



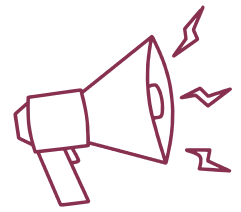
April 2022 | VOL. 8

# CARER-INCLUSIVE PG NETWORK

GENDER, HEALTH, AND CAREGIVER FRIENDLY  
WORKPLACES – STREAM B



# UPCOMING EVENTS



- Canadian Geriatrics Society 41<sup>st</sup> Annual Scientific Meeting. **April 7-9, 2022**. Register [here](#).
- 3<sup>rd</sup> Latinos & Alzheimer's Symposium. **April 25-26**. Register [here](#).
- International Conference on Integrated Care. **May 23-25**. Register [here](#).
- RIA Walk with Me 2022. **May 26-27**. Register [here](#).
- Alliance for Healthier Communities Action Now! Building Equitable Futures Together. **June 8-9**. Register [here](#).
- 35<sup>th</sup> Global Conference of Alzheimer's Disease International. **June 8-10**. Register [here](#).
- IAGG 2022: 22<sup>nd</sup> World Congress of Gerontology and Geriatrics. **June 12-16**. Register [here](#).
- Public Health 2022 Virtual Conference. **June 14-16**. Register [here](#).
- British Society of Gerontology: Better Futures for Older People – Towards Resilient and Inclusive Communities. **July 6-8**. Register [here](#).
- Alzheimer's Association International Conference (AAIC) 2022. **July 31-August 4**. Register [here](#).
- Alzheimer's Association | Summer Research Institute. **August 15-19**. Register [here](#).
- 4<sup>th</sup> Symposium on 'Nutrition for Ageing Brain'. **August 25-26**. Register [here](#).

- CPHA Public Health 2022. **October 12-14**. Register [here](#).
- North American Menopause Society (NAMS) 2022 Annual Meeting. **October 12-15**. 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](#).
- 23<sup>rd</sup> 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](#).



Know of any other events?

Send them to  
[chmieb1@mcmaster.ca](mailto: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 Career 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](mailto: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**



## Welcome Brooke Chmiel!

We are lucky to have Brooke Chmiel carry out the project management tasks until a permanent person is hired. Please join me in welcoming Brooke to the team!

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

**ENGLISH**

**FRENCH**

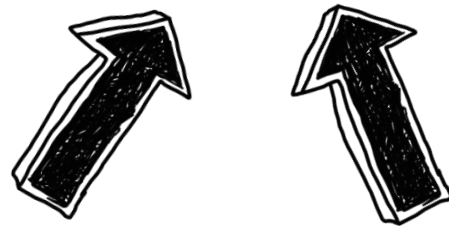
**NATIONAL CAREGIVER DAY**

Care & Work in Canada: Reflections, Discoveries and Projections

April 5 | 2:30 – 3:30 pm ET



Relationship Work & Care NATIONAL CAREGIVER DAY  
McMaster University  
CIHR/SSHRC  
Vancouver Island University  
Centre for Health and Community  
Carers Canada





# Register for National Caregiver Day Events!

Click on the image below to Register for the event:

**NATIONAL CAREGIVER DAY**

**Care & Work in Canada:  
Reflections, Discoveries  
and Projections**

**REGISTER**

**APRIL 5**  
**2:30–3:30pm**  
EASTERN TIME



CIHR/SSHRC Healthy Productive Work Partnership Grant "Mobilizing a Caregiver-Friendly Workplace Standard: A Partnership Approach" FRN: HWP - 146001 (CIHR); 890-2016-3018 (SSHRC)

## Balancing Work and Care: Strategies for Meaningful Employment

April 5, 2022 @ 1:00-2:00 pm ET

[Register Now](#)



**Wendy Moyle**  
Employed caregiver and  
owner of Wendy's Errands  
for Elders



**Janet Fast**  
Professor, Department  
of Human Ecology,  
University of Alberta and  
AGE-WELL researcher



**Kenya Kondo**  
Co-founder,  
MyMatchWork.com



**Frank Monteleone**  
Chief People Officer &  
President, Rexall Care  
Network



**Jacquie Eales**  
Research Manager, Research on  
Aging, Policies and Practice (RAPPA),  
University of Alberta

**MODERATOR**



## THANK YOU, Carers Canada for a Great Communication Campaign

Since 2018, Carers Canada has been leading the knowledge mobilization activities for the multi-sectorial *Carer-Friendly Workplaces* research project led by Dr. Allison Williams at McMaster University. The research program consists of several inter-related projects focusing on *care and work* from a variety of perspectives. Thank you, Nadine, Marg and the whole communications team at Carers Canada for creating an engaging, informative and inspiring knowledge mobilization campaign to-date.



