

CARER-INCLUSIVE PG NETWORK

GENDER, HEALTH, AND CAREGIVER FRIENDLY WORKPLACES



APRIL 2024 | VOL. 12

NEW COURSE! Creating Caregiver-Friendly Workplaces

PI Allison Williams partnered with McMaster Continuing Education (MCE) to build a course geared towards Human Resource professionals and employers more broadly in [Creating Caregiver-Friendly Workplaces](#). The course is based on the CSA B701:17 (R2021) *Carer-inclusive and accommodating organizations* standard and research stemming from the PG. The online course is asynchronous, taking about 10-hours to complete and offers the chance to earn a microcredential.



Click [here](#) to explore the course website and register! Click [here](#) to share promotional materials for the course.

Mobilizing a Caregiver-Friendly Workplace: Reflections & Future Direction

Save the date! Join us on June 19th, 2024 from 9AM – 12PM EST for the virtual wrap up event of the CIHR/SSHRC Healthy Productive Work Partnership Grant, Mobilizing a Caregiver-Friendly Workplace Standard: A Partnership Approach. The FREE event will take place virtually through Zoom – register for the event [here](#)!

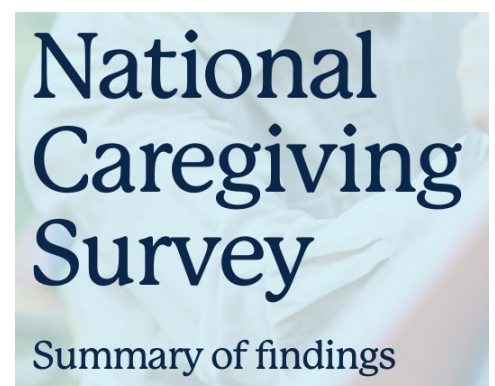
The event will see lightening talks from our PG Co-investigators, researchers and trainees, as well as a partner panel including various community, national and international partners for discussions around the future direction for supporting caregivers in the workplace.



Canadian Centre for Caregiving Excellence (CCCE)

The Canadian Centre for Caregiving Excellence (CCCE), in partnership with Leger Communications, releases their National Caregiving Survey summary of findings. The survey engaged 2,100 caregivers and care providers across Canada. Survey findings highlight the lack of awareness and accessibility to government supports for caregiving, emphasizing a need for improvement. Findings will help inform future policy direction for caregiving.

Click [here](#) to access the report. Click [here](#) for an op-ed by CCCE's Director of Policy & government relations, James Janeiro, around federal strategy for caregiving support.



Canadian Caregiving Summit

Canada hosted its first national conference for caregiving, organized by PG partner the CCCE, in November 2023. The event brought together experienced experts, leaders, policy makers, and researchers across the age, disability, and illness communities to work together in building a national caregiving strategy. PG Co-Investigators Drs. Linda Duxbury and Bharati Sethi, as well as PI Dr. Allison Williams, participated as panel speakers.

Linda and Allison spoke on the panel “*Data insights: What do we know about working caregivers?*”. Bharati participated in the morning plenary “*Care provider workforce: Meeting the needs*”, moderated by PG Partner Johnna Lowther, Caregivers Alberta.

Learn more about the event [here](#).



Balancing Act: Wrap & Unpack!

PG Partner, Balancing Act, celebrated its three-year flagship program [Level UP!](#) on Friday March 22nd, 2024 at Young People's Theatre, Toronto. The event brought together performing arts organizations and cultural leaders to learn about the great strides that have been made around support for artist/arts caregivers, and care needs within the national arts sector. A highlight from the day included Founder & Executive Director Lisa Marie DiLiberto announcing the upcoming web resource portal - coming soon in June!



National Caregivers Day: Canadian organizations need to better support carer-employees in the workplace

The CONVERSATION published an op-ed on National Caregivers Day, April 2nd, 2024, urging Canadian organizations to provide supports for carer-employees, authored by PI Allison Williams. The article provides guidance for organizations in approaching supports and accommodation for carer-employees in the workplace.

Access the article [here](#).

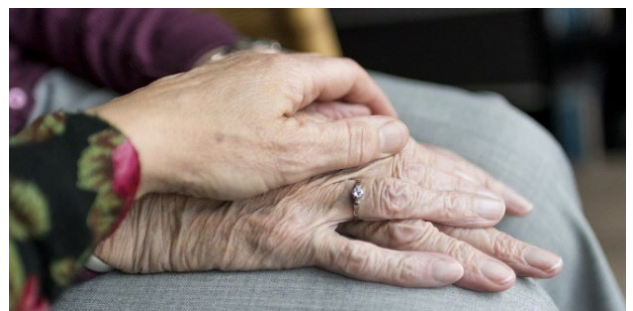


The Cost of Not Caring



The Hill Times published an op-ed “[The Cost of Not Caring](#)”, authored by PI Allison Williams. The article highlights the impact carer-employees have on Canada's economy in the health and labour markets, urging employers to provide supports.

