

realize

FOSTERING
POSITIVE CHANGE
FOR PEOPLE LIVING
WITH HIV AND OTHER
EPISODIC DISABILITIES

réalise

UN MOTEUR
DE CHANGEMENT POUR
LES PERSONNES VIVANT
AVEC LE VIH ET D'AUTRES
INVALIDITÉS ÉPISODIQUES

Workplaces REVAMPED (Workplaces REcognizing the VAlue of eMPloyees with Episodic Disabilities)

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Opportunities Fund for Persons with Disabilities

Final Report



Land Acknowledgement

Realize acknowledges this land on which we work. For thousands of years, Turtle Island has been the territory of many First Nations, Inuit and Métis Peoples.

Today, this place we call Canada, is still the home to many Indigenous peoples and we are grateful to have the opportunity to live and work and on this land.

We also acknowledge the many other peoples who have contributed to this place we now call home. We want to acknowledge the many traditions and cultural backgrounds that are represented.

You, your families, and your ancestors, all have roles to play in making this space an inclusive and welcoming one and for that, all of us at **Realize** say, Thank You!

Who is **Realize**?

Realize fosters positive change for people living with episodic disabilities (including disabilities related to HIV, Long COVID and other chronic conditions). **Realize** is the leading national organization promoting healthy aging, appropriate access to rehabilitation supports and social inclusion for people living with episodic disabilities. Our work fosters and strengthens partnerships across clinical, research, community, and policy domains, advances education on evidence-informed rehabilitation interventions and models of service delivery and promotes social inclusion and financial security for people living with episodic disabilities through a network of employers, insurers, rehabilitation providers, community organizations, and government stakeholders - with a strong focus on employment. **Realize** is the convening organization for the National Episodic Disabilities Forum (EDF) — a pan-Canadian forum of national disability organizations, federal policymakers, and researchers.

Realize members come from across Canada, as well as internationally, and include people living with HIV and other chronic conditions, members of community-based HIV and disability organizations, national associations of health professionals, government agencies, private businesses, universities, and the employment sector. Members elect a Board of Directors to guide the organization.

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Executive Summary

The Opportunities Fund supports employment-focused interventions designed to increase access to the labour market for persons with disabilities and improve their employment outcomes. This program also works with employers to prepare workplaces for the integration of persons with disabilities and to raise the profile of persons with disabilities in the employer community.

In response to a Call for Proposals, **Realize** was successful in receiving funding for its project titled '**REVAMPED**', Workplaces **RE**cognizing the **VA**lue of **eMP**loyees with **Episodic D**isabilities.

The REVAMPED Project Objectives were targeted:

1. To increase awareness of episodic disabilities among employers;
2. To increase the understanding of employers of the challenges related to working and living with episodic disabilities;
3. To increase the capacity of employers to respond effectively to the challenges facing people living with episodic disabilities;
4. To increase access to information and networking opportunities for small, medium and large employers on leading practices in accommodating employees living with episodic disabilities in the workplace; and
5. To increase the capacity of people living with episodic disabilities to communicate effectively about their lived experience.

Activities and deliverables created through this project addressed:

- **Awareness-raising and Community Building**
- **Education and Capacity Building**
- The creation of new knowledge through community-based **Research** (e.g., key informant interviews, surveys) which informed all of the activities identified below and other types of **Reports** (e.g., Policy Briefs, Literature Reviews)

Despite the disruptions caused by the global pandemic, which occurred throughout the term of this project, all project deliverables were completed and reported in the quarterly reports. Additional opportunities and milestones were also achieved through the ability to leverage the planned project activities with other initiatives and funding opportunities. For example, several initiatives provided solutions to address workplace challenges during the initial years of the pandemic, and also provided resources as employers and employees now deal with the challenges of Long COVID, which has emerged as a new type of episodic disability worldwide. The REVAMPED project has significantly increased the capacity of employers and employees to work together to accommodate episodic disabilities in Canadian workplaces.

Acronyms

2SLGBTQI+	Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex and additional sexual orientations and gender identities
ASL	American Sign Language
DEI	Diversity, Equity, Inclusion
EDF	Episodic Disabilities Forum
ENED	Employers Network on Episodic Disabilities
GRIT	Gaining Recognition In Times of Uncertainty: Centering People with Episodic Disabilities in the Canadian Workplace Response to COVID-19
HR	Human Resources
IDEAL	Inclusion, Diversity, Equity and Accessibility leading to Belonging
ILE	Immersive Learning Lab
LSQ	Langue des signes du Québec
NWAS	National Workplace Accessibility Stream
REVAMPED	Workplaces REcognizing the VALue of eMPloyees with Episodic Disabilities

Introduction

The Opportunities Fund supports employment-focused interventions designed to increase access to the labour market for persons with disabilities and improve their employment outcomes. This program also works with employers to prepare workplaces for the integration of persons with disabilities and to raise the profile of persons with disabilities in the employer community.

