

Annual Report

2022





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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



This past fiscal year marked the third full year of operations since we rebranded our organization, and the results over that period reflect the objectives we committed to as part of the rebrand. Despite the continuing challenges presented by the pandemic, we have emerged a stronger and healthier organization. It took careful planning to see the growth that the Work Wellness Institute attained during the past year, and our success comes from the talent and commitment of our staff, trusted partners and of course, the trust our members place in us; for these things we are grateful.

It was no easy task managing both the safety of our employees and the increased demand for our services, all the while continuing to build the organizational infrastructure and great content. The reliability of the services we provide and the quality of the content we offer defines us. We rose to the challenge, and we proved as an organization to be both robust and extremely flexible in the face of change.

The Work Wellness Institutes success also demonstrates the confidence

placed in us by not only our funders, but by the people who turn to us for credible resources and information to address workplace health and wellness needs. I am incredibly proud of our team, and how much we have risen to meet the needs of our members and address the challenges of a shifting economic landscape over the last few years.

We have implemented meaningful and tangible change within the organization to create an efficient organizational structure that consistently delivers on not only our contractual agreement but meets the needs of our community through a continuum of understanding current challenges related to workplace health and wellness. Our ability to research problems and subsequently develop credible tools that enable cultural change within their organizations makes us unique, and it creates opportunities for all Canadians to contribute to meaningful work in a healthy work environment. It means Work Wellness Institutes' purpose has never been clearer, or more needed, and as we focused on building stronger foundations, deepening relationships, and building on our strengths we need to remember the vision for the organization that is safe, healthy and inclusive workplaces for all.

Each year as we prepare for the AGM it is an opportunity to reflect on what we have been able to accomplish. As you read this report, I urge you to pay particular attention to the completed projects beyond our funding deliverables. Sometimes the values of an organization tend

to reflect what already exists at its core. In other organizations, values are aspirational and reflect how they want to be perceived by the world. Our core values at Work Wellness Institute are both aspirational and foundational and are consistent with the idea of sustaining the positive elements of the organization and driving forward with vision and values that guide us into a positive future.

I am proud to say that while pandemic might have slowed us down, it certainly didn't stop us. This is a testament to the hard work and commitment of our team over the past year who have demonstrated that our combined strength is what makes us successful as a non-profit entity. Undoubtedly, the coming weeks and months will bring new learnings as we continue to build the organization and solidify new standards for how we engage and collaborate with one another. My experience over the last year has me excited about our future as we all navigate this new era together making a significant contribution to the Canadian landscape of workplace health and wellness.

Dr. Cameron Stockdale
President & CEO

Message from the Board Chair



As we roll into the twilight of 2022, we find ourselves continuing to persevere through the adversity of the fallout from the pandemic with hope and optimism abounding with new opportunities. The energy and passion of the whole WWi team and ongoing trust of our research and wellness sector partners reinvigorated our long-standing relationships and fostered our common vision of turning research into practice, conducting, and supporting work research, and mobilizing knowledge that positively impacts workplace health practices.

In this year's Annual Review, we share some of the ways we're helping researchers, the business community and stakeholders achieve positive outcomes for society by implementing work wellness policies and practices, accommodating, and retaining people with disabilities and increasing economic performance through inclusion and diversity practices.

Our focus on adapting the organization to new business realities continues, and we have progressed well, providing innovative

and impactful solutions to advance worker well-being, create inclusive and thriving organizations, and promote psychologically safe and healthy workplaces.

In 2022, we raised the bar with our stakeholder and research community engagement. By creating a thriving and performing environment that is inclusive and embraces worker well-being for our whole stakeholder value chain and evolving our own diversity & inclusion strategy, we have made important steps to anchor a high performing and collaborative culture within the Institute. Our initiatives with defined targets continued our positive trajectory over recent years, while building our capacity to create, deliver, and evaluate educational resources that support employees with disabilities, deliver programs that support the retention of employees, and improve workplace processes and practices to engage accommodate and retain employees with disabilities.

I'm extremely proud of the accomplishments our talented team of problem solvers at WWi have delivered across Canada this year to support our stakeholders and make positive contributions to the communities in which we all share. Managing such vital societal challenges is possible only when we come together, and when people with diverse skills combine forces to solve complex problems. It is our people, and the wide range of skills and experiences they bring to work every day, that are the engine of our success.

The Institute owes a tremendous debt of gratitude to the stewardship of Dr. Cameron Stockdale, his leadership team and all the talented staff for their energy and dedication – coming out of a pandemic and uncertain economic times, they have left us in a position of strength, a recognized influential voice in the workplace community, and positioned us to help overcome the many challenges we face on the horizon as major issues around workplace mental health, accommodation, inclusivity and employment of people with disabilities continue to evolve.

As well, I want to recognize the dedication, vision and insights of our Board of Directors who have been generous with their experience, expertise and leadership and have shaped the strategic direction of the Institute to assure sustainability and create an important and impactful organization.

We are heading into 2023 as an energized, thriving organization, poised to bring our skills and collective talents and perspectives to the next level using our past success as the springboard to emerging opportunities and to deliver on our vision of inclusive, accommodating and psychologically safe workplaces.

