



EPID@WORK (ENHANCING THE
PREVENTION OF INJURY AND
DISABILITY AT WORK) RESEARCH
INSTITUTE

ACCOMPLISHMENT REPORT

2022-2023





EPID
at work

2022/23 Accomplishments Report

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Introduction

The EPID@Work Research Institute brings together community and academic professionals to conduct research that is meaningful and addresses important issues related to the health and safety of workers in Northwestern Ontario. We are also committed to the research findings being used and have developed an active Knowledge Mobilization and Implementation group, which will facilitate knowledge exchange and conduct research to better understand and improve how to make research findings have an impact.

The Institute's research focuses on issues important to our local stakeholders in Northwestern Ontario. Our current areas of focus include Workplace Mental Health; Equity, Diversity, and Inclusion (EDI); and Knowledge Mobilization and Implementation (KMI). Our foci areas of mental health and EDI address an especially important post-pandemic area where challenges may not be equitably distributed throughout the working population. Our research aims to address both the challenges and their inequitable distributions. Our Knowledge Mobilization group builds and maintains relationships with our stakeholders to ensure the ongoing exchange of information and research evidence and works with each research project team and individual stakeholders to develop a wide range of products to ensure our research findings are communicated and applied.

Executive Summary

This accomplishment report represents our first year as a partner within Ontario's Occupational Health & Safety (OHS) System. We have had a busy year, primarily with staff recruitment and expansion of the Institute. Our staff has grown from a few individuals funded by extramural granting agencies to a bustling Institute with two core-funded Assistant Professors, three core-funded Research Assistants, two Administrative staff, and a KMI team of two (will become three in August 2023). Additionally, we have hired nine part-time Research Assistants to assist with the development and data collection efforts of our largest research endeavour to date – the Northwestern Ontario Workplace and Worker Health Study (NOWWHS). This cohort study will provide a platform for surveillance of workplace health issues, particularly mental health, and provide a mechanism to efficiently evaluate both planned and unplanned OHS interventions. We look forward to providing findings from this study in future accomplishment reports.

Outside of those accomplishments, we awarded three seed grants and progressed on a number of projects included in our activity plan as outlined within the pages of this report. These pages represent our activities for the period Feb 28, 2022 - March 31, 2023.

Historic Background

The EPID@Work Research Institute was installed as a Research Centre at Lakehead University by the Senate in September 2018. Dr. Vicki Kristman, the founder and Director of the Institute, had been conducting research in the area since she was a student at the Institute for Work & Health in the early 2000s, and then later a post-doctoral fellow at the Centre for Research Expertise in Improved Disability Outcomes (CREIDO) in the late 2000s. In 2011, she worked for a short period as a Scientist at the Workplace Safety & Insurance Board's Occupational Disease, Policy & Research Branch before starting an Assistant Professor position at Lakehead University in August 2011. Much of Dr. Kristman's research at the time was in the areas of musculoskeletal and brain injury and disability. However, within a year of working at Lakehead University, Margaret Cernigoj, who was working with the Workplace Safety and Prevention Services (WSPS), approached Dr. Kristman and emphasized the need for workplace mental health research in Northwestern Ontario. They started a collaboration that led to two successful grant applications in the area of workplace mental health accommodations. Margaret also connected Dr. Kristman to her professional network, which led to an entirely new research area: Indigenous workplace health and safety. As these programs of research expanded, Dr. Kristman engaged interested faculty at Lakehead University and elsewhere, along with community stakeholders important to these areas to participate in various projects. This led to a core of 18 researchers and 40 partners who worked with Dr. Kristman to submit an application for formal Research Centre status at Lakehead University in 2018.

Once the Institute received official Research Centre status at Lakehead University, Dr. Kristman initiated conversations with the Ministry of Labour, Training and Skills Development (now named the Ministry of Labour, Immigration, Training and Skills Development (MLITSD) to seek core funding. The Institute was named a partner in the Province's Occupational Health & Safety System starting Feb 28, 2022.

Summary

Number of projects.....	28
Completed projects.....	7
Projects in progress.....	18
Workplace Mental Health projects.....	10
Equity, Diversity and Inclusion projects.....	8
Seed grants.....	3
Number of individuals affiliated with the institute.....	70
Members.....	13
Adjunct & emeritus members.....	9
Full time staff.....	10
Part time research assistants.....	20
Trainees.....	15
Advisory committee.....	8
Number of peer reviewed publications.....	12
Number of non-peer reviewed publications.....	7
Number of grants.....	21
EPID@Work through ministry funding.....	8
External funding.....	13
Number of presentations.....	20
Number of awards.....	17
Number of students supervised.....	13

Research Projects

Workplace Mental Health

#1000: Evaluating the Wiji app to improve Indigenous workplace mental health: A mixed methods approach

URL: www.lakeheadu.ca/centre/epid/research/projects#wiji

Reasons for the project:

Through CIHR's strategic initiative Catalyst Grant – Mental Health Hackathon, we designed an Indigenous e-mental health intervention for the communities of the Nookiiwin Tribal Council to assist Indigenous workers in coping with lateral violence within the workplace – the Wiji app. In Ojibway, Wiji means “to help”. The app is designed to provide resources regarding mental health, as well as provide a peer-support network for Indigenous workers. Supported workers may be better at coping with negative situations in the workplace. The next step is to implement the app in a strategic fashion to evaluate its effectiveness in improving workplace mental health (WMH) for Indigenous workers.

Objectives of the project:

- Evaluate the effectiveness of the Wiji app to enhance Indigenous WMH.
- Determine the association between the access to the Wiji app and WMH in an Indigenous working population.

Methods:

Mixed methods – controlled trial and focus groups

Status: Completed

March 2023, Ongoing KMI

Research Team and roles:

Dr. Vicki Kristman (Principal Investigator)

Dr. Christopher Mushquash (Co-investigator)

Dr. Robyn O'Loughlin (Co-investigator)

Ms. Audrey Gilbeau (Collaborator)

Ms. Mannila Sandhu (Project Coordinator)

Ms. Emily Boyko (Research Assistant)

Ms. Dana Korten (Research Assistant)

Ms. Nadia Makar Abdel Messih (Research Assistant)

Collaborators and Partners:

Nookiiwin Tribal Council

Knowledge Transfer Strategies:

Dissemination through EPID Talks, publications, lay persons reports; further strategies to be developed by the EPID Knowledge Mobilization and Implementation group.

Target Audience:

These results will be most significant to Nookiiwin Tribal Council community members, including workers and employers. The results could be translated to other Indigenous communities or workplace settings potentially.

Linkage to MLITSD's *Prevention Works* Strategy:

Objective 1: Build and use the best evidence to target initiatives, measure performance and increase system oversight.

Funders:

CIHR – Project Scheme: \$367,200

Project findings available in Open Access journals, platforms, or repositories:

In Draft phase

Related Research Summaries:

Infographic - Comic strip: Wiji PeerConnect App Evaluation

Infographic - Academic poster: Wiji Peer Support App and Indigenous Workplace Mental Health

Interviews and Articles:

Two community champions of this study were interviewed, and it was presented to the study participants. In addition, the interview videos will be advertised on EPID@Work and the Nookiiwin Tribal Council social media channels for non-participants.

Presentations:

Kristman VL, Sandhu M, Gilbeau A. "Wiji Peer Support App and Indigenous Workplace Mental Health". 2023 Showcase of Health Research, Centre for Applied Health Research, Thunder Bay, Ontario, February 10, 2023. (Poster presentation)

Kristman VL, Sandhu M, Gilbeau A. "Wiji PeerConnect App Evaluation study's conclusion". Internal Virtual Event, Enhancing Prevention of Injury and Disability @ Work (EPID@Work) Research Institute, April 27, 2023. (Oral presentation)

Kristman VL, Sandhu M, Gilbeau A. "Wiji Peer Support App and Indigenous Workplace Mental Health". 2023 Biennial Canadian Society for Epidemiology and Biostatistics Conference, Halifax, Nova Scotia, June 27, 2023. (Upcoming poster presentation)

#1001: Tradeswomen: Potential concerns of bullying, violence and harassment in BC and Alberta

URL: www.lakeheadu.ca/centre/epid/research/projects#tradeswoman

Reasons for the project:

When it comes to skilled trades, excluding cooks and hairstylists, women account for just 4.5% of the workforce. In the Canadian demographic, women are underrepresented in apprenticeship programs and in the skills trades generally. A study conducted by the Canadian Manufacturers and Exporters, a trade and industry association, found that “since males dominate the workforce, they also dominate the culture”. Women working in a male-dominated workforce are more likely to face instances of workplace bullying and harassment. When bullying occurs in the workplace, a worker’s mental health is impacted.

Objectives of the project:

Understand how organizational climate and culture influence the impact of bullying and harassment in the workplace on the mental health and wellbeing of women who are employed in the trade sectors of BC and AB.

Methods:

Our qualitative study took a multi-grounded theoretical approach to allow for the in-depth exploration of distinct theories that emerged from the firsthand accounts of tradespeople.

A partnership with the Canadian Apprenticeship Forum (CAF) facilitated the recruitment of participants through a listserv of names collected at the CAF’s National Conference in 2018. Online and telephone interviews were conducted with 27 apprentices or journeypersons with equal representation of men and women.

Interview questions were focused on daily interactions with coworkers and supervisors, perceptions of the workplace environment, incidents of bullying, violence, or harassment, individual and organizational responses to these incidents, and workplace modifications to improve mental health. Responses to these questions facilitated the development of a schematic model to visually depict the pathways between various determinants of bullying and resulting effects on health and wellbeing.

At the onset of the COVID-19 pandemic and during the early stages of data collection, additional questions were added to the project to explore the impacts of the pandemic on the worker and the workplace.

Status: Project completed

Research Team and roles:

Dr. Vicki Kristman (Principal Investigator)
Robyn O’Loughlin (Research Associate)
Dana Korten (Master’s student)
Nadia Makar Abdel Messih (Master’s student)

Collaborators and Partners:

Dr. Emily Arrowsmith, Canadian Apprenticeship Forum (Collaborator)

Knowledge Transfer Strategies:

Report submitted to WorkSafeBC, EPID talk given on January 15, 2021

Target Audience:

Canadian Apprenticeship Forum; Trades sectors; Trades unions; employers; workers

Linkage to MLITSD's *Prevention Works* Strategy:

Objective 1: Build and use the best evidence to target initiatives and measure performance.

Objective 2: Improve occupational health and safety (OHS) knowledge and practices.

Objective 3: Support workplace parties to fulfil their OHS roles and responsibilities and achieve excellence.

System focus area 2: Addressing workplace mental health and workplace violence and harassment.

Funders:

WorkSafeBC Innovation at Work Program, \$50,000

Project findings available in Open Access journals, platforms, or repositories.

Kristman VL. Revised Final Report to WorkSafeBC: Tradeswomen: potential concerns of bullying, violence and harassment in BC and Alberta. WorkSafeBC File No. RS2019-IG50.

Related Research Summaries:

Infographic – Tradeswomen: Bullying, violence and harassment at work

Presentations:

Kristman VL, O'Loughlin RA, Makar N, Korten D. Organizational climate and culture and its potential influence on bullying and harassment in the Trades. Panel: Gender at Work, Gendered Work. Sociological Association Conference. Edmonton, AB. Congress of the Social Sciences. June 1, 2021 (Zoom Presentation).

Kristman VL. The Impact of COVID-19 on Tradespersons in Alberta and BC. 2021 Showcase of Health Research: COVID-19 Research. Thunder Bay, Ontario. February 11, 2021.

O'Loughlin R, Korten D, & Makar N. Tradeswomen: Potential concerns of bullying, violence & harassment in British Columbia & Alberta. EPID Talks. Thunder Bay, Ontario. January 15, 2021. (Zoom Presentation)

Korten, D. Gender dynamics in the skilled trades: Experience and perceptions of tradeswomen employed in Alberta and British Columbia. EPID Talks. September 22, 2021. (Zoom Presentation)

#1002: The impacts of the COVID-19 pandemic on the health and well-being of educators in Yukon

URL: www.lakeheadu.ca/centre/epid/research/projects#impacts

Reasons for the project:

This qualitative research project aims to explore how the COVID-19 pandemic and associated changes to the delivery of education have impacted the health and well-being of educators in Yukon.

Objectives of the project:

- Provide foundational insight into the mental, physical, and emotional effects of the pandemic experienced by educators.
- Explore Yukon educators' experiences and perceptions navigating the pandemic.
- Provide educational stakeholders evidence to help inform decisions moving forward.

Methods:

Grounded theory (qualitative) with semi-structured interviews, open and axial coding, development of schematic model, member checking, and action-oriented knowledge mobilization strategy informed by project advisors.

Status:

Completed, with ongoing knowledge mobilization activities

Research Team and roles:

Dr. Vicki Kristman (Principal Investigator)

Dana Korten (Co-investigator – PhD Student leading project management and activities)

Nadia Makar Abdel Messih (Research Assistant – data collection and analysis)

Claudia Jozefina Czechowski (Research Assistant – copy editing and knowledge translation activities)

Collaborators and Partners:

Yukon's Department of Education, the Yukon Association of Education Professionals, and the Yukon First Nation Education Directorate

Knowledge Transfer Strategies:

Informed by project advisors, a report is sent to all educational stakeholders in the territory with specific recommendations, which is also being presented at the Yukon's Office of the Science Advisor Research Summit (June 13, 2023); dissemination through EPID Talks, publications, lay persons reports; further strategies are being co-developed by the EPID Knowledge Mobilization and Implementation group and the territory's research community.

Target Audience:

Educators broadly, the Yukon Government, and Yukon's educational stakeholders will be provided with in-depth evidence of the lived experiences of Yukon educators to help inform decisions moving forward.

Linkage to MLITSD's Prevention Works Strategy:

Objective 1: Build and use the best evidence to target initiatives, measure performance and increase system oversight.

Funders:

Yukon Government's COVID-19 Recovery Research Program \$55,300

Project findings available in Open Access journals, platforms, or repositories:

A final project report, circulated to educational stakeholders in the Yukon, will be made publicly available through the EPID@Work website. This will also be accessible at the Yukon Government's Open Database. A manuscript is being prepared for submission in an academic journal.

Related Research Summaries:

Our research explores how the COVID-19 pandemic, associated public health measures, and resulting changes to the delivery of education have impacted the health and well-being of K-12 educators in the Yukon. We conducted in-depth interviews across the territory to showcase educators' perspectives navigating the pandemic.

We demonstrate that all dimensions of health were affected, including cognitive, emotional, social, and physical well-being. These effects are attributed to a myriad of factors nested within different scales, which overlapped and intersected in complex ways.

Specifically, educators contended with new and adjusted work environments, evolving policies and procedures, altered school culture and climate, and a collective crisis. However, antecedent conditions determined exposure to and the severity of adverse effects. Further, pervasive norms, values, and practices influenced the context, challenges, and consequences of navigating the pandemic.

These findings are connected through a schematic model, placed in conversation with existing literature, and positioned toward action.

Presentations:

Presentation of Final Report and Panel Discussion on June 13, 2023 at the MacBride Museum, Whitehorse, Yukon – for the Yukon's Office of the Science Advisor's COVID-19 Recovery Research Summit.

#1003: Emotional abuse at work: an international partnership

URL: www.lakeheadu.ca/centre/epid/research/projects#emotional-abuse

Reasons for the project:

This project will formalize a research partnership between Lakehead University and the University of Helsinki.

Objectives of the project:

Formalize partnership with University of Helsinki

Methods:

Develop a Memorandum of Understanding between Lakehead University and University of Helsinki

Status: Ongoing

September 2023 Completion date

Research Team and roles:

Dr. Kathy Sanderson (Principal Investigator)

Dr. Marjut Jyrkinen, University of Helsinki, (Co-Investigator),

Dr. Elina Penttinen, University of Helsinki, (Co-Investigator)

Collaborators and Partners:

Partnership with Lakehead University and University of Helsinki

Knowledge Transfer Strategies:

Internal communications to encourage additional partnerships between the two organizations.

