



**BRIGHTER
WORLD**

SSHRC  CRSH



June 2021 | VOL. 7

CARER-INCLUSIVE PG NETWORK

GENDER, HEALTH, AND CAREGIVER FRIENDLY
WORKPLACES – STREAM B



Upcoming Events

5th Transforming Care: Virtual Conference June 24-26, 2021. Registration ends June 20th, 2021. Register here: <http://www.transforming-care.net/conference-2021-venice/presentation/important-dates/>

20th Thinking Qualitatively Virtual Conference July 5-9th, 2021. Registration ends July 5th, 2021. Register here: <https://tq-2021.ok.ubc.ca/registration/>

15th Global Conference on Ageing. International Federation on Aging. Registration closes on September 1, 2021. Register here: <https://www.ifa2021.ngo/#>

Know of any other events? Send them to rishwora@mcmaster.ca with the Name, Date(s), Location, Registration date, Abstracts Due.

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

English

<https://ghw.mcmaster.ca/app/uploads/2020/08/Quick-Start-Implementation-Guide--Carer-Friendly-Workplace-Standard-Final-FINAL-ua.pdf>

French

https://ghw.mcmaster.ca/app/uploads/2020/09/Quick-Start-Implementation-Guide-Carer-Friendly-Workplace-Standard-French_Final_FINAL-ua.pdf

PG Condolences

Our PG research program works with both Canada's Indigenous and immigrant populations. We are sending our deepest condolences to the Indigenous community who are reeling from the news of the residential school graveyards.

We also send our deepest condolences to the family and friends of the Muslim family who were killed or injured in the senseless act of violence in London, Ontario. Five members of one family were targeted—four killed and one in critical condition—in what the London police have deemed a premeditated racist hate crime.

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 newsletter, please send them to rishwora@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



Spotlight on Project 4: Feasibility and Cost Benefit Analysis of the Standard as an Intervention (Regina Ding & Allison Williams)

Project Goal

The goal of Project 4 is to collect evidence related to the effectiveness of the Standard in improving health and work outcomes for carer-employees (and employees who may become carers in the future), as well as assessing feasibility for wide-scale implementation. The feasibility study began April 2020 with the recruitment of a large international workplace in the oil and gas industry, henceforth called the workplace. The Canadian operations became the site of the intervention.

Engagement

Key stakeholders made up of senior executives and human resource (HR) personnel, were involved in the study from the onset, contributing to survey and interview design and assisting with recruitment of employees within the workplace. A steering committee was created, with 2 HR personnel and 3 carer-employees informing the design of intervention tools and their implementation. Tools created include: 1) standardized training for managers, 2) educational webinar for employees, 3) infographic posters, 4) guidance documents for managers, 5) caregiver burnout guides, and 6) educational quizzes.

Results

At this point, only results for the standardized manager training are available; other outcomes will be assessed during the post-intervention surveys and interviews scheduled for May 2021. Approximately 70 managers (senior and mid-level) attended virtual training sessions. A post-training session form was distributed to probe managers on their knowledge before and after the training; 28 complete responses were submitted. (Table 1 & 2).

Table 1. Manager response to training sessions (marketed as workshops)

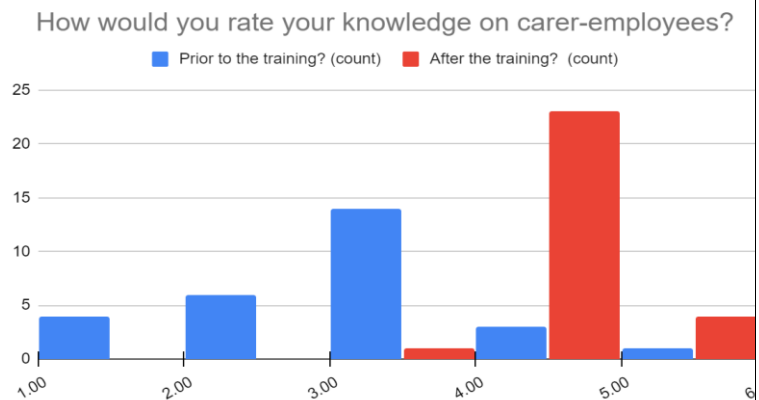
Question	Yes	No
Did the content of the workshop meet your expectations?	27	1
Would you recommend this workshop to your colleagues?	27	1

Table 2. Reported usefulness of training to managerial needs.

