

Designing Long-term Care for Women in all their Diversity Workshop

Biographies

Shree Mulay – shree.mulay@med.mun.ca

Dr. Shree Mulay is a full professor at Memorial University in Community Health and Humanities Division in the Faculty of Medicine. She started her first career as a biochemist at the Royal Victoria Hospital, in the Endocrinology Lab and Clinical Biochemistry Lab as the assistant director. She eventually became a full professor in the faculty of Medicine at McGill University. She is a founding member of the South Asian Women's Community Centre in Montreal since 1981; it works with women from the South Asian diaspora. This work sparked her second career as the Director of the McGill Centre for Research and Teaching on Women. During her tenure, at MCRTW, Women's studies became well established as a minor, major and honours program, and more importantly, the graduate option in women's studies was established. Shree started her third career as the associate dean of Community Health and Humanities at Memorial University and served in that capacity for ten years. Currently, she is the lead for a CIHR-funded implementation science research with a team of faculty members and Eastern Health on "Enhancing the lives of older Canadians in Long-term care facilities in Newfoundland". She will share with you all the pitfalls of doing research in this period. As a senior, her advice to anyone interested is – to continue to do what you are passionate about. This can be very rewarding, full of challenges and opportunities.

Ito Peng – ito.peng@utoronto.ca

Professor Ito Peng is a Canada Research Chair in Global Social Policy and the Director of the Centre for Global Social Policy at Department of Sociology, and Munk School of Global Affairs and Public Policy at the University of Toronto. She is an expert in global social policy, specializing in gender, migration and care policies, and the care economy. She has written extensively on social policies and political economy of care. She currently leads a SSHRC, Hewlett Foundation, and Open Society Foundations supported global partnership research project, *Care Economies in Context* (2021-2028), and co-leads the Room 5 of the Rockefeller Foundation-Brookings Institute's 17-Rooms Global Platform project.

Emma Lui – elui.cupe.ca

Emma Lui is a Senior Research Officer with the Canadian Union of Public Employees (CUPE). Her focus is health care, privatization and protecting public health care. She is a contributor to the book *Corporatizing Canada: Making Business out of Public Service*. Emma is also the Holistic Health Director for the Canadian Women of Colour Leadership and a holistic

health practitioner who works at the intersections of burnout, intergenerational trauma, systemic oppression, social justice and community care. She has an M.A. in Political Economy from Carleton University. She lives and works on unceded and unsurrendered traditional Anishinaabe territory (Ottawa/Gatineau).

Alisa Grigorovich – agrigorovich@brocku.ca

Alisa Grigorovich has an MA and PhD in Gender, Feminist & Women’s Studies (York University) and is an Assistant Professor in the Recreation and Leisure Studies Department at Brock University. Broadly her research is focused on the sociocultural dimensions of aging, with particular attention to well-being and social inclusion in the community and long-term care settings. She is currently engaged in research projects across two interconnected streams: 1) technology for aging well and caregiving; 2) arts and leisure in dementia care.

Tiffany Fearon – tfearon@fco.ngo

Tiffany Fearon is the Policy and Research Manager for Family Councils Ontario (FCO), a provincial non-profit organization dedicated to leading and supporting families in improving the quality of life for residents in Long-Term Care. For the past 2 years, Tiffany has led the organization’s EDI portfolio and is the chair of their Diversity, Inclusion, and Equitable Representation Advisory Committee (DIERAC). Tiffany is passionate about transforming the state of the sector through policy dialogue and community engagement and hopes to leverage her experience and connections to drive meaningful change and promote the adoption of person-centred foundations across Ontario.

Ranjit Calay – ranjit.calay@toronto.ca

Rani Calay is an administrator at Lakeshore Lodge with the City of Toronto. She is a passionate results-oriented healthcare professional. She believes in elevating the voices of Long-term care residents when it comes to their care, services and environment. Rani exercises participatory, strategic, and value-based leadership in developing and sustaining a healthy work environment, encouraging teamwork and team achievement in delivering positive resident-centred care outcomes. In previous positions, she has worked in acute and long-term settings, in such roles as PSW, RN, Supervisor of Care, and Director of Nursing.