It is with great pleasure that we announce that effective April 1, 2022, Carers Canada is passing the torch for knowledge translation, mobilization, and activation to Nora Spinks, *Knowledge Mobilization Specialist* at **Work-Life Harmony**. We are excited about taking on this important role in the project's final year. Building on Carers Canada's

many accomplishments, we will focus on engaging the HR community across Canada in critical dialogues and catalytic conversations to create evidence-informed workplace policies and practices. We will expand the community of practice and share resources, training, and supports with key stakeholders. We will engage HR leaders, professionals, and practitioners in a comprehensive design thinking process to integrate *care and work* practices into their workplaces and to create carer-inclusive workplace cultures across the country.



**Carers Canada**  
A program of the CHCA

As we shifted to remote work during the past two years, we welcomed our colleagues (virtually) into our homes. At all times of day, online meetings brought loved ones into view and work-family balance into our collective consciousness. This shared experience has elevated *care and work* into one of the top priorities for employees and employers alike. *Care and work* warrant critical and careful consideration in our ongoing recruitment and retention strategies, employee well-being initiatives, and future workforce planning.

Stay tuned for more information as we advance the dialogue, facilitate workplace change, and expedite research-to-practice in workplaces across Canada. For more information or to get involved, contact Nora Spinks at [NSpinks@WorkLifeHarmony.ca](mailto:NSpinks@WorkLifeHarmony.ca).

**EVIDENCE BLOG**

**Comments and Analysis on Key Issues Impacting Working Caregivers**

**SUPPORTING WORKING CAREGIVERS**

**SHAPING FUTURE WORKPLACES**

# Spotlight on Project 1: Support for carer-employees across the globe: The development of international standardized guidelines for the workplace

Allison Williams, [awill@mcmaster.ca](mailto:awill@mcmaster.ca), McMaster University, Canada;

Jeanne Bank, [bank.jeanne@gmail.com](mailto:bank.jeanne@gmail.com), Canadian Standards Association, Canada

As the world ages, more unpaid care provision is required by family, friends and neighbours; currently 349 million people worldwide are estimated to be depending on care, with 101 million of these 60 years of age and older (WHO, 2017). This growing number of unpaid carers are simultaneously employed in the labour market and experience a range of space and time tensions due to the multiple demands of both paid labour and unpaid caregiving. Further, many of these carer-employees are also caring for young dependents. The vast majority of these unpaid carers are simultaneously working in the labour market or attending school. Research evidence illustrates that unpaid care work negatively impacts paid work (Korfhage, 2019; Duxbury et al., 2012, Choula et al, 2012, Keating et al, 2013), and few employers have adopted carer-friendly workplace policies. Deficiency of workplace or organizational support could lead to a range of negative employee consequences which increase costs to employers; these include mental and physical health problems, reduced productivity, increased absenteeism and presenteeism, and employees exiting the workforce altogether. For employers to best support these carer-employees, a set of standardized guidelines have been created for organizations. Working with the International Standards Organization (ISO), the **ISO 25551:2021 Ageing societies — General requirements and guidelines for carer-inclusive organizations** standard was built in 2020-21 and published in December 2021 (<https://www.iso.org/standard/77288.html>). Please share these guidelines far and wide to increase the adoption of carer-friendly workplaces and organizations more broadly! Let's change workplace culture to be inclusive of carer-employees!



## References:

World Health Organization, 2017. Evidence Profile: Caregiver Support. Available at: <https://www.who.int/ageing/health-systems/icope/evidence-centre/ICOPE-evidence-profile-caregiver.pdf?ua=1>

Choula R., Feinberg L., 2012. Understanding the Impact of Family Caregiving on Work, AARP Public Policy Institute. Available at: <https://www.aarp.org/ppi/>

Duxbury L., Higgins C., 2012. Revisiting Work-Life Issues in Canada: The 2012 National Study on Balancing Work and Caregiving in Canada. Carleton University.