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

Steve Horvath
Board Chair



Knowledge Mobilization

As an external facing organization, we continue to focus on the online dissemination of knowledge and resources supporting resilient, healthy, and productive workplaces. The Work Wellness Institute (WWi) has been well positioned to continue to demonstrate value throughout the COVID-19 global pandemic and its response to the future of work. Over the course of 2021-2022, WWi strengthened our ongoing commitment to the quality and diversification of our educational resources. First, we expanded our flagship webinar series while growing 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 of self-paced resources. Examples include the production of virtually facilitated workshops covering a range of diversity and leadership topics, the addition of self-directed courses to the WWi e-curriculum

series, and the launch of our keynote presentation series, 'Thoughts to Inspire'. In addition, WWi designed, developed, and implemented the 'Workistic' App, a platform that houses podcasts of interviews with subject matter experts, as well as summaries of trending webinars and research articles. Lastly, WWi successfully held two installations of our mini-conference series over this past fiscal year, increasing our reach and engagement to promote healthy, safe and inclusive workplaces across Canada.

FOLLOW US



Webinars

WWi's flagship webinar series remains an essential building block of WWi educational tools and resources. WWi has provided and continues to develop timely, evidence-based webinars on emerging topics within the work wellness space. Particularly this year, our focus has been centered on the following timely topics:

- > Future of the workplace
- > Return-to-work
- > Hybrid workplace
- > Equity, diversity and inclusion
- > Workplace interventions and occupational health
- > Stress and resilience

TO DATE

June 2022



PRODUCED



VIEWS

PAST YEAR

July 2021 – June 2022



PRODUCED



VIEWS

82%



SATISFACTION RATE

Our top attended webinars from this year were:

1. Menopause in the Workplace

Menopause is the time in a woman's life when they stop menstruating and experiences a significant hormonal shift in the body. But why is it also a workplace issue? In this webinar, Jo Brewis explains what menopause is as well as identifying some of the associated symptoms. This webinar will also answer the reasons why employers need to take it seriously and the circular relationship between menopause symptoms at work. a.

[VIEW WEBINAR >](#)

2. The Impacts of Language Barriers on the Return-to-Work Experience

This presentation discussed the findings from an Ontario study that sought to identify strategies for the successful return-to-work of injured workers who experience language barriers. Based on interviews with injured workers and key informants from various sectors, the challenges were described in the return-to-work process and recommendations were proposed to better navigate return-to-work in contexts of language barriers.

[VIEW WEBINAR >](#)

3. Perceptions of Barriers and Facilitators for Individuals with Autism in Job Interviews

Individuals with autism are disproportionately under-employed compared to their peers without such a diagnosis, and with those with other kinds of diagnoses, including individuals with other neurodiversity characteristics. In this webinar, employers and service providers will be provided with tools and recommendations for conducting interviews with individuals with autism and how to better prepare to enhance the experience for both stakeholders involved.

[VIEW WEBINAR >](#)

4. LGBTQ+ Inclusion at Work

In this webinar, Dr Luke Fletcher discussed why understanding and improving LGBTQ+ inclusion at work is important. Luke focused on aspects related to disclosure and 'coming out' as well as the importance of authenticity and psychological safety in the workplace. He also detailed the types of supportive practices and initiatives an organization can develop to strengthen LGBTQ+ inclusion.

[VIEW WEBINAR >](#)

5. Supporting Workers with Long-COVID

In the wake of the pandemic, it became clear that providing adequate support for workers with long-covid is a challenge for organizations. In this presentation, Karina Nielsen presented the results of a qualitative study focusing on the resources needed to support workers with long-covid to stay and thrive at work.

[VIEW WEBINAR >](#)

[MORE WEBINARS](#)

Testimonials from attendees of our webinars:

"Excellent, first time this topic I have seen in mainstream"

T. Cochrane, Hiring Advisor, Private Consultant

"As an HR practitioner in Canada, I appreciated this information for creating an inclusive workplace"

Megan Bailey, HR Advisor, Vancouver Island University

"Thank you for this great learning opportunity"

Cary Brown, University of Alberta

"Great session fits perfect into my lunch hour, allows me to balance work and ongoing education and learning"

Stuart Fleck, Return-to-Work Specialist, Workplace Safety and Insurance Board

"Extremely timely presentation. Information is definitively helpful in preparing an organization in better managing and supporting return-to-work for those who are suffering from long COVID"

Micheline Comeau, Return-to-Work Specialist, Workplace Safety and Insurance Board

"Thank you for this talk...finally something tangible and realistic versus the usual "wellness" talks. Just excellent."

Anonymous

"Overall webinar was good, informative and forcing me to think a bit more on the LGBTQ+ group."

Michael Dunstan, Risk/Occupational Health Manager, UPS

Online Courses

Since the launch of WWi's e-Curriculum, there has been a significant increase in the diversity of content and the delivery of our eCourses. Building on the 14 existing online courses, we are excited to have run 4 additional Live-Facilitated courses in partnership with CPHR BC and Yukon. Additionally, we added 2 Self-Paced courses to the WWi eCurriculum course offerings.

Our 4 Live-Facilitated Courses developed this fiscal year:

1. Best Practices for Accommodating Mental Health Related Disabilities in the Workplace

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.

