

JULY 2020 | VOL. 3

CARER-INCLUSIVE PG NETWORK

GENDER, HEALTH, AND CAREGIVER FRIENDLY
WORKPLACES - STREAM B



Upcoming Events

9th International Community, Work and Family Conference, 2021

Location and Date TBA

9th International Conference on Work and Family, 2021

Location and Date TBA

Know of any other events? Send them to soodt@mcmaster.ca with the following information:

Name of Event with Year

Date(s) of Event

City, Province/Country

Register by: Month Day, Year

Abstracts Due: Month Day, Year

Important Reminders

Please remember to cite as follows in all your dissemination mediums including KM tools, research outcomes, and presentations:

CIHR/SSHRC Healthy Productive Work Partnership Grant "Scaling up the Carer-Inclusive Accommodating Organizations Standard" FRN: HWP - 146001 (CIHR); 890-2016-3018 (SSHRC)

If you have any project updates or news items for the newsletter, please send this to soodt@mcmaster.ca.

When sharing information about the project on social media, we suggest using the following hashtags to connect our posts:

#careremployee

#CarerStandard

#PGProject



Reports and Recent Meetings

April 27, 2020 - PG Meeting

- Discussed projects, general PG updates, and knowledge translation and mobilization going forward
- Key project updates are discussed throughout this newsletter
- Full highlights: <https://ghw.mcmaster.ca/resources/april-27-meeting-highlights/>

June 2, 2020 - PG Meeting: Advisory Committee

The main takeaways from the discussion were:

- To engage in more knowledge dissemination mediums, including opinion editorial (OpEds) and webinars wherever possible, and
- To engage widely on social media platforms.

New Developments

- Dr. Allison Williams and PhD Candidate Regina Ding presented at the Public Services Health and Safety Association (PSHSA) COVID-19 Return to the Workplace (RTWp) Virtual Conference on June 16, 2020
- The Carer-Standard Quick-Study Guide will be made available in mid-July
- Slack is now being phased in for use amongst PG teams. Contact soodt@mcmaster.ca for details
- The PG Trainee Network, led by Regina Ding, will be starting up soon

Spotlight on Shelley Rottenberg

Shelley Rottenberg graduated with a Bachelor of Science in Geography and Environmental Science in 2018. Her undergraduate thesis was on "The Lived Experiences of Chinese Adoptees in Canada." She recently completed a Master of Arts in Human Geography in the spring of 2020. Her thesis, entitled "An Evaluation of the Caregiving Essentials Course for Informal Caregivers of Older Adults in Ontario and its Online Delivery", was defended this past April 20, 2020 ([Thesis Abstract](#)). Shelley enjoys learning about the diverse interconnections between people and their environments from a qualitative research perspective. Themes such as sense of place, intersectional identities, and online accessibility are of particular interest to her.

Shelley is currently doing a summer internship for China's Children International, an organization created by and for Chinese adoptees. Her position involves coordinating a project that explores adoptees' sense of place by examining their meaning of home. She is also exploring potential career opportunities and searching for a job.

Project 1 - Internationalization of the Standard

- Project, named ISO TC 314 Working Group 3, is running on ISO schedule which final publication slated for January 2022
- Canadian Champions Task Group formed, including members from the Canadian Centre for Occupational Health and Safety (CCOHS) and the Vanier Institute of the Family

