https://ccpersonneshandicapees.com/>

- V. The Institute for Work and Health has collaborated with McMaster University to conduct phase 2 of a multi-year study exploring **financial incentives to facilitate recruitment and retention of people with disabilities in paid employment**. Given the current Ontario landscape and the large investment by the Ontario government to support the recruitment and retention of workers with disabilities, it is timely to end the controversy on the topic of financial incentives with a study that provides insight into the issue. This project will respond to an urgent need to understand the effectiveness of financial incentives, and outline guidelines for how they should or should not be used to increase employment opportunities for people with disabilities.

Community and Partner News and Events

- I. A new partner has recently joined CRWDP, **Saint Mary's University**.
“Participating in this grant and building research capacity in work disability policy issues are extremely important for Nova Scotia, which has the highest percentage of people with disabilities among all Canadian provinces and territories. There is a strong economic and social need to understand how the national and provincial work disability policy can help people with disabilities with labour market integration and income security. Furthermore, accessibility is a core component of Saint Mary’s University’s institutional vision. Thus, becoming a partner of this initiative is important for our university”, says **Firat Sayin**, Assistant Professor of Management in the Sobey School of Business, Saint Mary’s University, and a CRWDP Student Fellow from 2013-2018.
- II. Registration is now open for the **Symposium on Return to Work in a Changing World of Work**. The Symposium will take place on Thursday, May 16, 2019 from 8am – 5pm and Friday, May 17, 2019 from 8am – 12:30pm at the University of Ottawa, 57 Louis-Pasteur (Fauteux Hall), Room 147. Deadline to register is Thursday, May 2, 2019. For more information and for registration, please follow this [link](#).
- III. [La version française suit] **Normand Boucher**, co-lead of the Quebec cluster, is on the Scientific Committee for the [Diversity in Employment Symposium](#), organized jointly by the [Québec Interuniversity Center for Social Statistics \(QICSS\)](#) and the Research Chair on Integration and Employment Diversity Management ([CRIDE](#)). The Symposium will be an opportunity to give the floor to researchers who use social statistics to document the evolution of employment diversities in Quebec and Canada. It will take place on **October 30 – 31, 2019 at the Laval University**. Send your **submission proposal** including the title, a brief description of the research objectives, methodology and main results (maximum 300 words) no later than **May 15, 2019** to: cride@rlt.ulaval.ca.

Normand Boucher, coresponsable du pôle québécois, participe au symposium du comité scientifique pour [la diversité en emploi](#), organisé conjointement par [le Centre interuniversitaire de statistiques sociales du Québec \(CIOSS\)](#) et la chaire de recherche

sur l'intégration et la gestion de la diversité des emplois ([CRIDE](#)). Le Symposium sera l'occasion de donner la parole à des chercheurs qui utilisent les statistiques sociales pour documenter l'évolution de la situation des personnes aux prises avec une diversité d'emplois au Québec et au Canada. Il aura lieu du **30 au 31 octobre 2019 à Université Laval**. Envoyez votre proposition avec le titre, une brève description des objectifs de la recherche, la méthodologie et les principaux résultats (300 mots maximum) au plus tard le **15 mai 2019** à l'adresse suivante: cride@rtl.ulaval.ca.

News from Our Partner, Labour Market Information Council (LMIC)

- I. The Labour Market Information Council (LMIC) recently launched a new [LMI Interactive Dashboard](#) featuring public opinion research on what labour market information and resources Canadians are seeking. Persons with disabilities were one of nine user groups surveyed for the study. Only 50% of those who self-identified as having a disability found labour market information easy to find. Learn more by exploring the LMI dashboard here: <https://lmic-cimt.ca/lmi-interactive-dashboard/>
- II. This April 2019, LMIC published an updated annotated bibliography of reports on the future of work. The annotated reports are from a variety of sources, with an emphasis on Canadian studies. The reports examine the new opportunities in labour, and new vulnerabilities of the workforce related to technological developments and automation. Interestingly, the bibliography reveals a gap in research on how employment experiences of people with disabilities may be impacted by future labour market transformations. Download [Annotated Bibliography, Future of Work by LMIC, 2019 here](#).

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

- I. **Ontario employers: tell us your experiences hiring and integrating newcomers**
Hiring newcomers can help address the labour shortages that many employers are experiencing. But what challenges do employers face when looking to hire newcomers to fill the job vacancies at their organizations? An IWH research team is seeking to find out. It has interviewed many employers already and wants to talk to even more. If you're in Ontario, we want to hear from you—whether you have never hired a new immigrant, or you are a pro and have hired many. [Sign up for the study](#).
- II. **What supports, and how much, do boomers with chronic diseases need?** Older workers with diabetes or arthritis experience more fatigue and pain. But how different are they from healthy older workers in their need for, and use of, workplace accommodation and supports? An open access IWH study examined this question. It also looked at differences in work outcomes when people have access to supports when they are needed. [Read about the study](#)
- III. **See you at Partners in Prevention 2019**
Are you going to Partners in Prevention on April 30-May 1? Come by our booth (Booth #525) to check out the latest IWH research findings and tools, and to pick up your copy

of our popular handout “5 things we think you should know.” While you are there, get details about the XXII World Congress on Safety and Health at Work, a global forum on emerging challenges and cutting-edge best practices in occupational health and safety. The World Congress 2020, co-hosted by IWH and the Canadian Centre for Occupational Health and Safety (CCOHS), is coming to Toronto October 4-7, 2020.

[Find out more on IWH events page](#)

IV. **Find resources and nearby events to mark National Day of Mourning**

April 28 is National Day of Mourning, a day to remember those who lost their lives at work or suffered a work-related illness or injury. A number of IWH prevention partners are holding events or sharing stories to mark the day. You can learn more on our website. [Go to IWH Day of Mourning events page](#)

[Past CRWDP E-Alerts are available to download from 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.

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