[VIEW COURSE >](#)

2. Recruiting and Hiring People Living with Disabilities

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.

[VIEW COURSE >](#)

3. 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.

[VIEW COURSE >](#)

4. Best Practices for Disability Management

This course outlines how accommodation practices can be modified to suit remote 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.

[VIEW COURSE >](#)

Our 2 Self-Paced e-Courses developed this fiscal year:

1. Best Practices for Disability Management in the Workplace: Part 1

This course provides an overview of the best practices of disability management and serves as an introduction to what a fulsome and productive disability management program looks like in an organization. By the end of this course, participants will have the foundations you need to begin developing and using best practices in the workplace including resources and approaches. Participants can use this to improve their existing practices or as the starting point for developing a disability management system.

[VIEW COURSE >](#)

2. A Practical Toolkit for Disability Policies in the Workplace

Diversity training and inclusion practices have become an integral part of our culture and life. This course looks to increase your confidence in your ability to support people at work -regardless of ability - so that you can make better-informed decisions as you continue to contribute and/or build your organizations.

[VIEW COURSE >](#)



Thoughts to Inspire

This past year, we produced and launched our virtual key-note presentations and interview series, 'Thoughts to Inspire'. This series invites subject matter experts across a variety of sectors to present and share evidence-informed, thought-provoking ideas and approaches to cultivate wellness in the workplace. Over the course of this year, we have successfully produced 6 installations in our 'Thoughts to Inspire' series focused on creating healthy, inclusive and performing workplaces:

1. Optimizing Relationships To Build Workplace Wellness by Jamie Gruman, PhD

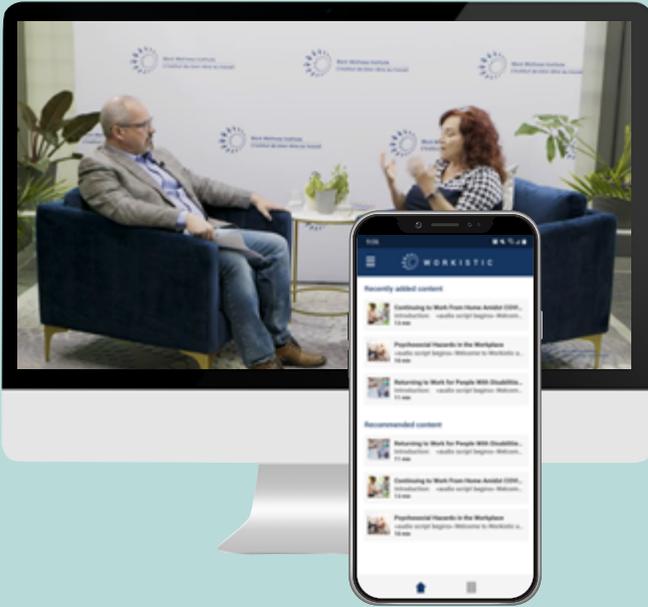
Through stories, studies and anecdotes informed by research, along with personal reflections, Dr. Jamie Gruman challenges us all to remember past joys, revel in future reflections and to create workplaces that support the important things in life. Dr. Gruman explores how optimizing the relationships we have with ourselves; others and our workplace organizations can greatly impact overall workplace wellness through times of disruption and beyond.

[VIEW VIDEO >](#)

2. Reflections of a Former Olympian on Mental Health by Erika Seltenreich-Hodgson

Through the sharing of her personal experience and educational background, Erika takes us through the full spectrum of what being a professional athlete entails, bringing a strong voice to the conversation on mental health. She looks to challenge the status quo and advocates for supports to aid in the mental health journey throughout a professional athlete's career cycle and beyond.

[VIEW VIDEO >](#)



879

views in this series in 2021

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

3. Trauma Informed Leadership & Change Management in Support of Work Wellness by Dr. Dawn Emerick

Blazing the trail for a new approach to leadership and change management, Dr. Emerick calls on leaders to introspectively look at what the responsibility of leadership truly holds, take on the work of their own personal trauma and bring an individual approach to each employee, asking not "what's wrong" but instead how can we help?

[VIEW VIDEO >](#)

4. Pillars to Supporting Psychologically Healthy Workplaces by Dr. Arla Day

Dr. Arla Day is a long-standing advocate, researcher and WWi partner in the mission of creating psychologically healthy workplaces for all. In this in-depth conversation, we learn that healthy workplaces are attainable through designated effort and active approaches from not only leaders but everyone within the organization.

[VIEW VIDEO >](#)

5. A Leadership BluePrint to a VUCA (Volatility, Uncertainty, Complexity, Ambiguity) World by Rob Elkington, Ph.D.

In a time of unprecedented rates of volatility, uncertainty, complexity and ambiguity; Dr. Elkington looks to provide an anecdote and proposes a shift in the leadership narrative. Offering a change in mindset of 'let's win together' this conversation navigates away from the leader pressures of knowing all the answers and extends to leveraging imbedded leadership throughout an organization in a co-constructed new way forward.