Keating N., Lero D., Fast J., Lucas S., 2013. A framework and literature review on the economic costs of care. Centre for Families, Work & Well-Being, Guelph. Available at: <https://www.rapp.ualberta.ca/~media/rapp/Publications/Documents/EconomicCostsofCareFrameworkLitReview2013.pdf>

Korfhage T., 2019. Long-run consequences of informal elderly care and implications of public long-term care insurance, York University. Available at: <https://www.york.ac.uk/economics/hedg/wps>



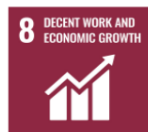
## ISO 25551:2021 Ageing societies - General requirements and guidelines for carer-inclusive organizations & UN SDGs

There is no question that gender equality is of critical importance in care work, given that between 57-81% of all unpaid carers are female (depending on the country context) of which most of which are most likely employed outside the home. Further, due to females providing significantly more caregiving hours than males, females experience a greater impact on their paid employment. Females working carers are comparatively more likely to make job modifications, such as changing jobs, as a result of ongoing caregiving requirements. This is reflected in European research that reflects that only half of female working carers are able to work full-time, showing the impact on their financial condition.



### Gender Inequality & Reduced Inequalities

The Carer Standard meets a number of UN SDGs, in particular Goal 5: Achieve Gender Equality and Empower All Women and Girls, which is argued as being central to the achievement of all other goals. Goal 5 is made up of 9 targets, including Target 5.4: Value unpaid care and promote shared domestic responsibilities.



### Decent Work & Economic Growth

Women make up close to 40% of the labour market internationally. If they are no longer able to be employed due to the demands of their unpaid care work, Economic Growth will suffer. Carer-friendly workplace accommodations are central to Decent Work.



### Good Health & Well-being

Employment provides not only income for subsistence, but the resources, such as vaccinations, health services, and medicine, to achieve Good health & Well-being for carer-workers and their families.



### No Poverty

The majority of unpaid carers are female, and due to females providing significantly more caregiving hours than males, females experience a greater impact on their paid employment and are therefore more prone to poverty. Employment is the primary way out of poverty, as well as the primary way to prevent poverty.



### Sustainable Cities and Communities

Carer-workers need to juggle both employment and unpaid care work, and do so more successfully when supported in resilient, inclusive Sustainable Cities & Communities.



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

## THE ESSENTIAL WORK OF DOUBLE-DUTY CARERS DURING COVID-19

Research Brief

### Why It Matters

The term 'double-duty carer' (DDC) refers to the healthcare workforce who provide unpaid care to family members or friends outside of work. In providing care during COVID-19, DDCs are increasingly vulnerable to a blurring of boundaries and poor health outcomes.

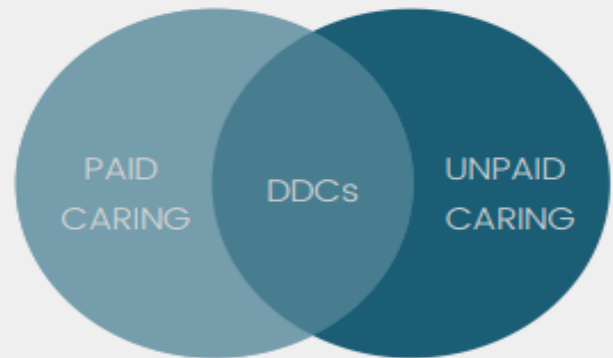
Unpaid caring is globally known to be a women's health issue, resulting in women shouldering greater physical, social and emotional costs. COVID-19 has exacerbated these costs by increasing the care load, made it more difficult to access support, and resulted in many DDCs reaching the point of burnout. Especially during COVID-19, it is in employers' best interests to support DDCs to help prevent outcomes such as poor work performance, absenteeism and employee turnover.

### Study Methods

This mixed-methods study involved a survey for employers (n=29) and interviews for DDCs (n=16). Using perspectives of both employers and DDCs, the study investigated how DDCs' caring experience, supports and use of coping strategies had changed with the COVID-19 pandemic. Triangulation of both perspectives was then used to create evidence-based recommendations to enhance DDC supports.

### Research Questions

- 1 Given the perspectives of employers and DDCs, how has the COVID-19 pandemic impacted double-duty caring and supports?
- 2 What is needed to better support DDCs during the COVID-19 pandemic?



### Researchers

**Sakshi Mehta**, MSc. in Global Health, McMaster University  
**Allison Williams**, Ph.D., McMaster University  
**Bharati Sethi**, Ph.D., University of Western Ontario  
**Andrea Rishworth**, Ph.D., McMaster University  
**Li Wang**, Ph.D., McMaster University  
**Catherine Ward-Griffin**, Ph.D., Western University  
**Gavin Andrews**, Ph.D., McMaster University





# What Does the Research Say?

## Employers

**Less than half** of the employers added support for their DDCs despite recognizing their poorer wellness during COVID-19

A **lack of awareness** on DDCs or what supports are needed may be barriers to implementing support

Employers may not recognize **accessibility barriers** (stigma, reluctance to share needs) that DDCs face in accessing support

## DDCs

DDCs are experiencing an increased care load, working greater hours and have increased fears of safety, resulting in **physical and emotional strain**

DDCs feel distrust towards their employers, and feel **uncomfortable and unsupported** at work, despite communicating their DDC needs

Due to COVID-19, DDCs are unable to access support networks and services that supported their care tasks. **Reduced support** contributes to high care load, stress and burnout of DDCs.

