

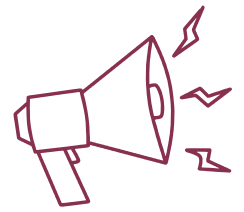
September 2022 | VOL. 9

CARER-INCLUSIVE PG NETWORK

GENDER, HEALTH, AND CAREGIVER FRIENDLY
WORKPLACES – STREAM B



UPCOMING EVENTS



- CPHA Public Health 2022. **October 12-14**. Register [here](#).
- Canadian Academy of Geriatric Psychiatry and the Canadian Coalition for Senior's Mental Health CAGPCCSMH 2022: Human Rights and the Law: Legal, Ethical and Moral Responsibilities in Seniors' Mental Health. **October 14-15**. Register [here](#).
- 23rd International Congress on Palliative Care. **October 18-21**. Register [here](#).
- Canadian Association of Gerontology CAG 2022. **October 20-22**. Register [here](#).
- Gerontological Society of America 2022 Annual Scientific Meeting. **November 2-6**. Register [here](#).

- Transforming Care Conference 2023, Sheffield UK. June 26-28. Register [here](#).



Know of any other events?

Send them to
chmieb1@mcmaster.ca with the
Name, Date(s), Location,
Registration date, Abstracts Due.

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 website or newsletter, please send them to chmieb1@mcmaster.ca

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

#careremployee
#CarerStandard
#PGProject

CSA B701:17(R2021) *Carer-inclusive and accommodating organizations* and B701HB-18 *Helping worker-carers in your organization* will continue to be available for viewers in Canada as complimentary download until **August 3, 2026**.

Links:

[CSA B701:17 \(R2021\) | Product | CSA Group](#)
[B701HB-18 | Product | CSA Group](#)

Quick-Study Guides
available in English and
French click here:

ENGLISH

FRENCH

CIHR OPEN ACCESS requirements:

It is required by CIHR that all PG publications be OPEN ACCESS. If you have any questions or concerns regarding this, please reach out to chmieb1@mcmaster.ca

Circle.so

Thank You for your participation and
Engagement with our new PG
Community Hub and LinkedIn!

Please continue to engage with the
platform and provide feedback as we
journey through the pilot launch of
Carer-Friendly Workplaces platform.

[Signup Here!](#)



Farewell, Nora Spinks of Work-Life Harmony



We thank Nora Spinks for her hard work in curating and implementing strategic knowledge mobilization strategies that contribute to the promotion of the invaluable research resulting of this PG project.

Nora and her team pass the baton to Allison Williams and Brooke Chmiel to continue the oversight and management of the Knowledge Mobilization plan.

For any inquiries please contact: chmieb1@mcmaster.ca

Trent Congratulates Dr. Bharati Sethi, New *Canada Research Chair* in Care Work, Ethnicity, Race and Aging

Dr. Bharati Sethi, Canada research chair in Care Work, Ethnicity, Race and Aging

A high-impact early-career researcher, and self-described activist, Prof. Bharati Sethi is passionate about translating her research into accessible and easy-to-understand formats, with an aim to improve public education on the social and cultural issues facing immigrants and racialized workers. She has been engaged in dynamic, multi-million-dollar research projects, and is a sought-after expert on issues connected to transnational caregivers.

"There is a lot of research on transnationalism and transnational care, but not much on employees," shares Prof. Sethi. "We want to look at caregiving from a health and well-being perspective, not just from an employment perspective. As many immigrants are providing transnational care, we need to talk about caregiver-friendly policies from a transnational perspective."

Through her CRC appointment, Prof. Sethi will build new knowledge about paid caregivers focusing on personal support workers, with a particular attention to the experiences of racialized people and immigrants to Canada. This program will study communities in Peterborough County and Brantford-Brant County to generate high-quality data identifying vulnerabilities and information to support the well-being of newcomers and empower them within rural and suburban communities. Her work is grounded in an arts-based method to mobilize knowledge.

"Academics need to translate their evidence and let people use the knowledge," says Prof. Sethi. "We've worked on projects including a poster-presentation that gives tools to employers to make a more caregiver-friendly workplace incorporating poetry, art, even jewelry as a way of sharing stories about culture."



DR. BHARATI SETHI
CRC in Care Work, Ethnicity,
Race and Aging

"It is a pleasure to welcome Prof. Sethi—a sought-after expert, with an impressive record for supporting immigrant and racialized Canadians through her research," said Dr. Cathy Bruce, vice-president of Research and Innovation at Trent University. "Her interdisciplinary research focuses on the experiences of those working in critically important care professions. Prof. Sethi joins Trent's engaged community of Canada Research Chairs, including Professors Murray and Szpak, who are now entering their second term as chairs. The CRC Program, and the researchers we have been able to attract to Trent through this program, is tremendously important to our thriving national and international research community; including students."

Special Issue in Wellbeing, Space and Society: Reshaping Wellbeing in Changing Care and Work Environments (Edited by Allison Williams)

Spotlight on Projects 1, 4, 5, 6, 7, 9, and 11.