Target Audience:

Academic Researchers

Linkage to MLITSD's *Prevention Works Strategy*:

Objective 1: Build and use the best evidence to target initiatives and measure performance

Objective 2: Improve occupational health and safety (OHS) knowledge and practices.

Funders:

Lakehead University Vice-President of Research and Innovation, International Research Partnership Award - \$9,315

#1004: Emotional abuse: Violations of workplace psychological safety

URL: www.lakeheadu.ca/centre/epid/research/projects#psychological-safety

Reasons for the project:

Emotional abuse is a form of workplace violence and harassment. This project will provide data for future collaborations, including those with other Lakehead University researchers who are scientists with EPID@Work and partners at the University of Helsinki. Areas of exploration include abusive supervision, mental health strain, and workplace stigma.

Objectives of the project:

- Identify factors that enable workplace emotional abuse at work
- Provide recommendations for researchers working with traumatized research participants

Methods:

Qualitative. 70 interviews conducted internationally with employees who identified experiencing emotional abuse. Narrative and thematic analysis.

Status: Ongoing

Planned completion December 2023

Research Team and roles:

Dr. Kathy Sanderson (Principal Investigator)

Dr. Marjut Jyrkinen, University of Helsinki, (Co-Investigator)

Dr. Elina Penttinen, University of Helsinki, (Co-Investigator)

Collaborators and Partners:

Partnership with Lakehead University and University of Helsinki

Knowledge Transfer Strategies:

International Conferences, Academic Publications, EPID Talks

Target Audience:

Employees experiencing emotional abuse, researchers working with traumatized individuals. This project is addressing unhealthy organizational responses as well as the stressors and risks to researchers who are exposed to ongoing secondary trauma.

Linkage to MLITSD's Prevention Works Strategy:

Objective 1: Build and use the best evidence to target initiatives and measure performance

Objective 2: Improve occupational health and safety (OHS) knowledge and practices

Addressing workplace mental health and workplace violence and harassment; and preventing occupational illnesses.

Funders:

Lakehead University VPRI Strategic Fund \$7,000

#1005: Association of illegitimate tasks with burnout and depression in medical students

Reasons for the project:

Burnout and depression in the medical field has become a significant topic of concern in recent years. Previous research has extensively documented the high prevalence of burnout and psychiatric comorbidity in physicians, nurses, and students in these professions. Despite this, research has not yet been able to elucidate all the factors that contribute to this high prevalence.

Objectives of the project:

- Explore the relationship between the burden of illegitimate tasks on burnout and depression in medical students.
- Explore the relationship between time spent on the electronic medical record and on documentation with burnout and depression in medical students.

Methods:

We conducted a survey of medical students enrolled at two different institutions in Canada from November to December 2021. The survey consisted of demographic characteristics as well as validated scales assessing symptoms of depression, burnout, and the burden of illegitimate tasks during training. Descriptive statistics of the sample population were computed along with chi-square, independent t-tests, and ANOVA procedures. Multiple linear and logistic regression analyses were used to determine the relationships between the variables of interest.

Status: Project completed

Research Team and roles:

Dr. Lauren Turner (Psychiatry Resident)

Dr. Vicki Kristman (Principal Investigator/Supervisor)

Knowledge Transfer Strategies:

EPIDTalks: Turner LD. Association of Illegitimate tasks with burnout and depression in medical students. Sept 22, 2022

Target Audience:

Potential audiences would include medical professionals, medical students, healthcare organizations, and medical education institutions with the goal of providing further information related to target areas for burnout.

Linkage to MLITSD's *Prevention Works Strategy*:

Objective 1: Build and use the best evidence to target initiatives and measure performance; Objective 2: Improve occupational health and safety (OHS) knowledge and practices; System focus area 2: Addressing workplace mental health and workplace violence and harassment.

Funders:

Unfunded, medical resident project

Project findings available in Open Access journals, platforms, or repositories.

Will be open access.

Related Research Summaries:

Of the 78 students who responded to the survey, 73% screened positive for depression and 90.8% screened positive for burnout. On multiple regression analysis, depression and burnout scores were significantly associated with increased scores on a measure assessing illegitimate tasks. Spending more time on the electronic medical record (EMR) and on documentation were also associated with increased odds for screening positive for depression and with an increased score on the disengagement subscale of the burnout questionnaire. Time spent on the EMR and on documentation was not significantly associated with screening positive for burnout or with increased scores on total burnout scores or on the exhaustion subscale of the burnout questionnaire.

Conclusions: Perceived burden of illegitimate tasks was strongly correlated with both depression and burnout scores among the respondents. Further research is needed in the area to replicate the study findings in larger and more diverse populations.

Interviews and Articles:

Turner LD, Kristman VL. Association of Illegitimate tasks with burnout and depression in medical students. *Academic Medicine*. Submitted 2023 (under review).

Presentations:

EPIDTalks: Turner LD. Association of Illegitimate tasks with burnout and depression in medical students. Sept 22, 2022

#1006: Nurses mental health: A longitudinal cohort study

Reasons for the project:

The past two decades of research have highlighted an increasing prevalence of mental health morbidity among nurses around the world. More specifically, a large national study of 4,067 Canadian nurses reported 47.9% screened positive for at least one mental disorder and over 18% screened positive for three or more mental disorders (Stelnicki & Carleton, 2021). Major depressive disorder had the highest prevalence, followed by generalized anxiety disorder, post-traumatic stress disorder, panic disorder, and substance use disorder. Research has also extensively investigated burnout among nurses, a work-related concept recognized as one of the most important psychosocial occupational hazards. Prevalence of at least one burnout symptom was reported by 94% of practicing Canadian nurses during the COVID-19 pandemic (CFNU, 2022). Coupled with the research on mental health prevalence, is a substantial amount of evidence that has determined an association between various workplace factors and mental health, suggesting a significant relationship exists. However, disentangling the various workplace factors impact on mental health has been difficult due to the complexity and intersecting challenges of the nursing work environment. Further, with the lack of longitudinal designs, the current evidence is subject to reverse causality and inability to make temporal conclusions, meaning a current gap exists regarding factors predicting or etiology of mental health morbidity. While many organizations and researchers feel pressured to develop and plan interventions to support nurses, this is premature as research needs to first determine which workplace factor(s) have the greatest impact on nurses' mental health.

Objectives of the project:

Research Question: What is the impact of work environments on nurses' mental health?

- Specific Aim #1: Determine cross-sectionally, the association between workplace factor(s) and nurses' mental health.
- Specific Aim #2: Evaluate longitudinally, which workplace factor(s) predict nurses' burnout.
- Specific Aim #3: Evaluate longitudinally, etiologic factor(s) of burnout.

Methods:

A longitudinal cohort design will be used to evaluate the prevalence, incidence, predictive factors, and etiology of mental health morbidity among nurses in Northwestern Ontario. Nurses will be followed prospectively with data collected at 3 and 6-months from baseline (for the purposes of the dissertation, follow up will continue beyond the 6-months with EPID). The National Standard for Psychological Health and Safety will be used to guide measurement of workplace factors (exposures) in addition to exposures that are specific to the nursing work environment. For the dissertation, specific analysis will be done on predictive factors and etiology of burnout. The use of a longitudinal cohort design is urgently needed to better understand what factor(s) most prominently impacting nurses' mental health are. This will provide foundational evidence to support the development of experimental studies for preventive and/or treatment interventions.

Status: Ongoing

2022 - 2024

Research Team and roles:

Ainsley Miller (PhD Student)

Dr. Vicki Kristman (Supervisor)

Collaborators and partners:

Consultations conducted with Ministry of Health and hospitals in Northwestern Ontario (Thunder Bay Regional Health Sciences Centre, St. Joseph's Care Group, Nipigon District hospital, Geraldton hospital, Atikokan hospital, Dryden hospital)

Knowledge Transfer Strategies:

Dissemination via EPID@Work Research Institute's Quarterly "EPID Talks", further strategies to be determined by KMI group.

Target Audience:

Employees and employers

Linkage to MLITSD's *Prevention Works Strategy*:

This research study will address the MLITSD's objective #1 and system focus area 2: in that foundational evidence will be determined about nurses' work environments and the factor(s) impacting their mental health. This will help to identify the hazards and use upstream approaches to develop interventions to mitigate mental health morbidity.

Funders:

Funded as part of NOWWHS project; student dissertation project

Project findings available in Open Access journals, platforms, or repositories.

Yes, journals TBD

#1007: Mental health of immigrant workers in Ontario workplaces: a mixed-method study

Reasons for the project:

Immigrant workers form a significant portion of the Ontario and Canadian workforce. Workers' mental health is associated with increased productivity and optimum service delivery. It is assumed that immigrants are more prone to developing mental conditions due to economic instability, unemployment, difficulties in coping in a new country, language and cultural barriers, separation with family members, being positioned in the ethnic minority group, and racism. However, there is little evidence in the literature regarding the mental health condition of immigrant workers in Canada. In this context, the proposed study is intended to look at the mental health of immigrant workers in Ontario, Canada, and the work-related factors impacting their mental health.

Objectives of the project:

- Identifying the prevalence of mental health problems among the immigrant workers in Ontario, Canada, and assess if there are any significant differences with the prevalence of mental disorders in the general working population.
- To explore the most prevalent mental health conditions among immigrant workers.
- To identify the association between various socio-demographic and workplace-related factors and the mental health of immigrant workers.
- Exploring the experience of immigrant workers at different workplaces in Ontario and how workplace experiences relate to their mental health.

Methods:

Mixed method study.

Status: Ongoing

To be completed 2025

Research Team and roles:

Umme Saika Kabir (PhD student)

Dr. Vicki Kristman (Supervisor)

Collaborators and Partners:

Thunder Bay Multicultural Association

Knowledge Transfer Strategies:

Dissemination via EPID@Work Research Institute's Quarterly "EPID Talks", journal publication and further strategies to be determined by KMI group.

Target Audience:

Employers, employees.

Linkage to MLITSD's *Prevention Works* Strategy:

Objective 1: Build and use the best evidence to improve occupational health and safety (OHS) knowledge and practices for immigrant workers.

Objective 3: support workplace parties to fulfil their OHS roles and responsibilities and achieve excellence.

Funders:

Funded as part of NOWWHS project; student dissertation project

Project findings available in Open Access journals, platforms, or repositories.

Peer-reviewed manuscripts will be published in open access journals.

#1008: Outcomes of virtual work and employee mental well-being: A scoping review

URL: www.lakeheadu.ca/centre/epid/research/projects#remote

Reasons for the project:

With virtual work from home being on the rise, in combination with the large-scale adoption of working from home due to the present-day pandemic, the need to better understand the impacts of virtual work from home has become significant. The body of evidence on the implications of working from a virtual home office has grown and so too has the need for synthesis of the available knowledge. Although several studies review the implications of working remotely from a central organization, a structured scoping review has not been completed in this area. Further, a review summarizing and conceptualizing the various effects of virtual workplace outcomes as they relate to mental well-being is not readily available.

Objectives of the project:

1. To synthesize the literature that has been produced over the past 10 years.
2. Primary Objective: To synthesise existing knowledge and develop a conceptual model, illustrating the connection between virtual work from home, and mental well-being.
3. To identify the various terms used to describe virtual work in the literature.

Methods:

Scoping review

Status: Ongoing

Start – May 2022

Completion – March 2024 *currently in knowledge mobilization stage

Research Team and roles:

Kara Polson (PhD student, Project Coordinator & lead reviewer)

Dr. Vicki Kristman, (Supervisor & Primary Investigator)

Dr. Lynn Martin, (Co-Investigator)

Brianna Belanger (MPH Student, Second reviewer)

Knowledge Transfer Strategies:

Dissemination via EPID@Work Research Institute's Quarterly "EPID Talks"

Presentation at 2022 SSHRC Knowledge Mobilization forum (Ottawa)

Further strategies to be determined by KMI group

Target Audience:

Employers and employees.

Linkage to MLITSD's *Prevention Works Strategy*:

Objective 2: Improving OHS knowledge and practices.

Funders:

SSHRC Knowledge Synthesis grant; \$29,923

Project findings available in Open Access journals, platforms, or repositories.

Final report: <https://www.lakeheadu.ca/centre/epid/research/projects#remote>

Open Access – in progress, TBD

Presentations:

- November 24, 2022: EPID@Work Research Institute, EPID Talks, podium presentation (online)
- February 10, 2023: St. Joseph's Care Group Centre for Applied Health Research, Showcase of Health Research, Poster Presentation (in person)
- May 11, 2023: Ministry of Labour, Immigration, Training and Skills Development, Research Day, podium presentation (online)

#1009: The relationship between sex, gender, and workplace accommodations among workers with mental health disorders

Reasons for the project:

Mental health disorders such as depression, anxiety, schizophrenia, and bipolar disorder are experienced by 1 in 5 Canadians each year, with a lifetime prevalence of 1 in 3. These illnesses are characterized by a reduced ability, or inability to function effectively or carry out everyday tasks in life, due to changes in thinking, mood, or behaviour, causing significant levels of distress. Among the Canadian working population, 21.4% experience mental health problems, which accounts for around 30% of both short and long-term disability claims with a total cost to the Canadian economy of at least 50 billion per year. Employers can contribute either positively or negatively to a worker's mental health. Positive contributions by employers could include promoting work-life balance, implementing job modifications to enable workers to keep working, and providing support to workers with mental health problems. When workers with mental health disorders are presented with their desired accommodations, it is likely that they will feel better understood by their employers and feel better equipped to continue working in situations where those without accommodations may have needed to quit.

Objectives of the project:

- Determine the association between worker sex and the helpfulness of workplace accommodations for workers with mental health disorders.
- Explore the association between gender roles and the helpfulness of workplace accommodations.

Methods:

Quantitative data analysis of secondary data

Status: Ongoing

To be completed in 2023

Research Team and roles:

Helen Otterman (MHSc student)

Dr. Vicki Kristman, (Supervisor)

Knowledge Transfer Strategies:

Dissemination via EPID@Work Research Institute's Quarterly "EPID Talks", further strategies to be determined by KMI group.

Target Audience:

Employers and employees.

Linkage to MLITSD's *Prevention Works Strategy*:

Work-related mental health

Funders:

Unfunded, student thesis project

#1010: Needs assessment of workplace mental health in Thunder Bay and District: impact of the COVID-19 pandemic

Reasons for the project:

The COVID-19 pandemic has had an impact on population mental health. In 2018, we distributed a survey to determine the impact of a community-based intervention. That survey provided us with measures of employers regarding the current state of workplace mental health and stigma. We wished to compare workplace mental health and stigma now to that before Covid-19 and understand the current needs within occupational mental health locally. The goal of this initiative was to create workplace environments that reduce psychological hazards and maintain positive mental health for employees in Thunder Bay and the District.

Objectives of the project:

- Understand how levels of workplace mental health and stigma have changed over the period of the pandemic.
- Better understand the current needs of local workplaces regarding workplace mental health through a needs assessment

Methods:

Cross-sectional survey of workplace leaders in Northwestern Ontario

Status: Completed summer 2023

Research Team and roles:

Dr. Vicki Kristman (Principal Investigator)
Mrs. Lynda Fraser (co-investigator)
Ms. Heather Poulter (co-investigator)
Ms. Emily Boyko (Research Staff)
Umme Saika Kabir (Research Assistant)
Claudia Czechowski (Research Assistant)

Collaborators and Partners:

Superior Mental Wellness @ Work group led by the Thunder Bay District Health Unit (Current members include Canadian Mental Health Association, City of Thunder Bay, Creighton Youth Services, DST Engineering Group, Lakehead University, PACE Thunder Bay, TBT Engineering, Thunder Bay Counselling Centre, Thunder Bay District Health Unit, St. Joseph's Care Group, Unifor Union 229, Workplace Safety and Prevention Services).