Karen Messing, Ph.D., – messing.karen@uqam.ca

Dr. Karen Messing is professor emerita of ergonomics at the University of Quebec, Montreal. She is known for her work on gender, occupational health and ergonomics. Some of her recent works include “Bent out of Shape: Shame, Solidarity and Women’s Bodies at Work” and “Pain and Prejudice: What Science Can Learn About Work From The People Who Do It”. She directly influenced a French law passed in August 2014, which obliges businesses to provide gender-specific indicators on health and safety matters. Messing drafted the WHO’s first

guidance document on the topic of "gender and occupational health" and her work has been cited in judgments of the Canadian Supreme Court. She also co-founded the International Ergonomics Association's "Gender and Work" technical committee.

Michelle Fleming – mfleming@bruyere.org

Michelle Fleming is a Senior Knowledge Broker with the Ontario Centre for Learning, Research and Innovation (CLRI) at Bruyère. Prior to joining the Ontario CLRI in 2017, Michelle spent 12 years as Manager of Social Services in LTC homes, supporting residents and their family/care partners through the transition into LTC, and leading multiple initiatives aimed at enhancing resident quality of life. As a Certified Eden Associate, Michelle guided the implementation of the Eden Alternative philosophy at a long-term care home in Vancouver. Michelle has worked in private and non-profit long-term care homes, in both Ontario and British Columbia. In 2020, Michelle earned a *Community Builder Award* from the United Way, for running a community-based art project that brought art created by children and families into local LTC homes during the COVID-19 pandemic.

Maryam Mansoori – maryam.mansoori@toronto.ca

Maryam Mansoori is an Acting Nutrition Manager at Lakeshore Lodge. She had originally emigrated to Canada in 2014. She is trilingual with fluency in Persian, Turkish and English. She studied Food and Nutrition Management program from Centennial College and graduated in 2019. She has been working for the City of Toronto since September 2019. Her work continues to feed her passion for food, nutrition and health, and she continues to learn and be involved in improving knowledge and understanding of nutritional health.

Amy Hsu – ahsu@bruyere.org

Dr. Amy T. Hsu, PhD, is an Investigator at the Bruyère Research Institute and a Lecturer in the Department of Family Medicine at the University of Ottawa. Dr. Hsu holds the University of Ottawa Brain and Mind-Bruyère Research Institute Chair in Primary Health Care in Dementia. Her research uses population-level health administrative data at ICES (formerly known as the Institute for Clinical Evaluative Sciences) to examine older adults' health and health care needs, especially in those living with Alzheimer's Disease and dementia.

Florence Mwangi – fmwangi@cupelocal79.org

Florence Mwangi is a part-time Unit Officer for the City of Toronto Long-Term Care Homes and Services.

Workshop Facilitators

Susan Braedley – susanbraedley@cunet.Carleton.ca

Dr. Susan Braedley is an Associate Professor at the School of Social Work at Carleton University. Working with international research teams, unions, policy-makers, and community organizations and groups, she leads the SSHRC Insight project, *Bordering Aging, Bordering Care: Comparing Welfare State Approaches*, an investigation of sub-national and national immigration and social welfare regimes and their effects on paid and unpaid care arrangements, and is Associate Director of Age-Friendly Communities in Communities: International Promising Practices, a research partnership exploring whether and how age-friendly initiatives have advanced equity for oppressed and marginalized older adults and the care workers who support them. She is also involved in a variety of projects on the conditions of work and care in long-term care homes. She has published both theoretical and empirical work on feminist political economy, including the recent article with Meg Luxton, *Social Reproduction At Work, Social Reproduction as Work* in the Journal of Labor and Society, and with Pat Armstrong, the forthcoming book, *Care Homes in a Turbulent Era: Do They Have a Future?*, published by Edward Elgar Press.

Pat Armstrong – patarmst@yorku.ca

Dr. Pat Armstrong is a Canadian sociologist and Distinguished Research Professor at York University. She is a Fellow of the Royal Society of Canada. Armstrong has served as a Chair for the Canadian Institutes of Health Research in Health Services and Nursing Research and the Department of Sociology at York University. Pat Armstrong held a Canada Health Services Research Foundation/Canadian Institute of Health Research Chair in Health Services, is a Distinguished Research Professor Emeritus and Fellow of the Royal Society of Canada. Focusing on the fields of social policy, women, work and health and social services, she has published widely, co-authoring and co-editing such books as *Wash, Wear and Care: Clothes and Laundry in Nursing Homes*; *The Privatization of Care: The Case of Nursing Homes*; *Creative Team Work: Developing Raid*; *Troubling Care: Critical Perspectives on Research and Practices*; *Shaping Academe for the Public Good*; *Thinking Women and Health Care Reform in Canada: Women's Health: Intersections of Research, Policy and Practice*; *They Deserve Better: the Long-term Care Experience in Canada and Scandinavia*; *A Place to Call Home: Long-term Care in Canada*; *Critical to Care: The Invisible Women in Health Services and Wasting Away*; *The Undermining of Canadian Health Care*. She was Chair of Women and Health Care Reform, a group funded for more than a decade by Health Canada, acting director of the National Network for Environments and Women's Health, co-director at York of the Ontario Training Centre, a member of the Board for the York Institute for Health Research and has served as both Chair of the Department of Sociology at York and Director of the School of Canadian Studies at Carleton.