1. [Negotiating culture, geographical distance, and employment: The lived experiences of European transnational carer employees](#)

Bharati Sethi (*Project 5*)

2. [Who is responsible for wellbeing? Shifting care responsibilities in the Canadian landscape: The case of state-employer interactions](#)

Andrea Rishworth (*Project 11*)

3. [Managers' views about employed carers' well-being: A qualitative study in Quebec](#)

Sarah Nogues, Diane-Gabrielle Tremblay (*Project 7*)

4. [Reshaping wellbeing in changing care and paid work environments](#)

Allison M. Williams (*Project 1*)



Congratulations to Dr. Regina Ding on Successfully Defending her Doctoral Thesis!

Please join us in congratulating Dr. Regina Ding for successfully defending her thesis, titled: *"Feasibility and cost-implications analysis of a carer-inclusive organizational standard"*.

Committee members included: Dr. Nikolaos Yiannakoulis (Geography), Dr. Jenny Ploeg (Nursing), Dr. Amiram Gafni (Health Research Methods, Evidence, and Impact). Supervisor: Dr. Allison Williams (Geography). The external examiner was Dr. Emile Tompa, a health economist with the Institute of Work and Health.

Regina will be moving to Carleton University to work with Dr. Linda Duxbury on. **Project 3: Supporting Work & Caregiving: Diagnosing Readiness to Change.**

We look forward to seeing her work continue to be published!



RECENT PANELS:

Carer-Friendly Workplaces: Standards and Certification

The International Alliance of Carer Organizations hosted a panel on April 26th, 2022 for “Carer-Friendly Workplaces: Standards and Certification”, led by speakers Allison Williams and Jeanne Bank. [Follow this link](#) to explore the presentation!



The Juggling Act: Balancing Work and Caregiving

On May 12th, 2022, the virtual Spring Conference for Caregivers Together 2022 took place with a variety of panel speakers. The conference is organized by Caregivers Alberta, the only carer organization in Alberta, to build awareness for both caregivers and health care professionals. Among the speakers were panelists Regina Ding, Allison Williams, and Nora Spinks for “The Juggling Act: Balancing Work and Caregiving”.



"International – ISO 25551 – General requirements and guidelines for carer-inclusive organizations"

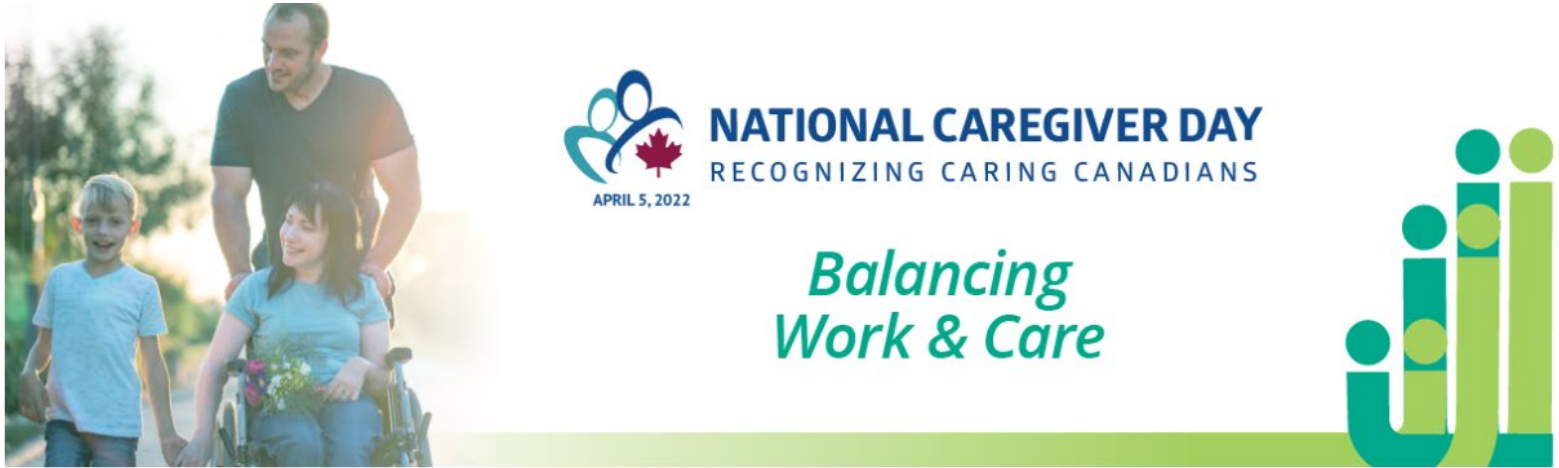
The National Alliance on Caregiving hosted the 2022 World Carers Conversation (WCC) for virtual discussions on May 19th, 2022. Among the speakers was Allison Williams, highlighting the importance and significance of the International Standard ISO 25551 – General Requirements and guidelines for Carer-Inclusive Organizations. Click the image below to watch!



Following this, on June 7th, 2022 the Gerontological Society of America hosted presentation “Continuing the Conversation: Advancing Economic Security” from the 2022 World Carers Conversation (WCC).



