

# Annual Report

2020/2021



# What's Inside

Our Mandate, Mission and Values	3
Message from the President and CEO	6
Message from the Board Chair	8
Knowledge Mobilization	9
Webinars	10
Online Courses	12
Thoughts to Inspire	13
Workistic App	14
Downloadable Resources	15
WWi Resource Portal	16
Speakers Bureau	17
Stakeholder Engagement	18
Projects	23
Harnessing Talent Alliance Project	24
Building Capacity	25
COVID-19 Accessibility Resources for Employers (CARE) Program	26
Research	27
Finance & Administration	28

## OUR MANDATE

**Safe, healthy and  
inclusive workplaces  
for all**



## OUR MISSION

We create **healthy  
workplaces** by  
**turning research  
into practice**

# OUR VALUES

## Collaboration

We work with multidisciplinary stakeholders in the public and private sectors to build and share the latest research on work wellness.

## Integrity

We lead by example. We build trust, act ethically and strive for transparency in our own work.

## Inclusivity

We value diversity in the workplace and champion the right to a safe and equitable working environment.

## Development

We foster a culture of lifelong learning. Our success is dependent on changing alongside the workplace landscape.







## Message from the President and CEO

Every year at this time I have the unique honour of writing a letter that encapsulates the last year of our organization, the work we have accomplished and our vision for the year ahead. As the President & Chief Executive Officer I am looking to the future with gratitude and a sense of optimism, not only because of the success and continued growth of the Work Wellness Institute, but that I have the opportunity to lead a core team of hard- working, diligent, and committed colleagues. Our team's focus and dedication over the last few years allowed us to make remarkable strategic, operational, and financial progress, which has positioned the Work Wellness Institute for long-term success and socioeconomic impact across Canada.

At Work Wellness Institute, success starts with our colleagues.

For our colleagues to thrive, we must invest in them and continually develop and evolve the skill sets required to allow us to achieve operational excellence and meet the evolving needs of the Canadian workplace. Over the last year we've included professional development opportunities within our project proposals and engaged in semi annual performance reviews for all staff. At Work Wellness Institute we believe engaged and motivated

employees results in value creation for our membership and other stakeholders. This includes creating a workplace that is inclusive and diverse, where opportunity for growth is available to everyone. This year, creating a culture defined by a healthy and inclusive work environment was enhanced by our move to a new office location in Burnaby. The move to the new office was driven by both economic factors and recognition of the importance to move to an office which met our Equity, Diversity and Inclusion strategy by being physically accessible, supported a hybrid working model, and provided a bright space that encouraged both independent and collaborative work.

In 2020, the world changed for everyone and WWi was not immune. The responsibilities, accountabilities, and opportunities facing non-profits today, especially related to the well-being and health of colleagues, has challenged the non-profit community. A pandemic, combined with social and racial injustices, shook the foundation of our economies, our sense of normalcy, our belief systems, and the stability of our communities. As an organization we were able to pivot our focus to the impact of the pandemic on the workplace. That strategic

move has allowed the organization to thrive despite the challenging environment. The significance of our approach has had a positive affect for the financial wellbeing of the organization as the ecosystem has shifted and we are being presented with opportunities on both the national and international stage.

The pandemic has resulted in changing the way we think about work environments. For the Work Wellness Institute, the most immediate risk we faced over the last year was our colleagues' health and safety while they continued to serve our clients, policyholders, and partners during a time of disruption and uncertainty. Last year we transitioned our workforce to a remote working environment virtually overnight and more than a year later continue to manage through this global health and economic crisis. Despite navigating this new environment, we have found a way to deliver on all of our projects, on time and on budget, which from my perspective, is a remarkable achievement. While it's difficult to highlight all the accomplishments of our team over the last year I would be remiss if I didn't identify a few of the significant milestones including.

- Formal research partnerships with McGill and McMaster University



- Strengthening our partnerships in the delivery of our programming.
- Expansion of French language programming
- Integration of our technological systems
- Launch of our Workistic App and associated resources
- 14 new courses delivered in various formats.
- Expansion of our Speaker Bureau.
- Quality assurance processes implemented

Going forward we are excited to have received additional grant funding that provides financial stability for the organization in the coming years. However, our path to sustainability cannot be to rely solely on grant funding. We are actively working to diversify our offerings and create

value for our membership and wider community. The key to this approach is to build programs and tackle projects that are focused and aligned to the organizations mandate to deliver sustained, industry-leading performance and a reputation as the hub of knowledge creation around work wellness. This approach has been exemplified by new partnerships, new programs and new curriculum delivery methods over the last year. This has strengthened our relationships with leading academic institutions across Canada and open doors to promote our organization across Canada.

As the President and CEO of Work Wellness Institute I feel a deep sense of conviction to create a sustainable organization for our members, stakeholders, and community. I know that I will not do that alone. Our team has made great progress on our

financial performance and project delivery as demonstrated by our operating results. I am immensely proud of how we have managed our rapid growth and the work our team has done. We have positioned Work Wellness Institute to take deliberate and meaningful actions that will result in positive outcomes for our local and global communities and the year ahead I am confident that we can continue our upward trajectory.

Dr. Cameron Stockdale  
President & CEO

# Message from the Board Chair



It has been a great honour to serve as the Chair of the Board of the Work Wellness Institute (WWi), especially during one of the most momentous years in recent history. Many of the stakeholder communities we serve were severely impacted by the Covid-19 pandemic. Life and everyday norms and interactions changed, the impacts of which are likely to be felt for many years to come.