Access the free version [here](#).



Brantford/Brant Family and Caregiver Network

Community Living Brant (CLB) hosted PI Allison Williams on March 26th, 2024, for a presentation around the future of caregiving and supporting unpaid carers in the workplace. The CLB is geared towards helping hold space for families and caregivers to be supported and create community for local caregivers.



Conferences

5th Human Resources International Conference

PG Co-Investigator Dr. Linda Duxbury spoke at the HRIC conference in January 2024. Co-authored by PG Trainee Dr. Regina Ding, the presentation *"Consulting the Oracle: A Delphi Study Exploring Employers' Inattention to Work-Caregiving Conflict"* addressed an audience of Human Resources (HR) scholars and practitioners from around the world.



8th World Conference on Qualitative Research

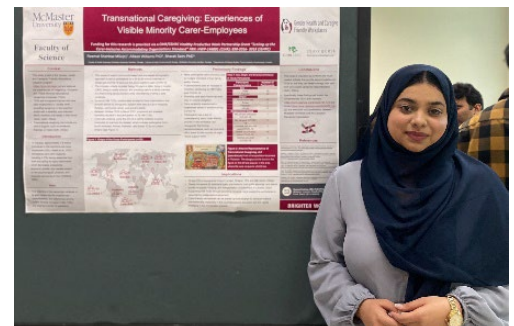
Trainees of PG Co-Investigator Dr. Bharati Sethi presented two papers at the WCQR in January 2024. The two presentations emphasized the use of arts-based methodologies in the caregiver context; *"Visible-Minority Transnational Carer-Employees in Canada: An Arts-Based Inquiry"* and *"Exploring Arts-Based Methods in Unpaid Caregiving Contexts: A Scoping Review"*.



McMaster University Global Health Conference 2023

Recently graduated PG Trainee, Reemal Shahbaz, presented at the Global Health Conference in October 2023 and came in third place! Reemal presented her poster *"Transnational Caregiving: Experiences of Visible Minority Carer-Employees"* to different cohort of masters, PhD, and medical students. Congratulations Reemal!

LinkedIn: [\(30\) Reemal Shahbaz | LinkedIn](#)



Mental Health Research Symposium: Building a Community of Practice

PG Trainees Joy Yang and Brooke Chmiel will be presenting posters at the upcoming Mental Health Research Symposium organized by the Centre for Advanced Research on Mental Health and Society (ARMS) at McMaster university. The event will take place May 1-2nd, 2024. Follow this [link](#) for more details.



Lived Experience Highlight

PG Advisory committee member, Carla Velastegui, is a Lead in Operational Readiness & Service Transition at Ontario Health, as well as a caregiver for her mother since 2010. Carla had the opportunity to be interviewed for the Parkinson's Foundation Spanish Podcast called Substantial Matter: Life & Science of Parkinson's in a session titled [Caring for a mother with Parkinson's Disease](#). (Only available in Spanish).

Carla also shared her personal working caregiver perspective on March 27th with the [Ontario Chamber of Commerce](#) (Working Caregivers; creating a baseline understanding), alongside PG partner, the Ontario Caregiver Organization. She has an upcoming speaking engagement May 7th at the [AMS Healthcare Conference](#) as a caregiver panelist (From point solutions to scale – Optimizing AI in Ontario healthcare).

LinkedIn: [\(30\) Carla Velastegui | LinkedIn](#)

Website: [carlavelastegui - Listen on YouTube](#), [Spotify - Linktree](#)



Help Spread the Word!

Let's be friends! We continue to amplify our research findings and tools/products to support Caregiver friendly workplaces and carer employees.

Follow us on Twitter [here](#) and on LinkedIn [here](#) at Carer Friendly Workplaces

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

Hashtags:
[#careremployee](#)
[#CarerStandard](#)
[#PGProject](#)



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

[ENGLISH](#) [FRENCH](#)

CSA Standard is available for viewers in Canada as complimentary download until August 3, 2026. (Click below)

[CSA B701:17 \(R2021\) | Product | CSA Group](#)
[B701HB-18 | Product | CSA Group](#)
[TOOLS AND CURRICULUM \(CLICK HERE\)](#)

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/>

PG Trainee Network

In December of 2023, the PG held its first Social Media Training Workshop, led by Claire Tallarico and Aline Lafreniere. The workshop provided PG Trainees the opportunity to learn about the importance of a professional presence on social media platforms for amplifying their work and building an interdisciplinary network for collaboration. Access the recording here: <https://macdrive.mcmaster.ca/d/ecd7a7ddb46748fa88d2/>

Upcoming Events

Let us know if you are speaking or attending any of these events!