Thank You for joining us on National Caregiver Day!



Over 6 million Canadians are balancing paid work and unpaid caring responsibilities. Representing over 35% of the labour market, these individuals combine work, caring for a loved one, family commitments and personal activities every day. Carers Canada is pleased to profile their unique caring experiences; share how employer champions are creating flexible workplaces, recognize national priorities for working caregivers and facilitate discussions on next steps.

**Federal
Recognition**

**Caregivers'
Experiences**

**Employer
Champions**

**Catalyst
Conversation**

**Communication
Toolkit**

On April 5th 2022, individuals from a variety of backgrounds and demographics, from carer-employees to HR professionals, gathered virtually for a Catalytic Conversation. This panel, led by Regina Ding, Linda Duxbury, Allison Williams and Nora Spinks, facilitated discussions around care and work in Canada.

Care and Work in Canada: Reflections, Discoveries and Projections

2:30 – 3:30 pm ET

Findings and recommendations from a multi-year partnership project focused on improving and optimizing the well-being of employers who are balancing paid work and unpaid caring responsibilities.

- **Linda Duxbury**, PhD, Chancellor's Professor, School of Business, Carleton University
- **Regina Ding**, PhD Candidate, Gender, Health, and Work, McMaster University
- **Allison M. Williams**, PhD, Professor of Geography, Principal, CIHR/SSHRC Healthy Productive Work Partnership Grant, Mobilizing a Caregiver-Friendly Workplace Standard: A Partnership Approach

Visit the [Carers Canada Website](#) for more content and resources surrounding the National Caregiver Day event!



Carers Canada

A program of the CHCA



Congratulations to Regina Ding for the GHHCSG Student Paper Presentation Award

The adjudication committee for the 2022 GHHCSG student paper presentation competition selected Regina's paper as the best paper in the PhD student category during the just ended CAG conference. **Congratulations Regina!!!**



CSA Group Presents the New Technical Committee on Home and Community Care



New technical Committee on Home and Community Care, please contact Reetu Sogani with any

questions at reetu.sogani@csagroup.org, before Monday

September 12th, 2022 by 8 AM EST

New technical sub-committee on Mental health and well-being in community residential care settings. If you are interested in participating, contact Anne-Marie Martel, Project Manager at annemarie.martel@csagroup.org before Monday September 12th, 2022 by 8 AM EST.



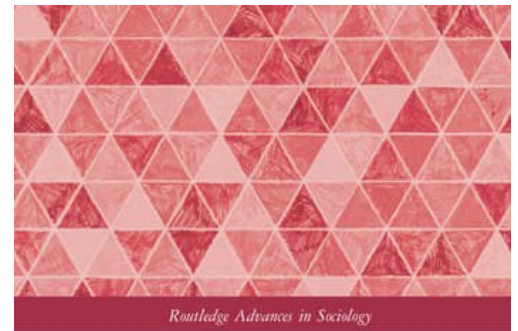
Spotlight on Project 1: Internationalization of the Standard



The emergence of newly published '*The Age-friendly Lens*' (1st edition), edited by Christie M. Gardiner and Eileen O'Brien Webb, presents Chapter 13: International Standardization of Products and Services for Ageing Societies: Promoting the Global Application of an Age-friendly Lens. The chapter was written by authors **Sabrina Pit, Anne Livingstone, Adriana Ciacaru, Nele Zgavc and Allison Williams.**

This book engages with the concept of age-friendly environments, adopting multi-perspectivity to demonstrate how age-friendly environments can contribute to shifting how we think, feel and act toward issues of age and ageing and operate as a vehicle to improve understandings of ageism.

Drawing from traditionally distinct fields, the text demonstrates theoretical and applied dimensions of the age-friendly global agenda, with several chapters discussing topics that have to date been underrepresented in age-friendly scholarship, including education, health and justice systems. The case studies encourage critical engagement with the issue of ageism in age-friendly scholarship. It presents a clear understanding of the inequalities, challenges and opportunities of ageing and of the ways international, regional, national and sub-national commitments in health, development and human rights, and are further impacted by, ageing through designing, implementing, monitoring and evaluating policies and programmes. The essays utilise a critical and interdisciplinary dialogue to enhance discussion of the age-friendly environment agenda through the inclusion of age-friendly perspectives in addition to its processes and destinations in an ageing society.



THE AGE-FRIENDLY LENS

Edited by
Christie M. Gardiner and Eileen Webb



Chapter 13: International standardisation of products and services for ageing societies: promoting the global application of an age-friendly lens

Written by Sabrina Pit, Anne Livingstone, Adriana Ciacaru, Nele Zgavc and Allison Williams

Available online via [TaylorFrancis.com](https://www.iso.org/committee/6810683.html), Booktopia and Google Books.

Released July 15th 2022

<https://www.iso.org/committee/6810683.html>

The book serves as a catalyst to stimulate research, policy and public interest in the physical, social and regulatory environments in which we age and the consequent impact upon health and well-being. It will be of interest to professors, graduate students and undergraduate students in policy, sociology, health, planning and gerontology. It is also recommended reading for policy makers, politicians, think tanks and lobbyists, who are concerned with age all-age-inclusiveness.



