



HEALTHY PROFESSIONAL
WORKER PARTNERSHIP

ANNUAL NEWSLETTER

2021

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PRELIMINARY FINDINGS REPORT RELEASE!



SUMMARY

On December 1st, 2021, we released our preliminary findings report, "**Healthy Professional Worker Partnership: Preliminary Comparative Findings**". In this ongoing study, which examines mental health in the fields of academia, accounting, dentistry, medicine, midwifery, nursing and teaching, the findings indicate that **distress** and **burnout** have significantly increased in the **COVID-19 pandemic**. Among all of the workers and fields studied, the findings indicate that mental health has most visibly depreciated in nursing, midwifery, and teaching professions. Moreover, within each field, women's mental health has been found to be disproportionately affected.



COMMENTS FROM OUR PARTNERS

"Preliminary findings of this study reveal that these key issues our profession faces including **extreme stress, burnout** and **lack of pay equity**, contribute to midwives planning to leave the profession. It is imperative that we wholeheartedly commit to building adequate infrastructure that supports health and wellness for all professions and the stability of healthcare systems." - **Lehe Spiegelman, President of the Midwives Association of BC.**

"The Healthy Professional Workers report shows the negative impact the pandemic has had on the female-dominated nursing profession." - **Linda Silas, President of the Canadian Federation of Nurses Unions.**

"I witness the findings of this report every day in my work...We need action to ensure we centre the wellbeing of health providers. Without this, the health system is in peril," - **Jasmin Tecson, President of the Association of Ontario Midwives**

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ANNUAL PARTNERSHIP MEETING: SHARING PRELIMINARY FINDINGS



1

On September 28th, the Healthy Professional Worker Partnership hosted an **online meeting** with its partners and other interested individuals. It was a timely opportunity to **share our preliminary findings** from our literature reviews, stakeholder interviews and worker surveys and interviews.



2

Ivy Bourgeault kicked off with an overview of progress to date which included a review of over 375 published articles, 139 stakeholder interviews, 3759 worker surveys, and 282 worker interviews.

Number of Attendees: **88**
(**52** Partner Organizations
36 HPW Leads, co-leads, & trainees)

3

Each of the team leads then presented their key findings in two rounds – first, the **academic, accounting, teaching** and **leadership teams** – followed by the health professional teams – **nursing, dentistry, medicine** and **midwifery**. Between each round of presentations, case study focused break out groups allowed for more focused discussion and interpretation supporting the next intervention phase of our research program.

4

The Partnership meeting **launched** our case study focused **webinar series** which our Accounting team started off in November and Medicine in December to be followed by the other teams in 2022.



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IN THE NEWS



ACCOUNTING

During the Summer 2021, **Merridee Bujaki**, **Darlene Himick**, and **Suzanne Paquette** wrote an article for digital magazine ThinkTwenty20 titled "**Fostering the Mental Health of Accountants: Recent Initiatives and Research.**"



NURSING

Kim McMillan had an interview with CBC Radio's ***The Current*** on July 21th.

Additionally, **Kim**, was a guest speaker on **Rawtalk Podcast**, #Ep101: "**The Many Faces of Burnout**" on November 10th.



DENTISTRY

On January 14th, **Mario Brondani** engaged in discussion with **John O'Keefe** about **CDA Oasis** via Facebook Live.



TEACHING

Melissa Corrente was interviewed by **CTV News Ottawa** on May 20th in a segment titled, "**Canadian Teachers At A Breaking Point**".

Melissa and **Kristen Ferguson's** article, "**Scholars say pressure on teachers is overwhelming, call for the provision of mental health support**", was published by Sing Tao Daily on May 25th.

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IN THE NEWS 2

Melissa and **Kristen** were interviewed by PJ Wilson. Their interview was published by both The North Bay Nugget and Mid-North Monitor and titled **"Teachers at 'tipping point' – researchers; Nipissing U prof part of nationwide study into rising mental health issues"** on May 27th.