Knowledge Transfer Strategies:

Dissemination through EPID Talks, publications, lay persons reports; further strategies to be developed by the EPID Knowledge Mobilization and Implementation group.

Target Audience:

Audience includes local workplaces, Thunder Bay District Health Unit, Superior Mental Wellness @ Work group.

Linkage to MLITSD's *Prevention Works* Strategy:

Objective 1: Build and use the best evidence to target initiatives and measure needs; Objective 2: Improve knowledge of needs regarding workplace mental health knowledge, improving practices; Objective 3: support workplace parties to fulfil their OHS roles and responsibilities and achieve excellence; System focus area 2: Addressing workplace mental.

Funders:

36.4% Lakehead University Graduate Assistantship & 63.6% MLITSD (\$20,000)

Project findings available in Open Access journals, platforms, or repositories.

Will be published open access

Related Research Summaries:

- Workplace mental health is more important to employers now than before the pandemic
- Employers are reporting high levels of mental health concerns, stigma, and challenges in the workplace
- Employers are becoming more knowledgeable about mental health, its promotion and available resources
- Next steps are to fill these gaps and identify/develop resources addressing chronic stress and burnout

Interviews and Articles:

In progress

Presentations:

Fraser L, Kristman VL. Superior Mental Wellness@Work – Working Together to Promote Workplace Mental Health. C2U (Community-College-University) Expo 2023, Lakehead University, Thunder Bay, Ontario, June 5-8, 2023. (Podium Presentation)

#1011: Mental health stigma in the workplace: The role of organizational culture and climate

Reasons for the project:

Our study will provide new insights into the lived experiences of those who are off work due to mental health issues, considering mental health disclosure, and those who have successfully returned to work following a mental health leave.

Objectives of the project:

The overarching objective of our study is to deepen the understanding of the perceived stigma that is associated with mental health in the workplace in Northwestern Ontario. This project will provide a deeper understanding of the lived experience of those who experience mental health stigma at work and the factors that encourage or inhibit protection, support, and disclosure.

Methods:

In-depth interviews will be conducted with 60 adults in Northwestern Ontario.

Status: Ongoing

January 2023 – August 2023 for data collection. Analysis will be ongoing September to December 2023

Research Team and roles:

Dr. Kathy Sanderson (Principal Investigator)
Dr. Abigaile Sprakes (Co-Principal Investigator)
Research Assistants and Interviewers

Collaborators and Partners:

Superior Mental Wellness at Work Steering Committee

Knowledge Transfer Strategies:

The project will use a multi-platform dissemination strategy that includes academic, and practitioner-based outlets. In addition to publications, we will share the knowledge through workshops, webinars, online platforms, and conference presentations.

Target Audience:

Workplaces, academics, health and safety practitioners, employees

Linkage to MLITSD's Prevention Works Strategy:

This study also supports promoting psychological health and safety for workers, better return-to-work and recovery, as well as the renewed focus on mental health. In such, it will: strengthen the OHS research capacity, increase research capacity by training new academics on best practices in mental health employment-based research; address Theme 2 priorities by identifying the organizational structural and human factors which result in reduced psychological safety; and address Theme 4 priorities by evaluating barriers to mental wellness at work.

Funders:

EPID@Work, \$87,900

#1012: COVID-19 facing newcomer women entrepreneurs: Economic, family, and mental health shocks

Reasons for the project:

This research aims to understand the shocks faced by newcomer women (new immigrants to Canada in the last 5 years) who are owner/operators of businesses that were Covid-19 facing. Very little research has focused on the unique effects of COVID-19 on newcomer women and the struggles they may face, and there is almost no research on newcomer women entrepreneurs.

Objectives of the project:

- Identify the economic, family, and mental health consequences of owning a Covid-19 facing business
- Examine the short- and long-term effects of COVID-19 on newcomer women entrepreneurs by capturing their lived experiences.

Methods:

Qualitative. 20 interviews with newcomer women entrepreneurs. Narrative and thematic analysis.

Status:

This project has not started. Perhaps in 2024.

Research Team and roles:

Dr. Kathy Sanderson (Principal Investigator)

Knowledge Transfer Strategies:

Administrative Sciences Association of Canada Conference, Academic Publications, EPID Talks

Target Audience:

Academics, Entrepreneurs

Linkage to MLITSD's Prevention Works Strategy:

Objective 1: Strengthening the research capacity in Ontario to create a body of OHS knowledge that informs policy, services, products, behaviours and practices.

Funders:

Administrative Sciences Association of Canada, Past President's Award, \$5,000

#2001: NOWWHS – Northwestern Ontario Workplace & Worker Health Cohort Study

URL: To be determined

Reasons for the project:

Post-pandemic mental health issues are on the rise. How much of these are related to work? What workplace factors are longitudinally associated with reduced workplace mental wellness and mental health disorders? What can workplaces do to improve the mental wellbeing of their workers post-pandemic? These are some of the questions this long-term regional study hopes to investigate.

Objectives of the project:

- Investigate the prevalence and incidence of mental wellbeing and mental illness in Northwestern Ontario workplaces post-COVID-19 pandemic.
- Determine the workplace (OH&S and organizational culture) and worker (personal lifestyle factors) risk factors associated with mental wellbeing and mental illness in Northwestern Ontario workplaces.
- Develop and evaluate interventions addressing workplace and worker risk factors for mental wellbeing and mental illness in Northwestern Ontario workplaces.
- Develop cohort for intervention evaluation.

Methods:

Cohort study designed to accommodate trials (Trial within Cohort (TwiC) study design). Participating employers must have at least one employee and be located in Northwestern Ontario. Participating workers must have worked in the past year for a salary or would like to have worked in the past year but were unable to due to a workplace injury or illness. There are three methods of recruitment for this study:

- 1) Random selection of Schedule I employers (random selection conducted by the WSIB); if they agree to participate, all their employees will be invited to participate
- 2) Employers may volunteer for the study meaning all their employees will be invited to participate
- 3) Individual workers may volunteer to participate in the study

Exposure factors and mental health and overall health variables will be collected at baseline and every six months thereafter.

Status:

Currently preparing the REB submission; data collection planned to begin in early Fall 2023

Research Team and roles:

Dr. Vicki Kristman (Principal Investigator)
Dr. Deb Scharff (Co-investigator)
Dr. Monique Gignac (Co-investigator)
Dr. Peter Smith (Co-investigator)
Dr. Batholomew Chireh (Co-investigator)
Dr. Sam Essien (Co-investigator)
Mannila Sandhu (Research Assistant)
Maryam Einshouka (Research Assistant)
Thanusan Sooriyakumar (Research Assistant)
Anika Tahsin (Research Assistant)

Kristen McConnell (Research Assistant)
Claudia Czechowski (Research Assistant)
Logan Marks (Research Assistant)
Foruzan Bahrami (Research Assistant)
Shauna Fossum (Research Assistant)
Chantee Steinberg (Research Assistant)
Kayla Kubinec (Research Assistant)
Umme Saika Kabir (PhD Student)
Kara Polson (PhD Student)
Ainsley Miller (PhD Student)

Collaborators and Partners:

- Health and Safety Partners (WSN, IHSA, PSHSA, WSPS, OHCOW, WSIB)
- Mining Sector (Ontario Mining Association, Impala Canada, Evolution Mining, Newmont, New Gold Inc., Treasury Metals, Ring of Fire Metals)
- Paramedics (Superior North EMS, Ornge Air Ambulance, SkyCare, Rainy River District Social Services Administration Board, Kenora District Social Board)
- Thunder Bay Injured Workers Support Group
- Government (MLITSD, Ministry of Health)
- Healthcare (Chief Nursing Officer of Ontario, Thunder Bay Regional Health Sciences Centre, Lake of the Woods District Hospital, Nipigon District Memorial Hospital, Dryden Regional Health Centre, St. Joseph's Care Group)
- Construction (NOW Labour Management, Construction Association of Thunder Bay, Plumbers, Pipefitters)
- Skilled Trades Ontario
- Indigenous Communities (Nokiiwin Tribal Council, G'Minoomaadozimin Steering Committee)
- Superior Mental Wellness @ Work Steering Committee

Knowledge Transfer Strategies:

Integrated Knowledge Transfer has been used to design and build the study. This continues through Community/Partner Consultations and Presentations; will work with KMI team for further ongoing strategies.

Target Audience:

Northwestern Ontario workplaces, workers, unions, healthcare providers, workers' compensation, Ministry officials

Linkage to MLITSD's *Prevention Works Strategy*:

- 1) Build and use the best evidence to target initiatives, measure performance and increase system oversight
 - 2) Improve OHS knowledge and practices
 - 3) Support workplace parties to fulfil their OHS roles and responsibilities and achieve excellence
 - 4) Make OHS easier for small businesses
- System focus area 2: work-related mental health / workplace violence and harassment

Funders:

MLITSD core funding (annual funding \$200,000); application to CIHR once base cohort and first six-month follow-up established (March 2024)

Project findings available in Open Access journals, platforms, or repositories.

Will be published in Open Access journals

Presentations:

Consultation presentations – listed under the Knowledge Mobilization Achievements

Kristman V. (2023) NOWW is the Time: The Northern Ontario Worker & Workplace Cohort Study. EPID Talks. Thunder Bay, ON. January 23, 2023.

#2002: Technology-based behavioural health supports: What are employers offering and how are they affecting wellness and work?

Reasons for the project:

The overall purpose of this project is to create information that employers, policymakers, and worker advocates can use to identify and implement the best quality, highest-value, best fit technology-based behavioural health supports in Northern Ontario workplaces and beyond.

Objectives of the project:

- **Characterize** the range of existing and emerging employer-provided, technology-based behavioural health supports described in academic and grey literatures, including the evidence-base (e.g., wellness, work outcomes, cost-effectiveness) for popular and emerging products.
- **Describe** the frequency and breadth of technology-based, employer-provided behavioural health supports offered by employers in Northern Ontario and compare and contrast current practices with emerging best practices identified through this work.
- **Examine** innovations in employer-provided, technology-based behavioural health supports through a series of short case studies including information about the behavioural health support delivery platform, employer selection of the support (or support package), implementation strategy, information about employee uptake and feedback on the support, and any evaluation/quality improvement data available to accompany employer and employee experiences with the support.
- **Evaluate** a small set of the most innovative practices in technology-based employer-provided behavioural health supports, including implementation, uptake, and impact on wellness and work, and value.
- **Create** a series of knowledge translation products that can help guide employers, employees and policymakers to high quality, high value technology-based behavioural health supports that fit well with their needs.

Methods:

- **Scoping review** of academic and grey literatures describing current and emerging technology-based workplace behavioural health supports, including (but not limited to) apps, wearables, online chat and talk therapies, using COVIDENCE software (provided through EPID@Work). If there is sufficient evidence, we will use a systematic review approach instead. **(Fall 2022)**
- **Environmental scan** of products already in use among range of employers of various sizes, across industries, in Northern Ontario, including employers in rural and remote locations, leveraging EPID@Work connections to employer organizations, as required. **(Winter 2023)**
- **Case studies** of Northern Ontario workplaces implementing emerging and/or innovative technology-based behavioural supports. Data for case studies will come from document review, interviews with employer (e.g., product champion, HR) and employee representatives (e.g., union representative) familiar with the support. Potential cases will be identified through academic and grey literatures, searches of abstracts from relevant conferences, product websites or other promotional materials, solicitations from worker groups (e.g., large unions), and suggestions from experts in the field. “Innovative” use cases will be determined by the project team within the context of the results of the scoping review and environmental scan and in consultation with EPID@Work and Ministry project stakeholders. **(Summer 2023)**

Status: Ongoing

This project is on-track.

The research team is wrapping up the scoping review and collecting data for the environmental scan. Results of that work will inform which employers will be selected for the case studies to be conducted Summer 2023 and likely into Fall 2023.

Research Team and roles:

Dr. Deborah Scharf (Primary Investigator)
Chelsea Noël (BSc, Grad Dip - Graduate Student Researcher)
Jillian Zitars (BA - Graduate Student Researcher)
Joanne C. Kao (MA - Graduate Student Researcher)
Chris Armiento (BSc - Research Assistant)
Shayla Stanovick (Research Assistant)
Lynn Martin (PhD - Co-Investigator, evaluation and KTM project lead)

Knowledge Transfer Strategies:

- **Academic channels:** At least two abstracts at professional conferences such as Canadian Psychological Association (CPA) and International Conference on Workplace Health and Safety, and two academic papers for submission to peer-reviewed journals.
- **Research brief and infographics:** Lay summary of research findings (3-4 pages), including bottom-line, up-front points of interest to employers considering investing in new or expanded employee behavioural health supports, plus visual depiction of key findings for employers.
- **Media release:** One paragraph summary of findings for distribution to commercial/business-oriented media outlets and worker advocacy groups
- **And more!** In partnership w/ EPID@Work KTM team

Target Audience:

Employers, employees, community behavioural health programs, Ministry of Labour, and researchers.

Linkage to MLITSD's *Prevention Works Strategy*:

- Objectives 1, 2, & 3
- Improve behavioural health supports for workers
- Reduce mental health (and addiction) stigma in the workplace by showcasing available supports and organizations that have successfully implemented supports, as well as synthesizing data that helps create a business case for employer-provided resources
- Some of the employer-selected supports may also assist with the early identification of symptoms
- Northern Ontario workplaces are often rural or remote. This project focuses on technology-based supports that have the potential to reach workers who are geographically isolated and who may have limited access to traditional, publicly funded services.

Funders:

EPID@Work - \$60,000

#0999: Traumatic stress and mental health impacts of the COVID-19 pandemic on front-line workers in homelessness services

Reasons for the project:

Canadian homelessness services frontline workers are known to work in high stress environments. At the onset of the COVID-19 pandemic, public health officials cautioned that frontline workers were at significant risk of adverse mental health effects from working in increasingly high-risk conditions. In this study, we report on changes to post-traumatic and secondary traumatic stress in among homelessness frontline workers in Calgary, Alberta before and during the COVID-19 pandemic, and within a cross-section of Canada-wide homelessness services frontline workers during the pandemic only.

Objectives of the project:

This study will provide understanding of the pandemic's impact on this vital workforce and identify and recommend organizational actions required for mitigating strategies for staff mental health. Given the sudden and protracted impact of the COVID-19 virus and the systemic challenges faced in the social services this is critical as understanding how these experiences are impacting frontline workers' mental health and authorities predict a second wave of infections that would seriously deplete an already highly stressed group of essential workers.

Methods:

Survey, administrative data analysis

Status:

Completed, September 2020 – August 2022

Research Team and roles:

J. Waegemakers-Schiff (Principal Investigator)
D. Scharf (Co-Investigator)
C. Noel (graduate student researcher)

Collaborators and Partners:

Multiple homelessness services agencies in Calgary, Toronto, New Brunswick, Thunder Bay, including Salvation Army, Shelter House in Thunder Bay, and Fred Victor in Toronto.

Knowledge Transfer Strategies:

Conference presentations, presentations to stakeholders, website and videos, peer-review publications.