**New coping strategies:** contacting unions or authorities for work support, staying away from home during outbreaks, increased safety precautions and reducing personal time to time manage care work

## Recommendations and Desired Support by DDCs

EMPLOYERS



### 01. Improve employers' understanding of the DDC role

Improving employers' understanding of: what the DDC role entails, its consequences, and the importance of supporting DDCs.



### 02. Increased employers' involvement

Employers being present on frontlines of care, engaging in conversation with DDCs on specific needs during COVID-19.



### 03. Implementing DDC-specific support

Identifying DDCs to gauge specific needs. Make appropriate support available. Collaboratively plan in advance for care emergencies during COVID-19.



### 04. Connecting DDCs

Implementing ways for DDCs to connect both at and outside work to enable sharing of lived experience and supports/resources.



### 05. Improving support awareness and accessibility

Ensuring DDCs are aware of public and work supports relevant to self-care, carer-employees, COVID-19, and caring responsibilities.



This work is supported by the CIHR/SSHRC Healthy Productive Work Partnership Grant: "Scaling up the Career Inclusive Accommodating Organizations Standard" FRN: HWP-146001 (CIHR); 890-2016-3018 (SSHRC).

# Statistics Canada Data on Caregiving

## DIFFERENCES IN THE CAREGIVING<sup>1</sup> ARRANGEMENTS OF CANADIANS, 2018

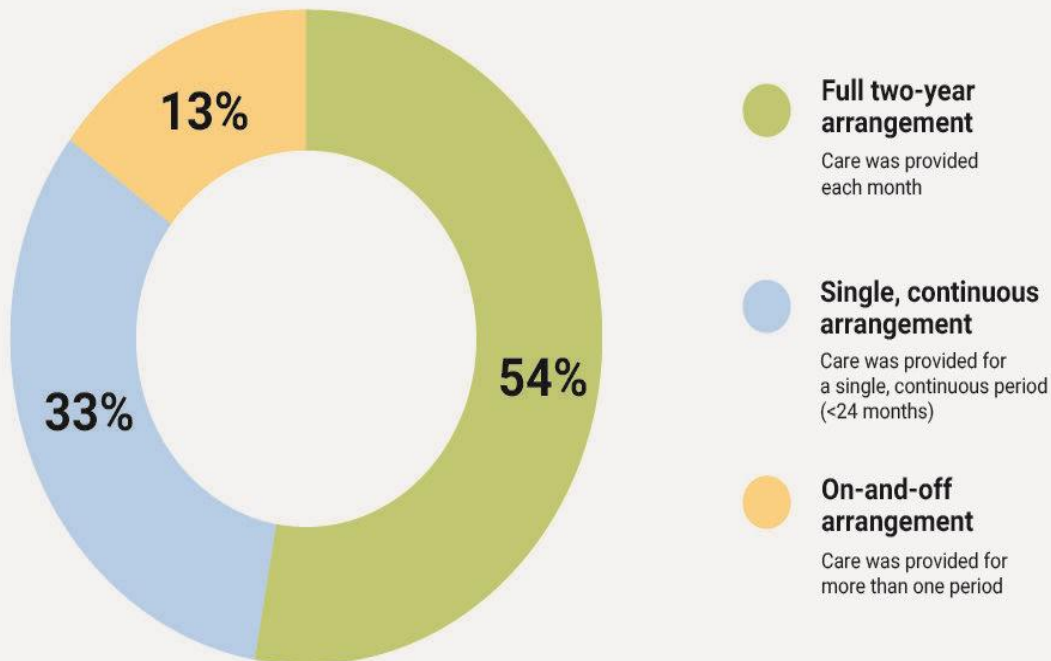
**One in four Canadians** provide care to someone else. Caregiving arrangements vary and have diverse repercussions on both the caregivers and care recipients.