[VIEW VIDEO >](#)

6. How Character Development Enhances Leadership Development by Greg Millen

What started as a research question to the events of 2008 became a leadership character framework that Greg Millen suggests can be used to build the roots of the organizational tree. With understanding, honing and utilization of the 10 identified characters, alongside judgment as the center of the proverbial wheel; leaders can form the foundations contributing to an aligned workplace culture and long-lasting performing organizations.

[VIEW VIDEO >](#)

Conferences

The Work Wellness Institute Conference Series is a call to action to bring focus to the kinds of workplaces we want to create and return to. Over the past year, our organization has introduced the WWi Conferences Series, a new avenue to reach Canadians and disseminate our research-informed resources.

In November 2021, we held our first of our conference mini-series, *Exploring the Realities of Inclusive Return-to-Work*. The panels of academic and industry leading experts walked attendees through the multi-layered process of returning to work with the opportunity to attend 3 distinct presentations. All panels brought a variety of approaches and perspectives, bringing together ideas and practical tools for employers to take back to their workplace. In addition, all attendees were invited to network and connect in our exhibitor hall with work wellness experts.

The panels:

- > Return to Work: A Broad Picture presented by Rebecca Gewurtz, PHD; Fergal O'Hagan, PHD; and Stephanie Cousineau, PHD
- > Successful Return to Work for Cancer Survivors – What is the Research Telling Us to Do? Presented by Christine Maheu, RN, PhD and Maureen Parkinson, MEd, CCRC
- > Vocational Rehabilitation: An International Perspective presented by Tracey Kibble, Julia Bunn, Joy Redmond and Ingrid Pammer

The numbers:



REGISTRANTS

82%



SATISFACTION RATE

In June 2022, we held our second conference, *Exploring the Future of the Workplace*. Panelists explored the recent changes we have seen in the workplace over the past 2 years, and what organizations can do to build resiliency and build skills to face times of disruption in the workplace. Alongside the 3 panels included in the conference, attendees had access to live graphic recordings that summarize each panel, trending research infographics and subject matter experts available through WWi and partners' exhibition booths.

The panels:

- > Navigating the Hybrid Workplace: An Inclusive Approach presented by Alison Grenier and Dr. Tyler Amell.
- > Worker Wellbeing and the Gig Economy presented by Dr. Arif Jetha and Dr. Deborah Stienstra.
- > The Impact of Technology on Worker Wellbeing presented by Dr. Sara Tamers and Catherine Heggerud.

The numbers:



REGISTRANTS

90%



SATISFACTION RATE



Workistic App

Over the past two years we have designed and developed the WWi app 'Workistic'. Workistic is designed to be an extension of our WWi Portal, a centralized place for our audience to access work wellness resources and information on the go. Subscribers of our app can dive into podcasts or 'WorkBytes', which are summaries of our carefully curated webinars, published workplace research findings, and informative interviews with subject matter experts. The goal for this app is for our audience to stay informed about work wellness regardless of where they are and when they are listening.

This fiscal year, we completed the final iteration of the Workistic App before launching. This iteration consolidated feedback received from our user testing cycles and introduced new features and UI/UX improvements to better serve the end user. This includes:

Easy searchability within the app by topic, author/speaker as well as workbyte type.

An ability to create favourite and custom playlists of our workbytes.

Shareability of the app as well as its content with colleagues, friends, and family.

Notifications when new content is available.

Staying up to date with the latest work wellness programs and research by subscribing to the WWi newsletter through the app.

We are continuously developing content and uploading it to the Workistic app database to add value to our app users. So far, we have 28 podcasts ranging in topics such as:

Future of work

Human resources

Leadership

Mental Health

Occupational health and safety

Psychological factors

Return-to-work

Our IT department has been an integral part of the successful development and completion of the Workistic app. From timely communication with our contractors during the development, to effective collaboration with our education team, IT has been essential. Internal and external testing cycles and the user experience optimization have made this app a successful product.

Podcasts

During the development of Workistic, we have also produced resources in the form of podcasts, 'Workbytes'. We are continuously developing content and uploading it to the Workistic app database to add value to our app users. So far, we have 28 podcasts ranging in topics such as:

Disability management

Disruption in the workplace

Diversity and inclusion

Future of work

Human resources

Leadership

Mental Health

Occupational health and safety

Psychological factors

Return-to-work

28 podcasts developed



Being a national organization, the expansion of educational tools and resources in both official languages is important. Of the 28 podcasts we have developed, 24 of the are in English and 4 are in French. All podcast episodes come with summaries and key learning objectives from our webinars and e-Courses that help keep the learner engaged. **These podcasts aim to be short and high impact, providing an opportunity for learning on the go, anywhere anytime!**



IN ENGLISH



IN FRENCH

Downloadable Resources

Over the past fiscal year, we have designed downloadable resources in the form of infographics to support our audience's learning journey.

We hosted two conferences focused on the future of work that offered a new avenue of knowledge mobilization and value for our participants. One way we enhanced the value was the creation of infographics during the live event to summarize key ideas presented by our panelists. Throughout the 2 conferences, we produced 25 infographics in total with 14 being in English and 11 in French.