Question	Mean (N=28)	St. Dev	M
How would you rate the workshop with respect to addressing your needs as a manager/supervisor/team leader at work?	4.142857143	0.5909368403	
How useful is the workshop information to your work?	4.142857143	0.7052336473	

*where 1 = least useful and 5 = most useful

Manager knowledge on carer-employee facts and issues were also assessed. A two-tailed paired sample t-test was used in order to determine significant differences between scores before (M= 2.679, SD =0.983) and after the training (M=4.107, SD =0.416)*. It was found that the training session significantly increased managers' knowledge of carer-employees, $t(27) = -7.579, p = 3.747e-8$. A visual of this distribution can be seen in Figure 1 below:



*where 1 = least knowledgeable and 5 = most knowledgeable.

Figure 1. Distribution of Managers Knowledge Before and After Training

Spotlight on New KT Co-Applicants

Welcome Maureen Dobbins!

A collaborative and passionate mentor as well as an award-winning scientist, Maureen oversees all initiatives of the National Collaborating Centre for Methods and Tools as scientific director. Maureen is known for her ability to convey complex statistical concepts in easy to understand, accessible terms. She is a dedicated educator and is also a professor in the School of Nursing at McMaster University. Maureen's early experiences as a public health nurse inspired a strong desire to develop products and services to improve public health practice in Canada. A particularly fulfilling part of her role is seeing public health professionals, organizations and public health training programs embedding evidence-informed decision making within routine practice.



Welcome Sarah Neil-Sztramko!

Sarah Neil-Sztramko is an Assistant Professor (part-time) in the Department of Health Research Methods, Evidence and Impact at McMaster University and Knowledge Translation Advisor with the National Collaborating Centre for Methods and Tools. Sarah's research is informed by her academic training in Kinesiology, Population and Public Health, Knowledge Translation and Implementation Science. Her research focuses on understanding effective strategies to disseminate research findings, and collaborating with stakeholders to design scalable implementation interventions. The overall goal of her work is to increase the uptake of evidence-based interventions by individuals and communities with a particular focus on healthy aging. Sarah is also passionate about building capacity for knowledge translation and evidence-informed decision making.



Spotlight on PG Trainees



Welcome Sumia Ali!

Sumia Ali is passionate about working in communities that have systematically been denied resources. One of her lifelong goals include helping these same communities grow and expand. She has a degree in *City Studies and Human Geography* from the University of Toronto. She has spent the last couple of years working with organizations that focused on asset-based community development. She is currently enrolled in a Masters of Science in the School of Earth, Environment, and Society at McMaster, under the supervision of Dr. Allison Williams.



Welcome Victoria Carlan!

Victoria Carlan is a PhD candidate at the Sprott School of Business at Carleton University. Her research interests focus on advancing social impact measurement through a change. management lens. She will be working with Linda Duxbury to advance the "Work and Caregiving" project to support change readiness of Canadian companies when it comes to adopting progressive family care policies and practices.

Trainee Network

The trainee network offers a place where trainees across all projects are able to meet monthly to practice presentations, share readings and offer encouragement. The goal of these meetings are to build rapport and social support between trainees across the various PG projects. Meetings occur on the fourth Thursday of every month (our next meeting is June 17th at 12:00PM). If there are new trainees joining the PG please contact Sophie Geffros at geffrose@mcmaster.ca to ensure they get the information about the trainee network meetings!

Recent Publications

Congratulations to Sarah Nogue, Sophie Mathieu & Diane-Gabrielle Tremblay on the publication of **Les configurations d'aide répondent-elles aux besoins de soutien des aidants principaux ?** *Gérontologie et société* (2021), no 164. Read the full article [here](#).

Congratulations to Shelley Rottenberg & Allison Williams on the publication of **Web-Based Delivery of the Caregiving Essentials Course for Informal Caregivers of Older Adults in Ontario: Mixed Methods Evaluation Study**. *JMIR Aging*. Vol 4, No 2 (2021): Apr-Jun.