**More than half of caregivers** surveyed in 2018 had been providing care every month for at least two years.<sup>2</sup>



### Three types of caregiving arrangements

Between January 2016 and December 2017



1. Caregivers are individuals who reported having provided care between January 2016 and December 2017 to someone with a long-term health condition, a physical or mental disability or problems related to aging. Care may have been provided to one or more people over the period in question. Information on months and hours of care refers to total caregiving, and information on living arrangements refers to the person survey respondents dedicated the most time and resources to.

2. These results align with figures from the General Social Survey – Caregiving and Care Receiving, 2018: <https://www150.statcan.gc.ca/n1/pub/11-627-m/11-627-m2020001-eng.htm>

Source: Statistics Canada, Longitudinal and International Study of Adults, 2018.



Statistics  
Canada

Statistique  
Canada

Canada

## Caregivers in different arrangements varied in their characteristics

● Women ● Men

### Full two-year arrangement

Care was provided each month

53%

47%

### Single, continuous arrangement

Care was provided for a single, continuous period (<24 months)

59%

41%

### On-and-off arrangement

Care was provided for more than one period

48%

52%

Source: Statistics Canada, Longitudinal and International Study of Adults, 2018

Statistics Canada Statistique Canada

Canada

## The intensity of the care varied across the three categories

Caregivers in single, continuous arrangements provided the **most hours of care** in a typical week.



### Full two-year arrangement

69%

31%

### Single, continuous arrangement

56%

44%

### On-and-off arrangement

77%

23%

● 1 to 9 hours

● 10 hours or more

Source: Statistics Canada, Longitudinal and International Study of Adults, 2018

Statistics Canada Statistique Canada

Canada

## The intensity of the care varied across the three categories

Caregivers in full two-year arrangements were most likely to live with the person they cared for.



### Full two-year arrangement

31%

69%

### Single, continuous arrangement

26%

74%

### On-and-off arrangement

22%<sup>M</sup>

78%

● Care to household member

● Care to person outside their household

<sup>M</sup> The quality of the estimate is marginal.

Source: Statistics Canada, Longitudinal and International Study of Adults, 2018

Statistics Canada Statistique Canada

Canada

## The intensity of the care varied across the three categories

Caregivers in single, continuous arrangements were most likely to have provided care for **six months or less**.



### Single, continuous arrangement

57%

19%

24%

### On-and-off arrangement

49%

36%

15%

● 1 to 6 months

● 7 to 12 months

● 13 to 23 months

Source: Statistics Canada, Longitudinal and International Study of Adults, 2018

Statistics Canada Statistique Canada

Canada



# Geography, Health and Sustainability

*Congratulations to Allison Williams and Isaac Luginaah on the 1<sup>st</sup> Edition of the academic resource titled Geography, Health and Sustainability: Gender Matters Globally.*

*Edited By*

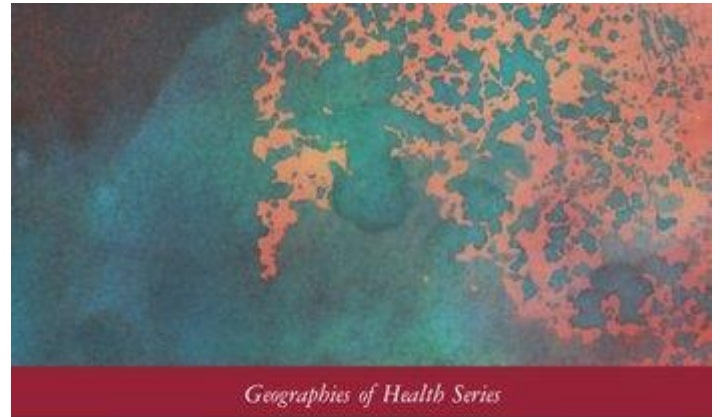
[Allison Williams](#)  
[Isaac Luginaah](#)

Copyright Year 2022

ISBN 9780367743901

Published November 26, 2021 by Routledge

With a global commitment to achieve gender equality by 2030, the SDGs present a historic opportunity to place gender as central to human progress across the globe. Gender equality, which requires the empowerment of all women and girls, is an explicit goal, in addition to being a fundamental prerequisite to and facilitator of most other SDGs. This edited collection provides a range of geographical and geospatial insights, from a variety of disciplinary and country-specific perspectives, to better understand gender and sustainable development. In addition to several African countries, Mexico, Japan, Canada, USA, and Cambodia are featured. A range of topical case studies examine women's domestic and care work, including water collection, breastfeeding, food purchasing, and caring for elderly family members. Access to health care services is examined in the case of breast screening and antenatal care. Women's engagement in the labour force is also addressed, with a specific look at the renewable energy sector; structural barriers to employment are discussed across a number of chapters, with clear strategies to break through these barriers. Finally, theoretical insights are proposed in better understanding and engaging in gendered inequalities in health.