25 infographics developed

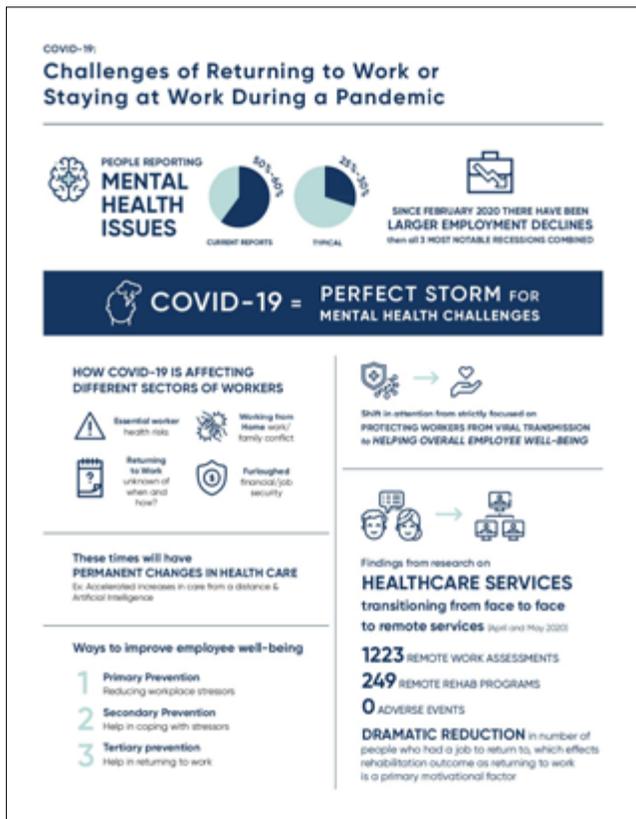


IN ENGLISH



IN FRENCH

4 graphic recordings produced



In addition to our 25 infographics produced from our conference content, we also produced 4 graphic recordings summarizing each panel and conference information overall and providing a more visual learning experience for attendees. As we continue to produce webinars, e-Courses and conference series installations, we look forward to exploring the different forms of downloadable resources to further benefit our audience.

WWi Resource Portal

Over the last year, we have worked with external developers to take the Portal from its minimum viable product to a fully functioning database. Developments were informed by feedback we received from pilot testing with our focus groups of practitioners.

We are now proud to offer a full, interactive database of resources that support the creation and maintenance of safe, healthy, inclusive, and performing workplaces. The scope of content housed on the WWi Resource Portal varies from peer-reviewed research journals to e-courses, webinars, and toolkits for employers to utilize. The search functionality of this database has seen many advancements, from simply browsing our displayed topics, to advanced searching that allows the user to combine different search strings.

Users are also able to create a free account that allows them to bookmark resources, as well as view

their search history and subscribe to email notifications when resources in their selected areas of interest have been added to the Portal.

The Information Resources team continues to search and identify the latest research and resources, working with our Review Committee to ensure that the resources added are backed by research and expertise, of high-quality, useful, and relevant to our audience.

Users can currently browse and search through 250+ resources on the WWi Resource Portal.

250+

resources to browse and search



WWi Portal



Speakers Bureau

The WWi Speakers Bureau was designed and launched in response to an identified need for a centralized and accessible bank of credible speakers in the area of workplace wellness. Over the past year we have continued to identify leading industry speakers in the work wellness community and use processes that ensure quality control and community representation in our bank of speakers. In addition, we have established new opportunities to engage members of our bureau through inviting them to present a webinar, writing a blog post published on our website a piece in the WWi Blog, as well as being exhibitors at our mini-conference series. Each of these opportunities has led to new speakers and organizations engaging with WWi in new avenues.

At this time, we have recruited 30 professionals, representing expertise in topic areas such as equity, diversity and inclusion in the workplace, the future of work, employee burnout, psychological health and safety in the workplace, as well as disability management. Prominent members of the WWi Speakers Bureau include TEDx speakers, university professors from across North America, founders and CEOs of prominent companies in the work

wellness space, registered psychologists, vocational rehabilitation therapists, and business leaders.

Looking forward to next year, the focus will be on continuous improvement and identifying gaps and further opportunities for recruiting speakers. New efforts will be put into organizational outreach for the utilization of speakers, as well as the identification of events for speakers to inquire about.

Stakeholder Engagement



Active engagement of academics, community and industry partners, as well as external stakeholders continue to be at the core of WWi's success. Identifying opportunities to both explore new partnerships and expand on existing ones has been a driving factor in our stakeholder engagement initiatives this year. As WWi continues to establish itself as a recognized resource center within the work wellness community, we strive to produce research informed, quality products to engage existing and new stakeholders.

Social media

Over the past year, we have made significant efforts to increase our presence and reach on social media through streamlined branding and messaging across all channels. A new marketing and communications plan was created in early 2022, focusing on providing more digestible content to our audiences.

Short videos and posts with tools and recommendations for employers have seen the most engagement, with news about upcoming webinars and e-Courses closely behind. Our overall engagement this year have reached 4,815 over 4 social media channels. Additionally, we also saw an increase in quality posts, growing from 748 last fiscal year to 860 this year. With this increased posting, we gained followers across all 4 channels, bringing our total number of followers to 7,468.

As social media continues to evolve and change, we aim to evolve with it. As new areas for reach and growth are identified, we are excited to create new content to connect with our audience. To stay in touch with us daily, follow us on Twitter, Instagram, LinkedIn and Facebook.