On August 26th, **Melissa's** issue **"In a rush to get back to school, let's not forget teachers' mental health"** was published by The Toronto Star.



PRESENTATIONS & PUBLICATIONS

COMPARATIVE

On June 1st, **Ivy Bourgeault** was a panelist alongside, Mike Villeneuve, Beverley Essue, and Nathalie Pambrun, at Women and Global Health's **"Gender Equal Health and Care Workforce Initiative: Canadian Perspectives."**

Additionally, **Ivy** presented **"Mental Health in the Workplace: Application of an Intersectional Sex and Gender Lens through an Online Toolkit and Video Series Webinar"** for Learning Together: Delivering in Uncertain Times. on June 29th.



On November 8th, **Ivy** presented **"The crisis in health worker burnout is the burning platform for a health workforce agency in Canada"** at the Canadian Federation of Nurses Unions, Government Relations Network Meeting.

On November 8th, **Ivy** also presented **"Addressing the Harms of COVID-19 on the Mental Health of the Canadian Health Workforce"** for the Champlain Mental Health Network.

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PRESENTATIONS & PUBLICATIONS

In terms of publications, members from the HPW team published "**A Gendered Analysis of Work, Stress and Mental Health, Among Professional and Non-Professional Workers**" in Professions and Professionalism on November 19th.

Additionally, **Mara Mihailescu, Jade Sim** and **Ivy** published "**Afterword: The Impact of the COVID-19 Pandemic on the Canadian Health Workforce**".

ACADEMIA

On November 1st, the **HPW team** also presented two posters at the Work, Stress, and Health 2021 seminar. The first poster, "**The role of gender and precarity in mental health and presenteeism amongst academics**", was led by **Christine Tulk**. The second poster, "**Mental health, accommodations, and leaves of absence in academia**", was led by **Janet Mantler**.



As for publications, **Ivy, Janet & Nicole Power** published "**Mental Health in Academia: The Challenges Faculty Face Predate the Pandemic and Require Systemic Solutions**" for Academic Matters, Ontario Confederation of University Faculty Associations (OCUFA) in the fall of 2021.



Christine Tulk, Janet, and Katherine E. Dupré also published "**The impact of job accommodations on stereotyping and emotional responses to coworkers with anxiety or depression**" in the Canadian Journal of Behavioural Science.

Lastly, Yvonne James, Ivy, Stephanie Gaudet, and Merridee published "**Care Work and Academic Motherhood: Challenges for Research and Tenure in the Canadian University**" in the Canadian Journal of Higher Education on December 21st.

ACCOUNTING

Darlene, Merridee, and **Suzanne** were panelists at the Canadian Academic Accountants Conference on June 12th.

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PRESENTATIONS & PUBLICATIONS

DENTISTRY

In May, the HPW team presented "**Dentists and Leaves of Absence and Return to Work Experiences: A Mixed Methods Study**" at the Canadian Association for Health Services and Policy Research (CAHSPR) Conference.

In June, the HPW team submitted the abstract "**Leaves of absence and return to work among professional workers: Comparing the case of midwives and dentists**" to the Canadian Sociological Association (CSA-SCS) Conference. Although the abstract was accepted, it was withdrawn in support of Black Canadian Studies Association.

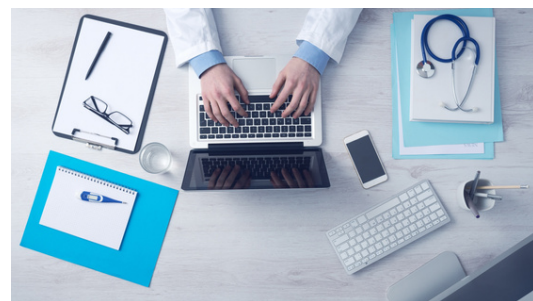


On October 1st, the HPW team presented "**Dentists' Mental Health, Leaves of Absence, and Return to Work: The perspective of practising dentists**" at the Canadian Association of Public Health Dentistry (CAPHD).