RECENT PUBLICATIONS

Congratulations to Regina Ding, Amiram Gafni and Allison Williams on the publication of **Cost implications from an employer perspective of a workplace intervention for carer-employees during the COVID-19 pandemic**. *International Journal of Environment Research and Public Health* (2022). 19(2194). Read the full article [here](#).

Congratulations to Regina Ding and Allison Williams on the publication of **Places of paid work and unpaid work: Caregiving and work-from-home during COVID-19**. *The Canadian Geographer / Le Geographe canadien* (2022). 66:1, 156-171. Read the full article [here](#).

Congratulations to Allison Williams, Joonsoo Sean Lyeo, Sophie Geffros & Alexander Mouriopoulos on the publication of **The integration of sex and gender considerations in health policymaking: a scoping review**. *International Journal for Equity in Health* (2021). 20(69). Read the full article [here](#).

Congratulations to Joonsoo Sean Lyeo and Allison Williams on the publication of **Caught in the middle: a thematic analysis of the experiences of Korean-Canadian caregiver employees in the greater Toronto and Hamilton area**. *BMC Public Health* (2021). 21(1728). Read the full article [here](#).

Congratulations to Li Wang, Chris Ji, Peter Kitchen, and Allison Williams on the publication of **Correction to: Social participation and depressive symptoms of carer-employees of older adults in Canada: a cross-sectional analysis of the Canadian Longitudinal Study on Aging**. *Canadian Journal of Public Health* (2021): 1-11. Read the full article [here](#).

Congratulations to Li Wang, Chris Ji, Peter Kitchen, and Allison Williams on the publication of **Social participation and depressive symptoms of carer-employees of older adults in Canada: a cross-sectional analysis of the Canadian Longitudinal Study on Aging**. *Canadian Journal of Public Health* (2021): 1-11. Read the full article [here](#).

Congratulations to Regina Ding, Anastassios Dardas, Li Wang and Allison Williams on the publication of **Improving the Workplace Experience of Caregiver-Employees: A Time-Series Analysis of a Workplace Intervention**. Read the full article [here](#).

Congratulations to Frances Lorenz, Lisa Whittaker, Julia Tazzeo, and Allison Williams on the publication of **Availability of caregiver-friendly workplace policies: an international scoping review follow-up study**. Read the full article [here](#).

We're in the news!

Over the past few months there has been lots of exposure for the PG! [Follow this link](#) for a list of links and recently published articles

RECENT PRESENTATIONS AND MEETINGS

Congratulations to Regina Ding on the conference presentation **Cost-implications of a workplace intervention for working carers**. *International Medical Geography Symposium*. Edinburgh, Scotland, June 2022.

Congratulations to Regina Ding on the conference presentation **Cost-implications of a workplace intervention for working carers**. *Canadian Association of Geographers Annual Meeting*. Toronto Metropolitan University, June 2022.

Congratulations to Li Wang on the conference presentation **Social and depressive symptoms of carer-employees of older adults in Canada: a cross-sectional analysis of the Canadian Longitudinal Study on Aging**. *International Federation of Aging Conference. 5th Global Conference on Aging: Rights Matter*. Niagara Falls, November 9-12, 2021.

Congratulations to Shelley Rottenberg and Bharati Sethi on the conference presentation **The experiences of racialized immigrant transnational carer-employees in London, Ontario**. *Metropolis Canada's 4th Annual Forum on Measuring Identities: Multiculturalism @ 50: Diversity, Inclusion and Eliminating Racism*. October 6-8, 2021.

Congratulations to Alexxis Kydd and Bharati Sethi on the conference presentation **Caregiving as my culture: The impacts of unpaid caregiving on Indigenous older adults and transnational carer-employees (TCEs)**. *Metropolis Canada's 4th Annual Forum on Measuring Identities: Multiculturalism @ 50: Diversity, Inclusion and Eliminating Racism*. October 6-8, 2021.

Congratulations to Alexxis Kydd, Jessica Cooper, Bharati Sethi and Allison Williams on the conference presentation **Multimodal ethnography in researching with culturally diverse transnational carers in Ontario, Canada**. *Thinking Qualitatively Virtual Conference*, July 5-9, 2021.

Congratulations to L. El-Saadi, L. Henao, Bharati Sethi and Allison Williams on the conference presentation **Visible minority immigrants as transnational caregiving employees amidst COVID-19**. *23rd Metropolis Canada Conference: Migrants, Migration and Mobility: COVID-19 Response and Recovery*. March 22-26, 2021.

Congratulations to Jessica Cooper and Bharati Sethi on the conference presentation **Mental wellness with family beyond borders: A closer look at immigrants' tools for self-care under COVID-19 related restrictions**. *23rd Metropolis Canada Conference: Migrants, Migration and Mobility: COVID-19 Response and Recovery*. March 22-26, 2021.