PLATFORM	POSTS	ENGAGEMENTS	FOLLOWERS
Twitter	237	725	4,225
Instagram	198	1251	685
Linkedin	222	984	810
Facebook	203	1855	1,748
TOTAL	860	4,815	7,468

YouTube

YouTube continues to be a major vehicle for our knowledge mobilization activities. During this past year, we uploaded 21 new resources in the form of Webinars, Thoughts to Inspire presentations and interviews, as well as conference recordings for our audience to consume. We saw an increase in 325 subscribers, bringing our total number of subscribers to 1,492 as of June 30th, 2022. With this increased reach, we saw an overall increase in viewership for our resources as well, accumulating over 17,540 views for our webinars and 879 for our Thoughts to Inspire mini-series. As we continue to use this platform over the next year, we hope to introduce new vehicles of knowledge for our audience to enjoy.

Newsletter

Over the past year, our newsletter has been an important tool for our organization. In an effort to streamline our content to our audiences in a consistent and effective matter, we combined our

subscribers from our Harnessing Talent newsletter with our existing WWi newsletter. Since the change, we have heard positive feedback from partners, members, and several external stakeholders on the accessible and frequent healthy workplace practices and current news that is delivered right to their inbox.

As a form of knowledge mobilization, our newsletter has become a powerful vehicle for increasing webinar attendance, e-Course enrollments, Thoughts to Inspire viewership and conference registrations. This year, we are excited to see our newsletter subscribers increase by 280, bringing our total number of subscribers to 2,065. Efforts such as integrating a pop-up system on our website to sign up, as well as a modified communication style to better communicate the benefits of subscribing, were to thank for this increase. Over the course of this year, we published 11 newsletters following a monthly goal of knowledge mobilization. As we continue into the next fiscal year, this tool will continue to be integral in mobilizing knowledge regarding healthy workplace practices to Canadians.

Participation

WWi continues to experience high satisfaction rates and attendance across all educational resources, specifically webinars and e-Courses.

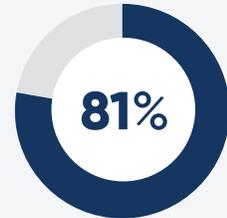
Across our online courses (e.g., self-paced, live-facilitated, accredited webinar recordings), we saw 779 enrollments from this past fiscal year. Our completion rates continue to be far above the industry average, with 71% of enrollments completing their unique course. Further, resources were well received by participants who reported an average satisfaction rating of 81.4%.

Uptake of our webinars remain high. Over the year, we registered 18,831 views (asynchronous and live). Similarly, webinars were well received this year, with a satisfaction rating of 82%.

Across our online courses, the numbers:



ENROLLMENTS

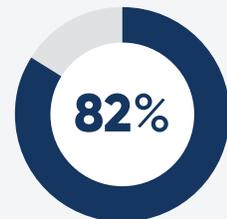


SATISFACTION RATE

Webinars, the numbers:



**VIEWS +
ATTENDEES**



SATISFACTION RATE



Membership

Membership continues to be a driving force in knowledge mobilization and the dissemination of resources for the organization. In this past fiscal year of 2021/2022, we continued to add and increase value for our individual and organizational members by focusing on a number of new efforts. These include:

Hosting two successful installments of our online conference mini-series.

Streamlining the user navigation of our website, including an entire redesign of our navigation menu and sitemap.

Completing the development of Workistic, a podcast app with on-the-go summaries based on carefully curated trending webinars, published workplace research findings, and informative interviews with industry leading subject matter experts.

Improving the UI/UX and enhanced the advanced search of the WWi Portal, a database of evidence-based resources.

Continuing to diversify our accredited courses, resources, and ways of learning.

The 3 organizational memberships from this fiscal year include:

Vocational Rehabilitation Association Canada (VRA Canada)

Chartered Professional of Human Resources Alberta (CPHR AB)

Australian Rehabilitation Providers Association (ARPA)

This past fiscal year we have implemented several efforts to increase our memberships, including the addition of reminders for lapsing memberships and increased communication with our current members. Other efforts include increased awareness through our newsletter and social media channels, added administrative capacity to enhance customer and membership services, and finally continued investigation of automated systems and process that are user friendly. As we continue to prioritize the growth of our memberships, we hope to enhance the benefits and rewards of becoming a WWi Member.

Existing and Emerging Partnerships

Partnerships have always been and will continue to be an essential practice of this organization in an effort to expand our reach. Throughout this past fiscal year, we have grown existing partnerships as well as fostered new ones. Some new partners to highlight include:

Realize
Act Safe BC
CPHR BC and Yukon
Nunavummi Disabilities Makinnasuaqtiit Society (NMDS)
Australian Rehabilitation Providers Association (ARPA)
The/La Collaborative
McGill University
McMaster University
BBRZ (Vocational Training and Rehabilitation Centre, Austria)
The Canadian Council on Rehabilitation and Work (CCRW)
Congress of Aboriginal Peoples (CAP)
The Canadian Workplace Cultural Index (CWCI)
Accessibility Services Canada
Royal Canadian Mounted Police (RCMP)
Harvard University
National Institute for Occupational Safety and Health (NIOSH)

Many of these new partners have been integral in expanding our organizations reach throughout the work wellness community and have worked to delivery new and exciting educational opportunities. In particular, our partnership with the RCMP allowed us to expand our interest and expertise in developing a first responders project. Quite differently, BBRZ and CCRW were integral in the success and execution of many conference panels over this year.