Target Audience:

- Employers can benefit from learning about the breadth of impacts of the COVID-19 pandemic on employees' mental health and service delivery that may be a particular to their workplace culture and setting
- Employers can benefit from evidence-based research highlighting true prevalence and incidence of traumatic stress among Canadian Homelessness services workers during the COVID-19 pandemic
- The ministry of labour can create policies that facilitate/promote improvement of employee mental health, and mitigate the impacts of the COVID-19 pandemic on the prevalence and incidence of traumatic stress among Canadian homelessness services workers

- The Canadian homelessness services sector may be better equipped with knowledge to plan for service/resource/staffing allocations to mitigate the impacts of the COVID-19 pandemic on employees' mental health and service delivery
- Researchers can develop work/evaluation in this area, including grant applications to TriCouncil or other funders that builds upon this work

Linkage to MLITSD's *Prevention Works Strategy*:

This project has the potential to:

- Objective 1: Broaden the evidence base for the Canadian homelessness services sector profile of mental health vulnerabilities (e.g., to traumatic stress) and root causes of these vulnerabilities to identify, target and control such high-risk workplace hazards.
- Recommend organizational actions/ areas for growth required for mitigating strategies for staff mental health
- Objective 2: Help the OHS system better identify and understand who is being impacted by workplace injury and illness, and to better support vulnerable workers and organizations

Funders:

CIHR Grant #450325 - \$197,556

Related Research Summaries:

Campbell, S., Noël, C., Wilkinson, A., Schiff, R., & Schiff, J. W. (2023). "We actually came to a point where we had no staff": Perspectives of Senior Leadership in Canadian Homelessness Service Providers During COVID-19. *International Journal on Homelessness*, 3(1), 17-32.

Waegemakers Schiff, J., Weissman, E., Scharf, D., Schiff, R., Campbell, S., (2022). Traumatic Stress Among Canadian Homelessness Services Workers: Prevalence and Incidence During the Covid-19 Pandemic. (submitted)

Schiff, J. W., Weissman, E. P., Scharf, D., Schiff, R., Campbell, S., Knapp, J., & Jones, A. (2021). The impact of COVID-19 on research within the homeless services sector. *Housing, Care and Support*.

Presentations:

Waegemakers Schiff, J., Weissman, E., Scharf, D., Schiff, R., Campbell, S., (2022). Traumatic Stress Among Canadian Homelessness Services Workers: Prevalence and Incidence During the Covid-19 Pandemic. World Congress of Psychiatry. Bangkok, Aug 3 -6.

Campbell, S., Waegemakers Schiff, J., Weissman, E., Scharf, D., & Schiff, R., (2022). Traumatic Stress Among Canadian Homelessness Services Workers: Prevalence and Incidence During the Covid-19 Pandemic. Canadian Psychological Association. Calgary. June 17 – 19.

#0998: Experience, impacts and service needs of injured and ill workers in the WSIB process: evidence from Thunder Bay and District (Ontario, Canada)

URL: doi.org/10.24095/hpcdp.42.7.02

Reasons for the project:

Individuals experience negative physical, social, and psychological ramifications when they become hurt or ill at work. Ontario's Workplace Safety and Insurance Board (WSIB) is intended to mitigate these effects, yet the WSIB process can be difficult. Support for injured workers can be fragmented and scarce, especially in underserved areas.

Objectives of the project:

The purpose of this project is to describe the mental health and social service needs of injured workers in Thunder Bay who are engaged in the WSIB appeals process.

Methods:

Mixed-methods, qualitative, semi-structured interviews, web survey.

Status: Completed

2021 - 2022

Research Team and roles:

Deborah Scharf (Principal Investigator)
Chelsea Noël (BSc, Grad Dip, Graduate Student Researcher)
Joshua Hawkins (BA, GradDip, Graduate Student Researcher)
Jessie Lund (MA, Graduate Student Researcher)
Jewel Kozik (HBSoc, Research Assistant)
Anna Péfoyo Koné (PhD, Co-Investigator)

Collaborators and Partners:

Injured workers community legal clinic
Thunder Bay Injured Workers Support Group

Knowledge Transfer Strategies:

Stakeholder oral briefings (IWC, EPID@Work), conference presentations, peer-reviewed paper.

Target Audience:

The results of this work may be useful to policymakers and related agencies interested in building capacity and making reforms to improve outcomes for injured workers in need of mental health, social service, and legal aid.

Linkage to MLITSD's *Prevention Works Strategy*:

Objective 1: Build and use the best evidence to target initiatives, measure performance and increase system oversight.
Objective 2: Improve OHS knowledge and practices.

Funders:

Injured Workers Community Legal Clinic (IWC)

Project findings available in Open Access journals, platforms, or repositories:

Nöel C, Scharf D, Hawkins J, Lund J, Kozik J, & Koné Péfoyo A. (2022). Thunder Bay and District Injured and Ill Workers in the WSIB Process: Experiences, Impacts and Service Needs. *Health Promotion and Chronic Disease Prevention in Canada*. 24(7). <https://doi.org/10.24095/hpcdp.42.7.02>

Presentations:

Scharf D & McMahan M. (2022, May). Psychologists' perspectives on improving workplace mental health. Presented at the Mayday, Mayday OHCOW Online Conference.

Noël C, Hawkins J, Lund J, Kozik J, Koné A, & Scharf D. (2022, March). Experiences, Impacts and Service Needs of Injured and ill Workers in the WSIB Process: Evidence from Thunder Bay and District. EPID@Work EPID talks, Online Conference

Noël C, Hawkins J, Lund J, Kozik J, Koné A, & Scharf D. (2022, March). Experiences, Impacts and Service Needs of Injured and ill Workers in the WSIB Process: Evidence from Thunder Bay and District. Presented at Lakehead University's Research and Innovation Week – Online Conference.

Noël C, Hawkins J, Lund J, Kozik J, Koné A, & Scharf D. (2022, February). Experiences, Impacts and Service Needs of Injured and ill Workers in the WSIB Process: Evidence from Thunder Bay and District. Presented at the 2022 Showcase for Health Research – Online Conference.

Scharf D, Noël C, Hawkins J, Lund J, Kozic J, & Koné Péfoyo A. (2021, December). Thunder Bay and District Injured and Ill Workers in the WSIB Process: Experiences, Impacts and Service Needs. Presented at the National Conference on Disability and Work – Online Conference.

Noël C, Hawkins J, Lund J, Kozik J, Koné A, & Scharf D. (2021, November). Mental Health Needs of Workers in the WSIB Claims and Appeals Processes in NW Ontario. Presented at Work the Wellness Institute (WWi) Conference Series – Online Conference

Noël C, Hawkins J, Lund J, Kozik J, Koné A, Scharf D. (2021, June). Mental Health Needs of Thunder Bay and District Injured and Ill Workers in the WSIB Process. Submitted to Canadian Psychological Association's 82nd Annual National Convention 2021 – Online Conference.

Equity, Diversity and Inclusion

#1013: Understanding labour force participation, work productivity and disability from the Indigenous perspective: A Partnership with the Nokiiwin Tribal Council

URL: www.lakeheadu.ca/centre/epid/research/projects#nokiiwin

Reasons for the project:

What is known from the existing literature to improve labour force participation, work engagement, work productivity, and absenteeism through interventions (broadly speaking, workplace or policy change, etc.) addressing the following factors:

- ii) Safety climate and culture
- iii) Interpersonal conflict at work
- iv) Family-work conflict (including bereavement)
- v) Job stress (workload, multiple roles)
- vi) Supervisor and co-worker support

Objectives of the project:

The overall goal of this project is to identify opportunities to increase the labour force participation, productivity, and disability prevention of the Indigenous population in Canada by developing culturally sensitive policies and interventions. Specific objectives of this project include: determining the labour market participation of individuals; assessing the productivity levels of working individuals through measures of work engagement and presenteeism; ascertaining the levels of work disability within working individuals through measures of absenteeism; determining the association between workplace factors and labour market participation, productivity, and disability; and preliminarily identifying and developing interventions that will have the greatest impact in improving the labour market participation, productivity, and disability prevention; all within the communities of the Nokiiwin Tribal Council.

Methods: Cross-sectional survey, focus groups, scoping review

Status: Ongoing

Start date: June 2017; Planned completion date: December 31, 2023

Research Team and roles:

Dr. Vicki Kristman (Principal Investigator)
Dr. Helle Moeller (Co-investigator)
Dr. Chris Mushquash (Co-investigator)
Dr. Lori Chambers (Co-investigator)
Dr. Rebecca Schiff (Co-investigator)
Dr. Mirella Stroink (Co-investigator)
Dr. William Shaw, University of Connecticut (Co-investigator)
Dr. Monique Gignac, IWH (Co-investigator)
Ms. Kara Polson (Research Assistant)
Ms. Maryam Einshouka (Research Assistant)
Ms. Mannila Sandhu (Research Assistant)
Ms. Aynsley Klassen (Research Assistant)

Collaborators and Partners:

Nokiiwin Tribal Council

Knowledge Transfer Strategies:

Dissemination through EPID Talks, publications, lay persons reports; further strategies to be developed by the EPID KMI group

Target Audience:

Employers; Nokiiwin Tribal Council communities (and broader Indigenous populations)

Linkage to MLITSD's *Prevention Works Strategy*:

Objective 1: Build and use the best evidence to target initiatives and measure performance; Objective 2: Improve occupational health and safety (OHS) knowledge and practices; Objective 3: support workplace parties to fulfil their OHS roles and responsibilities and achieve excellence; System focus area 2: Addressing workplace mental health and workplace violence and harassment.

Funders: SSHRC Partnership Development Grant (\$200,000)

Project findings available in Open Access journals, platforms, or repositories. Will be open access

Related Research Summaries:

Infographic: Holistic approach to Indigenous Inclusion

Interviews and Articles:

O'Loughlin R, Kristman VL, Gilbeau A. Inclusion of Indigenous workers in workplace mental health. Equality, diversity and inclusion: an international journal. April 20, 2022 Online: <https://www.emerald.com/insight/2040-7149.htm>

Presentations:

O'Loughlin R. The meaning of work from an Indigenous perspective. EPID Talks. September 22, 2021. (Zoom Presentation)

O'Loughlin, RA, Kristman, VL, Gilbeau, A. Inclusion of Indigenous workers in workplace mental health. Panel: Gender, Work and Mental Health. Canadian Sociological Association Conference. Edmonton, AB. Congress of the Social Sciences. May 31, 2021 (Zoom Presentation).

Kristman VL, Gilbeau A, Herring MG. Understanding labour force participation, work productivity and disability in the Indigenous context. 2020 Showcase of Health Research, St. Joseph's Care Group, Thunder Bay, Ontario, February 7, 2020. (Poster presentation)

O'Loughlin R, Gilbeau A, Kristman VL. Safety in the workplace: Responses from Nokiiwin Tribal Council community members. 2020 Showcase of Health Research, St. Joseph's Care Group, Thunder Bay, Ontario, February 7, 2020. (Poster presentation)

Kristman VL, O'Loughlin R. Understanding First Nation Labour Force Participation. Mamowenchige Conference. Thunder Bay, Ontario, October 23, 2019. (Podium presentation)

Kristman VL, & O'Loughlin R. Research with the Nookiiwin Tribal Council. September 23, 2019. CSSE Conference

Kristman VL, Gilbeau A. "This permeates far beyond just the workplace": The importance of respecting, integrating, and incorporating Indigenous ways of living in the workplace. 10th Conference of the Canadian Association for Research on Work and Health (CARWH) Conference, Vancouver, BC, October 21 – 23, 2018. (Podium presentation)

#1014: Mixed methods study of immigrant parents' perception of factors contributing to and of strategies to prevent unintentional injuries in children in northern and Rural Ontario

URL: www.lakeheadu.ca/centre/epid/research/projects#mixed-methods

Reasons for the project:

Immigrant parents may have a different understanding of children's risk of injury and awareness of prevention strategies.

Objectives of the project:

1. Explore immigrant parents' knowledge and beliefs of the factors contributing to the risk of unintentional injury to children and the strategies that they can use to prevent such injuries (Phase one)
2. Examine the acceptability of injury prevention programs for immigrant parents (Phase two).

Methods:

To address the study's objectives, we need the combination to employ a cross-sectional design with a mixed quantitative (survey) and a qualitative (interview). The mixed-methods approach will enhance our understanding of immigrant parents' perceptions of the risk factors of children's unintentional injury and their perceived acceptability of prevention programs in rural areas. This study has two phases.

- In Phase 1, the participants will engage in semi-structured interviews to discuss their understanding of the factors contributing to unintentional injury and the use of prevention strategies.
- In Phase 2, they will be asked to rate the acceptability of the programs (perceived appropriateness and relevance) using a valid scale. They will then share via an interview aspect of the programs that are acceptable and feasible from their perspectives, share the barriers and facilitators to accessing and using the programs; and suggest ways to modify the programs to make them more accessible and responsive to their needs, cultural beliefs, and values.

Status: Ongoing

To be completed March 2024

Research Team and roles:

Dr. Manal Alzghoul (Principal Investigator)

Dr. Vicki Kristman (Co-investigator)

Dr. Souraya Sidani (Ryerson University) (Co-investigator)

Smruthi Venkateshan (Student)

Fatemeh Zevari (Student)

Collaborators and Partners:

Ryerson University

Knowledge Transfer Strategies:

1. We will provide a community event (workshop) to disseminate the findings to participants, community leaders, and stakeholders. The workshop will be held in the four cities (i.e., Thunder Bay, Sudbury, North Bay, and Sault Ste. Marie).
2. The findings will be shared widely in peer-reviewed publications.

3. Findings will be presented by infographics, lay reports, lay presentations, EPID@Work and Talks presentations.

Target Audience:

Health care organizations; immigrant families; multicultural associations

Linkage to MLITSD's Prevention Works Strategy:

Objective 1: Build and use the best evidence to target initiatives, measure performance and increase system oversight.

Funders:

SSHRC- IDG

Interviews and Articles:

Alzghoul MM. Immigrant Parents' Perceptions of Unintentional Injury Prevention in Children: A Qualitative Study from Ontario, Canada. (submitted).

Presentations:

Alzghoul MM. Immigrant parents' perceptions of unintentional injury prevention in children. 19th International Congress of Qualitative Inquiry. Champaign, Illinois, USA. (Accepted for presentation).

Immigrant parents' experiences and perceptions of EXPERIENCES AND PERCEPTIONS OF unintentional home injury risks and prevention in children in Northwestern Ontario (NWO). (Accepted for presentation). ICN. Montreal. Canada

Workshop:

Injury Prevention in School -aged Children Workshop for Immigrant Parents in Thunder Bay. 2022

Injury Prevention in School -aged Children Workshop for Immigrant Parents in St. Catharines. Planned for summer 2023

#1015: Awareness of and existing tools for occupational health and safety in immigrants: A systematic review

Reasons for the project:

This project will identify knowledge gaps regarding occupational health and safety (OHS) for immigrant workers in Ontario. An inventory of existing tools for awareness will establish interventions for tailoring and local implementation and evaluation.

Objectives of the project:

1. To determine the level of awareness of OHS in immigrants in the industrial sector.
2. To identify the best evidence and tools for tailoring and implementation for local immigrant groups.

Methods:

Systematic review

Status: Ongoing

Research Team and roles:

Dr. Manal Alzghoul (primary investigator)
Dr. Vicki Kristman (co-investigator)
Dr. Karen McQueen (co-investigator)
Smruthi Venkateshan (research assistant/student)
Shahram Zaheer (research assistant/student)

Collaborators and Partners:

Collaboration and Partnerships: HSAs and Thunder Bay Multicultural Association, Muslim Association, Youth Multicultural Association

Knowledge Transfer Strategies:

Findings will be presented by infographics, lay reports, lay presentations, EPID@Work Talks presentations, and published papers.

Target Audience:

Immigrant workers, employers

Linkage to MLITSD's *Prevention Works* Strategy:

Objective 1: Build and use the best evidence to target initiatives, measure performance and increase system oversight

Objective 2: Improve OHS knowledge and practices

Objective 3: Support workplace parties to fulfil their OHS roles and responsibilities and achieve excellence

Funders:

EPID@Work - \$50,000

Project findings available in Open Access journals, platforms, or repositories:

The project is at the full-text review stage, it will be published and shared publicly when completed.