## GEOGRAPHY, HEALTH AND SUSTAINABILITY

GENDER MATTERS GLOBALLY

Edited by  
Allison Williams and Isaac Luginaah





# New Funding Secured!

In collaboration with Carers Canada, McMaster University has secured \$170,000 from Petro-Canada CareMakers Foundation. The monies will be spent to build the partnership McMaster University has with Carers Canada, our National organization for carers. The foundation for this work with Carers Canada has already been built via the SSHRC/CIHR Partnership Grant (Project 2). Please see abstract for the award below.

## Supporting Working Caregivers: Shaping Future Workplaces

### Project Goals:

The goal of this initiative to build on the strong foundation currently in place and encourage employers to consider the needs for working caregivers as they shape future post-COVID workplaces and to plan for and implement policies and programs that support working caregivers. The project will achieve three outcomes:

1. Increased awareness with Canadian employers of the number of employee caregivers and that supporting caregivers at work makes good business sense
2. Better understanding of the experiences of working caregivers and the challenges they face
3. Recognition of employer champions and effective tools to create and sustain caregiver-friendly workplace policies and programs



### [Supporting working caregivers - Carers Canada](#)

Drawing on the survey data from EMD Serono Inc. 2020 Carer Well-being Index Report, which included responses from over 9000 unpaid caregivers across 12 countries, a soon to be released paper reports on the similarities and differences in the stresses caregiver employees (CEs) in Canada faced compared to other countries during COVID-19.

[www.carerscanada.ca](http://www.carerscanada.ca)

This work will be completed in a few short months, leading up to National Carers Day on **April 5th, 2022!**

# Supporting Working Caregivers Campaign Generates Broad Interest

Launched in September 2021 on Labour Day, the *Supporting Working Caregivers* campaign is generating awareness of the need for employers to create caregiver friendly policies and programs, and shape their future workplace structures post COVID-19. Carers Canada is engaging stakeholders through a series of social media platforms and sharing key messages in the final year of our knowledge translation work for the CIHR and SSRC funded Partnership Grant: “Mobilizing a Caregiver-Friendly Workplace Standard: A Partnership Approach”. Activities are focused on three key elements:

Increasing recognition of the over 6 million Canadians who are working caregivers through our [campaign page](#)



Building awareness of the need for employers to create caregiver-friendly workplaces by sharing [solutions and resources](#) from partner organizations



Sharing research and evidence that informs actions through our [evidence blogs](#) profiling the work of Dr. Allison William, Primary Investigator on the research grant, and her co-investigators



Carers Canada has set the foundation for this exciting research work. We are proud to be a partner in this landmark initiative and are pleased to be passing the torch to Nora Spinks, *Knowledge Translation Specialist* for the remainder of the project.



## Recognizing Individuals who are Balancing Work and Care on April 5, National Caregiver Day

As many as 6 million people combine paid work with some level of unpaid care. These individuals make up 35% of the total Canadian workforce. The 2022 National Caregiver Day is dedicated to these individuals and the companies who support them.



Led by Carers Canada, in partnership with McMaster University's Partnership Grant: 'Mobilizing a Carer-Friendly Workplace Standard' the 2022 campaign will raise awareness of caregivers so that together we can:

- Better understand the experiences of working caregivers and their unique challenges
- Recognize employer champions who are creating caregiver-friendly workplaces
- Celebrate the vital role of caregivers in Canadian society

Visit our campaign page and follow us on social media for updates (click the icons).



## Promoting Caregiver-Friendly Workplaces Internationally

In 2021, the International Alliance of Carer Organizations (IACO) released their landmark report "[The Global State of Caring](#)", profiling carer policies and practices in 18 countries, addressing 5 carer priorities. One of these priorities is carer-friendly workplaces and educational initiatives. IACO believes the work undertaken through the SSHRC/CIHR project entitled "Mobilizing a Caregiver-Friendly Workplace Standard: A Partnership Approach" will further advance our international goal

to ensure worker-carers are recognized and supported. A new international standard for carer-inclusive organizations has been developed by the International Standards Organization (ISO) through this project, by Dr. Allison William, Principal Investigator, McMaster University

The members of IACO are pleased to be a collaborator in this research and support awareness of the work of Dr. Williams, her research team and partners through a global conversation and activities planned for 2022. We invite you to be part of this exciting initiative.