The Institute's response to the pandemic was swift, responsible, thoughtful and above all, put people first. As we support the recovery efforts across Canada and the organization continues to adeptly navigate an unprecedented environment, I must applaud the dedication and outstanding efforts of our people. I am immensely proud of, and deeply grateful for, their contributions and commitment to excellence in this challenging environment. They seamlessly delivered on programs and research projects to ensure the Institute delivered on all its commitments to government, workplaces looking

for public health guidance, and the vulnerable communities we serve. This was a team effort skillfully led by our CEO, Cameron Stockdale.

Since a strategic plan was rolled out, we have had great successes and progress. The vision and mission materialized from words on a paper to a concept intertwined with the organization's culture and embraced by the management and staff. In addition to all that has been attained, the foundation has been laid for further advancement and realization of our future goals.

We have achieved many milestones this past year. Among the highlights were the opportunities we seized to: expand our reach and valued partnerships by leveraging our expertise and advisory capacity; create a "Community of Practice" for national and international promotion of vocational rehabilitation; build the foundation for the WWi First Responders Applied Research Centre; produce and launch the WWi "Thoughts to Inspire" Series; populate the WWi Resource Portal; deliver the national Covid-19 Accessibility Resources for Employers (CARE program); migrate to flexible delivery formats to provide accessibility on demand; and, complete the WWi Workistic App.

The scope of accomplishment over the past year is a tribute to the collaborative spirit, energy and dedication of our organization's leadership and staff. It is evident that the Work Wellness Institute is becoming the organization that we

want it to be for clients, employees, and ultimately you, our stakeholders. We are here to serve workplaces and support our communities of interest, to respond to their needs and to help them realize their ambitions and goals. Our results demonstrate that we are doing this.

We are justly proud of our past, however our sights are set on what lies ahead, where we need to be, and what we need to do. With the continued support of our stakeholders, the important work of WWi will be sustained as we weave our past and future together to create a future of which we can all be proud.

I wish to thank the Board of Directors for their support over the past few years, and for being an important part of this journey going forward. I would especially like to acknowledge the valued contributions of Elizabeth Ballermann, Mario Miceli, Kelly Williams-Whit, Jennifer Christian, Julie Philippe and Nina Hansen, who will be stepping down this year. Their insights and support were invaluable to the success of the Institute.

Thank you.

A handwritten signature in black ink, appearing to read "Steve Horvath". The signature is fluid and cursive.

Steve Horvath  
Board Chair

# Knowledge Mobilization

As an external facing organization focused on the online dissemination of knowledge and resources supporting resilient, productive work environments, Work Wellness Institute (WWi) has been well positioned to continue to demonstrate value throughout the Covid-19 global pandemic and respond to the changing needs of our stakeholders. Over the course of 2020-2021, WWi realized a commitment to the quality and diversification of our educational resources. First, we continued to expand our flagship webinar series while growing the WWi e-Curriculum offerings; each informed by expertise across academia, industry, and persons with lived experience. Secondly, WWi provided members and prospective participants with more flexible learning experiences through the design and development process of our resources. Examples include virtually facilitated workshops covering a range of disability

management topics, the launch of our keynote presentation series, 'Thoughts to Inspire', the design and development of WWi's 'Workistic' App, and the concentration of topics and expertise into a three-part thematic conference series, being planned and organized to be delivered over the coming fiscal. See below for more details on WWi resources.

## FOLLOW US



# Webinars

WWi's flagship webinar series are a constant pillar within the WWi suit of educational tools and resources. WWi provides webinars on a broad range of workplace wellness topics including but not limited to mental health, organizational and team resilience, occupational stress, disability prevention, occupational health, absence management, psychologically healthy workplaces, disability management, and workplace interventions.

## TO DATE

June 2021



PRODUCED



VIEWS

## PAST YEAR

July 2020 – June 2021



PRODUCED



VIEWS:

84%



SATISFACTION RATE:

## Our top attended webinars from this year were:

### 1. Experts on Gradual RTW

Our panelists spoke to mental health, safety planning for re-opening workplaces, and measures to promote wellness and health.

### 2. Presenteeism, Psychological Health and Workplace Performance during the Pandemic

In this webinar, Caroline Biron discussed and presented data on presenteeism in the context of teleworking.

### 3. Understanding Gender Differences in Work-related Health Outcomes

This webinar provided an overview of research evidence on understanding sex/gender-based differences in work-related health outcomes, including research conducted by the Partnership for Work, Health and Safety.

### 4. COVID-19: Challenges of Returning to Work or Staying at Work During a Pandemic

In this presentation, three researchers in occupational health and safety reflected on current events and shared data on adapting worker health and rehabilitation programs to this new reality.

### 5. Social Stigma in the Workplace During COVID-19

During this webinar our panelists discussed social stigma in the workplace during COVID-19 and the negative impact it can have on employee well-being and performance.