Project 2 - Knowledge Mobilization

General

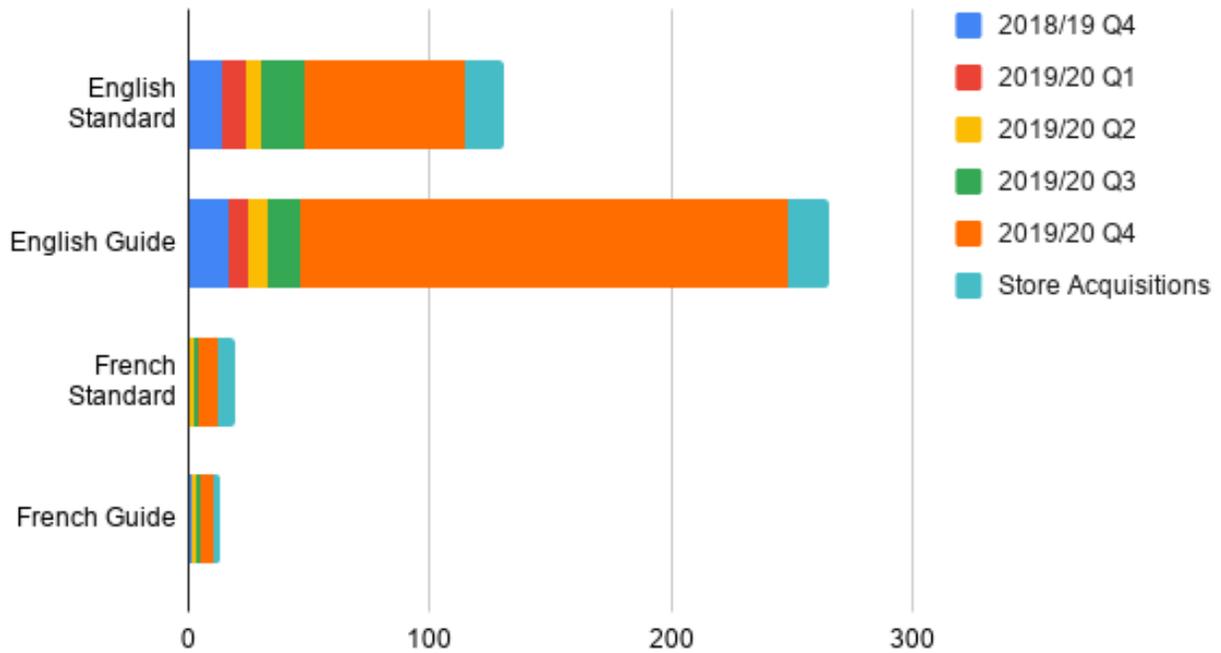
- Knowledge audit and production, especially a baseline knowledge assessment to identify HR managers' perceptions and explore the presence and usage of HR support policies at their organization
- Carers Canada + CHCA created educational briefs for dissemination ([Educational Brief A](#), [Educational Brief B](#))
- Year two builds on year one
- Continues to develop a user-friendly info webpage on carerscanada.ca (1200 avg. monthly visits with a 7.8% click-through rate, 3.7x above target)
- National Caregiver Day, this past April 7, 2020, was a success with presentations by Dr. Allison Williams and PG Trainee Shelley Rottenberg
- Digital and trifold versions of a QuickStudy guide underway