For more information - [ISO 25551:2021 Ageing societies — General requirements and guidelines for carer-inclusive organizations](#)).



Building a global understanding and respect for the vital role of carers

# New IJCC Special issue on 'Care, caring, and the global COVID-19 pandemic'



Guest edited: Michael Fine and Joan Tronto

This [Special Double Issue](#) of the *International Journal of Care and Caring* brings together early reports on how COVID-19 has impacted care and care work. It offers reflections from 15 countries and 6 continents, with a mix of detailed reports of individual experiences, discussions of policy change and new considerations of the concept of care.

Read '[Have we learnt anything about care from the COVID-19 pandemic?](#)', from the guest editors, on Transforming Society.

Access this vital research for **free until 31 March**. Highlights include:

[Editorial: 'Long COVID' and seeing in the pandemic dark](#)

*Joan Tronto and Michael Fine*

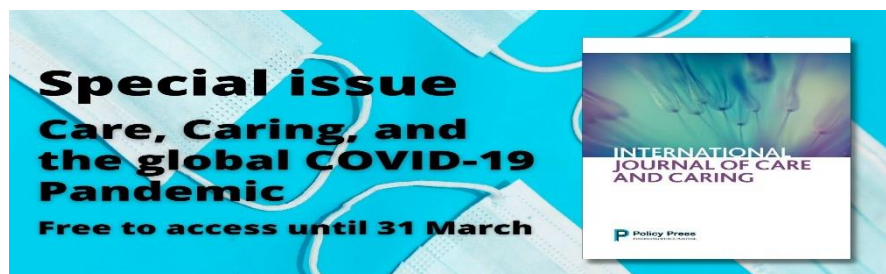
[COVID-19, the trauma of the 'real' and the political import of vulnerability](#)

*Sacha Ghandeharian and Maggie FitzGerald*

['No one was clapping for us': care, social justice and family carer wellbeing during the COVID-19 pandemic in Wales](#)

*Maria Cheshire-Allen and Gideon Calder*

[Browse the full issue.](#)



CONTINUING  
EDUCATION

## Caregiving Essentials is now offered in French!



BRIGHTER  
WORLD

[McMaster Continuing Education](#) is pleased to announce [Les Soins Essentiels](#), a free online, non-credit course designed to support and guide French-speaking caregivers.

The course content and activities are available to be completed at your own pace, when it's convenient for you. This course will guide you through five modules, and direct you to a wide variety of resources. The skills and knowledge learned are meant to benefit caregivers in any way they choose.

Beginning March 7, you can register and access the course by [clicking here](#). The course will run from March 7 to June 24, 2022.

Please share this news with French-speaking family members and friends.





# The Centre for Care: Recruitment

The new ESRC research Centre, the Centre for care, is recruiting 12 full time research staff. Led by the University of Sheffield, the Centre for Care is a collaboration of five universities, high profile care sector partners and international research teams. We aim to address the urgent need for accessible research and evidence on social care, by providing an extensive array of evidence to address pressures and inequities in how people experience social care across the life course.

We are currently recruiting for 12 new researcher posts, based at the Universities of Sheffield (six posts), Birmingham (three posts), Oxford and Kent and the London School of Hygiene and Tropical Medicine (all with one post each)

We invite candidates with a **demonstrable interest in understanding and researching social care to apply**. All posts are for a 3-year period. Appointees will spend 1 day a week on Centre-wide and impact wide activities, and the remainder of their time working within their research team.

Researchers will be active members of the ESRC Centre for Care, attending and contributing to Centre activities (such as theory building workshops, capacity building events, co-production and user voice forums) and to relevant team meetings. They will collaborate with colleagues, including those in partner universities and with social care, voluntary sector and industrial partners. The Centre has a commitment to working co-productively with non-academic stakeholders including people with lived experience of social care, and to building impactful research. For further queries, please contact Centre Manager Kelly Davidge at [k.s.davidge@sheffield.ac.uk](mailto:k.s.davidge@sheffield.ac.uk).



**Economic  
and Social  
Research Council**

## Increased Cultural Awareness at work needed for Indigenous transnational carer-employees

Though the need for family carers in Canada is increasing, the caregiving contribution fails to account for the quickly growing immigrant, visible minority, and Indigenous populations who make up a great portion of unpaid carers in Canada.

The latest blog by Sethi Bharati, PhD, describes her study which explored the caregiving experiences of peoples who identify as First Nations, Metis or Inuit, were 18+, resided and worked in Ontario, while providing care simultaneously to an adult family member or loved one. Read more about this work, findings and implications for policy development at <https://lnkd.in/dDcHVzmi>.