Congratulations to Jessica Cooper, Alexxis Kydd, Bharati Sethi and Allison Williams on the conference presentation **An exploration of the transnational experience of Indigenous, visible minority and European immigrant caregivers in Canada amidst COVID-19 workshop**. *23rd Metropolis Canada Conference: Migrants, Migration and Mobility: COVID-19 Response and Recovery*. March 22-26, 2021.

Congratulations to Alexxis Kydd and Bharati Sethi on the conference presentation **The Indigenous experience and complex relationship with employment and providing informal care during COVID-19**. *23rd Metropolis Canada Conference: Migrants, Migration and Mobility: COVID-19 Response and Recovery*. March 22-26, 2021.

Congratulations to Bharati Sethi and Jessica Cooper on the conference presentation **Transnational caregiving across international borders' consortium of Universities**. *Global Health Virtual Conference: Addressing Critical Gaps in Global Health and Development*. March 12-14, 2021.

Congratulations to Jessica Falk, Eva Jewell, and Andrea Doucet on the conference presentation **Indigenous Perspectives and Experiences with Caring**. *Native American and Indigenous Studies Association's (NAISA) Annual Conference*, June 2021. *The Social Justice Research Institute's Research Social Justice and Community Collaboration Research Symposium, Brock University*, September 2021.

Congratulations to Bharati Sethi and Allison Williams on the conference presentation **Immigrant caregivers and racism: What has social work got to do with it?** *Diversity, Equity & Human Rights, OASW Summer Series. International Metropolis Conference, Ottawa, Ontario*, June 7-11, 2021.

Congratulations to Diane-Gabrielle Tremblay on the conference presentation “**Work-family challenges for parents and carers throughout the Covid crisis**”. *The Society for Socio-Economics conference. (Network C, on Gender Work and Family)*. Session available here: <https://sase.confex.com/sase/2021/meetingapp.cgi/Session/5293>

Congratulations to Diane-Gabrielle Tremblay for chairing the **Gender issues and Challenges for Women Carers and Parents throughout Covid-19 Panel**. *The Society for Socio-Economics conference*. Available here: <https://sase.confex.com/sase/2021/meetingapp.cgi/Session/5307>. Online session 5307 available.

KNOWLEDGE MOBILIZATION ACTIVITIES

Sethi, B. (2022). **Visible Minority Immigrants as Transnational Carer-Employees Amidst COVID-19**. Carers Canada. <https://www.carerscanada.ca/bharati-sethi-visible-minority-immigrants-as-transnational-carer-employees-amidst-covid-19/>

Cathy Majtenyi (2021). **Brock and Fort Erie Native Friendship Centre research Indigenous caregiver experiences**. The Brock News. [Brock and Fort Erie Native Friendship Centre research Indigenous caregiver experiences – The Brock News \(brocku.ca\)](https://www.brocku.ca/news/brock-and-fort-erie-native-friendship-centre-research-indigenous-caregiver-experiences)

Diane-Gabrielle Tremblay (2021). **Interview on Labour Shortage and challenges for parents and carers in the labour market: better flexibility as a solution** on private radio: 98,5 FM : <https://www.985fm.ca/audio/411626/entrevue-avec-diane-gabrielle-tremblay>

Diane-Gabrielle Tremblay (2021). **Interview on hybrid mode of return to work and challenges for work-life balance for parents and carers** for Radio of Radio-Canada Côte Nord, le 21 juillet 2021. <https://ici.radio-canada.ca/ohdio/premiere/emissions/bonjour-la-cote/episodes/552707/rattrapage-du-mercredi-21-juillet-2021/1>

Diane-Gabrielle Tremblay (2021). **Interview on hybrid mode of return to work and challenges for work-life balance for parents and carers** for Radio of Radio-Canada [Point du jour \(ICI Radio-Canada Saskatchewan\)](https://www.radio-canada.ca/ohdio/premiere/emissions/point-du-jour/episodes/552707/rattrapage-du-mercredi-21-juillet-2021/1); 21 juillet 2021

Diane-Gabrielle Tremblay (2021). **Interview on hybrid mode of return to work and challenges for work-life balance for parents and carers** for Radio of Radio-Canada ; [Y a pas deux matins pareils \(ICI Radio-Canada Toronto\)](https://www.radio-canada.ca/ohdio/premiere/emissions/y-a-pas-deux-matins-pareils/episodes/552707/rattrapage-du-mercredi-21-juillet-2021/1); 16 juillet 2021

Diane-Gabrielle Tremblay (2021). **Interview on hybrid mode of return to work and challenges for work-life balance for parents and carers** for Radio of Radio-Canada: Les employeurs devront s'adapter s'ils ne veulent pas un exode des travailleurs [Les matins d'ici \(ICI Radio-Canada Ottawa\)](https://www.radio-canada.ca/ohdio/premiere/emissions/les-matins-d-ici/episodes/552707/rattrapage-du-mercredi-21-juillet-2021/1); 15 juillet 2021

Diane-Gabrielle Tremblay (2021). **Interview on hybrid mode of return to work and challenges for work-life balance for parents and carers** for Radio of Radio-Canada: Le marché de l'emploi en transformation; [Info-Réveil \(ICI Radio-Canada Rimouski\)](https://www.radio-canada.ca/ohdio/premiere/emissions/info-reveil/episodes/552707/rattrapage-du-mercredi-21-juillet-2021/1); 15 juillet 2021