Designing Long-term Care for Women in all their Diversity

A Toolbox of Resources

1. Resource on Gender and Health Care

1. [Primary Health Care Reform and Women](#)
2. [Women and Home Care - The National Network on Environments](#)
3. [Primary Health Care Reform and Women](#)
4. [Hidden Health Care Work and Women](#)
5. [Just the Facts: Evidence about Health and Health Care](#)
6. [Maternity Matters](#)
7. [Not Just Victims, Women in Emergencies and Disasters](#)
8. [Primary Care](#)
9. [Women and Wait Times](#)
10. [Why Health Care Matters?](#)
11. [Woman and Private Health Insurance](#)

2. Resources on Women and LTC Homes

1. [Non-job work/unpaid caring: Gendered industrial relations in long-term care](#)
2. [Dreaming of Home: Long-Term Residential Care and \(In\)Equities By Design](#)
3. [We're told, 'Suck it up': Long-Term Care Workers' Psychological Health and Safety](#)

3. Resources on 2SLGBTQA+ relevant to LTC Homes

1. [A Home for All Resource Package - Ontario Centre for Learning, Research, and Innovation in Long-Term Care](#)
2. [Crossing the Rainbow Bridge - Egale](#)
3. [Promoting 2SLGBTQI+ Health Equity | Registered Nurses' Association of Ontario](#)
4. [Creating Authentic Spaces Toolkit - Ontario Centre for Learning, Research, and Innovation in Long-Term Care](#)
5. [Leading and Learning with Pride Supporting Seniors Video](#)
6. [Health Equity Impact Assessment: LGBT2SQ populations supplement](#)
7. [LGBT Tool Kit | Spectrum](#)
8. [Making Public Services Work for LGBTQ+ Older Adults and Workers](#)

9. [LGBTQ*-Friendly Practices Checklist](#)
10. [COMING OUT AND COMING IN TO LIVING WITH DEMENTIA: Enhancing Support for 2SLGBTQI People Living with Dementia and their Primary Unpaid Carers](#)

4. **Resources on Diversity, Equity & Inclusion and LTC Homes**

1. [Supporting Equity, Diversity and Inclusion in Long-Term Care - Ontario Centre's for Learning, Research, and Innovation in Long-Term Care](#)
2. [Equity in Engagement Framework Cancer Care Ontario](#)
3. [Recruiting for Diversity](#)
4. [Framework for Diversity, Equity and Inclusion | Ontario Trillium Foundation](#)
5. [Advancing the Mission: Tools for Equity, Diversity and Inclusion; toolkit](#)
6. [Ontario Health's Equity, Inclusion, Diversity and Anti-Racism Framework](#)
7. [Diversity, Aging, and Living in Long-Term Care Homes: Considerations for Care Practitioners - Ontario Centre's for Learning, Research, and Innovation in Long-Term Care](#)

5. **Resources on Cultural Diversity**

1. [Supporting Cultural Diversity in Long-Term Care](#)
2. [Embracing Cultural Diversity in Health Care: Developing Cultural Competence by RNAO](#)
3. [Supporting Racialized Populations in LTC Spotlight Report](#)
4. [Developing Culturally Grounded Dementia Educational Materials for Indigenous Community-Based Care - Ontario Centre for Learning, Research, and Innovation in Long-Term Care](#)

6. **Resources on supporting Indigeneity in LTC**

1. [Tools of Resiliency Addressing the Wellbeing Needs of Indigenous People by Honour Culture as Treatment](#)
2. [Supporting Indigenous Culture in Ontario's Long-Term Care Homes](#)
3. [Developing Culturally Grounded Dementia Educational Materials for Indigenous Community-Based Care - Ontario Centre for Learning, Research, and Innovation in Long-Term Care](#)
4. [Aboriginal Palliative Care Toolkit – Cancer Care Ontario](#)