[MORE WEBINARS](#)

## Testimonials

**“ I appreciate being educated on concerns that have implications for my role as a Career Practitioner.”**

---

Valerie Currier, Career Practitioner,  
Novia Scotia Works, Cansa Employer Services

**“ No matter the size of your organization, public or private sector, the information provided in WWi webinars and resources are relevant and transferable”**

---

Lani DeHek, Manager,  
NC Nurses Union

**“ This was an excellent webinar on what is being called the next pandemic. The highly qualified speaker - the best in his field - gave a presentation that contained useful practical information of lay people.”**

---

Tom McKenna, National Health and Safety  
Representative and WCB Advocacy,  
Canadian Union of Public Employees

**“ That was a good use of my time, I’ll be a better mental health nurse now.”**

---

Bernard Huot,  
Registered Nurse and Mental Health Specialist,  
Manulife

**“ I appreciate being educated on concerns that have implications for my role as a Career Practitioner.”**

---

Valerie Currier, Career Practitioner,  
Novia Scotia Works, Cansa Employer Services

**“ Thanks for providing the opportunities to continue learning!”**

---

Emil Schmuck, Manager,  
Emil Schmuck Massage Therapy

**“ An amazing presentation with valuable info for my work and personal life. Thank you!”**

---

Angela Stolee, Health Care Management  
Specialist, Desjardins Insurance

# Online Courses

Since the launch of WWi's e-Curriculum at the end of 2020, WWi e-Courses have seen a significant increase in demand and variety of offerings. Building on the 6 inaugural online courses through the Harnessing Talent project at the beginning of the year, we have created an additional of 3 new self-paced, online courses and 5 virtually facilitated workshops.

## Live-Facilitated Courses

- **Best Practices for Disability Management:** This course provides an overview of the practice of disability management and provides you with concrete actions you can take to better manage disability in your workplace.
- **Recruiting and Hiring People Living with Disabilities (During a Pandemic and Beyond):** In this course, we take the need to abide by laws regarding the employment of people living with disabilities and see how that can be turned into a competitive advantage, through finding top talent.
- **Disability Management Policy & Procedure Building for Employers:** This course provides an overview of how to assess, create and update the policies and procedures your organization has regarding supporting persons living with disabilities.
- **Best Practices for Accommodating Mental Health Related Disabilities in the Workplace:** This course outlines how accommodation practices can be modified to suit remoted or dispersed workspaces, common areas of accommodation required for employees with mental health related disabilities, and key benefits of accommodating employees with mental health-related disabilities.
- **Anti-Bullying in the Workplace - Lift Each Other Up:** This course aims to help people recognize what bullying is and how to be aware of the increased risk of stigmatization, microaggressions and cyberbullying within a major disruption, such as the current Covid-19 pandemic.

## Self-Paced e-Courses

Based on the uptake and participant feedback of the following e-Curriculum and virtual workshops, WWi will continue to build on the participant learning experience through the addition of a learner elements such as self-guided online course format with instructor-led videos, reflective activities, knowledge retention activities and other participant materials. This online course will include office hours where participants can engage and ask questions directly with the instructor for an enriched learning experience.

- **How to Continue to Support Employees Who Return to Work after Recovering from Illness/Injury:** This course looks to increase your confidence in your ability to manage employees who have taken leave from work for medical reasons and who are planning to return to work.
- **Creating a Supportive Work Environment for Employees who Work from Home and Remote Workers:** This course is focused on helping people understand more fully what it means to be a remote worker and what it means to hire and work with remote workers.
- **Supporting Disclosure of Mental Health Conditions in Evolving Work Environments:** This course explores the concept of disclosure and how organizations can create environments that support employees in their decision whether to disclose a mental health condition in the workplace.

# Thoughts to Inspire

We produced and launched the first of our '[Thoughts to Inspire](#)' series - virtual keynote presentations from subject matter experts across sectors who present evidence-informed, thought-provoking ideas and approaches. Our featured presentation, '*Building workplace wellness in times of crisis*', was delivered by Dr. Jamie Gruman, author of "*Boost: The Science of Recharging Yourself in an Age of Unrelenting Demands*". This series will continue throughout the coming year and expand to include interviews with subject matter experts, inviting conversation and highlighting pivotal and timely workplace wellness topics.