Diane-Gabrielle Tremblay (2021). **Interview on hybrid mode of return to work and challenges for work-life balance for parents and carers** for Radio of Radio-Canada hybride: Conditions de travail post-pandémie : des changements importants à prévoir [Le réveil \(ICI Radio-Canada Île-du-Prince-Édouard\)](https://www.radio-canada.ca/ohdio/premiere/emissions/le-reveil/episodes/552707/rattrapage-du-mercredi-21-juillet-2021/1) ; 15 juillet 2021

Diane-Gabrielle Tremblay (2021). **Interview on hybrid mode of return to work and challenges for work-life balance for parents and carers** for Radio of Radio-Canada: Le rapport au travail a changé avec la pandémie; [Phare ouest \(ICI Radio-Canada Vancouver\)](https://www.radio-canada.ca/ohdio/premiere/emissions/phare-ouest/episodes/552707/rattrapage-du-mercredi-21-juillet-2021/1) 15 juillet 2021

CAREGIVER RESOURCES

- Canadian Government resources for seniors and their caregivers. Click [here](#) to explore the resources.
- Statistics Canada released “[Caregivers in Canada, 2018](#)”. Click to read report.
- Carers Canada offers useful information to support caregivers in response to COVID-19 – Click [here](#) to explore resources.
- [Canadian Hospice Palliative Care Association](#) provides helpful resources related to care including webinars, guides, and easily implementable tools.
- The Canadian Centre for Caregiving Excellence advocates for supporting caregivers and Care Providers – Contact this organization [here](#).
- CBC writers' workshop aims to empower family members to tell their stories – Click [here](#) to view their stories.
- Unseen: How We're Failing Parent Caregivers & Why It Matters | [Official Documentary Trailer](#)
- The Care Economy promotes electoral focus on Canada's social infrastructure – Learn more [here](#).
- Learn more about Policy Strategist Julian Morelli's diverse background advocating for Caregivers [here](#).
- Understanding Aging in Place: Improving Quality of Life Through Innovation – View webcast [here](#).
- Statistics Canada provides insights on Canadian society: Women working in paid care occupations [here](#).
- Learn more about Developing person-centred care competencies for the healthcare workforce to support family caregivers: Caregiver centred care [here](#).
- Indra Nooyi addresses the future of work within the context of families with Time magazine, read the full article [here](#).
- Raising kids while being a Caregiver for a Spouse: [Lisa Raitt's story](#).
- Chief Public Health Officer's Report on the State of Public Health in Canada 2021: A Vision to Transform Canada's Public Health System. [Learn more here](#).
- Dementia-Friendly-Canada Project Building Dementia-Friendly Communities Course. [Learn more here](#).
- CSA Supporting Mental Health and Well-being in Community Residential Care Settings Report that provides a framework for standard-based solutions. [Learn more here](#).
- Angus Reid Institute study of Pandemic Fatigue in Canada. [Learn more here](#).
- AGE-WELL Report Aging in 2021: A report on political priorities in aging across Canada. [Learn more here](#).
- Review the health forum presented by the COVID-19 Evidence Network to support Decision-making in Canada [here](#).
- The ISO TC314 publishes its first standard for Ageing Societies – [ISO 25551](#).
- Watch the virtual unveiling of the carer-inclusive and accommodating organizations standard [here](#).
- Watch the webinar 'Strengthening team culture, a caregiver friendly workplace standard' from October 2021 [here](#).
- To review the Canadian Human Rights Commission 'A Guide to Balancing Work and Caregiving Obligations: Collaborative approaches for a supportive and well-performing workplace click [here](#).
- Follow this [link](#) to explore the Pride at Work Canada Virtual Leadership Program Thrive 2022.



NETWORK AND CONNECTIONS



- Sharon Anderson, PhD in Aging and Family Gerontology, can be found on LinkedIn [here](#).
- Kathy Kortess-Miller, a Lakehead social work professor and director of the Centre for Education and Research on Aging and Health (CERAH), shares her research findings on the essential work of Caregivers [here](#).
- Mike George, Co-Founder of SoaringFamilies & BMG Dynamics Group, helps family caregivers navigate the complex world of care and create a nurturing homecare experience – Learn more about Mike [here](#).
- Ron Beleno, Co-Chair, AGE-WELL's Older Adult & Caregiver Advisory Committee, can be found on LinkedIn [here](#).
- As a PG Partner, Pallium Canada's Compassionate Workplace Campaign has experienced a delayed start due to the pandemic. The pilot site evaluation noted a strong need for the campaign and its resources, and pilot sites recommended the Compassionate Workplace Campaign for other workplaces. Pilot site participants expressed increased confidence in engaging with colleagues who were also caregiving and/or grieving, and managers felt more confident to support their team members experiencing these roles. [Pallium Canada](#) is moving forward with a plan to launch in 2022.
- [Click here](#) to visit the Canada's healthy workplace month website, or click the image below!



