

# 2022 ANNUAL NEWSLETTER



## HEALTHY PROFESSIONAL WORKER PARTNERSHIP

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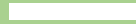
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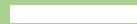
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## WEBSITE IN DEVELOPMENT

Our team gathered and curated an inventory of interventions for each profession involved in the Healthy Professional Worker Partnership. To visit our website please go to **[mhcaretoolkit.ca](https://mhcaretoolkit.ca)**

The **Mental Health CARE at Work** website hosts three sets of evidence-informed toolkits:

1. The Healthy Professional Worker Toolkit – Dentistry, Nursing, Medicine and Teaching are complete, Coming soon . . . Academia & Midwifery.
2. The Health Worker Burnout Toolkit focuses on preventing, addressing and supporting burnout for a range of health workers across a variety of healthcare settings.
3. The Sex/Gender Based Analysis Toolkit takes an explicit intersectional lens to mental health at work, with a particular focus on public service professionals.

Mental Health CARE at Work Toolkit

Toolkits Overview Get in Touch with Us



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## NEW PARTNERSHIP

The HPW team developed a partnership with the Canadian Dental Hygienists Association to develop a report based on the over 500 dental hygienists who responded to the survey. Henrietta led the analysis and Renata assisted with the data visualizations. A presentation based on the report is planned for early 2023.



THE CANADIAN DENTAL  
HYGIENISTS ASSOCIATION  
L'ASSOCIATION CANADIENNE  
DES HYGIÉNISTES DENTAIRES

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## IN THE NEWS



### ACCOUNTING

During the Summer of 2022, **Merridee Bujaki, Darlene Himick, and Suzanne Paquette** wrote an article for the digital magazine ThinkTwenty20 titled "**Mental Health and the Accounting Profession - Insights and Interventions from Recent Canadian Research.**"

**Merridee Bujaki** and **Denis Trotter**, one of our partners, were interviewed in October by Pivot Magazine for a piece titled "**It's time for CPAs to have a mental health check up.**"

### COMPARATIVE

**Ivy Bourgeault** was interviewed for Daytime Ottawa, Rogers TV on January 13th, in which she discussed **The Gendered Nature of Mental Health Issues.**



### LEADERSHIP

On April 19th, **Kara Arnold, Amanda Hancock** and **Jennifer Dimoff** published an article for The Good Men Project called "**Mental Health Impact of COVID-19 Affects Leadership in the Workplace**"



### TEACHING

**Melissa Corrente** wrote an opinion piece titled "**Rather than focusing on teacher burn out, let's talk about teacher burn in.**" It was published in The Toronto Star on January 4th.

On December 20th, The NU News featured the teaching team in a piece called "**Research on teachers' mental health presented on national stage.**"

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## PRESENTATIONS



### ACADEMIA

**Nicole Power, Janet Mantler, Yvonne James, Christine Tulk, Christina Young, Natasha Ball, Sam Morton and Ivy Bourgeault** presented **How do universities address mental health in academia?** at the Canadian Sociological Association Conference.

On February 16th, **Natasha Ball, Janet Mantler, Christine Tulk,** and **Nicole Power** presented **Mental Ill-Health in Academia and the Role of the Institution: Preliminary Findings from the Healthy Professional Worker Partnership** at the HPW Webinar.

**Janet Mantler** lead a seminar for SFU clinical psychology graduate students and clinical faculty members titled "**A closer look at the systemic influences on stress and burnout in academia.**"

**Nicole Power, Janet Mantler, Christine Tulk, Natasha Ball,** and **Ivy Bourgeault** presented **The Negative Impact of Digital Stress on the Mental Health of University Faculty: Key Findings from the Healthy Professional Worker Partnership** to the Canadian Association for Research on Work and Health (CARWH) on September 17.

### ACCOUNTING

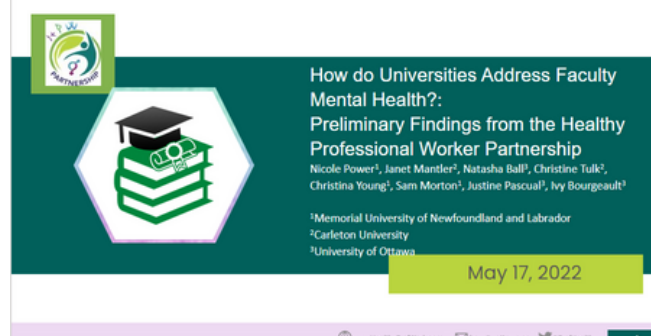
**Merridee Bujaki, Darlene Himick,** and **Suzanne Paquett** presented **"Striving to be an 'Ideal Worker' in a 'Greedy Institution': An Investigation of Public Accountants' Mental Health"** at both Hautes Edutes Commerciale in Montreal and the University of Birmingham.



### DENTISTRY



In December, **Jelena Atanackovic, Elena Neiterman, Kellie Thiessen, Cecilia Benoit, Kelly Gregory, Caroline Chamberland-Rowe, Tracey Adams, Mario Brondani, Tala Maragha, Swathi Ramachandran, Henrietta Boateng, Angela Freeman** and **Ivy Bourgeault** discussed **Why dentists and midwives do not take leaves of absence from work when experiencing mental health issues? Comparative findings from the Healthy Professional Worker Study** at the Canadian Health Worker Conference.