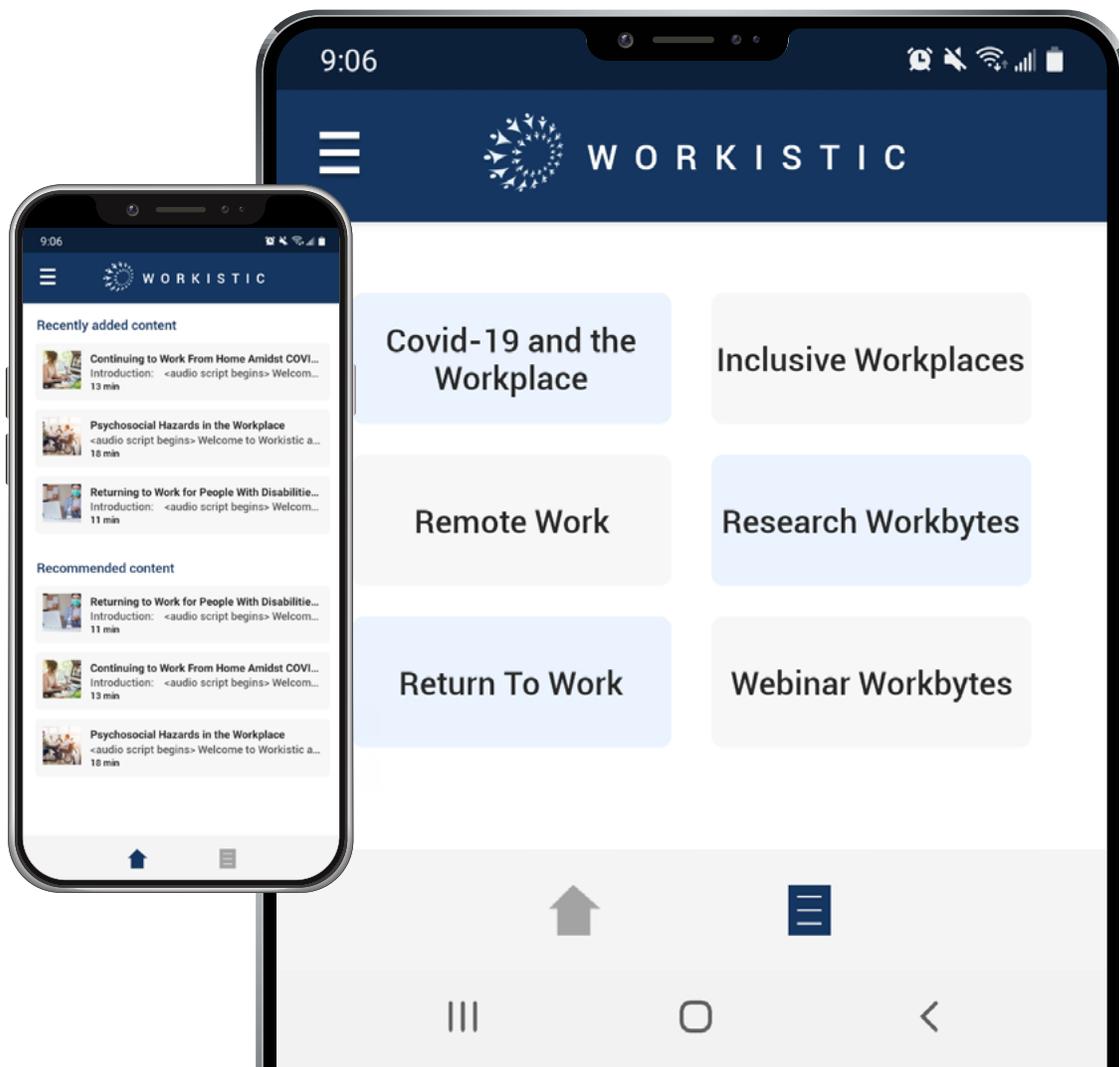
The 'Thoughts to Inspire' series will be available through the WWi websites and accessible through the WWi's 'Workistic' App.



# Workistic App

During the year we began work on designing our new app. The 'Workistic' App is designed to summarize existing content from in-demand webinars, emerging and key research articles, and interviews with key figures and subject matter experts in condensed, 15–30-minutes, takeaways. Resources provided are credible, relevant and evidence informed. We have completed the second iteration of development and in the coming months we will focus on user-testing and improvements to inform the final phase of development.

The 'Workistic' app will be a major focus for the year ahead, as we continue version testing and populating audio content, 'Workbytes', summaries of curated webinars and published research articles experienced as podcasts. The past year has intensified the demand for information and resources to be easily accessed, credible, timely, and relevant to the needs of a changing world of work.



# Downloadable Resources

**The Impact of COVID-19 on Inequalities & Work**

- 51.3% MEN
- 48.7% WOMEN
- 36.6% MEN WORKERS globally
- 40% WOMEN WORKERS globally
- 61% of participants in a statistics Canada survey reported COVID-19 related cases
- 61% were employed in industries most negatively impacted by lockdowns early in pandemic

**Challenges of Returning to Work or Staying at Work During a Pandemic**

- PEOPLE REPORTING MENTAL HEALTH ISSUES
- 50% - 70% CURRENT REPORTS
- 25% - 30% TYPICAL
- SINCE FEBRUARY 2020 THERE HAVE BEEN LARGER EMPLOYMENT DECLINES than all 3 MOST NOTABLE RECESSIONS COMBINED
- COVID-19 = PERFECT STORM FOR MENTAL HEALTH CHALLENGES

**Returning to Work for Those with Disabilities During Covid-19**

- SINCE FEBRUARY OF 2020 12.4% OF CANADIAN PAID WORKERS, AGED 15-65, HAVE BEEN LAID OFF MONTHLY
- 1/3 of individuals living with a chronic condition or disability's household income has decreased during the pandemic
- 1/2 of these individuals UNABLE TO MEET AT LEAST ONE ESSENTIAL NEED, such as groceries or personal protective equipment
- 2/3 of participants identified A WORKING FROM HOME ARRANGEMENT AS A NEED

**MAIN RECOMMENDATIONS TO BARRIERS:**

- Improving control in the workplace. Have those living with disabilities lead in plan creation
- Focus on the task in question and never make assumptions on individual ability.
- Keep communication on open two-way street
- Design return to workplace COVID-19 Protocols with an accessibility lens utilizing the expertise of employees living with disabilities

## Infographics: English and French

Downloadable resources such as infographics are open to the public and compliment WWi's online learning experiences. Being a national organization, the expansion of educational products in both official languages is a key priority. This year, WWi worked to increase the French products available, including creating infographics in both English and French to accompany the 10 webinars associated with the CARE project. Immediate priorities in expanding French bi-lingual options include the translation of the 8 most visited webinars and associated presentation materials.

# WWi Resource Portal

The [WWi Resource Portal](#) is a 'one-stop-shop' centralized resource database for organizations and individuals to access information and resources on employing and retaining people living with visible and invisible disabilities and to reduce the gap between what is known from research and what is done in policy, training and practice to facilitate safe, healthy and inclusive workplaces. Over the year, we completed Phase 1 of Portal development,

achieved a minimum viable product, and launched a pilot version of the Portal. As we continue to populate the portal with vetted content, we have now moved into the improvement cycle of development with an evaluation and user-testing planned for Spring 2022.