Some continued and sustained partnerships to highlight include:

MOSAIC
CPHR Nova Scotia
CPHR New Brunswick
CPHR Manitoba
The President's Group
Executive Health & Safety Council of BC (EHSCBC)

As we continue to build capacity and create new educational content, we are continuously looking for new organizations to partner with and create better workplaces for all.



Community of Practice

In December 2020, we launched the Vocational Rehabilitation Network, a community of practice made of national and international vocational rehabilitation (VR) groups. We are facilitating conversations between representatives of the Vocational Rehabilitation Association in Canada (VRA Canada) and the UK (VRA UK), the Australian Rehabilitation Providers Association (ARPA National and Queensland), AMS Consulting (Australia), BBRZ (Austria), and the Council of State Administrators of Vocational Rehabilitation (CSAVR, USA). Being a hub of knowledge and a catalyst for positive change in workplace wellness, our organization is in the process of creating a VRNet website to help spread awareness around the value and benefit of the VR profession and enable knowledge and resource sharing, while raising the profile of each organization's impactful work. Together, we are also building on the existing VRA UK LinkedIn group, with hopes of expanding it to an international capacity to engage the VR audience and encouraging productive communication.

Advisory Committees

National Advisory Committee (NAC)

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

Review Committee

Our Review Committee ensures we continue to provide high-quality and timely evidence to our users. The Committee is currently made up of international, university-affiliated academics and professionals specialized in a variety of subjects related to work wellness. On a quarterly basis, members of the committee are assigned resources and educational materials in their area of expertise to review. Research for review is identified by our Information Resources team.

Currently, over 360 resources have been reviewed by our Review Committee to be housed on the portal.

The Review Committee continues to grow due to efforts from both the Information Resources team and the Marketing Department. If you are interested in this opportunity, please contact Emma Hughes ehughes@workwellnessinstitute.org for more information.



Projects

Over the last year, WWi has made extensive efforts to expand and diversify the deliverance of our timely, credible, and evidence-based resources to our stakeholders.

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.



Harnessing Talent Alliance Project



Employment and
Social Development Canada

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.

This project continues to engage employers through assisting their workplace preparation in the integration of people with disabilities and support current employees with mental health challenges. This assistance comes in the form of practical tool kits, educational resources, as well as programs and services designed to help employers apply evidence-based best practices in disability management. Persistent innovation and collaboration from our project partners and supporting organizations has been essential in the success of Harnessing Talent. As we move forward in the project's final year, we look forward to completing and exceeding our deliverables and milestones while fostering and expanding strategic partnerships across Canada.

Achievements to highlight from our 3rd year of the project:

- Hosted 48 educational webinars focused on our organizational partners needs over the course of this project.
- Acquired 10,891 views on our webinar's resources associated with our project activities this year.
- Recruited 776 organizational members to be part of the Harnessing Talent Alliance over the course of the project.
- Collected 9,668 followers across all social media platforms including Instagram, Twitter, Facebook and LinkedIn.

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 final year of the project, Building Capacity allows WWi to build capacity to plan, deliver and evaluate our programs and activities.

Throughout this project, WWi has provided credible, science-informed, practical tools and educational resources to facilitate employment retention, return to work, and inclusion of people with impairments and disabilities. In developing these resources, we have partnered with the global community of researchers, professionals, and employers to prevent impairment-related job loss and worklessness. In addition, we have developed these resources to help support work participation for those at risk, or with, chronic and episodic health-related challenges.

Additionally, throughout this project we have worked hard to build capacity internally to better serve the work wellness community. In doing so, we have established a National Advisory Committee that works collaboratively to address existing and evolving social issues facing people with disabilities and their work participation. Additionally, we are engaging academic researchers via a Review Committee to support the creation of the WWi Portal; a global hub of high-quality research and evidence-based resources related to the creation and maintenance of inclusive workplaces. The portal has helped informed decision making with the content of the workplace.

Achievements to highlight in the projects 3rd year:

- An increased WWi employee satisfaction rating of 92% and a confidence in management rating of 94%.
- Onboarding of 6 new employees in key areas such as education, information resources and marketing.
- The development and nurturing of 16 partnerships with organizations across the world.



National Accessibility Resources for Employers (NARE)

Beginning in April of 2021, we began working with the Future Skills Centre (FSC) to deliver the National Accessibility Resources for Employers (NARE) project. This project focuses on the distribution and creation of resources for employers to improve processes and policies to engage, accommodate and retain employees living with disabilities. The FSC is a pan-Canadian initiative, connecting ideas and innovations generated across Canada so that employees and employers can succeed in the labour market. FSC aims to help all Canadians benefit from effective skills development, while adopting an inclusive approach to supporting underserved Canadians living in rural, remote, and Northern communities.