How do Universities Address Faculty Mental Health?: Preliminary Findings from the Healthy Professional Worker Partnership  
Nicole Power<sup>1</sup>, Janet Mantler<sup>2</sup>, Natasha Ball<sup>3</sup>, Christine Tulk<sup>2</sup>, Christina Young<sup>1</sup>, Sam Morton<sup>1</sup>, Justine Pascual<sup>1</sup>, Ivy Bourgeault<sup>1</sup>

<sup>1</sup>Memorial University of Newfoundland and Labrador  
<sup>2</sup>Carleton University  
<sup>3</sup>University of Ottawa

May 17, 2022

[www.healthywork.com](http://www.healthywork.com) [@hpwh](https://twitter.com/hpwh)



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## PRESENTATIONS 2

### MEDICINE



**Mara Mihailescu, Elena Neiterman, Jelena Atanackovic, Henrietta Boateng, Monica Aggarwal, Sarah Simkin, Ed Splig. and Ivy Bourgeault** presented **Examining the Gendered Nature of Mental Health Issues, Leaves of Absence, & Return to Work Experiences of Canadian Physicians: Guiding Interventions to Support Physician Wellbeing** at the 2022 International Conference on Physician Health.

### MIDWIFERY



From September 14th-16th **Elena Neiterman, Kellie Thiessen, Cecilia Benoit, Kelly Gregory, Angela Freeman, Jelena Atanackovic, Caroline Chamberland-Rowe and Ivy Bourgeault** participated in the 2022 CARWH Conference. They presented "**Navigating Midwifery Work During the COVID-19 Pandemic: Midwives' Health Challenges.**"

**Kellie Thiessen, Cecilia Benoit, Angela Freeman, Jelena Atanackovic, Elena Neiterman, Ivy Bourgeault** and **Kelly Greggory** gave a webinar on April 26th titled "**What do we know about mental health experiences of midwives in Canada? Preliminary findings from The Health Professional Worker Partnership.**"

**Elena Neiterman, Kellie Thiessen, Cecilia Benoit, Kelly Gregory, Angela Freeman, Caroline Chamberland-Rowe and Ivy Bourgeault** attended the 2022 Canadian Health Workforce Conference from December 6th-8th and presented "**Mental Health, Leaves of Absence and Midwifery Employment Models: Findings from the Healthy Professional Workers' Study.**"



At the 2022 CAHSPR Conference **Kelly Gregory, Monica Aggarwal, Nabeelah Ahmed, Jelena Atanackovic, Cecilia Benoit, Henrietta Boateng, Caroline Chamberland-Rowe, Nancy Côté, Nour Elmostekawy, Angela Freeman, Lindsay Hedden, Mara Mihailescu, Elena Neiterman, Sarah Simkin, Sarah Spencer, Ed Splig, Kellie Thiessen and Ivy Bourgeault** gave a presentation titled "**Professional Workplace as a Site of Production of Common Mental Health Problems: The Decisions of Physicians and Midwives to take a Leave of Absence from Work.**"

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## PRESENTATIONS 3



### NURSING

At the IUHPE World Conference **Sheri Price, Kim McMillan, Mélanie Lavoie-Tremblay, Kelly Lackie, Chaman Akoo, Kenchera Ingraham, Shamel Rolle Sands, Abby Ayoub, Mylène Shankland** and **Ivy Bourgeault** gave a poster presentation called "**Beyond the breaking point: Nurses' mental health experiences before and during the COVID-19 pandemic.**"

**Sheri Price, Kim McMillan, Mélanie Lavoie-Tremblay, Kelly Lackie, Chaman Akoo, Kenchera Ingraham, Shamel Rolle Sands, Abby Ayoub, Mylène Shankland** and **Ivy Bourgeault** then presented "**Beyond the Breaking Point: Nurses' Experiences with Mental Health Leaves of Absence Pre and Post COVID-19**" at the Canadian Association for Health Services and Policy Research (CAHSPR) Conference.

On June 22nd **Sheri Price, Kim McMillan, Mélanie Lavoie-Tremblay, Kelly Lackie, Chaman Akoo, Kenchera Ingraham, Shamel Rolle, Abby Ayoub, Mylène Shankland,** and **Ivy Bourgeault** shared "**Breaking Point: Nurses' Mental Health Experiences before and during the COVID-19 Pandemic**" at the 38th Annual Qualitative Analysis Conference and Couch-Stone Symposium in Newfoundland.



From May 9th-13th, **Sheri Price, Kim McMillan, Mélanie Lavoie-Tremblay, Kelly Lackie, Chaman Akoo, Kenchera Ingraham, Shamel Rolle, Abby Ayoub, Mylène Shankland,** and **Ivy Bourgeault** presented "**Santé mentale et prise de congés autorisés chez les infirmières au Canada : effets des situations cliniques émotionnellement exigeantes et éthiquement complexes**" at the 89th Congrès de l'Acfas at Université Laval.