#1016: COVID-19 and policing in Ontario: Preparing for future pandemics

URL: www.lakeheadu.ca/centre/epid/research/projects#policing

Reasons for the project:

The COVID-19 pandemic underscored that many nations were ill-prepared to respond to a contagious, life-threatening virus. However, this event has given cause and opportunity to conduct the research necessary to assist community partners now and future generations in their preparedness for pandemics.

Objectives of the project:

Study 1: Calls for Service and Officer Workload

- How did distributions of police calls for service and police work change during the pandemic?

Study 2: Pandemic Policies

- How was officer wellness (e.g., sick days, leave) affected by the pandemic?
- What policies did police services adopt in response to the pandemic?
- Understand police officer's attitudes and health amidst the Covid-19 pandemic.

Methods:

Mixed methods

Status: Ongoing

Data analysis for the class for service project is complete and we are proceeding with results write-up. Data analysis for the officer work study is complete and we are proceeding with results write up. Data analysis and results write-up is complete for the procedures component of the project.

Research Team and roles:

Dr. Alana Saulnier (Principal Investigator)
Dr. Vicki Kristman (Co-investigator)
Dr. Daniel Krupp (Co-investigator)
Dr. Victoria Sytsma (Collaborator)
Ms. Mannila Sandhu (Research Staff)
Ms. Emily Boyko (Research Staff)

Collaborators and Partners:

Durham Regional Police Service	Barrie Police Service
Belleville Police Service	Brockville Police Service
Chatham-Kent Police Service	City of Kawartha Lakes Police Service
Cobourg Police	Cornwall Police Service
Halton Regional Police Service	Niagara Regional Police Service
North Bay Police Service	Ottawa Police Service
Owen Sound Police Service	Peterborough Police Service
Port Hope Police Service	South Simcoe Police Service
Strathroy-Caradoc Police Service	Thunder Bay Police Service
West Grey Police Service	York Regional Police
Lakehead University	

Knowledge Transfer Strategies:

Dissemination through EPID Talks, publications, lay persons reports; further strategies to be developed by the EPID Knowledge Mobilization and Implementation group.

Target Audience:

Audience includes police organizations, community services, municipal government. Significance to understand the effects Covid-19 had on policing which may help us better prepare for future pandemics.

Linkage to MLITSD's *Prevention Works Strategy*:

Build and use the best evidence to target initiatives and measure performance; Improve occupational health and safety (OHS) knowledge and practices; support workplace parties to fulfil their OHS roles and responsibilities and achieve excellence; Make OHS easier for small businesses; Addressing workplace mental health and workplace violence and harassment; and preventing occupational illnesses.

Funders:

SSHRC

Project findings available in Open Access journals, platforms, or repositories.

We have not yet presented or published any of the data for this project. A civil emergency guidance has been prepared that is in draft form to be shared with the Ontario Association of Chiefs of Police as well as the Canadian Association of Chiefs of Police. A manuscript outlining the results of the procedures review and the production of the civil emergency guidance is in preparation.

Presentations:

Two abstracts for submissions have been made to the American Society of Criminology conference in 2023 – focused on the officer work (time on and off) and calls for service components of the project.

#1017: Enroute to recovery: Diversity and vulnerability in care work during and after the COVID-19 pandemic

Reasons for the project:

Our project will focus on employees performing vital COVID-19 related jobs: providing individual care to vulnerable clients in both organizational and home settings. We will examine how diverse people (in Finland, Canada, Scotland/UK and South Africa) who work/have worked in formal and informal care address challenges by collaboratively examining their ideas to ease risks and develop opportunities to deliver and receive care. Specifically, we will analyze how care workers in precarious positions (women, LGBTI2S people, and migrant status or minority ethnic people) are experiencing COVID-19 crises in their work, and how they see a post-pandemic future.

Objectives of the project:

We will apply innovative qualitative methods to investigate how care sector workers have experienced the pandemic and how they see their post-pandemic times at work.

Methods:

Qualitative interviews, photovoice, sound sourcing and a systematic literature review

Status:

April 2022 to September 2024

Research Team and roles:

Dr. Marjut Jyrkinen, University of Helsinki, (Principal Investigator)
Dr. Kathy Sanderson, Lakehead University (Co-Investigator, Canada)
Dr. Linda McKie, University of Edinburgh (Co-Investigator, UK)
Dr. Floretta Boonzaier, University of Cape Town (Co-Investigator, South Africa)
Multiple other researchers from each country

Collaborators and Partners:

Home Care, Domiciliary Care, and Long-Term Care Provider Organizations in each country.

Knowledge Transfer Strategies:

International Conferences, Academic Publications, Living Labs, Book proposal submitted

Target Audience:

Academics, policy makers, health care decision makers

Linkage to MLITSD's Prevention Works Strategy:

Build and use the best evidence to target initiatives and measure performance; Improve occupational health and safety (OHS) knowledge and practices.

Funders:

Transatlantic Platform, \$1.1 million, \$200,000 for Canada

#2003 ACED Job accommodation and communication planning tool (JDAPT) testing

URL: aced.iwh.on.ca

Reasons for the project:

The Accommodating and Communicating about Episodic Disabilities (ACED) partnership team is comprised of researchers and partner organizations who are focused on developing interactive, tailored, evidence-based supports to improve access to employment and the sustainability of work for persons living with physical and mental health disabilities. Several of our partner organizations work directly with persons living with a disability, including the Canadian Mental Health Association, Arthritis Society, Crohn's and Colitis Canada, Multiple Sclerosis Society of Canada, Realize Canada, and Workplace Strategies for Mental Health. Other partners are the Institute for Work & Health and the Ontario Ministry of Labour, Training and Skills Development. We have developed the Job Demands and Accommodation Planning Tool (JDAPT), which is an easy-to-use online tool that helps individuals identify the demands of a job that may be difficult. The JDAPT is interactive and personalized, allowing individuals to respond to questions about their needs, and current or potential future job demands.

Recently, the JDAPT won the grand prize in the MaRS and CIBC Inclusive Design Challenge: Support at Work. We are currently conducting additional evaluation research into the JDAPT.

Objectives of the project:

1. To test the online worker version of the JDAPT in small to medium size businesses and industries in the north. We have begun a 9-month study where workers complete the JDAPT and answer questions about its potential usefulness. Participants complete a baseline survey and the JDAPT (baseline) with follow-up questionnaires 3 months and 9 months post-baseline. To ensure the JDAPT's efficacy, we would like to enhance our sampling with more men, workers from small and medium sized organizations, and primary industry sectors in northern Ontario (e.g., forestry, mining). We are looking to recruit about 50 new respondents to add to our existing sample of ~140 participants.
2. To conduct preliminary research with specific groups to assess interest in adapting the JDAPT to the specific needs of different groups. This may include Indigenous workers, workers in mining and workers in forestry.

Methods:

1. Objective 1: we are conducting a pre-post-follow-up study to perform an initial pilot evaluation of the JDAPT. For ethical and practical reasons, we have not randomly assigned individuals with disabilities to a control or intervention arm of the study. Instead, all participants complete the JDAPT and act as their own controls in follow-up assessments. There is no separate control group as there are currently no best practices in place for providing support to workers with disabilities, and we were concerned about the ethics of not providing workers with support ideas if they wanted to participate in the study and needed help.
2. Objective 2: will begin with initial stakeholder meetings to assess the desirability and feasibility of tailored JDAPTs. If assessed as important by one or more groups, we will conduct one-to-one interviews or focus groups to get input on the current JDAPT and ways that job demands or support ideas can be enhanced.

Status: Ongoing

We have expanded recruitment for the evaluation component of the study to include participants from the north with recruitment assistance from V. Kristman. These participants will complete three waves of

data collection for use and relevance of the JDAPT (baseline, 3-month follow-up, 9-month follow-up). To date, all 3-month follow-up surveys are completed with 9-month follow-up questionnaires underway. We are delaying other components of the research until evaluation data are further along and we have reached out to partners for their interest in the project.

Research Team and roles:

Monique A. M. Gignac (Principal Investigator)
Vicki Kristman (Co-investigator)
P. Smith (Co-investigator)
Selected members of the ACED team as needed

Collaborators and Partners:

ACED partnership team
Institute for Work & Health (note: this research is an enhancement of a study supported by IWH with an additional, new focus on northern workers that links to the research of EPID@Work)

Knowledge Transfer Strategies:

ACED has a standing committee of partners focused on KTE. It also has a KTE associate at the Institute for Work & Health. ACED has its own website (<https://aced.iwh.on.ca>) and a broad KTE plan for dissemination and uptake of new tools and resources. This plan would be modified to include new partners representing key interest groups related to objectives 1 and 2.

Target Audience:

Worker and workplace representatives (e.g., supervisors, HR representatives, disability managers, labour representatives).

Linkage to MLITSD's *Prevention Works Strategy*:

This project links to several objectives in the Prevention Works Strategy. They include objective 1 to build and use the best evidence to target initiatives, measure performance, and increase system oversight; objective 2 to improve OHS knowledge and practices, especially as they relate to working with a disability and support and accommodation planning; and objective 3 to support workplaces to fulfil their OHS roles and responsibilities, especially with new tools and resources.

Funders:

- Canadian Institutes of Health Research (CIHR) & Social Sciences & Humanities Research Council (SSHRC) as part of the Healthy and Productive Work (HPW) Partnership initiative
- Employment and Social Development Canada (ESDC)

Project findings available in Open Access journals, platforms, or repositories.

Data collection and analyses are underway. However, early feasibility work has been published:

Gignac MAM, Bowring J, Tonima S, Franche R-L, Thompson A, Jetha A, Smith PM, Macdermid JC, Shaw WS, Van Eerd D, Beaton DE, Irvin E, Tompa E, Saunders R. (2022). A sensibility assessment of the Job Demands and Accommodation Planning Tool (JDAPT): A tool to help workers with an episodic disability plan workplace support. *Journal of Occupational Rehabilitation*. <https://doi.org/10.1007/s10926-022-10057-4>.

Related Research Summaries:

Please see the project website for a complete list of research, summaries and other information that has been published about the research.

Interviews and Articles:

Gignac MAM, & Vu U. (2023). Introducing the JDAPT: A tool to help workers with chronic conditions access support. Ontario Occupational Health Nurses Association (OOHNA) Journal, 42(1), 41-44.

Website links to the Job Demands and Accommodation Planning Tool (JDAPT)

Alberta Learning Information Service (ALIS): An Alberta government website to *support career, learning, and employment goals and success*. <https://alis.alberta.ca/tools-and-resources/resources-for-people-with-disabilities/doing-well-at-work-when-you-have-a-disability/>

Media Coverage

“Older workers not prone to ask for employer support citing ageism and other issues.” Rehab and Community Care Medicine, Spring 2023. <https://www.rehabmagazine.ca/featured-carousel/older-workers-not-prone-to-ask-for-employer-support-citing-ageism-and-other-issues/> PDF version: <https://www.bluetoad.com/publication/?m=1929&i=789088&p=12&ver=html5>

Podcast: Canada HR News Podcast, March 20, 2023. <https://canadahrnews.buzzsprout.com/1947025/12477150-march-20-2023> (~ 7 minutes into the show)

“Tech update: Digital tool offers help to workers with health issues...” Toronto Star, March 23, 2023. <https://www.thestar.com/business/mars/2023/03/23/tech-update-digital-tool-offers-help-for-workers-with-health-issues-and-canadian-firms-need-to-brush-up-on-cybersecurity.html>.

“Accommodation tools bridge gaps between workers and employers: IWH resources help manage chronic and episodic conditions” Canadian Occupational Safety, March 17, 2023: featured on the home page: <https://www.thesafetymag.com/ca>. Article: <https://www.thesafetymag.com/ca/news/general/accommodation-tools-bridge-gaps-between-workers-and-employers/439950>

“Tool to help workers with chronic and episodic health conditions” Canadian Occupational Safety, March 8, 2023. <https://www.thesafetymag.com/ca/topics/technology/tool-to-help-workers-with-chronic-and-episodic-health-conditions/438794>

Presentations:

Gignac MAM. (2023). Unveiling the JDAPT: A new interactive tool to identify work-related support strategies for workers with chronic conditions and disability. Open plenary for the Institute for Work & Health’s Speaker Series Webinar, March 21, 2023 (~ 503 participants nationally and internationally).

Gignac MAM. (2023, March). Accommodating mental health conditions in the workplace: The need for a new approach. Presented at the 2023 Realize Annual Summit on Disability and Employment: Centering Mental Health at Work. March 21, 2023 (~302 national attendees).

Gignac MAM. (2023, March). Unveiling the JDAPT: A new interactive tool to identify work-related support strategies for workers with chronic conditions and disability. Presented at the 2023 Realize Annual Summit on Disability and Employment: Centering Mental Health at Work. March 22, 2023 (~245 participants).

Gignac MAM. (2023, January). The Job Demands and Accommodation Planning Tool (JDAPT): An Overview. Invited presentation to the MS Society of Canada, January 30, 2023.

#1018: Evaluation of the WSN safe driving on forest roads training program

URL: www.lakeheadu.ca/centre/epid/research/projects#wsn

Reasons for the project:

One of the major challenges facing the forest industry is a shifting demographic. Many of the experienced drivers are transitioning to retirement and there is now an influx of new drivers, many of whom do not have experience driving on forest roads. The logging workplace risk assessment, which was completed in November 2017, identified distracted driving as the top risk for the sector.

Objectives of the project:

- Quantify the effect of a Safe Driving on Forest Roads training program on self-reported forest road driving behaviour and forest road driving knowledge
- Conduct a process evaluation to determine the reach, compliance, appreciation, usage barriers, and users' perceived effectiveness of the training program

Methods:

Quasi-experimental design (pre-training, 3 and 6 months post-training), qualitative interviews

Status: Ongoing

Start date: June 2021, End-date Sept 2023

Research Team and roles:

Dr. Vicki Kristman (Principal Investigator)

Dr. Michel Bedard (Co-investigator)

Ms. Emily Boyko (Research Assistant)

Ms. Brianna Belanger (Research Assistant)

Ms. Mannila Sandhu (Research Assistant)

Ms. Aynsley Klassen (Research Assistant)

Collaborators and Partners:

Chris Serratore (WSN)

Kelly Ann Smith (WSN)

Tom Welton (WSN)

Knowledge Transfer Strategies:

Dissemination through EPID Talks, publications, lay persons reports; further strategies to be developed by the EPID Knowledge Mobilization and Implementation group.

Target Audience:

Forestry sector employers; Forestry Road workers; Workplace Safety North. Significance to determine if the WSN training program translates to safer roads and thus is an effective tool.

Linkage to MLITSD's *Prevention Works Strategy*:

Objective 1: Build and use the best evidence to target initiatives and measure performance

Objective 2: Improve occupational health and safety (OHS) knowledge and practices

Objective 3: support workplace parties to fulfil their OHS roles and responsibilities and achieve excellence.

Funders: Workplace Safety North (\$30,912)

Project findings available in Open Access journals, platforms, or repositories. Will be published in open access journal or posted in repository

#1019: Small Business, Big Hurdles? A mixed-methods approach to identify and address the barriers for implementation of occupational health, safety and wellness practices

Reasons for the project:

Very little is known about what motivates small employers to initiate programs to protect and promote the health of their workers. Gaining knowledge into what motivates some small employers to prioritize worker health and what it would take to encourage others to do so is important for building the foundation of successful interventions.

Objectives of the project:

For small business owners who are health and safety champions, what are the motivations, rationalizations, and perceived and known benefits of their actions?