Racialized

<https://www.carerscanada.ca/bharati-sethi-visible-minority-immigrants-as-transnational-carer-employees-amidst-covid-19/>

Indigenous

<https://www.carerscanada.ca/bharati-sethi-the-indigenous-experience-and-complex-relationship-with-employment-providing-informal-care-during-covid-19/>



# Welcome to our new PG Trainees!



## Welcome Lina El-Saadi!

Lina El-Saadi is a social worker engaged in community work supporting immigrant families in London, Ontario. She is interested in addressing the collective and individual challenges faced by refugees and first- and second-generation immigrants as they make Canada their home. She is currently in the Masters of Social Work program at King's University College at Western.



## Welcome Shelley Rottenberg!

Shelley received her Master's degree from McMaster's School of Earth, Environment & Society, being supervised by Dr. Williams. Shelley is well aware of caregiving issues given that her Master's work evaluated the Caregiver Essentials course (see above), producing two peer-reviewed publications. Shelley has been working with Dr. Sethi on Project 5. We are so happy to have her continue with this critical work!



## Welcome Luisa Henao!

**Luisa Henao, B.A. |BSW**

Luisa Henao will graduate with a Bachelor of Social Work from King's University College. Luisa previously completed a Bachelor of Women's Studies (BA) and has worked as a group facilitator in the Partner Assault Response Program for over ten years. Her current research interests lie in exploring the experiences of visible minority transnational carers. After graduation, she will be completing her Master in Social Work with a specialization in Critical Leadership in Social Services and Communities at McMaster University.



## Welcome Valentina Galeano Cardona!

Valentina Galeano is a social work student at Kings University College. Her research interests include transnational social work, feminist studies, and Latin America studies. Valentina is interested in understanding the role of gendered global chains of care in acculturation process of immigrants, as they integrate in their host countries, while maintaining a sense of national identity.

## TRAINEE NETWORK

The trainee network offers a place where trainees across all projects are able to meet to practice presentations, share readings and offer encouragement. The goal of meeting is to build rapport and social support between trainees across the various PG projects. Please contact Regina Ding with the names and contact information for new trainees: [dingry@mcmaster.ca](mailto:dingry@mcmaster.ca).

## 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](#).

## 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

Congratulations to Allison Williams, Joonsoo Sean Lyeo, Sophie Geffros & Akexander 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](#).

## RECENT PRESENTATIONS AND MEETINGS

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 4<sup>th</sup> 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 4<sup>th</sup> 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**. *23<sup>rd</sup> 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**. *23<sup>rd</sup> 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**. *23<sup>rd</sup> 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**. *23<sup>rd</sup> 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.

Congratulations to Diane-Gabrielle Tremblay. **Teleworking and Wellness, Work Organization and Work/Life Balance.** *European Association of Management Conference.* June 15<sup>th</sup>, 2021.

Congratulations to Anne Gillet and Diane-Gabrielle Tremblay (2021). On the conference paper **Working in the Air: Time Management and Work Intensification Challenges.** AGIFORS conference, June 10<sup>th</sup>, 2021.

## 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://ici.radio-canada.ca/saskatoon/point-du-jour); 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://ici.radio-canada.ca/toronto/y-a-pas-deux-matins-pareils); 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://ici.radio-canada.ca/ottawa/les-matins-d-ici); 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://ici.radio-canada.ca/rimouski/info-reveil); 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://ici.radio-canada.ca/ile-du-prince-edouard/le-reveil) ; 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://ici.radio-canada.ca/vancouver/phare-ouest) 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.



on the

## PROJECT UPDATES

### Project 1- Internationalization of the Standard

Published! Please see page 6 above!

### Project 2- Knowledge Mobilization

Carers Canada is leading the national Carer-Friendly Workplace Campaign, as noted on page 14-15 above.

### 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.

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

**ENGLISH**

**FRENCH**

### 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), surveys and interviews were completed with the partnered workplace. The data is currently in being analyzed in preparation for knowledge mobilization.



## 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.

## 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.

## 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 and 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, Jerry Wu, 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.

## 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.

## 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.

## 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 summer.

## 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](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:  
<https://www.carerscanada.ca/wp-content/uploads/2015/09/Carers-Canada-TipsTools-Caregivers.pdf>

Carers Canada - Tips and Tools for Employers:  
[https://www.carerscanada.ca/wp-content/uploads/2015/09/CCC-Care-Work\\_tips-tools-employers\\_v7.pdf](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](http://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/](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!