Users can currently browse and search through 180+ records.



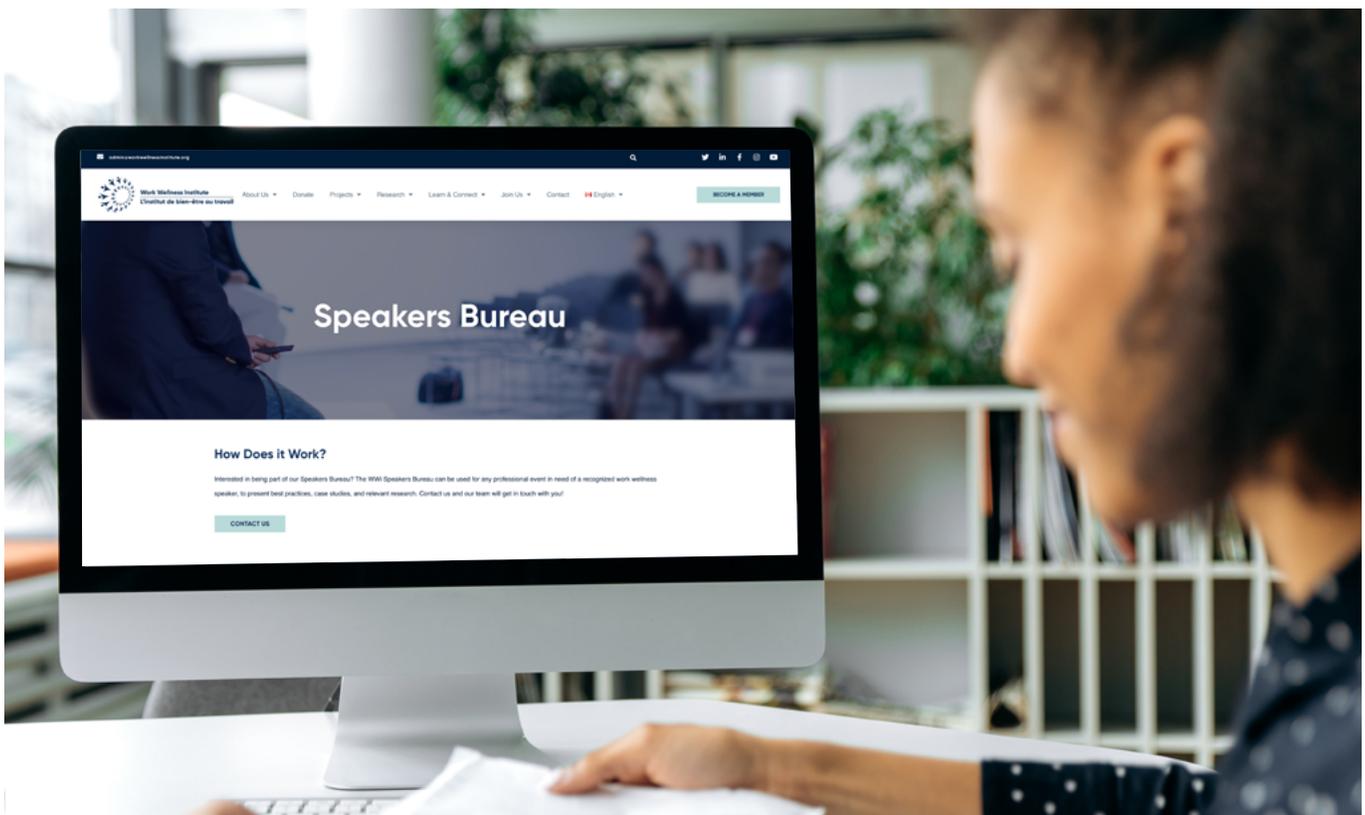
# Speakers Bureau

The WWi Speakers Bureau was designed and launched in response to an identified need for a centralized and accessible bank of credible expertise in the evolving area of workplace wellness. Over the past year we have developed processes for identifying key researchers and speakers in the work wellness community; a WWi Speakers Bureau webpage along with request forms; and vetting processes to ensure quality control and community representation in alignment with our Equity, Diversity, and Inclusion statement.

At this time, we have recruited 26 professionals, representing expertise in topic areas such as vocational rehabilitation, insurance and risk management in the workplace, employee burnout, stigma reduction, psychological health and safety in the workplace, and increasing incentives for employers to hire individuals with disabilities. Prominent participating members of the WWi Speakers Bureau include national non-profit and business leaders, registered psychologists,

occupational therapists, and full as well as Associate Professors from universities across Canada.

Looking forward into next year, our focus will be continuous improvement and identifying gaps and further opportunities for recruiting speakers. We are excited that the WWi Speakers Bureau will contribute to expanding our network and partnerships within the work wellness community.



# Stakeholder Engagement

Active engagement of academic, community, and industry partners has been, and continues to be, at the core of WWi's success. Identifying opportunities to both explore new partnerships and expand on existing ones has defined our stakeholder engagement initiatives of 2020-2021. As WWi continues to establish itself as a recognized resource 'hub' of productivity and inclusion, we bring together groups of like-minded experts in their field through committees, partnerships, and collaboration opportunities, using existing and new communication tools and channels.