Methods:

In depth interviews and videos with health and safety champions

Status: Ongoing

January to September 2023

Research Team and roles:

Dr. Kathy Sanderson (Principal Investigator)

Dr. Vicki Kristman (Co-Investigator)

Research Assistants/Students

Collaborators and Partners:

Superior Mental Wellness at Work

Knowledge Transfer Strategies:

Three short videos will be developed to highlight the reasons why small business would benefit from Health and Safety programs.

Target Audience:

Small business owners in Northwestern Ontario, health and safety professionals, business associations and municipalities, academics.

Linkage to MLITSD's Prevention Works Strategy:

This project will focus on the Knowledge Continuum areas of Themes 3, 4 and 5, as this project includes applied research that addresses the motivations of small business owners

Funders:

EPID@Work, \$81,000

Knowledge Mobilization and Implementation

During our first reporting period we were unable to launch any Knowledge, Mobilization and Implementation (KMI)-specific projects as we needed to first build the KMI group. During this period, we hired a KMI Scientist: Dr. Marilee Nugent will start in August 2023, so we expect to be able to report some research activity from this group in next year's accomplishments report.

Seed Grants

How is stigma described and discussed in the injured worker literature? A scoping review

Reasons for the project:

Our team's cursory investigation of the injured worker literature has suggested to us that the term "stigma" is rarely used; stigma is discussed, but not necessarily using that or related terms. Rather, the experiences and contexts in which stigma exist are described, but without application of a stigma lens, which diminishes the awareness and the action to correct the impact of stigma on injured workers. This also makes it challenging for researchers to identify, access, and gain insight into injured worker stigma (for example, when attempting a systematic review, or other ways of using the literature to impact anti-stigma policy and intervention).

Objectives of the project:

To understand how stigma is talked about, referenced, described, and discussed in the existing literature base (the aim of the proposed project).

Methods:

Scoping review

Status

Ongoing. March 15, 2023 – March 14, 2024

Researcher Team and roles:

Dr. Amanda Maranzan (Principal Investigator)
Lynn Cooper (Canadian Injured Workers' Alliance – Research Coordinator)
Minerva Porelle (Canadian Injured Workers Alliance – National Coordinator)
Dr. Lynn Shaw (Western University)
Lauren Reynolds (Graduate Student)
Mila Popovic (Graduate Student)
Chelsea Noël (Graduate Student)

Knowledge Transfer Strategies:

- Plain language summaries, French language translation (CIWA website & social media)
- Publication
- Conference presentation
- EPIDTalk seminar

Target Audience:

Project findings are directly relevant to stakeholders including injured workers, employers, union representatives, health care and other providers, insurance providers and disability organizations. Findings are directly relevant to CIWA's current discussions with the Federal Minister of Labour regarding health and safety for workers in the forest industry.

Linkage to MLITSD's *Prevention Works Strategy*:

Objective #1 – This project will help the OHS system to better support vulnerable workers (i.e., injured workers) in Ontario.

Funders:

- EPID@Work – Seed Grant (\$20,000)
- This seed funding will support development of a SSHRC Partnership Development Grant (expected competition date: winter/spring 2024). This funding will extend our current work on injured workers' stigma.

Moral Distress During the Pandemic: Impacts on the Mental Health of Long-Term Care Home Staff

Reasons for the project:

With the greatest number of resident deaths internationally, the pandemic has disproportionately affected Canadian long-term care (LTC) homes. The pandemic, with COVID-19 restrictions in LTC homes, has led to an increase in ethical dilemmas and everyday ethical situations, resulting in moral distress among staff. Moral distress is an emotional response experienced by health care workers who face ethical dilemmas when constraints on what they can do conflict with values and what they know should be done to adequately provide care. Moral distress can lead to job dissatisfaction, burnout, and ultimately termination of employment. To date, few studies have elicited staff stories for description and context related to moral distress during the pandemic. The research question for this study is: What are LTC home staff's experiences of moral distress during the pandemic, and the subsequent impacts on their mental health, as well as their resilience and adaptation.

Objectives of the project:

The purpose of this qualitative study is to gain an in-depth understanding of local LTC home staff's experiences of moral distress during the pandemic, and the subsequent impacts on their mental health, as well as their resilience and adaptation.

Methods:

We will employ a critical feminist lens to explore embedded power relations of gender, race, or status and the structural factors that lead to discrimination and possible exclusion. We will use maximum variation sampling and attempt to acquire an equal number of men and women, nurses (registered nurses, registered practical nurses) and PSWs, of various ethnicities. To analyze data, we will use a voice-centered relational approach to locate participants' situatedness in relation to other health care workers, managers, and the structures that shape day-to-day experiences in LTC homes. For purposes of this study, structures are dominant ideological groups (e.g., family, government, College of Nurses of Ontario) that shape roles and relationships.

Status:

Ongoing, March 2023 to March 2024

We will start recruiting participants after acquiring research ethics board approval from Lakehead University (submitted) and St. Joseph's Care Group in Thunder Bay. Data collection will occur through to February 2024. We will analyze data concurrently with data collection, which is typical for qualitative studies.

Research Team and role:

Dr. Sutherland (Principal Applicant) - Associate Professor in the School of Nursing. She will be supervising and assisting the Graduate Research Assistant on recruiting, data collection, data analysis, and knowledge mobilization.

Dr. Wiersma - Associate Professor in Health Sciences and Associate Director for the Centre for Research and Education on Aging and Health. She will assist with recruitment strategies and be a consultant for the processes related to the study.

Dr. Lynn Martin - Professor in Health Sciences, Research Associate at EPID@Work, will be a consultant on the research processes related to the study and ensure that we are aligned with EPID@Work mandate.

Dr. David Thompson - Associate Professor in the School of Nursing will be a consultant on the research processes of the study.

Caroline Sabotig (Graduate Research Assistant) - is the graduate student training to conduct research. She will be trained to complete ethics applications, recruit participants, collect and analyze data, and disseminate knowledge.

Collaborators and Partnerships:

We will interact with LTC home administrators, clinical managers, staff, and other health care workers within the LTC homes. During knowledge mobilization, we will interact with stakeholders via EPID@Work Talks and other LTC homes through our networks at CERAH.

Knowledge Transfer Strategies:

We will use a three-level pronged knowledge translation strategy informed by the Knowledge to Action Framework. Specifically, we will tailor our knowledge mobilization approaches to align with preferences of end users.

- First, we will disseminate findings to local LTC home administrators (e.g., report) and health care workers through break-time hubs and lunch and learn sessions. We would also have an opportunity to present findings in the lunch and learn seminars at the CERAH. These seminars are broadcast widely to LTC homes and hospitals across Ontario. Currently, there are few supports for paid caregivers' concerns and advocacy plans for change in northwestern Ontario. If interest is shown, we will facilitate the initiation of such a group.
- Second, we will use traditional ways to disseminate findings at relevant work-related injury and disability conferences and journals (e.g., Journal of Occupational Health Nurses Association, Journal of Occupational Rehabilitation). We will also request to participate in EPID@Work Talks and discuss study findings.
- Third, findings from this study may inform the development of a tool to assess moral distress and impacts on mental health for LTC home staff. These findings may be linked to LTC home inter-RAI data to determine relationships between staff distress/mental health and indicators of quality of care, for example. This may be the impetus to apply for a CIHR project grant. We also would be interested in discussing with EPID@Work researchers the use of a voice-centered relational approach and/or our critical feminist lens to help build capacity within the research institute.

Target Audience:

Findings from this study will produce new knowledge that will be important to assist with retention of LTC home staff, particularly during potentially dangerous outbreaks of infectious diseases. This new knowledge may inform future tools to assess mental health due to moral distress. Additionally, this study may help to empower nurses and PSWs who may not have opportunities to voice their concerns.

Linkage to MLITSD's *Prevention Works* Strategy:

This study will aid in identifying root causes of moral issues and mental health issues in LTC homes during the pandemic. We will also help to develop best evidence on known and suspected markers of workplace vulnerability (for example, gender, race and class) – as well as factors that show how a worker is vulnerable (for example, empowerment to participate in decision-making) – to develop interventions to better support vulnerable workers.

Funders:

EPID@Work - Seed Grant (\$19,960)

Addiction Disability: Workplace Attitudes and Practices in Northwestern Ontario

Reasons for the project:

Despite addiction being designated as a disability under the Ontario Human Rights Code, there has been little Canadian research regarding addiction disability in the workplace. The goal of this project is to address this knowledge gap by exploring the attitudes and beliefs of employers and employees. Focusing on Northwestern Ontario, an exploratory survey will gather perspectives and experiences from employers and employees to examine their attitudes, beliefs and understanding of addiction as a disability as well as workplace support systems, such as required accommodations.

Objectives of the project:

The project will expand research in the area of addiction disability and the workplace by engaging employers and employees in order to understand their views about addiction as a disability. Expected outcomes include increased knowledge about how addiction is supported as a disability, increased knowledge about attitudes and beliefs, increased understanding of environments that are conducive to disclosures, and increased awareness about accommodations provided.

Methods:

This project will employ an exploratory survey using a tripartite approach to reach employers, employees with an addiction, and employees without an addiction. The estimated sample size is 100 participants.

Status:

Ongoing, March 2023 to March 2024

A research assistant has been hired to support the study. The current focus is training the research assistant as an HQP and completing a comprehensive literature review. The literature review will inform the development of the study survey. After the REB submission and approval in the summer of 2023, participant recruitment will begin in the early fall of 2023. Data collection and analysis will occur in the remaining months of the project.

Researchers Team and roles:

Dr. Abigale Sprakes (Principal Investigator)

Dr. Kathy Sanderson (Co-Investigator)

Sydney Ambury (Research Assistant)

Maris Murray (Research Assistant)

Collaborators and Partnerships:

In collaboration with EPID@Work, the study will engage with pre-existing networks, organizations, businesses, and membership bodies in Northwestern Ontario.

Knowledge Transfer Strategies:

In collaboration with EPID@Work, the study will employ a multi-platform dissemination strategy to share its findings. Knowledge transfer will include a publication, summary report with infographics, EPID Talks, workplace workshops/webinars, and a possible conference presentation.

Target Audience:

Targeting organizations, businesses and membership bodies in Northwestern Ontario, this study will provide insights into values and beliefs about addiction as a disability in the workplace. These insights will inform how workplaces currently perceive individuals with an addiction, addiction as a disability, and how accommodations are applied and received. The targeted journal for publication is the Canadian Journal of Administrative Sciences.

Linkage to MLITSD's Prevention Works Strategy:

The current study aligns with the MLITSD's 5 year-strategy based on the systems focus of expanding two areas, occupational illness and work-related mental health. Due to the high comorbidity rate of mental health and addiction, this study will support the expansion of understanding work-related mental health with a focus on addiction.

Funders:

EPID@Work - Seed Grant (\$20,000)

Knowledge Mobilization Activities

Knowledge Mobilization (KM) at the EPID@Work Research Institute (EPID) is the process of collaborating and exchanging information with community stakeholders and the greater research community in all phases of the research process. We use community-based, transdisciplinary, and multi-method approaches to address each phase of the creation process.

In 2022/23 our focus for KM was on foundational activities, building the team, developing a framework, establishing protocols, further developing the EPID brand, enhancing our community network and outreach, and continuing with project-specific knowledge mobilization activities.

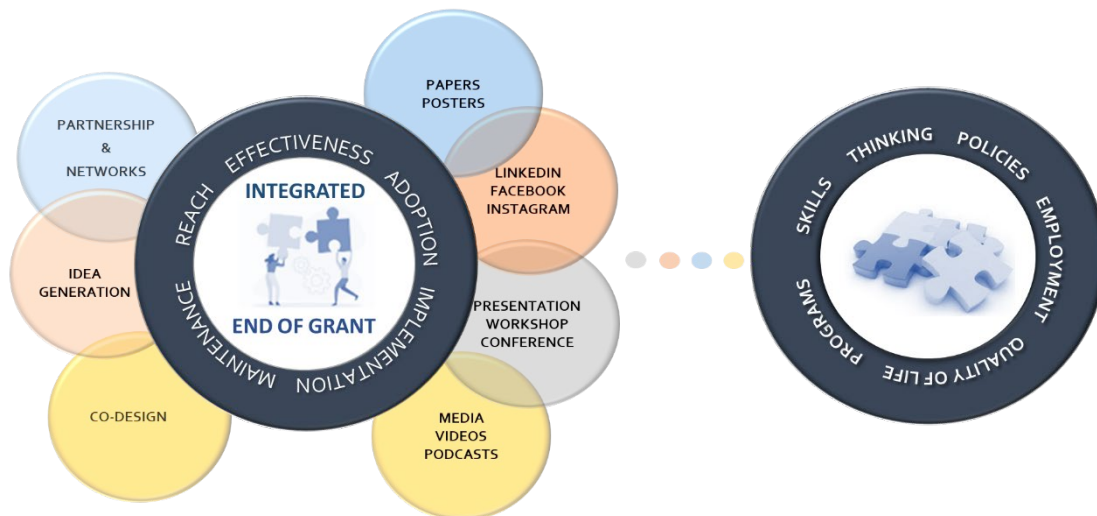
Recruitment

With respect to building the KM Team, EPID has successfully recruited the following positions:

- Knowledge Mobilization and Integration Lead – January 2023
- Communications Specialist – April 2023
- Knowledge Mobilization Scientist – August 2023

Knowledge Mobilization Framework and Performance Indicators

The KM framework adopted by EPID aligns with the Ministry’s RE-AIM framework and allows for integrated and end-of-grant knowledge mobilization; using various channels for outreach, our end goal is to impact thinking, policies, programs, employment, skills, and quality of life (see below). The channels selected for use by EPID reflect usage data specific to Northwestern Ontario. EPID has also taken into consideration best practices in knowledge mobilization with Indigenous communities.



We have also developed preliminary baseline performance indicators to chart progress and impact. The performance indicators focus on reach, research projects, distribution, collaboration, and partnerships.

Reach

- Number of opportunities for informal engagement with stakeholders across Northwestern Ontario
- Number of channels to communicate research results

- Number of media venues and type of exposure
- Overall number of people reached

Research Projects

- Number of research proposals submitted
- Number of peer reviewed papers, presentations, and citations
- Number of articles/research summaries in external non-academic publications
- Number of research projects with KM plans

Distribution

- Number of fact sheets, tools, infographics, and videos made available to the community
- Number of copies of products/downloads distributed
- Number of events to share knowledge

Collaboration and Partnership

- Community and social network growth
- Number of partnerships created
- Number of referrals received from the community

EPID Branding

To build our brand and further develop relationships with stakeholder audiences, EPID has modernized our logo and plans are underway to revamp the EPID website with a more interactive and community-oriented approach. We are pleased to present EPID's new logo which is an abstract icon representing the human body and community - both of which are central to EPID's research mandate.



EPID's website redesign goal is to create a website that is accessible, community-oriented, communicative, and effective. The main audience for the website is community (workers, employers, community organizations and researchers/students). Our value proposition will highlight to our stakeholders why our research is important and how they can get involved.

Community Network and Outreach

In tandem with EPID's Northwestern Ontario Worker and Workplace Cohort Health Study, we are building our community network to support both the research institute and the cohort study. Our initial network development goal focuses on the industrial sectors participating in the cohort study and the health and safety system. Sectors where we have developed or strengthened engagement are as follows: mining, construction, health care (hospital, nurse, and paramedic organizations), injured workers, Indigenous organizations and communities, government ministries and health and safety partners.

EPID is also formally signing a Partnership Agreement with the Nookiiwin Tribal Council on June 5, 2023 to solidify our ongoing relationship with the G'minoomaadozimin Initiative and research interests.