Congratulations to Sophie Mathieu & Diane-Gabrielle Tremblay on the publication of **L'effet paradoxal de la pandémie sur l'articulation emploi-famille : le cas du Québec**. *Interventions économiques-Papers in Political Economy*. (2021). No 66. Read the full article [here](#).

Congratulations to Diane-Gabrielle Tremblay and Sophie Mathieu on the publication of **Concilier emploi et famille en temps de pandémie : les résultats d'une recherche au Québec**. *Revue Les politiques sociales, Bruxelles*, (2020) no 3-2020. novembre 2020. Read the full article [here](#).

Congratulations to Anastassios Dardas, Allison Williams, Li Wang on the publication of **Evaluating Changes in Workplace Culture: Effectiveness of a Caregiver-Friendly Workplace Program in a Public Post-Secondary Educational Institution**. *PLOS ONE*. Read the full article [here](#).

Congratulations to Diane-Gabrielle Tremblay and colleagues on their upcoming publication on aging women and care issues in *Interventions économiques / Papers in Political Economy*. Find more information on the article [here](#).

Recent Presentations and Meetings

Congratulations to Sophie Geffros and Allison Williams on the conference paper "**Coming out to care: A quantitative approach to the experiences of 2SLGBTQ+ carer-employees in Canada**." (Venice Italy). *Transforming Care*. Virtual. June 24-26, 2021.

We're in the news!

Over the past few months there has been lots of exposure for the PG! click the link below for a list of links and recently published articles

<https://ghw.mcmaster.ca/were-in-the-news/>

Congratulations to Sophie Geffros and Alex Mourgiopoulos on the poster presentation **“The Use of Sex and Gender Analysis in Health Policymaking: Implications for Caregiving”**. (Sheffield UK), *Sustainable Care Conference*. Virtual Event. April 12-30, 2021.

Congratulations to Regina Ding and Allison Williams on the poster presentation **“Working carers during COVID-19: How an environmental scan in a large Canadian firm informs adaption to a new reality”**. (Sheffield UK), *Sustainable Care Conference*. Virtual Event. April 12 – 30, 2021.

Congratulations Alexxis Kydd, Jessica Cooper, Bharati Sethi and Allison Williams on the acceptance of **“Multimodal Ethnography in Researching with Culturally Diverse Transnational Carers in Ontario, Canada”** for the 20th Annual Thinking Qualitatively Virtual Conference. July 4 – 9, 2021.

Congratulations to Andrea Rishworth and Allison Williams on the acceptance of **“Investigating participant perceptions of webinars in integrated Knowledge Translation (iKT) research”** for the 20th Annual Thinking Qualitatively Virtual Conference. July 4 – 9, 2021.

Congratulations to Bharati Sethi on the acceptance of **“Immigrant Caregivers and Racism: What has social work got to do with it?”** for the Ontario Association of Social Work Summer Series. June 7 – June 25, 2021.

Congratulations to Allison Williams on the recent presentation **“New Faculty: The Culture of Collaborations”**. Panel Discussion at McMaster University. Virtual Event. March 2021.

Congratulations to Allison Williams, Linda Duxbury, Catherine Suriyan, Regina Ding, Sophie Geffros, Andrea Rishworth. On the panel presentation **“Examining Carer-Friendly Workplace Solutions for a Sustainable Future”**. Panel Session. (Sheffield UK), *Sustainable Care Conference*. Virtual Event. April 12 – 30, 2021.

Congratulations to Alison Williams on the recent presentation **“The CSA Carer-inclusive and Accommodating Organizations Standard: Helping Carer-Workers Balance Caregiving and Paid Work”**. Poster. (Sheffield UK), *Sustainable Care Conference*. Virtual Event. April 12 – 30, 2021.

Congratulations to Allison Williams on the recent poster presentation **“Internationalization of the Canadian Carer Standard via the International Standards Organization (ISO)”**. (Sheffield UK), *Sustainable Care Conference*. Virtual Event. April 12 – 30, 2021.

Knowledge Mobilization Activities

Andrea Rishworth and Allison Williams. **“ Motivations and Realities of Compassionate Care Companies in Changing Times: Exploring the Evolution of Compassionate Care Companies.”** Webinar, May, 25, 2021.