Campaign

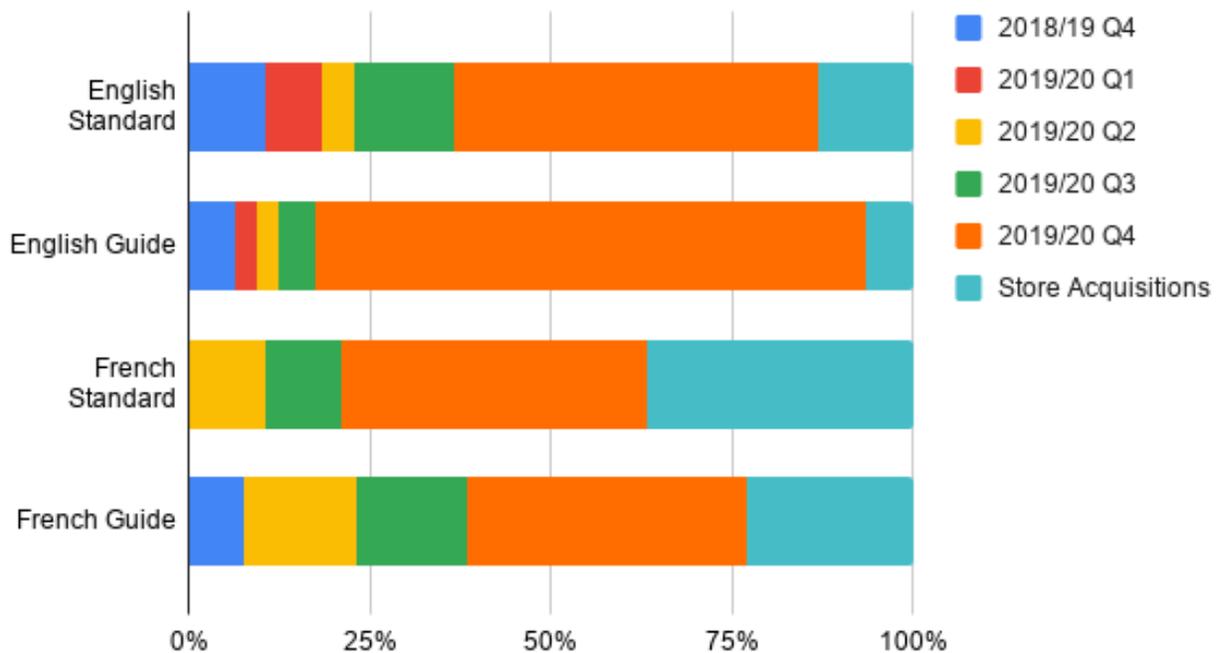
- Campaign impact targets exceeded, communication and awareness growing, often reaching national health HR professionals
- Facilitating virtual awareness and engagement, especially on high-impact days like National Caregiver Day -> supports the Standard's dissemination
- Support from the CCOHS, CHPCA, and Vanier Institute of the Family
- KM strategy going forward: use digital communication/outreach to maximize awareness + uptake of the Standard through knowledge adaptation, production, and dissemination
- Digital and trifold versions of the Standard for dissemination, alongside Quick Study guide - tools have potential to be translated to French
- Most downloads took place during the time of the campaign, in Q4 2019/20

Evaluation Metric: Carer Standard and Handbook Downloads

Downloads by Fiscal Year (FY) Quarter and Store Acquisitions



Proportion of Downloads by FY Quarter and Store Acquisitions



Project 3 - Readiness For Change

- The vast majority of data collection and analysis has been completed
- It has been found that the private, public, and greater-public/not for profit sectors have different motivators and barriers to change
- While few organizations have specific policies for carer-employees, many have policies that deal with work-life balance as a whole
- Key findings can be found on the PG website under Stream B, Project 3

Project 4 - Feasibility and CBA of the Standard as and Intervention

- PhD Candidate and PG Trainee Regina Ding will now be working on a mixed-method study evaluating the Standard and its application to the workplace
- Research plans will consider the impacts of COVID-19
- Ethics approval and soft recruitment have been completed, partnerships have been established
- Regina Ding has completed her comprehensive exams!

Project 5 - Informing the Standard's Cultural Competency

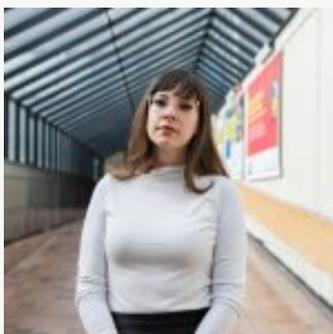
This project explores the transnational caregiving experiences of Indigenous People, Visible Minorities, and European immigrants. To date, we have collected data from 11 male and 11 female Carer Employees from diverse ethnic backgrounds. A key takeaway, to be completed upon Ethics Clearance, is to gather information from participants who have already been interviewed to understand their experiences of post-COVID-19 transnational caregiving. In the coming weeks, our team will begin data analysis of the pre-COVID-19 interviews. We continue to provide updates to our community partners and network virtually to recruit Indigenous and European Research Assistants.