EPID Talks are a key knowledge mobilization venue that brings the community and researchers together to share research findings, engage in dialogue, and strengthen community links. EPID has hosted seven (7) hybrid EPID Talks that have featured a variety of presenters (ranging from one to three presenters at a given time). Participation in EPID Talks has ranged as high as fifty-five registrants. Our goal is to host five (5) community EPID talks per fiscal year. Planning is also underway for an EPID community conference in October of 2023. The conference will host leadership and community panels commenting on research in Northwestern Ontario, highlight EPID research, and provide knowledge mobilization training. Social media will play a prominent role in community outreach and knowledge mobilization. Based on Northwestern Ontario usage data, EPID has enhanced its presence on LinkedIn as an employer and researcher venue and added Facebook and Instagram as community social media venues. Since the onboarding of our Communications Specialist, our LinkedIn page following has grown by 55% and we have launched both our Instagram and Facebook pages.

Knowledge Mobilization Achievements

- **Community /Partner Consultations and Presentations**

- Health and Safety Partners
 - WSN June 20, 2022
 - IHSA February 24, 2023 / March 8, 2023
 - PSHSA February 24, 2023
 - WSPS February 24, 2023
 - OHCOW February 24, 2023
 - WSIB February 13, 2023 / January 27, 2023 / December 15, 2022
- Mining Sector
 - Ontario Mining Association March 31, 2023
 - Impala Canada March 29, 2023 / March 31, 2023
 - Evolution Mining March 31, 2023
 - Newmont March 31, 2023 / February 3, 2023 / December 8, 2022
 - New Gold Inc. March 31, 2023
 - Treasury Metals March 31, 2023
- Paramedics (Scheduled)
- Government
 - MLITSD March 22, 2023
 - Ministry of Health Scheduled
- Healthcare (Scheduled)
- Construction
 - NWO Labour Management March 8, 2023
 - Construction Association of Thunder Bay March 8, 2023
 - Plumbers March 8, 2023
 - Pipefitters March 8, 2023
- Skilled Trades Ontario February 24, 2023
- Indigenous Communities
 - Nokiwin Tribal Council March 13, 2023 / March 10, 2023 / February 7, 2023 / September 27, 2022 / September 21, 2022 / July 27, 2022 / May 13, 2022
 - G'Minoomaadozimin Steering Committee May 18, 2022

- Research Partners Table Oct 13, 2022 / June 9, 2022 / April 27, 2022 / March 23, 2022

- **EPID Talks Topic**
 - NOWW is the time: the Northern Ontario Worker and Workplace Cohort Study
 - January 20, 2023
 - Remote Work from Home & Mental Well-being: Findings from a Scoping Review
 - November 24, 2022
 - Training Brazilian Nurses to Promote Mental Health at Work
 - November 24, 2022
 - The Effect of Motivational Interviewing Training on Knowledge, Attitude, Self-efficacy, and Intent to use by Undergraduate Nurses to Support People with Substance Use: A Comparison of Two Learning Styles
 - September 22, 2022
 - Illegitimate Tasks, Burnout and Depression in Medical Students
 - September 22, 2022
 - Conducting Research among Rural-Based Population (Immigrants and Refugees): Lessons and Challenges
 - April 21, 2022
 - Experiences, Impacts and Service Needs of Injured and Ill Workers in the WSIB Process: Evidence from Thunder Bay and District
 - April 21, 2022

- **KM Plans and Tools**
 - KMI project template created
 - 24 project specific summaries and 28 infographics developed
 - Two formal KMI plans for end of grant research projects
 - Wiji project – poster, videography, infographics, EPID Talk pending
 - Remote Work – poster, infographic, presentation, EPID Talk, Research Day presentation, employer and employee decision tree – in progress
 - Four KMI consultations

- **KM Employee Development**
 - Member of Research Impact Canada
 - Presentation at EPID Triannual meeting – all member forum
 - KM introduction
 - Introduction to Northwestern Ontario
 - Attended “KT Connects: Implementation Science” webinar
 - Attended “Easy steps for creating a press release about your research”
 - Registered for MobilizeU 2023 KM Summer Course with Research Impact Canada

Operations

Infrastructure

At most universities securing space is always a challenge. Lakehead University is no different. Upon learning that we were joining the Ontario OHS partners we were able to secure additional space to house our KMI group. However, recognizing that this would still not meet all our space needs, our Director lobbied for more space and was able to secure a decent sized space located in the basement of the same building where the other offices are located. However, the space had not been treated kindly by the previous occupants, so we needed to paint the entire new space. Once the painting was completed, we outfitted the entire space with new furniture as the previous furniture was mostly in disrepair. The new basement space has three shared offices, an office that is bookable for guests or those that need a confidential area to work; an interview room where we can conduct face-to-face, telephone, or zoom interviews; a kitchen area; and a printer. There is also a large open area that can be used as a boardroom or gathering area. Two large screens were purchased to allow for zoom meetings in both the boardroom and interview room.

In addition to furniture, we also outfitted the entire Institute with new computers and many new chairs. To assist field research, we purchased three new laptops and three new tablets specifically for data collection.

A data collection van was also purchased to assist with travel to workplaces across the Northwestern Ontario region that will allow Research Assistants to remain on or near the worksite when multiple days are required for data collection.

Lakehead University Midterm Review

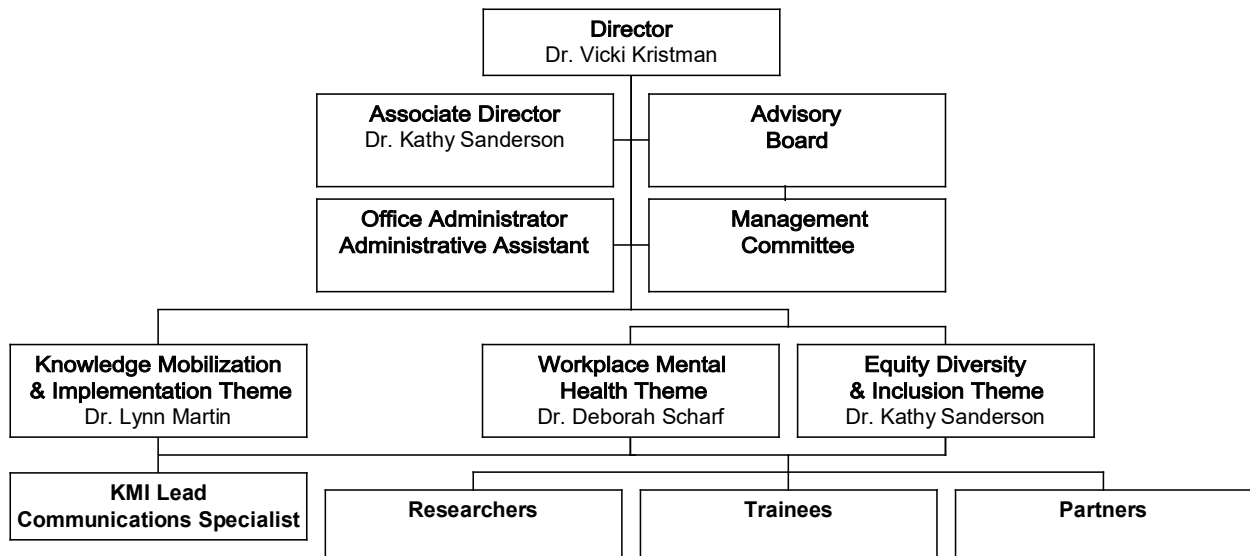
The EPID@Work Research Institute was installed in September, 2018. As such the first interim review was to occur in 2021; however, due to COVID-19 the review was delayed to October 24, 2022. The following review materials were submitted to support the review:

- a) a progress report including a statement describing how the research centre or institute has achieved or revised the original objectives;
- b) copies of annual reports to date;
- c) an updated membership list and a detailed financial statement;
- d) a five-year plan identifying the future research direction and development strategies;
- e) names of persons who could provide internal (to Lakehead but external to the research centre or institute) assessments of the research centre or institute.

During the review process the Director presented the vision and mandate of the Institute as well as an overview of the organizational structure and target research areas. The Director also answered a series of questions about the Institute.

We have yet to receive a written response to our review, but verbal feedback has been incredibly positive. The consensus is that our Institute is well-designed, addressing important areas of research, and is well resourced. The only caveat that we received was that the Institute is growing very quickly. We hired eight new people in our first year, a ninth will be joining in August 2023, and we moved one existing employee into a more secure position. Although this was done quickly, the team has really gelled and the consensus is that we have a really strong cohesive staff.

Research Institute Organization Chart



Members

Director	Dr. Vicki Kristman, Department of Health Sciences, Senior Scientist
Associate Director	Dr. Kathy Sanderson, Department of Business Administration, Scientist
Full Members	Dr. Amanda Maranzan, Department of Psychology, Scientist Dr. Anna Koné Péfoyo, Department of Health Sciences, Scientist Dr. Christopher Mushquash, Department of Psychology, Northern Ontario School of Medicine, Senior Scientist Dr. Deborah Scharf, Department of Psychology, Scientist Dr. Helle Møller, Department of Health Sciences, Scientist Dr. Jo-Ann Vis, School of Social Work, Scientist Dr. Kathryn Sinden, School of Kinesiology, Scientist Dr. Kristen Jones-Bonofiglio, School of Nursing, Scientist Dr. Lori Chambers, Department of Gender and Women’s Studies, Senior Scientist Dr. Lynn Martin, Department of Health Sciences, Senior Scientist Dr. Vijay Mago, Department of Computer Science, Scientist
Adjunct Members	Dr. Afshin Vafaei, Department of Health Sciences, Queen’s University Dr. Arif Jetha, Institute for Work & Health Dr. Fergal O’Hagan, Department of Psychology, Trent University Dr. Joshua Armstrong, Alzheimer Society of Canada Dr. Manal Alzghoul, School of Nursing, Brock University Dr. Monique Gignac, Institute for Work & Health Dr. Rebecca Schiff, Department of Health Sciences, University of Northern British Columbia Dr. Salimur Choudhury, Department of Computer Science, Queen’s University

Emeritus Member Dr. William Shaw, Retired from University of Connecticut Health Center

Staff

Aynsley Klassen, Qualitative Research Assistant
Dr. Batholomew Chireh, Research Assistant Professor
Elke Cullis, Office Administrator
Foruzan Bahrami, Quantitative Research Assistant
Kelsey Raynard, Communications Specialist
Mannila Sandhu, Quantitative Research Assistant
Margaret Cernigoj, Knowledge Mobilization and Implementation Lead
Reid Kennel, Administrative Assistant
Dr. Samuel Essien, Assistant Professor of Health Sciences

Research Assistants (Part-time)

Anika Tahsin	Logan Marks
Anitha Ithayalingam	Maris Murray
Arshea Amer	Maryam Einshouka
Brianna Belanger	Nadia Makar Abdel
Chantee Steinberg	Patrick Sabourin
Chelsea Noël	Rathini Sivasubramaniam
Chris Armiento	Shauna Fossum
Claudia Czechowski	Sydney Ambury
Dana Korten	Thanusan Sooriyakumar
Kayla Kubinec	Victoria Culver

Trainees

Anika Tahsin, MHSc	Jillian Zitars, MA
Ainsley Miller, PhD	Joanne Kao, MA
Brianna Belanger, MPH	Kara Polson, PhD
Caroline Sabotig, MA	Lauren Reynolds, MA
Chelsea Noël, MA	Mila Popovic, MHSc
Danielle Provost, MPH	Shayla Stankovic, BA
Fernanda Miranda, PhD	Umme Kabir, PhD
Helen Otterman, MHSc	

Management Committee

Dr. Vicki Kristman, Director and Senior Scientist
Dr. Kathy Sanderson, Associate Director, Scientist and Lead: Equity, Diversity, and Inclusion
Dr. Lynn Martin, Senior Scientist and Lead: Knowledge Mobilization and Implementation
Dr. Deborah Scharf, Scientist and Lead: Mental Health in the Workplace

Advisory Committee

Amy Kembel, Synergy North

Dr. Batia Stolar, Associate Vice-President, Research and Graduate Studies; Chair of Advisory Committee

Dr. Joel Andersen, Occupational Physician

Jules Tupker, Retired, previous CUPE Union

Margaret Cernigoj, EPID@Work KMI Lead (non-voting member)

Matthew Mayer, Workplace Safety and Insurance Board

Dr. Pierre Côté, Canadian Research Chair in Disability Prevention and Rehabilitation; Professor and
Chiropractor; University of Ontario Institute of Technology

Steve Mantis, Ontario Network of Injured Workers, Thunder Bay and District Injured Workers Support
Group

Vacant, Employer Representative

Vacant, Government Representative

Publications

Peer Reviewed (Bolded names are members of the EPID@Work Research Institute)

Chireh B, Essien SK, Novik N, & Ankrah M. (2023). Long working hours, perceived work stress, and common mental health conditions among full-time Canadian working population: a national comparative study. *Journal of Affective Disorders Reports*; 12:100290. DOI: <https://doi.org/10.1016/j.jadr.2023.100508>

Gignac MAM & Vu U. (2023). Introducing the JDAPT: A tool to help workers with chronic conditions access support. *Ontario Occupational Health Nurses Association (OOHNA) Journal*, 42(1), 41-44

Shahidi FV, **Jetha A, Kristman V**, Smith PM, **Gignac MAM**. (2023). The employment quality of persons with disabilities: Findings from a National Survey. *Journal of Occupational Rehabilitation*, April 12, 2023. Open access: <https://doi.org/10.1007/s10926-023-10113-7>.

Jetha A, Tucker L, Vahid Shahidi F, Backman C, **Kristman V**, Hazel B, Perlin L, Proulx L, Chen C, **Gignac M**. (2023). How does job insecurity and workplace activity limitations relate to rheumatic disease symptom trajectories in young adulthood? A longitudinal study. *Arthritis Care & Research*, Jan 2023;75(1):14-21. Open access: <https://doi.org/10.1002/acr.24982>.

Jetha A, Tucker L, Backman C, **Kristman VL**, Bowring J, Hazel EM, Perlin L, Proulx L, Chen C, **Gignac MAM**. (2022). Rheumatic disease disclosure at the early career phase and its impact on the relationship between workplace supports and productivity. *Arthritis Care & Research*, June 2022, online. (<https://europepmc.org/article/med/33973368>)

Gignac MAM, Bowring J, Tonima S, Franche R-L, Thompson A, **Jetha A**, Smith PM, Macdermid C, **Shaw WS**, Van Eerd D, Beaton DE, Irvin E, Tompa E, Saunders R. (2022). A sensibility assessment of the Job Demands and Accommodation Planning Tool (JDAPT): A tool to help workers with an episodic disability plan workplace support. *Journal of Occupational Rehabilitation*. <https://doi.org/10.1007/s10926-022-10057-4>

Gignac MAM, Bowring J, Shahidi FV, **Kristman V**, Cameron JI, **Jetha A**. (2022). Workplace disclosure of older workers wanting to remain employed: A qualitative study of factors considered when contemplating revealing or concealing support needs. *Work, Aging and Retirement*, Sept 10, 2022. Open access: <https://doi.org/10.1093/workar/waac029>.