Andrea Doucet and Eva Jewel. **Research Brief: Project 6: Indigenous Perspectives and Experiences with Caring.** <https://ghw.mcmaster.ca/projects/healthy-productive-work-partnership-grant/project-6-indigenous-perspectives-and-experiences-with-caring/>

Andrea Doucet and Eva Jewel. **Lay Report.** <https://ghw.mcmaster.ca/projects/healthy-productive-work-partnership-grant/project-6-indigenous-perspectives-and-experiences-with-caring/>

Helpful Links

- 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.

New Developments

This fall, a **National Carer-Friendly Workplace Campaign** will be implemented to increase awareness among Canadian employers of the need for carer friendly policies and programs as they recreate their workplace structures post COVID-19. Please expect more information from the CEO of the Canadian Homecare Association, the parent organization for Carers Canada (Nadine Henningsen), this summer.



- We are happy to welcome **two new graduate students**. Please welcome **Sumia Ali**, who is starting her Masters with Dr. Allison Williams. In addition, please welcome **Victoria Carlan**, who is working on her doctorate with Dr. Linda Duxbury.

- Dr. Andrea Rishworth and Dr. Allison Williams are organizing a special issue titled **Reshaping wellbeing in changing care and work environments** for the journal **Wellbeing Space and Society (WSS)** (<https://www.journals.elsevier.com/wellbeing-space-and-society/>). Please contact Andrea Rishworth (rishwora@mcmaster.ca) by July 1st if you are interested in contributing to this special issue.

- This fall, the [Canadian Hospice and Palliative Care Association \(CHPCA\)](#) will be **hosting the Canadian Hospice and Palliative Care Conference** to help advance quality hospice palliative care in Canada.
- When sharing information about the CHPCA, we suggest using their hashtags to connect to their posts.
 - For Facebook: @CanadianHospicePalliativeCare
 - For Twitter: @CanadianHPCAssn
 - For LinkedIn <https://www.linkedin.com/company/chpca>
 - For Instagram: Insta @cdnhpcassn

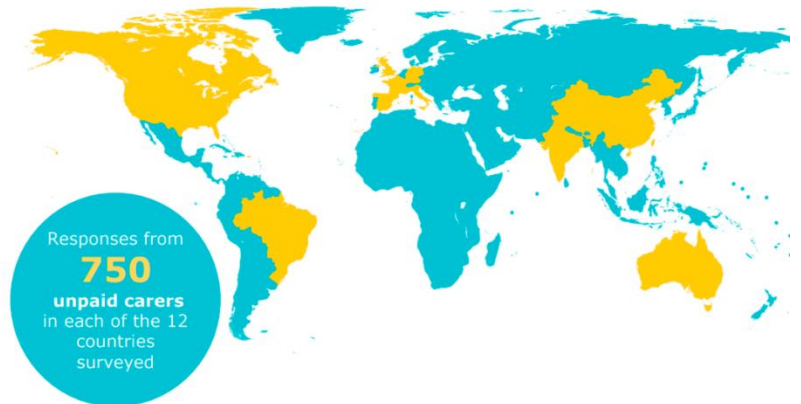
Upcoming Fall Webinar

- Dr. Andrea Rishworth, Dr. Allison Williams and the Canadian Hospice and Palliative Care Association (CHPCA) are releasing a **webinar titled “Caregiving in the Workplace: Rewards & Opportunities of Being a Canadian Compassionate Company” on September 14, 2021, from 12:00-1:00pm EST.**
- This webinar will present findings from ongoing research addressing the experiences of Canadian Compassionate Company carer-employees, as well as provide the opportunity to learn from a panel of CCC carer-employees about their experiences navigating work and care in changing COVID-19 realities. Please visit the CHPCA website for registration information: <https://www.chpca.ca/>

Important Documents for Use and Application:

Global Carer Well-Being Index and the Canadian Carer Well-Being Index

The Carer Well-Being Index is a global research study commissioned by Embracing Carers and fielded in partnership with an independent, third-party market research provider and non-governmental organizations across 12 countries: United States, Canada, United Kingdom, France, Germany, Italy, Spain, Australia, Brazil, Taiwan, India and China. Respondents included more than 9,000 unpaid carers across the countries surveyed, of which 755 were unpaid carers in Canada. Unpaid carers were defined as caring for someone with a long-term illness, physical disability, or cognitive/mental condition. The conditions they care for included cancer, Multiple Sclerosis, Parkinson’s Disease, Dementia, Alzheimer’s, Spinal cord injury, Muscular Dystrophy, cognitive/mental condition or Congestive Heart Failure. The content in this report highlights key learnings specific to carers within Canada. Click [here](#) to access the **Global Carer Wellbeing Index**. Click [here](#) to access the **Canadian Carer Well-Being Index**.



