

Health Workforce Research Snapshot

Title

Building Psychological Safety in Long-Term Care: Strengthening Equity & Trauma-informed Organizational Capacity to Support Workforce Mental Health & Well-being

Presenter:

Rosanra (rosie) Yoon, She/Her

Key challenge & objective

77% of LTC workers report worsening mental health, burnout, moral distress and post-traumatic stress.¹⁻⁸

There is an urgent need to bolster psychological safety of LTC workplaces and put in place Equity & Trauma-informed supports to mitigate moral distress of the workforce by strengthening organizational and leadership capacity to create psychologically safe working environment

Context

LTC workforce in four LTC facilities in Ontario

Methods | Approach

We will employ an intersectional sex-gender-race-equity framework to: (1) **Engage & Partner with LTC workforce partners** affiliated with our principal knowledge users inclusive of frontline workers, to **co-design Equity & Trauma-informed organizational practice supports** that are tailored to the needs of the sector; (2) **Build capacity through rapid implementation** of co-designed supports and resources in real time allowing for iteration and adaptation through participatory evaluation methods; (3) **Produce evidence** on the implementation, evaluation, spread and/or scale of these equity focused solutions; (4) **Increase sector-wide capacity** through fostering **knowledge mobilization** to implement supports that increase equity & trauma-informed organizational capacity to support LTC workforce mental health by working with the Canadian Health Workforce Network (CHWN); (5) **Spark collaborations across and amongst stakeholders** across the LTC sector

What does research impact look like to your team?

- + Advance the quintuple aim through strengthening supports directly focused on improving the experience of the LTC workforce as they grapple with psychological impacts of collective occupational trauma through much needed implementation evidence on translating equity and trauma-informed best practices that can be further scaled across the sector.
- + Integrate an intersectional sex-gender-race-equity framework throughout all phases of the project with a particular focus on power relations as they relate to gender, race, equity, diversity and inclusion of the LTC workforce in participation in designing and developing processes that meet their needs. We are cognizant that women in particular account for almost 90% of the LTC workforce, with disproportionately higher representation of racialized, immigrant, and/or internationally educated workers in the most under-paid and precarious roles

Project team

Researcher(s): (NPA): Rosanra Yoon. (PAs) Ivy Bourgeault (EDI) Sherry Espin . (Co-A's): Winnie Sun, Sue Bookey-Bassett.

Health Provider: Attila Kovacs (PA & RPN)

Principal Knowledge Users: WeRPN):Jen Calver & Norma Tomlin. (OPSWA): Ian DaSilva. (RNAO): Janet Chee & Shanoja Naik

Decision-maker(s): Julia Roitenberg

Partners

Ontario Personal Support Workers Association (OPSWA)

Registered Nurses Association of Ontario (RNAO)

Registered Practical Nurses of Ontario (WeRPN)



CIHR IRSC