## **Most notably, this year's engagement efforts include, but are not limited to:**

- Routine assessment of the format and content of regularly scheduled partner and committee meetings to build on the success of the existing project outcomes;
- Active support of our project partners to increase visibility and impact through shared marketing and communications planning;
- Continued diversification of resource format and content to reach new audiences and deliver membership value; and,
- Focus on maximizing available channels to disseminate our evidence-informed resources and enable participant uptake.



## Social media

In January 2021, we consolidated our Harnessing Talent social media channels and website into a single organizational access point. This was done to streamline our branding and messaging across all social media platforms, to showcase program activity and success, and to encourage uptake.

Our social media channels have been integral in expanding our network and reaching our target audience. With a focused organizational voice, we aim to strengthen the relevance, value, reach and impact of our projects, resources, and activity.

PLATFORM	POSTS	ENGAGEMENTS	FOLLOWERS
Twitter	212	547	4,254
Instagram	186	1,700+	634
Linkedin	130	1,166	631
Facebook	220	3,200+	1,743
YouTube	-	-	1,417
<b>TOTAL</b>	<b>748</b>	<b>6,613</b>	<b>8,679</b>

### YouTube

YouTube continues to be a major vehicle for our knowledge mobilization activities. During the year we undertook a concentrated quality control project to ensure the continued relevance and high standard of our resources. As part of this project, the presentation and structure of our YouTube channel has been improved by consolidating related topics into playlists, while the addition of thumbnails has improved the navigability of our channel. Over the year we saw an increase of 198 subscribers.

### Newsletter

Our newsletters are recognized by our partners and members as a key tool to disseminate best practices to employers, promote our upcoming events and practical resources, and showcase some of the highlights and announcements from our partners. This year we were excited to see our newsletter subscriptions increase by 132, bringing our total number of subscribers to 1,785. Over the course of the year, we issued 16 newsletters to our subscribers highlighting newly launched resources, events, and practical tips.



**CURRENT  
SUBSCRIBERS**



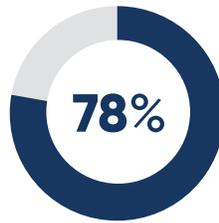
## Participation

WWi experienced an increased uptake across all of our resources, as well consistent satisfaction rates.

Across our online courses (e.g., self-paced, live-facilitated, accredited webinar recordings), we saw 1249 enrollments for the fiscal year. Our completion rates continue to be far above the industry average, with 62% of those enrolled completing their courses. Further, resources were well received by participants who reported an average satisfaction rating of 78%.



**ENROLMENTS**

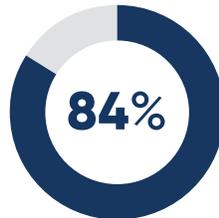


**SATISFACTION RATE**

Uptake of our webinars remains high. Over the year, we registered 28,011 views (asynchronous and live). Similarly, webinars were well received this year, with a satisfaction rate of 84%.



**VIEWS + ATTENDEES**



**SATISFACTION RATE**



## Membership

2020-2021 fiscal year focus was to add and increase value for our individual and organizational members. We have specifically concentrated our efforts in three areas:

### Diversified Resources Offering New Ways to Learn

This past year we have put considerable effort into offering our members new ways of engaging with our resources by diversifying our evidence-informed tools and creating more opportunities to learn and connect. We have worked with academics and subject matter experts in their fields to develop several well-received resources in a variety of new formats, including:

- Single speaker and panel webinars (available Live and Self-paced)

---

- Live-facilitated, Instructor-led e-Courses

---

- Self-paced e-courses and practice guides

---

- Thoughts to Inspire Series

---

- WWi Portal

### Enhanced Learning Experience

In order to support our members in their professional development, we have automated our certification system. We have created specific record IDs, discount coupon codes, and detailed instructions for individual and organizational members to optimize their learning experience with WWi and streamline the accreditation processes.

We have also updated our evaluation surveys, conducted user testing and analysis for various platforms and resources, and implemented improvement cycles to align with our members' learning goals and journey.

### Better Communication, Enhanced Tools

To effectively manage a growing and diverse network of stakeholders, communication is critical. To streamline communication with our members, we have created a dedicated Stakeholder Engagement role. This role is primarily focused on membership engagement and management. This has ensured that our members are always the first to know about our most recent updates, resources and events, as well as opportunities to get involved. We have also enhanced our communication tools by elevating the look and feel of our website, social media, and newsletters, including diversifying the content of our newsletter to include more relevant resources and updates.

In the coming year, we will continue to focus on increasing value for our individual and organizational members, and on the marketing and promotion of our organization.

## **Existing and Emerging Partnerships**

### **Harnessing Talent (HT) Partners**

Our regular meetings with HT partners connect organizations, practitioners, and academics. As we work towards the final years of our project, we have expanded conversation to include exploring opportunities to build on the partnership and project and regularly revisiting our definitions of Disability and Inclusion based on evidence and research.

## **Community of Practice**

### **Vocational Rehabilitation Network (VRNet)**

In December 2020, we launched national and international vocational rehabilitation (VR) groups. We are facilitating conversations with representatives of VRA Canada, VRA UK, ARPA (Australia) and BBRZ (Austria). Together, we have identified the need for spreading awareness around the value and benefit of the profession of Vocational Rehabilitation. WWi's role is to continue to enable discussion, share knowledge and resources, and promote the profession and raise the profile of each organization's impactful work.

## **Advisory Committees**

### **National Advisory Committee (NAC)**

The WWi NAC has been instrumental in providing input in terms of topics for resources, as well as identifying landscape gaps and opportunities to explore in the future. This committee of academics, practitioners, and individuals with lived experience gives valuable insights from various perspectives, which helps shape the broader picture that allows WWi to effectively turn research into practice based on community needs.