McMaster institute for Research on Aging (MIRA) Partnering Principles and Strategies

The following guidance document is to be used to plan for and involve **Patient, Caregiver, and Public Research Partners** in the activities and projects facilitated by the McMaster Institute for Research on Aging (MIRA) Collaborative for Health & Aging. Below, we outline the core principles that should guide the involvement of Patients, Caregivers and Public Research Partners in activities of the Collaborative and the best practices for carrying this out. Click [here](#) to access the document.

Partnering principles and strategies: A guidance document for researchers, patients, and caregivers

Authors: Julia Abelson | Rebecca Ganann | Gail Heald-Taylor | Maureen Markle-Reid | Penelope Petrie | Parminder Raina

The following guidance document is to be used to plan for and involve **Patient, Caregiver, and Public Research Partners** in the activities and projects by the McMaster Institute for Research on Aging (MIRA) Collaborative for Health & Aging. Below, we outline the core principles that should guide the involvement of Patients, Caregivers, and Public Research Partners in activities of the Collaborative and the best practices for carrying this out.



Clear communication – The purpose of the MIRA Collaborative for Health & Aging and roles/opportunities for Patients, Caregivers, and Public Research Partners are clearly communicated.

Information exchange – Information is shared in

Canadian Institute of Health Research (CIHR) Meet the Methods Series

The goal of the Meet the Methods series is to equip researchers and trainees with practical tips and tools from prominent researchers on integrating sex, gender and other identity factors into various fields of health research. Click [here](#) to find out more information on how to incorporate sex and gender in research and methods.

Sex and gender research and methods

Meet the Methods series

The goal of the Meet the Methods series is to equip researchers and trainees with practical tips and tools from prominent researchers on integrating sex, gender and other identity factors into various fields of health research.



Measuring and manipulating sex hormones in laboratory animals



"What and who is Two-Spirit?" in health research



Quantitative intersectional study design and primary data collection

Science factsheets

These factsheets highlight the importance of integrating sex and gender into various areas of health research and feature findings from IGH-funded researchers.



Why sex and gender need to be considered in COVID-19 research



Things you might not know about boys' and men's health



Are medications and medical devices more dangerous for women?



If I include female animals, do I need to double my sample size?



Does sex and gender matter in post-traumatic stress injury?



Do men know enough about their own fertility?

Project Updates

Project 1- Internationalization of the Standard

Following the hard work of a Working Group representing 16 countries, the final revisions are being made to the international Standard, targeted for publication on the International Standards Organization (ISO) website by Jan. 2022. Recently the ISO interviewed Dr. Williams (Convenor for the International Standard) and Jeanne Bank (Secretary) about their use of a sex and gender lens in the building of the Standard.

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

English

<https://ghw.mcmaster.ca/app/uploads/2020/08/Quick-Start-Implementation-Guide--Carer-Friendly-Workplace-Standard-Final-FINAL-ua.pdf>

French

https://ghw.mcmaster.ca/app/uploads/2020/09/Quick-Start-Implementation-Guide-Carer-Friendly-Workplace-Standard-French_Final_FINAL-ua.pdf

Project 2- Knowledge Mobilization

Carers Canada is leading the national Carer-Friendly Workplace Campaign, planned for fall 2021. This campaign aims to increase awareness among Canadian employers of the need for carer friendly policies and programs as they recreate their future workplace structures post COVID-19.

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.

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

A series of supervisor training workshops as well as informational lunch and learn sessions were recently completed at the partnered workplace. Recordings of these presentations as well as tools for carer-employees and supervisors have been posted on the Intranet and advertised internally. Post-intervention data collection in the form of surveys and interviews are scheduled for early June. See Spotlight above for more information!