In response to a Call For Proposals, *Realize* was successful in receiving funding for its project titled '**REVAMPED**', Workplaces **RE**cognizing the **VA**lue of **eMP**loyees with **Episodic Disabilities**.

The **REVAMPED** project fully aligned with the Opportunities Fund as its program objectives were as follows:

- To assist individuals with disabilities who have little or no labour force attachment to prepare for and obtain employment and develop the skills necessary to maintain their new employment.
- The Opportunities Fund enhances the economic and social well-being of persons with disabilities, their families and communities by helping them improve their employability, by increasing and facilitating access to job opportunities and ultimately by enabling their labour market integration.
- In addition to employment-related services such as needs assessments and counselling, the program also supports program interventions tailored to meet individual needs, including those that enhance the skills of participants and provide them with a work experience.
- Employers and stakeholders will obtain increased awareness of the integration of persons with disabilities into the labour market.

Project Scope

The REVAMPED Project Objectives met these Opportunities Fund Program Objectives, as they were targeted:

1. To increase awareness of episodic disabilities among employers;
2. To increase the understanding of employers of the challenges related to working and living with episodic disabilities;
3. To increase the capacity of employers to respond effectively to the challenges facing people living with episodic disabilities;
4. To increase access to information and networking opportunities for small, medium and large employers on leading practices in accommodating employees living with episodic disabilities in the workplace; and
5. To increase the capacity of people living with episodic disabilities to communicate effectively about their lived experience.

The REVAMPED activities also leveraged the availability of additional activities funded through the National Workplace Accessibility Stream (NWAS) of the Opportunities Fund. This fund was introduced in 2020 to help people in Canada with disabilities and their employers to improve workplace accessibility and access to jobs in response to COVID-19. **Realize** was successful in receiving funding for its project titled “**GRIT**”, **G**aining **R**ecognition **I**n **T**imes of uncertainty: Centering People with Episodic Disabilities in the Canadian Workplace Response to COVID-19. Activities were focused on ‘Expanding Online Training Opportunities’ for employers and employees through scaling up and/or revamping of current online training courses, plus the development and roll out of several new online training courses specific to the COVID-19 context, as well as a complete refurbishment of the Episodic Disabilities Employment Network Website and the National Episodic Disabilities Forum website to merge the two sites into one comprehensive resource. The **GRIT** final report is available upon request.

Overview of REVAMPED Activities

Since 2003, **Realize** has led the international discussion regarding the concept of the episodic nature of many conditions and diseases, and has undertaken significant research on episodic disabilities. Episodic disabilities can be evident or non-evident and they are characterized by unpredictable periods of wellness and illness or disability. Some of the findings have identified that people living with episodic disabilities encounter complex barriers to social inclusion, such as, entering into the workforce, remaining in the workforce during unpredictable periods of illness and returning to the workforce once they have to leave (even if only for relatively short periods of time). Our research has also shown that for post-secondary education students living with episodic disabilities, there are similar challenges to social inclusion, such as remaining in and returning to school, thus impacting on the prospects of finding employment in the short, medium and long term.

Realize has been a catalyst for uniting diverse stakeholders involved in supporting people with episodic disabilities and for those targeted in these initiatives, knowledge of episodic disabilities has increased significantly. However, the sheer number of people living with episodic disabilities requires expansion of this work. The recent COVID-19 pandemic, and the resulting long-term impacts identified by many of those infected by the virus, has shed further light on the episodic nature of many conditions and diseases.

Workplaces REVAMPED (**R**ecognizing the **V**alue of **e**Mployees with **E**pisodic **D**isabilities) united diverse stakeholders to forge social innovation partnerships with people living with episodic disabilities, employers and other workplace leaders in an effort to create a groundswell of awareness of episodic disabilities and employment. **Realize** is the leading national, charitable, organization in Canada working *to improve the health and well-being of people living with episodic disabilities*, across the lifespan through integrated *education, research, and advocacy*.

The goal of this project was to raise employers' awareness of episodic disabilities and their impact on work through the development of a number of interactive and accessible education and awareness-raising activities. Despite the disruptions caused by the global pandemic, which occurred throughout the term of this project, all project deliverables were completed and reported in the quarterly reports. Additional opportunities and milestones were also achieved through the ability to leverage the planned project activities with other initiatives and funding opportunities.