Canada's **healthyworkplacemonth**
moissteautravail au Canada

PROJECT UPDATES

Project 1- Internationalization of the Standard

International Standard is Published! Please see page 7 above for more on the newly published 1st edition of The Age-friendly Lens, edited by Christie M. Gardiner and Eileen O'Briend Webb. Chapter 13, written by Sabrina Pit, Anne Livingstone, Adriana Ciocar, Nele Zgavc and Allison Williams, the chapter highlights the Standard.

Project 2- Knowledge Mobilization

Thank You for your participation and Engagement with our new PG Community Hub (Circle.so) and LinkedIn! Please continue to engage with the platform and provide feedback as we journey through the pilot launch of Carer-Friendly Workplaces platform.

[Signup Here!](#)

Quick-Study Guides available in
English and French click here:

ENGLISH

FRENCH

Project 3- Readiness for Change

Led by Dr. Duxbury at Carlton University, key findings can be found on the PG website under Stream B, Project 3. Dr. Duxbury is currently working with the Conference Board of Canada on a new survey addressing work-life balance during the COVID-19 pandemic. Dr. Regina Ding will be joining her as Post-Doctoral Fellow.

Project 4- Feasibility and Cost Benefit Analysis of the Standard as an Intervention

Led by doctoral student Regina Ding (McMaster University, supervised by Dr. Allison Williams), this project is now coming to a close, with final papers being submitted for publication. Regina Ding is now successfully defended and will be robed at convocation this fall!

Project 5- Informing the Standard's Cultural Competency

We have completed data analysis for the racialized, European, and Indigenous populations. Currently, we are focusing on writing the findings and knowledge mobilization. We have submitted two articles, presented at conferences, and submitted two blogs to the Working Caregivers KM campaign. We are in the process of completing a scoping review on Latino's Transnational Carer Employees. Moving forward we plan to have the final meeting with the Research Advisory Committee members to update them about the project progress and thank them for their time, insight, and contributions. Take a look at the Project 5 paper published in *Wellbeing, Space & Society*!

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 team is focused on exploring the ways the Standard can be enhanced to ensure the needs of Indigenous carer-employees in the Niagara region are met. Our team provides an intersectional perspective on the way the CSA Carer Standard can be adapted to ensure a culturally appropriate and informed design. Our findings illuminate the way care work is valued in Indigenous organizations and the unique circumstances of Indigenous peoples in Canada as carer-employees. We have several outputs from our findings outlined in the sections above. Take a look at the Project 6 paper published in *Wellbeing, Space & Society*!

Project 7- Disseminating the Standard in Quebec, Canada

Diane-Gabrielle Tremblay and Sarah Nogues have been working on articles, One was submitted to the *Journal of Sociology and Social Policy*, another to the *Wellbeing, Space & Society*, edited by Allison Williams. A third article was just submitted in French, to *Interventions économiques*. This last one is still under review. As reported, they are presently working on revisions after reviews were received.

Project 8- Coming out to Care

This project is led by PhD Candidate and PG Trainee Sophie Geffros, under the supervision of Dr. Allison Williams and examines the implementation of the Carer Standard for 2SLGBTQ+ carer-employees. This project aims to understand the experiences of LGBTQI2S carer-employers (CE's) and how their identity impacts their comfort in accessing workplace accommodations, as defined by the Carer Standard. The Research Brief is now on the PG site.

Project 9: Aging Caregivers: An Analysis of Employment Health, Life Satisfaction and Financial Well-Being using the Canadian Longitudinal Study on Aging (CLSA) & Statistics Canada General Social Survey (GSS)- Caregiving and Care Receiving 2018 (Cycle 32)

This project aims to fill the data gap with respect to aging carers, and specifically carer-employees through the Canadian Longitudinal Study on Aging (CLSA) (see publication led by Li Wang above!). A Waterloo Co-op student, Joy Wang, has been working with the co-applicant team this summer to analyze the GSS – Caregiving and Care Receiving 2018 to better understand the health, quality of life, and work outcomes of carer-employees across Canada. A paper has been submitted for publication from this work.

Project 10: The Impact of COVID-19 on Double-Duty Caregivers (DDCs)

Led by Sakshi Mehta, a Global Health student being supervised by Allison Williams, this study investigates the impact of COVID-19 on both DDCs' unpaid caring responsibilities and paid healthcare work. The Research Brief is now on the PG site. Sakshi is preparing a book chapter submission from her thesis.

Project 11: Canada's Compassionate Companies: Evolution and Sustainability

This project aims to understand the motivations, challenges and benefits associated with being a Compassionate Care Company in order to increase the number of carer-friendly organizations and support services for carer-employees. This project works in partnership with Canadian Hospice and Palliative Care Association (CHPCA). Interviews with CCC employers and employees have been conducted to understand their experiences being a CCC organization. The Research Brief is now on the PG site and a final paper published in *Wellbeing, Space & Society* (see page 5 above).