### **Review Committee**

Over the course of the year, we established the Review Committee for the WWi Portal. This Committee ensures that WWi is a credible source of information for supporting the creation and maintenance of safe, healthy, and inclusive workplaces by reviewing resources for credibility to be used for various knowledge outputs of the organization, including the Portal.

There are currently 16 members made up of university-affiliated academics who are actively reviewing resources for us. We will be focusing on growing this committee further over the year fiscal year.

# Projects

As we move into 2021-2022, WWi is challenged in balancing the demand for our continued work in response to the shifted compass dial of a changed world, with delivering on our existing funded programs; a response that is necessary to positively impact the reimaged Canadian economy post pandemic. Our vision, mandate and values could not be timelier. Each of our projects started, completed and underway during 2021, address both the social and economic significance of reducing barriers to opportunity and employment through the promotion of inclusive, resilient and health workplaces.

Over the last year, WWi has continued to grow and diversify the ways in which we deliver timely, credible, and evidence-informed knowledge mobilization resources to our stakeholder communities. Our projects have allowed us to build connections with employers across Canada and contribute to a more inclusive and effective Canadian employment landscape. With the support of our many project and organizational partners, we have had another successful year of meeting and exceeding many of our milestones and deliverables.

We have also been successful in expanding our project portfolio, having been selected to partner with the [Future Skills Centre](#) to deliver on the

National Accessibility Resources for Employers (NARE) for the [Shock-Proofing the Future of Work Challenge](#). Over the next two years, the NARE project will create and distribute resources for employers to improve processes and policies to engage, accommodate, and retain employees living with disabilities. Our project is one of 64 funded projects that will explore innovative ways of supporting employees and employers to navigate socio-economic shocks, promote workforce resilience, and strengthen Canada's response to ongoing and future disruption. The resources created will continue to provide knowledge mobilization material in diverse and accessible formats.



# Harnessing Talent Alliance Project



Alliance for Recruiting and Retaining Canadians with Disabilities

Harnessing Talent: Alliance for Recruiting and Retaining Canadians with Disabilities (HT) is a three-year project funded by Employment and Social Development Canada with the goal of helping employers recruit and retain employees with physical and/or mental health disabilities.

The HT project engages employers to help them prepare the workplace for the integration of people with disabilities and support current employees with health challenges. We are providing practical tools, educational resources, and programs and services to help employers apply evidence-informed best practices in disability management. Key to the success of this project has been the persistent innovation and collaboration of all our HT partners and supporting organizations. Moving into the project's third year, we look forward to completing and exceeding our deliverables and milestones, as well as fostering and expanding strategic partnerships with national and provincial disability organizations.

The unemployment rate for people with disabilities in Canada is more than double that of people without disabilities, despite two-thirds of people with disabilities indicating that they are willing and able to work (Morris et al., 2018).

## Achievements over years 2-3 of the project:

- Significant output and diversification of educational resources, including new e-courses and webinars.
- Reviewed 786 evidence-informed resources for the WWi Portal.
- Launched our 6 e-courses aimed at navigating psychosocial hazards in the workplace
- Built on existing Alliance membership with an additional 672 members
- Published the final Organizational Readiness Survey report.



# Building Capacity

Building Capacity is a three-year project funded by the Employment and Social Development Canada (ESDC) under the Social Development Partnership Program. Now entering the third year, Building Capacity allows WWi to build capacity to plan, deliver and evaluate our programs and activities.

## The strategic objectives associated with this project are:

- Build capacity within the organization to effectively plan, deliver and evaluate WWi programs and activities.
- To partner with the global community of researchers, professionals, employers, people with disabilities, and other stakeholders committed to the prevention of impairment-related job loss and worklessness.
- To provide credible, science-informed, practical tools and educational resources to facilitate stay at work, return to work, and inclusion of people with impairments and disabilities (stakeholders include governments, employers, labour organizations, occupational health and safety professionals, public and private insurers, educators, workers, people with disabilities).
- To support work participation for those at risk, or with, chronic and episodic health-related challenges

## Some of the main achievements of Project Year 2 were:

- The organization and streamlining of advisory committees into the WWi National Advisory Committee to optimize stakeholders time, commitment and input, diversifying the voices of the Committee.
- The launch of the Work Wellness Institute Portal: a ‘one-stop-shop’ for businesses to access credible information and resources on employing and retaining people with disabilities.
- Established the WWi Portal Review Committee, with 16 university-affiliated academics so far.
- Finalized and began implementing our Equity, Diversity, & Inclusion (EDI) policy.
- Strengthened our policies and procedures by establishing a health and safety committee, emergency procedures for the workplace, and a COVID office guidelines.
- Formalized relationships with professional organizations including CPHR Alberta, Cancer + Work, MOSAIC, CCRW, VRA and more.
- Successful launch and growth of the Speaker’s Bureau. In one year, the Speaker’s Bureau has gone from concept to reality, with 26 members spanning a diverse range of expertise including psychological health and safety in the workplace, effective leadership, vocational rehabilitation, mental health advocacy and more.

# COVID-19 Accessibility Resources for Employers (**CARE**) Program

Funded by Employment and Social Development Canada, the Opportunities Fund for Persons with Disabilities, the COVID-19 Accessibility Resources for Employers (CARE) program aimed to assist Canadian employers with supporting employees with disabilities and/or mental health challenges in their working environments during the global pandemic by providing credible and timely educational resources. Through the CARE project, WWi built on our capacity to create, implement and evaluate educational resources for Canadian employers, which will allow them to build process and policy to accommodate employees with disabilities and/or mental health challenges during, and beyond, the global pandemic.