In the month of November, members of the HPW team delivered two presentations, "**Healthy Professional Workers: Dentistry Case Study Preliminary Findings**" presented to the Canadian Dental Association Practice Recovery Task Force and "Healthy Professional Workers: Dentistry Case Study Preliminary Findings" presented to the Canadian Dental Association.

In 2021, the dentistry team also presented at the Canadian Association for Health Services and Policy Research (CAHSPR) Conference..



MEDICINE

In May, Mara, Monica Aggarwal, Lindsay Hedden, Elena Neiterman, Sarah Simkin, and Ivy, delivered their presentation "**Examining the Gendered Nature of Mental Health Issues, Leaves of Absence & Return to Work Experiences of Canadian Physicians: A Case Study of the Healthy Professional Workers Partnership**" at the CAHSPR Conference.

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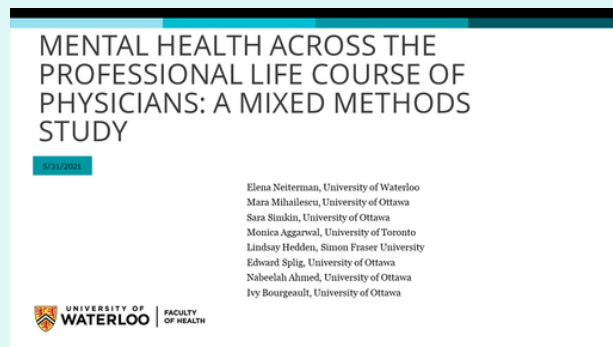
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PRESENTATIONS & PUBLICATIONS

The HPW team presented **“Examining the Gendered Nature of Mental Health Issues, Leaves of Absence & Return to Work Experiences of Canadian Physicians: A Case Study of the Healthy Professional Workers Partnership”** on May 19th.

The HPW team presented **“Mental Health Across the Life Course of Physicians: A Mixed Methods Study”** at the Canadian Sociological Association Congress on May 31st.



Sarah Simkin and **Ivy Bourgeault** presented **“Preliminary Findings from the HPW Medicine Case Study”** at Canadian Medical Association Physician Wellness & Medical Culture Team Rounds on September 28th.



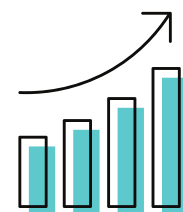
Members of the HPW team were panelist for **“The respective roles of individual-level and system-level interventions to promote physician wellness: A panel discussion”** webinar on December 16th 2021.

On November 2nd, Sheri Price was a panelist at the Driving the Future of Digital Health (DFDH) conference and discussed **“Workplace Wellness and Mental Health: The Pandemic Effect”**.

November 19th, Melanie Lavoie-Tremblay presented **“Les stratégies d'attraction et de rétention des infirmières en centre hospitalier”** at the Centre intégré universitaire de santé et de services sociaux de l'Est-de-l'Île-de-Montréal.

TEACHING

On March 11th, **Kristen** and **Ivy** presented **“Preliminary Findings of Teacher Mental Health, Leaves of Absences, and Return to Work, Healthy Productive Work Partnership”** to Canadian Teachers Federation.



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PRESENTATIONS & PUBLICATIONS

In May, **Melissa** and **Kristen** also presented "**Stakeholders Speak Up -Mental Health Realities Across the Teaching Profession**" for the 55th Annual Conference of the Canadian Sociological Association at the University of Alberta (virtual).



On May 23rd, **Melissa** and **Kristen** presented "**Canadian K-12 Teachers at a Breaking Point: Education Experts Say Systemic Changes are Urgently Needed to Support Their Mental Health**" for the Congress of the Humanities and Social Sciences Blog.

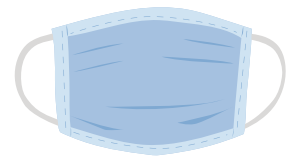
December 1st, Melissa presented "**Pandemic Fatigue and Burnout**" at Nipissing University's Lunch & Learn.