The pandemic has required a rapid response in the field of research and policy design, highlighting lessons about the challenges of this approach and the frameworks and foundations required to strengthen Canada's response to ongoing and



future disruption. This project's primary objective is to track the dissemination and uptake of resources through an expanded network while identifying formats and efficiencies that drive increased awareness and mobilize key knowledge and skills to the end user. A secondary objective is to research the process of rapid project design and implementation and evaluation.

Achievements to highlight over the 1st year of this project:

- We reached 11,261 participants in our knowledge mobilization efforts.
- We engaged over 750 unique organizations with our educational resources.
- We held our first two installations in our mini-conference series focused on the future of work that yielded 318 unique attendees.
- We achieved our highest satisfaction rating to date of our organization with our June 2022 conference, reporting 91% of attendees enjoyed the event.

Research

WWi research efforts over the past year have been instrumental in moving WWi research initiatives forward. In addition to delivering on research activities, there was a strengthened focus to collaborate with leading industry experts, to continue to lessen the gap between research and practice, as well as building capacity to execute our organization's mandate.

Collaboration within the work wellness community amongst academics, community members, and industry partners continues to be a key priority. Currently, significant efforts have been made to complete the Harnessing Talent (HT) research project. This project aims to assist employers in gaining a deeper understanding of the barriers and facilitators in supporting people returning to work following leave due to a mental or physical concern. Our partnership with Trent University and engagement of our previously established Research Advisory Council has continued to strengthen the HT project by providing unique expertise across the field. Additionally, having experiences the advantages, an additional Research Advisory Council was established in connection to our second research project through the Future Skills Centre (FSC). This project funded through the FSC, focuses on exploring the experience of individuals with a disability currently working in the gig economy. The Research Advisory Council for this project consists of academics and people with lived experiences who provide input in the direction of the study. In addition, we have fostered partnerships with McGill University to research the efficacy of integrating vocational rehabilitation and occupational therapy in resources for cancer survivors seeking to return or enter the job market. By establishing these Research Advisory Councils, as well as external partnerships, we continue to strengthen our research efforts to promote collaboration.

Knowledge mobilization has always been paramount in the organization, we strive daily to make research more accessible by turning research into practice. Specifically with Harnessing Talent, plans are underway to ensure that our findings

are brought to employers to encourage them to make research-informed decisions about return-to-work practices. Additionally, our research department is situated within the larger WWi team where we collaborate with our internal marketing team to translate knowledge through non-traditional mediums such as social media. We are currently strategizing the best ways to disseminate our findings to the people who would benefit from them the most and look forward to reaching more Canadians this coming year.

In addition to fostering collaborations and mobilizing knowledge, WWi has focused on building research capacity. In the past year, WWi hired a Research Director and an additional Research Assistant to help assist in both research projects through Harnessing Talent and Future Skills Centre. Having employees solely dedicated to our research efforts has allowed for more funding applications to be completed focused on research opportunities, collaboration with other researchers, and propelling current projects forward. Part of this capacity building includes our ability to adapt to changing environments and shifting priorities based on current global and national affairs. This agility allows us to respond promptly to the work wellness needs of people in Canada.

Over the past year, scoping reviews, environment scans, surveys, interviews, and focus groups have been conducted and analyzed across multiple projects. Through our unique lens of work wellness, this research contributes to our understanding of what makes a healthy workplace for people in Canada.



Finance & Administration

Finance & Administration

Expressed in Canadian dollars

		June 30, 2022	June 30, 2021
	NOTES	\$	\$
ASSETS			
Current assets			
Cash		151,163	84,660
Restricted cash		1,978,367	1,377,624
Receivables		10,692	35,646
Prepaid Expenses		83,619	17,305
		2,223,841	1,515,235
Non-current assets			
Equipment	3	38,301	32,538
Deposits		4,780	-
TOTAL ASSETS		2,266,922	1,547,773
LIABILITIES			
Current liabilities			
Account payable and accrued liabilities	5	211,002	85,251
Deferred contributions	4	1,990,895	1,410,162
TOTAL LIABILITIES		2,201,897	1,495,413
NET ASSETS			
Surplus		65,025	52,360
TOTAL LIABILITIES AND NET ASSETS		2,266,922	1,547,773



	NOTES	YEARS ENDED	
		June 30, 2022	June 30, 2021
		\$	\$
REVENUE			
Government grants	4	1,751,183	1,450,582
Membership revenue		8,021	19,072
Donations and other income		12,692	19,401
TOTAL REVENUE		1,771,896	1,489,055
EXPENDITURES			
Advertising		69,228	107,735
Amortization	3	18,562	13,356
Bank charges and interest		2,385	2,690
Consulting and other projects		392,922	432,333
Dues and membership		1,828	1,346
Insurance		3,094	3,312
Office and general		47,364	54,306
Professional fees		162,113	31,982
Rent		52,026	32,152
Telecommunications		39,625	6,066
Travel		9,697	7,593
Wages and benefits	6	960,387	762,148
TOTAL EXPENDITURES		1,759,231	1,455,019
Excess of revenues over expenditures		12,665	34,036
NET ASSETS, beginning		52,360	18,324
NET ASSETS, ending		65,025	52,360



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
-  workwellnessinstitute.org

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