Project 5- Informing the Standard's Cultural Competency

We have also strived to ways to build relationships while working digitally. A culturally responsive method we are using for Indigenous Peoples is to send medicines to our Indigenous Participants before their virtual interview. We are working closely with our Advisory Committee members and meeting with them quarterly to ensure that we are including our stakeholders' needs in our research. We are very grateful for the support of our advisory team during these challenging times. Our team has completed data collection and has transitioned into the data analysis stage where we will continue to seek opportunities to mobilize knowledge to academics and the broader public.

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). 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). The team also includes peer researcher Karen Hilston, from the FENFC, and Jessica Falk, MA student researcher from Brock University. The team will be presenting their unique research collaboration at the 2021 Native American and Indigenous Studies Association (NAISA) Conference, "Indigenous Conversations Across Waters, Lands, Generations, and Imaginations", from June 14-21, 2021. The team's presentation highlights the unique aspects of community led research collaborations, and the importance of Indigenous Friendship Centres to urban Indigenous community wellbeing.

Project 7- Disseminating the Standard in Quebec, Canada

Dr. Diane-Gabrielle Tremblay has conducted an online survey with firms, as well as interviews with HR managers in Québec. The focus of study is on how they are managing carers' requests for accommodations arrangements for caregiving. Diane-Gabrielle Tremblay and Sarah Nogues are continuing to work on the research in Québec and should finalize an article over the summer. They also plan to hold an online webinar in the fall. Check out the Recent Publications section above to see some of their recent work!

Project 8- Coming out to Care

This new project, which is examining the implementation of the Carer Standard for 2SLGBTQ+ carer-employees, is being led by PhD Candidate and PG Trainee Sophie Geffros, under the supervision of Dr. Allison Williams. 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. A national online quantitative survey has been completed, with 199 respondents recruited in partnership with 2SLGBTQ+ community organizations including Pride at Work and the Urban Native Youth Association Two-Spirit Collective. Data from the survey will be presented in paper format at the Transforming Care Conference, June 24th-26th 2021. Recruitment is currently ongoing for online focus groups of 2SLGBTQ+ carer-employees in Canada, which are expected to take place in June and July of 2021.

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). The results from this study have been accepted for publication in *The Canadian Journal of Public Health*. A Waterloo Co-op student, Jerry Wu, is 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.

New Project 10: Creating Essential Metrics for Assessing Sex and Gender Integration in Health Policy

Led by Dr. Andrea Rishworth and Dr. Allison Williams, this project works to create essential metrics to assess both sex and gender integration within health policy. We plan to implement an international survey during the summer on sex and gender identity in research and health policy. The survey will be followed with a number of semi-structured interviews with international policy makers.

Project 11: 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. This project's Phase 1: quantitative survey data collection and analysis and Phase 2: qualitative interviews for DDCs has been completed. Sakshi is in the process of completing transcription of the interviews and beginning to analyze the qualitative data. Finally, data from Phase 1 and Phase 2 will be triangulated to provide evidence informing carer-friendly workplace practices.

Project 12: 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 is led by PDF Trainee Dr. Andrea Rishworth, in collaboration with Dr. Allison Williams and works in partnership with Canadian Hospice and Palliative Care Association (CHPCA). We are conducting interviews with CCC employers and employees on their experiences being a CCC organization. We also organized a webinar in May and have a second webinar scheduled in September to mobilize our findings.

Project 13: Carer-Friendly Tools: Evaluation of Uptake and Adoption

This project aims to understand the uptake of the Canadian Standards Association (CSA) Carer-Standard/Guide in workplaces in order to inform more effective implementation strategies for the 2021-2022 iteration of the Standard/Guide. This project is led by PDF Trainee Dr. Andrea Rishworth, in collaboration with Dr. Allison Williams, and works in partnership with the Canadian Standard Organization (CSA). We completed a national survey investigating the update of the CSA Carer-Standard/Guide. We are currently analyzing the data and working to schedule semi-structured interviews with participants.

Project 14: 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.

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/trainin_g_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/Caregiver-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

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 Set:s

<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.

Please forward to:

Andrea Rishworth at rishwora@mcmaster.ca