O'Loughlin R, **Kristman VL**, Gilbeau A. (2022). Inclusion of Indigenous workers in workplace mental health. *Equality, diversity and inclusion: an international journal*. April 20, 2022 Online: <https://www.emerald.com/insight/2040-7149.htm>

Noël C, Scharf D, Hawkins J, Lund J, Kozik J, & **Koné Péfoyo A**. (2022). Thunder Bay and District Injured and Ill Workers in the WSIB Process: Experiences, Impacts and Service Needs. *Health Promotion and Chronic Disease Prevention in Canada*. 24(7). <https://doi.org/10.24095/hpcdp.42.7.02>

Campbell S, **Noël C**, Wilkinson A, **Schiff R**, & Waegemakers Schiff J. (2022). "We actually came to a point where we had no staff": Perspectives of Senior Leadership in Canadian Homelessness Service Providers

During COVID-19. *International Journal on Homelessness*, 3(1), 17–32.
<https://doi.org/10.5206/ijoh.2022.2.14773>

Osifeso T, Bobos P, MacDermid JC, **Sinden K.** and Parikh P. Occupational Impact of Musculoskeletal or Mental Health Disorders on Health-Related Quality of Life of Public Safety Personnel: A Systematic Review and Meta-Analysis. *International Journal of Environmental Research and Public Health*. (in press)

Killip SC, MacDermid JC, **Sinden KE**, Gewurtz RE & Scott L. (2022). Identifying predictors of return to work and the duration of time off work in first responders affected with musculoskeletal disorders or mental health issues. 2022. *Int. Arch Occup Environ Health*. Apr; 95(3):723-735.

Other – Non-peer reviewed

Fries BE, Hirdes JP, Declercq A, Morris JN, Vereker N, Betini R, Berg K,**Martin L**, Meehan B, Smith TF, Stewart S, Szczerbinska K, & Topinková E. (2023). interRAI self-report of carer needs (SCaN) assessment and user's manual version 10.0. Washington, DC: interrail. (Book)

Zitars J, & Scharf D. (2023, March). 2 Year of IMPACT: Canadian Mental Health Association Thunder Bay Report on Community Mental Health Crisis Response Partnership with Thunder Bay Police Service. Prepared for the Canadian Mental Health Association – Thunder Bay and Thunder Bay Police Service. (Technical Report)

Zitars J, & Scharf D. (2022, June). IMPACT Program Year 1 Focus Groups Summary Report. Prepared for: Canadian Mental Health Association – Thunder Bay and Thunder Bay Police Service. (Technical Report)

Benson A, Kozik J, & **Scharf D.** (2022, May). RAAM and RAAM-Reach program evaluation. Prepared for: Nor'West Community Health Centres and Public Health Agency of Canada. (Technical Report)

Scharf D, Zitars J, & Popovic M. (2022, April). IMPACT Year 1 Program Summary. Prepared for: Canadian Association for Mental Health - Thunder Bay. (Technical Report)

Waegemakers Schiff J, Weissman E, **Scharf D, Schiff R,** Campbell S. (2022). Traumatic Stress Among Canadian Homelessness Services Workers: Prevalence and Incidence During the Covid-19 Pandemic. (Technical Report)

Vis J. (2022). Exploring meaning and purpose: Underpinnings to PTG for frontline professionals. In Trauma, spirituality and posttraumatic growth in clinical social work practice. Boynton, Vis (Ed.) pp. 106-119. University of Toronto Press. (Book Chapter)

Grants

EPID@Work through Ministry Funding

Seed Fund - EPID@Work	How is stigma described and discussed in the injured worker literature? A scoping review	Principal Investigator – Dr. Amanda Maranzan	\$20,000	2023 – 2024
Seed Fund - EPID@Work	Moral distress during the pandemic: impacts on the mental health of long-term care home staff	Co-Investigator – Dr. Nisha Sutherland	\$19,960	2023 - 2024
Seed Fund - EPID@Work	Addiction disability: workplace attitudes and practices in Northwestern Ontario	Co-Investigator – Dr. Abigale Sprakes	\$20,000	2023 - 2024
EPID@Work	NOWWHS – Northwestern Ontario Workplace & Worker Health Cohort Study	Principal Investigator – Dr. Vicki Kristman	\$200,000	2023 -
EPID@Work	Small Business, Big Hurdles? A mixed-methods approach to identify and address the barriers for implementation of occupational health, safety, and wellness practices	Principal Investigator – Dr. Kathy Sanderson	\$81,000	2022- 2023
EPID@Work	Mental health stigma in the workplace: the role of organizational culture and climate	Principal Investigator – Dr. Kathy Sanderson	\$87,900	2022- 2023
EPID@Work	Awareness of and existing tools for occupational health and safety in immigrants: A systematic review	Principal Investigator – Dr. Manal Alzghoul	\$50,000	2022 - 2023
EPID@Work	Technology-based behavioural health supports: What are employers offering and how are they affecting wellness and work?	Principal Investigator – Dr. Deborah Scharf	\$59,475	2022 – 2023

External Funding

SSHRC – Partnership Engage Grant	Identifying and understanding the stigma experienced by injured workers through a systematic review and stakeholder focus group engagement	Principal Investigator – Dr. Amanda Maranzan	\$25,000	2022 – 2024
CROSH	Identifying the mental health burden and care needs among Indigenous and non-Indigenous police officers serving the Ontario Provincial Police (OPP) and the Treaty Three Police Service (T3PS)	Principal Investigator – Dr. Kathryn Sinden	\$11,210	2022 – 2023
Public Health Agency of Canada (subcontract award form University of Regina)	Advancing peer support programming to address PTSD and trauma among Canadian public safety personnel and veterans – Stream 2. Addressing posttraumatic stress disorder (PTSD) and trauma in those most affected by COVID-19	Co-Investigator – Dr. Kathryn Sinden Nominated Principal Investigator – Dr. Sandra Moll	\$196,145 (total \$1,894,329)	2022 – 2023
SSHRC – Knowledge Synthesis Grant	Virtual work from home & mental well-being: a scoping review	Principal Investigator – Dr. Vicki Kristman	\$29,923	2022 – 2023
New Frontiers in Research Fund	Inclusive Design for Employment Access (IDEA)	Co-Investigator – Dr. Vicki Kristman Principal Investigator – Dr. Emile Tompa & Dr. Rebecca Gewurtz	\$9,038,977	2021 - 2027
Yukon Government	The impacts of the COVID-19 pandemic on the health and well-being of educators in Yukon	Principal Investigator – Dr. Vicki Kristman	\$55,300	2021 – 2022
SSHRC – Partnership Development Grant	COVID-19 and policing in Ontario: Preparing for future pandemics	Co-Investigator – Dr. Vicki Kristman Principal Investigator – Dr. Alana Saulnier	\$132,190	2021 – 2024
Workplace Safety North	Evaluation of the WSN safe driving on forest roads training program	Principal Investigator – Dr. Vicki Kristman	\$30,912	2021 - 2023

Ocean Frontier Institute	Future Ocean and Coastal Infrastructures (FOCI): Designing safe, sustainable and inclusive coastal communities and industries for Atlantic Canada [Work package: Return to work after work injury or illness: challenges for marine and coastal workers in Atlantic Canada]	Co-Investigator – Dr. Vicki Kristman Principal Investigator – Dr. Paul Foley & Dr. Lorenzo Moro	\$4,000,000	2020 - 2024
Workers Compensation Board of Manitoba	Workplace, supervisor, worker, and accommodation factors associated with workers' compensation outcomes: An ecologic study	Principal Investigator – Dr. Vicki Kristman	\$177,600	2019 - 2023
CIHR – Project Scheme	Evaluating the Wiji app to improve Indigenous workplace mental health: a mixed-methods approach	Principal Investigator – Dr. Vicki Kristman	\$367,200	2020 – 2023
Transatlantic Platform	Enroute to Recovery: Diversity and vulnerability in care work during and after the COVID-19 pandemic	Principal Investigator – Dr. Kathy Sanderson (Canada)	\$200,000	2022 - 2024
SCR CIHR – Research Development Fund	Resilience factors in work-related amputation and work reintegration	Principal Investigator – Dr. Samuel Essien	\$7,000	2023 - 2024

Presentations

Gignac MAM. (2023, March). Unveiling the JDAPT: A new interactive tool to identify work-related support strategies for workers with chronic conditions and disability. Presented at the 2023 Realize Annual Summit on Disability and Employment: Centering Mental Health at Work. March 22, 2023.

Gignac MAM. (2023, March). Accommodating mental health conditions in the workplace: The need for a new approach. Presented at the 2023 Realize Annual Summit on Disability and Employment: Centering Mental Health at Work. March 21, 2023.

Gignac MAM. (2023, March). Unveiling the JDAPT: A new interactive tool to identify work-related support strategies for workers with chronic conditions and disability. Open plenary for the Institute for Work & Health's Speaker Series Webinar, March 21, 2023.

Sanderson K. (2023, March). The Resilience of Newcomer Women in Northwestern Ontario. Presented during Prevention Knowledge Exchange Group (PKEG). Online. March 3, 2023.

Sanderson K, Scharf D, Kristman V. (2023, February). Community-Based Workplace Research: How to get involved with EPID@Work. Research & Innovation Week: Research Showcase, Lakehead University, Thunder Bay, Ontario, February 27 – March 2, 2023.

Polson K, Martin L, Kristman VL. (2023, February). Remote work from home and employee mental well-being: a scoping review. 2022 Showcase of Health Research, St. Joseph's Care Group, Thunder Bay, Ontario, February 10, 2023. (Poster presentation; Winner of the CAHR Learner Award).

Kristman VL, Sandhu M, Gilbeau A. (2023, February). Wiji peer support app and Indigenous workplace mental health. 2022 Showcase of Health Research, St. Joseph's Care Group, Thunder Bay, Ontario, February 10, 2023. (Poster presentation)

Miller A. (2023, February). "Homeless Sector Frontline Workers' (HSFW) Support Needs During the COVID-19 Pandemic 2022 Showcase of Health Research, St. Joseph's Care Group, Thunder Bay, Ontario, February 10, 2023. (Poster Presentation)

Gignac MAM. (2023, January). The Job Demands and Accommodation Planning Tool (JDAPT): An Overview. Invited presentation to the MS Society of Canada, January 30, 2023.

Kristman V. (2022, October). Research Matters: Episode 4. Lakehead University. Shaw TV Interview (Video). October 4, 2022. <https://www.youtube.com/watch?v=4tUr5pWYIhk>

Stretton SM, MacDermid JC, Posluszny KM, **Sinden KE**, Walton D. (2022, September). The sense of coherence and mental health among first responders: A scoping review and critical analysis of causation. CARWH. Poster Presentation (Online) September 15, 2022.

Killip S, MacDermid J, Thayalan N, Gewurtz R, **Sinden K.** (2022, September). Exploring Canadian career firefighters understanding of the return-to-work process after musculoskeletal disorders. CARWH. Poster Presentation (Online) September 15, 2022.

Posluszny KM, Bolduc R, Sayed ST, Sanzo P, Ravanelli N, Mushquash A, & **Sinden KE**. (2022, September). Identifying the mental health burden of firefighters in a Northwestern Ontario professional fire service during COVID-19. CARWH. Poster Presentation (Online) September 15, 2022.

Sinden KE & Bolduc R. (2022, September). Supporting Mental Health in YOUR Fire Department. September 10, 2022. FireCON. Thunder Bay, ON (Oral – Invited).

Waegemakers Schiff J, Weissman E, **Scharf D**, **Schiff R**, Campbell S. (2022, August). Traumatic stress among Canadian homelessness services workers: Prevalence and incidence during the Covid-19 pandemic. World Congress of Psychiatry. Bangkok, Aug 3 – 6.

Sanderson K. (2022, July) Research matters: Episode 1. Lakehead University. Shaw TV Interview (Video). July 27, 2022.
https://www.youtube.com/watch?v=oprqMA7q0XM&list=PLDAjrcZQG9cBNWPoh9_pnBHTFJ9jTyh2E&index=1&t=344s&pp=iAQB

Campbell S, Waegemakers Schiff J, Weissman E, **Scharf D**, & **Schiff R**. (2022, June). Traumatic stress among Canadian homelessness services workers: Prevalence and incidence during the Covid-19 pandemic. Canadian Psychological Association. Calgary. June 17 – 19.

Kristman VL. (2022, May). EPID@Work Research Institute: Enhancing the Prevention of Injury & Disability in Northwestern Ontario. Presentation to the LU Learning and Liaison subcommittee of the LU Board of Directors. Thunder Bay, Ontario. May 18, 2022.

Scharf D & McMahan M. (2022, May). Psychologists' perspectives on improving workplace mental health. Presented at the Mayday, Mayday OHCOW Online Conference.

Noël C, Hawkins J, Lund J, Kozik J, **Koné A**, & **Scharf D**. (2022, March). Experiences, Impacts and Service Needs of Injured and ill Workers in the WSIB Process: Evidence from Thunder Bay and District. Presented at Lakehead University's Research and Innovation Week – Online Conference.

Awards

Dr. Anna Koné	Research Excellence Award	Lakehead University	\$500	2022
Dr. Vicki Kristman	Distinguished Researcher Award	Lakehead University	\$2,000	2023
Dr. Vicki Kristman	Building Research Capacity Award	Lakehead University	\$1,000	2023
Dr. Vicki Kristman	Merit Award for Research	Lakehead University	\$2,000	2022
Dr. Vicki Kristman	Ontario Research Chair in Injury & Disability Prevention	Lakehead University	\$480,000	2022 – 2026
Dr. Amanda Maranzan	Merit Service to the Institution Award	Lakehead University	\$2,000	2022
Logan Marks	Special Graduate Award	Lakehead University	\$3,000	2022
Dr. Lynn Martin	Merit Service to the Institution Award	Lakehead University	\$2,000	2022
Ainsley Miller	Ontario Graduate Scholarship	Lakehead University	\$15,000	2022
Fernanda Miranda	Scholarship	CAPES Foundation	\$23,370	2022 – 2023
Dr Helle Møller	Indigenous Partnership Research Award	Lakehead University	\$1,000	2022
Chelsea Noël	Graduate Student Conference Poster Winner	Lakehead University	\$500	2023
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Dr. Kathy Sanderson	Best Paper, Gender and Diversity	Administrative Sciences Association of Canada	Recognition	2023
Dr. Deborah Scharf	Merit Award for Research and Teaching	Lakehead University	\$2,000	2022
Anika Tahsin	Faculty Research Award	Lakehead University	\$5,000	2022

Jillian Zitars	Graduate Studies Research Excellence Award	Lakehead University	\$500	2022
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Student Supervision

Dr Vicki Kristman

Danielle Provost	MPH (Flex)	Thesis: TBD	2022 -
Anika Tahsin	MHSc	Thesis: TBD	2022 -
Dana Korten	PhD Student Research Assistant	The impacts of the COVID-19 pandemic on the health and well-being of educators in Yukon	2021 - 2022
Kara Polson	PhD	Working in isolation and mental health	2021 -
Lauren Turner	Psychiatry Residency Scholarly project	Burnout and depression in medical students	2020 - 2022
Umme Saika Kabir	PhD	Mental health of Immigrant workers	2021 -
Ainsley Miller	PhD	Mental health of nurses	2020 -
Maryam Einshouka	MHSc	The effect of motivational interviewing training on knowledge, confidence, and use by undergraduate nurses to support people suffering from problematic substance use: A comparison of two learning styles	2019 - 2022
Helen Otterman	MHSc	The relationship between sex, gender, and workplace accommodations among workers with mental health disorders	2018 -

Dr. Amanda Maranzan

Lauren Reynolds	MHSc	Development and initial validation of the injured worker stigma scale	2022 -
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Dr. Kathryn Sinden

Christopher Brescacin	MSc	Using knowledge translation theory to inform partnership development and identify mental health burden in a Northern Ontario career fire service	2022 -
Kate Posluszny	MSc	Identifying the mental health burden of firefighters in a Northwestern Ontario Professional fire service in context of COVID-19	2020 – 2022

Emily Tella	MSc	Identifying the mental health burden of Indigenous and Non-Indigenous Ontario Provincial Police and Treaty Three police service officers working in urban and rural Northwestern Ontario communities	2020 - 2023
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EPID@WORK (ENHANCING THE
PREVENTION OF INJURY AND
DISABILITY AT WORK) RESEARCH
INSTITUTE

THANK YOU



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