King's University College has written an article detailing the project as noted in the following link: <https://www.kings.uwo.ca/about-kings/media-and-communications/newsroom/kings-mcmaster-partnership-researches-transnational-carer-employees/>

Further, Dr. Bharti Sethi has been awarded the Early Career Excellence in Research Award. Please see the following link to the full article: <https://www.kings.uwo.ca/about-kings/media-and-communications/newsroom/faculty-honoured-with-annual-research-awards/>

Project 6 - Indigenous Perspectives and Experiences with Caring

The collaborative partnership between Brock University and the Fort Erie Native Friendship Centre (FENFC) is led by co-investigators Dr. Eva Jewell (Ryerson University) and Dr. Andrea Doucet (Brock University). Our progress to date includes securing Karen Hilston from the FENFC as a peer researcher and hiring Jessica Falk as an MA student researcher from Brock University. We completed two ethics applications: one to Brock University's Research Ethics Board (REB) and one to the Ontario Federation of Indigenous Friendship Centres (OFIFC). We completed two focus groups at the FENFC in 2019 and we began team data analysis in spring 2020. We will write our report throughout the spring and summer of 2020 and will present our results to the FENFC community for feedback, and create a press release at Brock University in fall 2020. Finally, we will produce two articles for peer-reviewed journals and at least one Op-Ed in 2020 and will present 1-2 conference papers in summer of 2021.



From left to right: Dr. Andrea Doucet, Dr. Eva Jewell, Jessica Falk

Project 7 - Disseminating the Standard in Quebec, Canada

Dr. Diane-Gabrielle Tremblay is conducting an online survey with firms, as well as implementing interviews with HR managers in Québec. The focus of study is on how they are managing carers' requests for accommodations arrangements for caregiving. The online survey has a little over 100 respondents, and the team will soon be pursuing the interviews with HR managers. An article has been written this year on the role of community resources to support carers, and it has been resubmitted after comments from reviewers; publication is expected around the end of 2020. An Early 2021, an online seminar or webinar should be held to present research results (unless onsite is possible). One PhD Trainee is working with Dr. Tremblay on this research.

Project 8 - Coming out to Care

- Unique study group due to their non-traditional caregiving situations
- This new project is being led by PhD Candidate and PG Trainee Sophie Geffros
- Current timeline aims for this project to be completed by 2023

For Our Knowledge Mobilization Partners

To help you support the Knowledge Mobilization campaign, we have provided a list of channel-specific links for you to use with your social media efforts or e-newsletters, when applicable.

How to Use the Links

If you want to tweet a link to the Standard or the Implementation Guide, in either English or French, please use the appropriate social media or e-newsletter link. This way, the CSA can track where the hits/downloads are coming from, helping reach the 'evaluation of reach' element of the CHCA project.

In all cases other than social media or e-newsletter, use the standard links:

Links to the Standard

English: <https://www.csagroup.org/article/b701-17/>

French: <https://www.csagroup.org/fr/article/b701-f17/>

Links to the Guide

English: <https://www.csagroup.org/article/b701hb-18/>

French: <https://www.csagroup.org/fr/article/b701hb-f18/>

Regarding Social Media Use

If each project lead could share partners'

- Twitter handles
- Facebook pages
- Webpages outlining/promoting your project

This information could be distributed to all partners so we can follow, re-tweet, and support all your media efforts.

Please forward to:

Tushar Sood at soodt@mcmaster.ca and

Catherine Suridjan at csuridjan@cdnhomecare.ca

Articles and Media

If you want to learn more about COVID-19's impact on caregivers, check out this article: [https://doi.org/10.1016/S0140-6736\(20\)31418-5](https://doi.org/10.1016/S0140-6736(20)31418-5). If you want to read about work and caregiving in Canada, here's a great resource to get you started:

<http://www.nationalseniorsstrategy.ca/wp-content/uploads/2015/03/When-Work-and-Caregiving-Collide.pdf>.