LEADERSHIP

During the month of September, **Kevin Kelloway** presented the key note address, "**Leadership during the Pandemic**", at the bi-annual meeting of the APA Work Stress and Health conference.

On October 21st, **Kevin** also presented "**Work and Wellbeing During a Pandemic**" at presented at the Nexia Canada Regional Conference, Halifax NS.



During October, **Kara Arnold** presented "**Leadership and Well-being at Work**" for the Project Management Institute, Newfoundland & Labrador Chapter.

In November, Kevin presented "**Emotional health and happiness in the life of a business leader**" at RBC (RBC is a Russian Business News Network similar to CNN), Moscow.

In 2021, Day, **Kevin**, and Nellutla presented "**Continuing to work from home amidst Covid-19**" for the Work Wellness Institute's Vancouver Webinar.

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PRESENTATIONS & PUBLICATIONS

MIDWIFERY

In May, the HPW team presented **“Delivering on the Quadruple Aim in Midwifery Care: Stakeholder Perspectives on the Mental Health, Leave of Absence and Return to Work Experiences of Canadian Midwives”** at the CAHSPR Conference.

In June, the HPW team presented **“(Re)constructing Narratives: Midwives’ Experiences of Mental Health Issues in COVID-19 pandemic”** at the 2021 Qualitatives Conference.



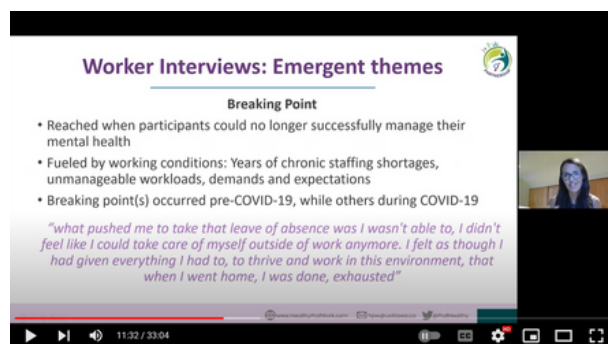
At the Canadian Association of Midwives Conference, the HPW team presented **“Mental health, leaves of absence and return to work in the midwifery profession: Findings from a pan Canadian survey of Canadian midwives and midwifery trainees”** in November.

The last presentation developed by the HPW midwifery case study team is **“Healthy Professional Worker Partnership Conference.”** This presentation was presented at the University of Ottawa on September 28th.

In 2021, the HPW team published **“Leaves of absence and return to work among Canadian midwives who experience mental health issues: Pilot study findings”** in Canadian Journal of Midwifery Research and Practice.

NURSING

Mélanie Lavoie-Tremblay and **Ivy Bourgeault** presented **“Nurses’ Mental Health and Experiences of Leaves of Absence and Healthy Return to Work”** for the Canadian Nurses Association March on March 25th.



In terms of infographics, the HPW team published **“Impact of COVID-19 on Nursing Workforce in Canada”** in August.

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On September 28th, **Sheri** and **Kim** presented "**Nurses' Experiences with Mental Health Leave of Absences Pre and Post COVID-19: Preliminary Qualitative Findings**" for the CanCOVID Speaker Series.

On November 2nd, **Sheri** was a panelist at Driving the Future of Digital Health conference, **Workplace Wellness and Mental Health: The Pandemic Effect.**

Melanie presented **Les stratégies d'attraction et de rétention des infirmières en centre hospitalier** on November 16th.

TEAM UPDATES

Congratulations to HPW trainee, **Kenchera Ingraham-Comrie** who gave birth to beautiful baby girl Bailey on Oct 30th, 2021. **Welcome to the HPW family, Bailey!**

In June 2021, **Kenchera** successfully defended her PhD!

In May, **Abby** successfully defended her Masters thesis!

In June 2021, **Mara** successfully defended her Masters thesis!

In June 2021, **Mara** was accepted into medical school!



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CONTACT US!



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