Healthy Professional Worker (HPW) Partnership  
May 31, 2022

**Beyond the Breaking Point: Nurses' Experiences with Mental Health Leaves of Absence Pre and Post COVID-19**

Presenter:  
Shamel Rolle Sands, RN, MSN (Ed), PhD Candidate,  
University of Alberta  
Trainee, HPW Partnership

Authors: McMillan, K, Price, S, Lackie Lavoie-Tremblay, M,  
Ayoub, A, Ingraham, K, Rolle Sands, S, Shankland, M, Akoo,  
C. Bourgeault, I

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## PRESENTATIONS 4

**Mylène Shankland, Henrietta Boateng, Kennedy Onyechie, Renaya Khalikova, Sheri Price, Kim McMillan, Mélanie Lavoie-Tremblay, Kelly Lackie, Kenchera Ingraham, Shamel Rolle Sands, Abby Ayoub, and Ivy Bourgeault** virtually delivered a presentation called "**Creating Psychologically Healthy Work Environments for Nurses: Emerging Findings from the Healthy Professional Worker Partnership**" in Washington DC from March 24-26th.

### TEACHING

At the Canadian Health Workforce Conference in December **Melissa Corrente, Jelena Atanackovic and Magda Baczowska** presented "**Insights on Curating a Health Worker Focused Mental Health Matrix.**"

**Melissa Corrente, Sarah Simkin, Jelena Atanackovic, and Ivy Bourgeault** presented "**Leading Practices for Safeguarding the Mental Health of MH Researchers**" in December at the Canadian Health Workforce Conference.



At the Canadian Teachers' Federation National Staff Conference in November, **Melissa Corrente** and **Kristen Ferguson** presented "**Mental Health CARE Toolkit for Teachers.**"

**Melissa Corrente, Susan Rodger and Kristen Ferguson** presented "**Education Worker Mental Health: Where Do We Go From Here?**" Findings from the Healthy Professional Worker Partnership at the HPW Webinar.



In May, **Melissa Corrente, Kristen Ferguson and Ivy Bourgeault** presented "**Utilizing COVID-19 as a Magnifying Glass into Teacher Mental Health**" at the 56th Annual Conference of the Canadian Sociological Association.



## PUBLICATIONS

### ACADEMIA

**Nicole Power, Janet Mantler, and Ivy Bourgeault** published **Mental Health in Academia: The Challenges Faculty Face Predate the Pandemic and Require Systemic Solutions** in *Academic Matters*.



### TEACHING



**Kristen Ferguson, Yvonne James, and Ivy Bourgeault** published **Teacher Mental Health and Leaves of Absences: A Pilot Study Examining Gender and Care** in the *Canadian Journal of Education*.

**Melissa Corrente, Kristen Ferguson, and Ivy Bourgeault** published **Mental Health Experiences of Teachers: A Scoping Review** in the *Journal of Teaching and Learning*



## HEALTH WORKER BURNOUT

Health workers are known to experience a range of mental health issues, including burnout. Frontline health workers have faced increased job demands, complex and quickly evolving working environments and riskier working conditions, all while navigating chronic staffing shortages that preceded COVID-19.

**The Health Worker Burnout Project** has a team working on a matrix that categorizes different components of a toolkit of evidence-informed strategies to improve the mental health of health care workers. The interventions are categorized according to four levels: system, organization, team and individual. The matrix allows the team to organize existing interventions/tools/toolkits from various sources by different levels and categories. The goal of the project is to curate and create a free online platform of resources that a wide range of healthcare settings and organizations will adopt to improve health workers' mental health.



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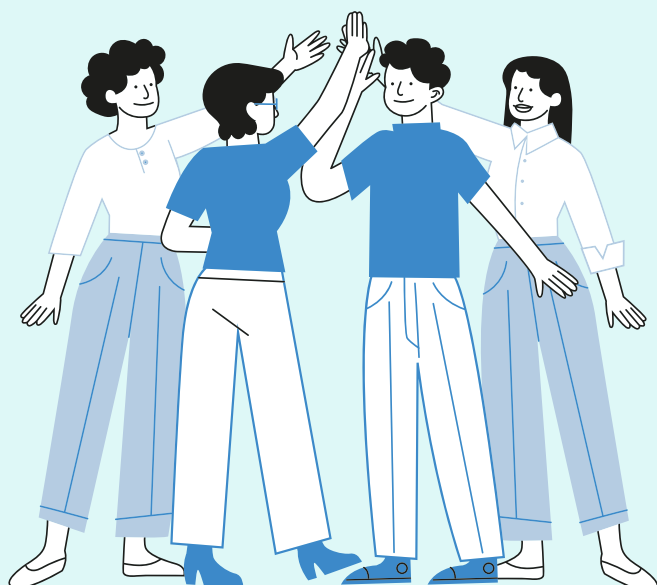
## TEAM UPDATES

**Kelly Gregory** won an award from the Canadian Health Workforce Network!


In January 2023, **Shamel Rolle-Sands** successfully defended her dissertation!



**Caroline Chamberland-Rowe** successfully defended her thesis!



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