Project 12: A Review of Human Rights Caselaw

Led by Alexander Mouriopoulos, a Masters student supervised by Dr. Allison Williams, this project aims to analyze the Human Rights caselaw pertaining to situations related to caring for adult family/friends across different regions of Canada in the last 30 years. This research reviews publicly available caselaw, specifically for Human Rights cases pertaining to situations related to caring for adult family/friends in the provincial jurisdictions of Ontario, British Columbia and Alberta. Alex plans on defending his thesis this fall.

NEW! Project 13: Caregiver Tax Credit Uptake in Canada

Given the high number of caregivers in Canada and the association between caregiving and financial and economic burden, this study investigates federal caregiver supports. Using annual tax data from Statistics Canada's Longitudinal Administrative Databank (LAD), the report employs descriptive statistics to calculate the uptake of these credits between 1998 and 2015 by sociodemographic subgroups of the sample tax filer population. It assesses if the rates of uptake match the profile of caregivers in Canada. On average, married, working-age, immigrant, 99th percentile earning males in large urban areas have the highest rates. We propose that caregiver-related tax policy would benefit from a campaign of better awareness among persons who are providing care to a family member or friend. Those of lower socio-economic status would benefit from such a campaign given that credits are claimed mostly by higher income tax filers. [Click here](#) to visit the new project webpage!

FOR OUR KNOWLEDGE MOBILIZATION PARTNERS

To help you support Knowledge Mobilization, 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, we can track where the hits/downloads are coming from, helping reach the 'evaluation of reach' element of the PG 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/>

LINKS TO THE QUICK-STUDY GUIDE

<https://ghw.mcmaster.ca/quick-study-download-page/>

TOOLS AND CURRICULUM

Foster a Carer-Friendly Workplace
(training/workshop for managers):

https://ghw.mcmaster.ca/app/uploads/2021/04/training_template.pdf

Recognizing Burnout:

<https://ghw.mcmaster.ca/tools-and-curriculum/>

Resources for Carers:

<https://ghw.mcmaster.ca/tools-and-curriculum/>

Check your Knowledge Quiz:

<https://ghw.mcmaster.ca/tools-and-curriculum/>

Tips for Managers helping Carer-employees:

<https://ghw.mcmaster.ca/app/uploads/2021/04/Tool-3-tips-for-Managers-helping-Carer-employees.pdf>

Workplace Poster for Occupational Health & Safety Board:

<https://ghw.mcmaster.ca/app/uploads/2019/11/Care-giver-Friendly-Workplace-Policies-Fact-Sheet-01.pdf>

Story Map & Interactive App:

<https://mcmaster.maps.arcgis.com/apps/Cascade/index.html?appid=02af2bfdbc6c4feda74b1af561b5b814>

Intervention Study Homepage:

<https://ghwchair.github.io/intervention/>

Carer-Employee Checklist (5-Point):

<https://ghw.mcmaster.ca/app/uploads/2020/04/PG-Tools-Carer-Employee-Checklist-5-Point.pdf>

Carer-Employee Checklist:

<https://ghw.mcmaster.ca/app/uploads/2020/04/PG-Tools-Carer-Employee-Checklist.pdf>

Collective Agreements and Organizational Policies Checklist:

<https://ghw.mcmaster.ca/app/uploads/2020/04/PG-Tools-Collective-Agreements-and-Organizational-Policies-Checklist.pdf>

Employer Checklist:

<https://ghw.mcmaster.ca/app/uploads/2020/04/PG-Tools-Employer-Checklist.pdf>

Carers Canada - Tips and Tools for Caregivers:

[Balancing Work & Care - Carers Canada](#)

Carers Canada - Tips and Tools for Employers:

https://www.carerscanada.ca/wp-content/uploads/2015/09/CCC-Care-Work_tips-tools-employers_v7.pdf

CIHR Online Training Modules:

<https://cihr-irsc.gc.ca/e/49347.html>

The Helping Worker-Carers in your Organization implementation guide

<https://www.ccohs.ca/healthyworkplaces/practitioners/caregiving.html>

The Carer Inclusive and Accommodating Organizations Workplace Standard:

<https://www.ccohs.ca/healthyworkplaces/practitioners/caregiving.html>

Canadian Centre for Occupational Health & Safety OSH Answers Fact Sheets Carer Friendly Workplaces:

www.ccohs.ca

A Solution for Employers—A New Workplace Standard and Implementation Guide

Canadian Hospice and Palliative Care Association (CHPCA):

https://ehospice.com/canada_english_posts/a-solution-for-employers-a-new-workplace-standard-and-implementation-guide/

Carer-Friendly Workplaces & Policies First Lecture Slide Set (40 Slides)

<https://ghw.mcmaster.ca/tools-and-curriculum/>

Carer-Friendly Workplaces & Policies Second Lecture Slide Set (15 Slides)

<https://ghw.mcmaster.ca/tools-and-curriculum/>

Lecture Notes to Accompany First and Second Lecture Slide Sets:

<https://ghw.mcmaster.ca/tools-and-curriculum/>

Regarding Social Media Use

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

#careremployee
#CarerStandard
#PGProject

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. Thank you!



Caregiver Friendly Workplaces