Activities and deliverables created through this project addressed:

- **Awareness-raising and Community Building**
- **Education and Capacity Building**
- The creation of new knowledge through community-based **Research** which informed all of the activities identified below and other types of **Reports** (e.g., Policy Briefs, Literature Reviews)

Awareness-raising and Community Building

Community building activities included the development and maintenance of the project Advisory Committee, the Employer's Network on Episodic Disabilities, and the Episodic Disability Forum. Awareness-raising was significantly supported by the provision of storytelling training for people with lived experience of episodic disability and through funding to support accessible website development and consistent social media strategies.

Advisory Committee

The project was overseen by a national Advisory Committee of twelve people with lived experience of episodic disability, from across Canada ensuring geographic diversity and gender equity. In addition to developing and reviewing project deliverables, Advisory Committee members were invited to participate in storytelling training to increase their confidence to advocate for their workplace accommodation needs and build awareness of the issues people living with episodic disabilities are facing. Graduates of the training also become part of the **Realize** Speakers' Bureau and take part in educational presentations by telling their stories.

“As a member of the REVAMPED Advisory Committee, I created a new network of contacts, learned about new ways of working and had training and other opportunities that would not have otherwise been possible.”

Employer's Network on Episodic Disabilities

In tandem with the Advisory Committee, we created an Employers Network on Episodic Disabilities (ENED) of twelve diverse employers to facilitate connections and learning between workplaces and individuals seeking work. Over the course of the REVAMPED project, new connections were developed in diverse sectors across Canada including: technology, human resources, post-secondary education, financial firms and government departments. Examples of ENED members include Air Canada Jazz, the Canadian Centre for Rehabilitation and Work, Canadian Independent Living Toronto, the Canadian Black Chamber of Commerce, Queen's University, TD Bank, ViiV Healthcare, and Waste Management.

“It was interesting to meet regularly with other employers and learn about new and better ways of helping our employees living with disabilities. I learned that many accommodations don't cost anything, but they definitely improve the bottom line.”

Episodic Disabilities Forum

The Episodic Disabilities Forum (EDF) is a pan-Canadian forum that provides expert education, disseminates information to raise awareness of episodic disabilities, and promotes the inclusion of people in Canada who live with episodic disabilities. Membership is open to organizations, associations, academics, researchers and individuals who support the Forum's mandate and objectives. At the time of this report there were 58 members, which included 5 individuals with lived experience and/or an interest in episodic disabilities, and 53 representatives from organizations, businesses and academia. EDF participants include: The Arthritis Society, the Canadian Labour Congress, Coalition des organismes communautaires québécois de lutte contre le sida, the Institute for Work & Health, National Educational Association of Disabled Students. New members recruited during the REVAMPED Project included: File Hills Qu-Appelle Developments (representing 11 First Nations in Saskatchewan), the African and Caribbean Council on HIV in Ontario (ACCHO), the national office of YWCA and the Burlington Public Library.

“The Episodic Disabilities Forum is a great place to meet content experts and other advocates and hear about the latest issues related to disability in Canada. The recent discussion regarding the disparate definitions of disability across jurisdictions in Canada was particularly relevant to the work I am doing to advocate for new-generation drugs and income supports for people living with...”

Speakers' Bureau

The Speakers' Bureau provided training for people with lived experience of episodic disability to educate employers and other stakeholders about common experiences and the variety of ways people living with episodic disabilities can be included in the workplace. Speakers' Bureau members co-facilitated many of the REVAMPED activities to ensure that deliverables were grounded in the lived experience of people living with episodic disabilities who are participating in the workforce. Additional details are also described below.

“As someone who is just beginning my career, I'm grateful that I got to participate in this training, as I will try to carry this with me for the rest of my career, thank you.”

Social Media and Online Presence

REVAMPED deliverables were disseminated using a variety of strategies including circulation to: the Advisory Committee, the ENED, the EDF and other networks; features in the **Realize** e-blast to subscribers and on the website; email to personal contacts; and through social media channels. When possible, project deliverables were released in tandem with important dates (e.g., the Policy Brief on Social Inclusion of Persons with Episodic Disabilities was launched on December 3, 2020 which is the International Day of Persons with Disabilities and had significant engagement). Reports and other materials continue to be available on the **Realize** website.

Additional funding in the fall of 2021 allowed for the hiring of a Digital Engagement Coordinator who has created and maintained a consistent social media strategy with significant increases in followers and engagement. As a result, the number of followers and engagement through posts on LinkedIn, Twitter, Facebook and Instagram have increased significantly year over year (2021-2023). For example, Facebook Page reach increased by 188.1% to reach 84,880 accounts between December 1, 2021 to April 9, 2023, as compared to the previous period of July 24, 2020 to November 30, 2021. Multiple types of accessible recordings are also regularly posted on the YouTube Channel (@RealizeHIVepisodic.disability).