## **This project was completed between November 2020 and March 2021. Our main achievements were:**

- Expanded educational offerings to include webinars, and live and self-paced courses with a particular focus on navigating COVID-19.
- Produced the first of our Thoughts to Inspire series, presented by Dr. Jamie Gruman.
- Designed the Workistic App to summarize existing disability management content in short, takeaway podcasts. Three podcasts have been recorded so far including Returning to Work for People with Disabilities in COVID-19; Continuing to Work from Home Amidst COVID-19; Psychosocial Hazards in the Workplace.
- Finalized and began implementing our Equity, Diversity, & Inclusion (EDI) policy.



# Research

WWi research activities for 2020–2021 centered on both partnership and building our capacity to do research aligned to the organization’s mandate.

## Partnership:

The development and engagement of academic, community, and industry partners are essential to WWi’s initiatives and success. Identifying research opportunities for both exploring new partnerships and expanding on existing ones has defined our initiatives of 2020–2021. Efforts have included regular meetings with committee and project partner academics through our Harnessing Talent Project partners and National Advisory Committee to build on the success of existing project outcomes and further support increased visibility and impact of partner research activities. Specifically, conversations explored with both McGill and McMaster universities led to the formalization of research partnership agreements with each. The first builds on a new opportunity with WWi Harnessing Talent Project partner Cancer & Work and McGill University on research relating to the efficacy of integrating vocational rehabilitation and occupational therapy in resources for cancer survivors seeking to return to, or enter, the job market. The second, explores a new partnership with The Collaborative, an initiative led out of McMaster University, supporting early-career researchers with access to WWi developed resources and collaboration on an Mitacs-SSHRC Insight Development Research Grant, Inventory of Models and Practices in Community Focused and Interdisciplinary Social Sciences and Humanities Research. The purpose of the current SSHRC IDG research is to identify pathways towards societal impact for social sciences and humanities research through knowledge mobilization.

## Capacity:

Streamlining of research activity of the organization through the centralization of WWi advisory committees, the onboarding of the Scientific Director role, and the engagement of a PhD candidate to support the organization’s research mandate, has further established WWi’s research capacity over the past year. As a result, WWi was positioned to actively identify and collaborate on the submissions of research proposals with the University of BC, WorkSafe BC, the University of Victoria, and the Vancouver Island Health Authority.

Similarly, growth of WWi’s research arm allowed us to build on a history of research focused on first responders. With the support of Economic and Social Development Canada, WWi has conceptualized and developed a foundational framework to form the WWi First Responders Applied Research Centre, exploring occupational health and wellbeing of first responders. A steering committee to inform the development of the centre has been engaged over the past year and WWi was able to further support the initiative through collaboration on various research proposals with the Registered Nurses Association of BC.

# Finance & Administration

Expressed in Canadian dollars

	June 30, 2021	June 30, 2020
	\$	\$
<b>ASSETS</b>		
<b>Current assets</b>		
Cash	84,660	-
Restricted cash	1,377,624	488,976
Receivables	35,646	1,952
Prepaid Expenses	17,305	9,180
<b>Non-current assets</b>		
Equipment	32,538	5,222
<b>TOTAL ASSETS</b>	<b>1,547,773</b>	<b>505,330</b>
<b>LIABILITIES</b>		
<b>Current liabilities</b>		
Account payable and accrued liabilities	85,251	63,949
Deferred contributions	1,410,162	415,281
Deferred membership revenue	-	7,776
<b>TOTAL LIABILITIES</b>	<b>1,495,413</b>	<b>487,006</b>
<b>NET ASSETS</b>		
Surplus	52,360	18,324
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>1,547,773</b>	<b>505,330</b>

# Finance & Administration

Expressed in Canadian dollars

	June 30, 2021	June 30, 2020
	\$	\$
<b>REVENUE</b>		
Government grants	1,450,582	688,528
Membership revenue	19,072	20,373
Other grants	-	-
Donations and other income	19,401	3,347
<b>TOTAL REVENUE</b>	<b>1,489,055</b>	<b>712,248</b>
<b>EXPENDITURES</b>		
Advertising	253	365
Amortization	13,356	2,204
Bank charges and interest	2,690	2,093
Consulting and other projects	594,174	53,587
Dues and membership	1,346	956
Insurance	3,312	2,591
Office and general	33,085	25,362
Professional fees	18,482	63,375
Rent	32,152	22,488
Telecommunications	6,066	18,599
Travel	-	20,412
Wages and benefits	750,103	473,740
<b>TOTAL EXPENDITURES</b>	<b>1,455,019</b>	<b>685,772</b>
Excess of revenues over expenditures	34,036	26,476
NET ASSETS, beginning	18,324	(8,152)
<b>NET ASSETS, ending</b>	<b>52,360</b>	<b>18,324</b>



**Work Wellness Institute**  
**L'institut de bien-être au travail**

## CONTACT US

-  415-788 Beatty Street,  
Vancouver, BC, Canada V6B 2M1
-  1-604-684-4148 | 1-800-872-3105
-  [admin@workwellnessinstitute.org](mailto:admin@workwellnessinstitute.org)
-  [workwellnessinstitute.org](http://workwellnessinstitute.org)

## FOLLOW US