- 24th International Conference on Integrated Care (ICIC24) – April 22-24, 2024, Belfast. Register [here](#).

- Canadian Public Health Association (CPHA) Public Health 2024, April 23-25, 2024. Register [here](#).
- 36th Global Conference of Alzheimer's Disease International, April 24-26, 2024. Register [here](#).
- Canadian Geriatrics Society (CGS) 2024 Annual Scientific Meeting, April 25-27, 2024. Register [here](#).
- Re-Envisioning Care for a more Just and Inclusive Society, Care Studies Working Group at Texas A&M University, May 16th, 2024. Register [here](#).
- International Conference on Palliative Care, Pain and Patient Symptom Management (ICPPCPPSM) - Vancouver, Canada, May 20, 2024. Register [here](#).
- International Conference on Palliative Care Management and Leadership (ICPCML) - Toronto, Canada, June 15, 2024. Register [here](#).
- International Conference on Palliative Care and Supportive Care (ICPCSC) - Toronto, Canada, June 15, 2024. Register [here](#).
- Work and Family Researchers Network Conference (WFRN) 2024, June 20-22, 2024. Register [here](#).
- IAGG-ER 2024: World Congress of Gerontology and Geriatrics European Region, June 26-28, 2024. Register [here](#).
- International Medical Geography Symposium (IMGS) 2024, July 14-19, 2024. Register [here](#).
- International Conference on Palliative Nursing and Patient Care (ICPNPC) - Ottawa, Canada, July 12, 2024. Register [here](#).
- International Conference on Palliative Care and Healthcare Challenges (ICPCHC) - Toronto, Canada, July 19, 2024. Register [here](#).
- Alzheimer's Association International Conference (AAIC), July 28 – August 1, 2024. Register [here](#).
- McGill International Palliative Care Congress 2023, October 15-18, 2024. Register [here](#).

Recent Publications

[Impact of Care-Recipient Health Conditions on Employed Caregiver Well-Being: Measure Development and Validation.](#)
Journal of Aging and Health. (2024).

Linda Duxbury, Regina Ding, Margaret Stevenson and Joel Sadavoy

[When spouses contribute at home: The impact of spouse dependent care on role overload and stress in dual-earner couples.](#)
Community, Work & Family. (2024).

Michael Halinski and Linda Duxbury

[Availability of caregiver-friendly workplace policies \(CFWPs\): an updated international scoping review protocol.](#) BMJ Public Health. (2024).

Allison Williams and Reed Ciarloni

[The role of carer-friendly workplace policies \(CFWP\) and social support in relation to the mental health of carer-employees \(CEs\).](#) CRDCN research-policy snapshots. (2024).

Allison Williams, Li Wang, Joy Yang

[Health of caregiver-employees in Canada: Determining the value of caregiver-friendly workplace policies and social support.](#) CRDCN research-policy snapshots. (2024).

Allison Williams, Li Wang, Peter Kitchen

[What and How are we Measuring When we Research Gendered Divisions of Domestic Labor? Remaking the Household Portrait Method into a Care/Work Portrait.](#) Sociological Research Online. (2023).

Andrea Doucet and Janna Klostermann

[Care is not a tally sheet: rethinking the field of gender divisions of domestic labour with care-centric conceptual narratives. Families, Relationships and Societies.](#) (2023).

Andrea Doucet

Caregiver Resources

- Canadian Government resources for seniors and their caregivers. Click [here](#) to explore the resources.
- 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 including webinars, guides, and easily implementable tools.

- 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](#).
- Developing person-centred care competencies for the healthcare workforce to support family caregivers: Caregiver centred care [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](#).
- CSA Supporting Mental Health and Well-being in Community Residential Care Settings Report that provides a framework for standard-based solutions. [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](#).
- 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](#).
- Carer employee Carla Velastegui, member of the PG Advisory Committee, shares tips and resources for balancing work and caregiving with the Ontario Caregiver Organization. Watch the full webinar [here](#).
- The Hub: We can't afford to take our caregivers for granted by Jeremy Roberts: Click [here](#).
- Healthing: The power of the broken-hearted can drive compassion, empathy, change by Lisa Machado: Click [here](#).
- Healthing: The moment I was no longer invisible by Terrence Ho and Helen Ries: Click [here](#).