7. **Resources on combating Anti-Black Racism**

1. [Anti-Black Racism Brochure](#)
2. [Strategies for tackling anti-black racism and discrimination \(RNAO\)](#)
3. [Ontario's Three-Year Strategy Plan for Anti-Black Racism](#)

4. [Dismantling Anti-Black Racism Framework](#)
 5. [Anti-Black Racism Analysis Tool for a Radically Equitable COVID-19 Response](#)
 6. [Resources for Black Caregivers & Communities - Ontario Caregiver Organization](#)
- 8. Resources on Multi-Faith Guidelines for LTC and Spiritual Care**
1. [Meaning, Memory & Mystery: Exploring Spiritual Care in Long-term Care - Ontario Centre's for Learning, Research, and Innovation in Long-Term Care](#)
 2. [Multi-faith Practices Resources Guide](#)
- 9. Community Engagement and Interconnectedness**
1. [Intergenerational Connections in Long-Term Care Homes During COVID-19 by Bruyere and CLRI](#)
 2. [Resources to Support Meaningful Engagement - Ontario Caregiver Organization](#)
 3. [Creating Caring Communities: A Guide by BC Care Providers Association](#)
 4. [Recruiting for Diversity by Health Quality Ontario](#)
- 10. Reimagining Long-term Care Promising Practices Books - Armstrong and team**
1. [Promising Practices in LTC](#)
 2. [Negotiating Tensions in LTC](#)
 3. [Physical Environments in LTC](#)
 4. [Exercising Choice in LTC](#)

Additional Resources

Potential Gaps/Absences to further develop

1. [Animated Short on Food Services "We Can Do Better in Long-Term Care"](#).
2. [2017 – Guidelines for Supporting Adults with a Developmental Disability When Applying to, Moving Into and Residing In a Long-Term Care Home \(Ministry of Community and Social Services and Ministry of Health and Long-Term Care\)](#)
3. [Healing the Healers: A Study about Burnout and Mental Distress in LTC - Ontario Centre's for Learning, Research, and Innovation in Long-Term Care](#)
4. [Social-Isolation-Spotlight-in-LTC-Report.pdf \(fco.ngo\)](#)
5. [A Guide for Planning and Providing Francophone LTC Services - Ontario Centre's for Learning, Research, and Innovation in Long-Term Care](#)

Designing Long-term Care for Women in all their Diversity

Workshop Pre- Reads

Thanks to everyone who contributed readings and materials for our *LTC Women in all their Diversity* toolbox, which will be provided to you at the Workshop!

We have selected just a few plain-language, short pieces as pre-reads. These don't cover all topics but give us a start.

All of these readings are available at the links provided in this document.

1. For an intersectional gender perspective on the policy context for long-term care homes in Canada since the pandemic

[Katherine Scott \(March 2023\) *Canada's Gender Pandemic Response: Did it add up? The Monitor*, CCPA](#)

2. For a perspective on health care reforms, women and how some policy directions persist, see this piece from the early 2000s

[Women and Health Care Reform](#)

3. For discussion and examples of long-term care home tensions in relations of gender, race, and culture (with some language I'd change now!):

[Susan Braedley \(2018\) *Tensions of Gender, Race, and Culture in Armstrong & Lowndes \(eds\) Negotiating Tensions in Long-Term Residential Care: Ideas Worth Sharing*](#)

4. For an intersectional discussion of how to support 2SLGBTQI+ Seniors and more

<https://www.toronto.ca/wp-content/uploads/2022/06/8ef3-Leading-Learning-WITH-PRIDE-A-Revitalized-Tool-Kit-on-Supporting-2SLGBTQI-Seniors.pdf>

Read pages 16-29, in particular.

5. For a discussion of gender and health care work that takes bodies seriously

[Chapter 2, Shame and Silence in Health Care in *Bent out of Shape: Shame, Solidarity and Women's Bodies at Work*. Karen Messing](#)

6. For a perspective on socio-demographic data collection in LTC homes, including gender, race, sexuality and etc.

<https://www.wellesleyinstitute.com/wp-content/uploads/2021/07/LeavingNoOneBehind-July-20-2021-FINAL.pdf>

7. For a perspective on the effects of systemic racism and sexism on workers

<https://theconversation.com/inquiry-into-coronavirus-nursing-home-deaths-needs-to-include-discussion-of-workers-and-race-139017>

Ready for more?

Check out the [Re-imagining Long Term Residential Care website!](#)