The engagement strategy for REVAMPED events and other deliverables (e.g., report publication) included:

- Determine the objectives of the event and what messages to convey to our audience.
- Plan and implement a content calendar with specific themes or topics to cover leading up to and during the event.
- Utilize various types of content, such as photos, videos, infographics, and live updates to keep our audience engaged.
- Use hashtags, Alt text and keywords to increase visibility, accessibility and reach.
- Post regularly, but not so frequently that it becomes overwhelming for our audience.
- Post in both French and English to reach a wider audience.

*“I have over 30,000 followers and I follow **Realize** on Twitter so when I see posts about events and other interesting news my followers might be interested in, I can easily retweet the info...”*

Website Update

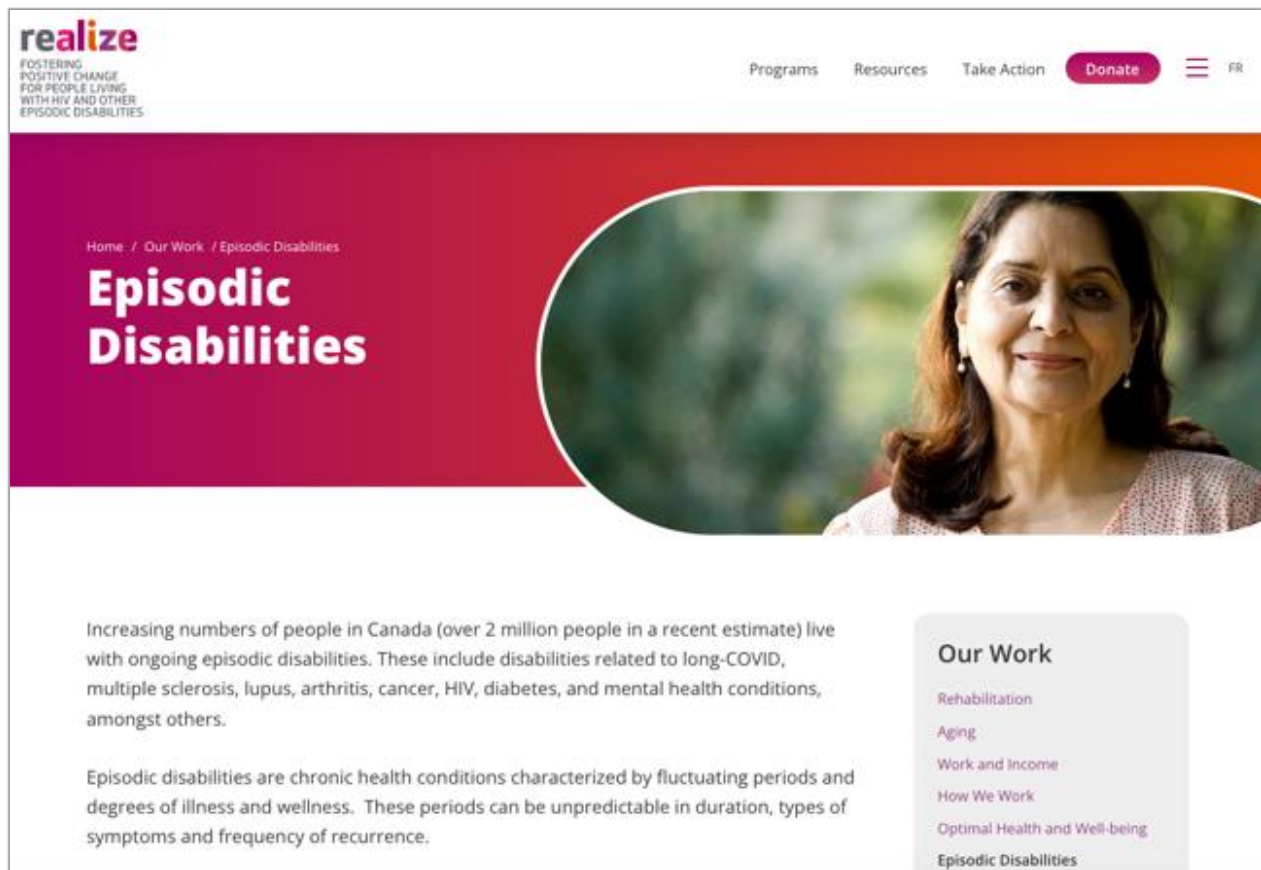


Figure 1. Episodic Disabilities Program landing page on updated website. Alt text: The Episodic Disabilities landing page on the updated **Realize** website. Includes an image of a person and text describing the program.

With support of the Opportunities Fund, **Realize** launched a new, refreshed, version of the website in March 2022 <https://www.realizecanada.org/>. The new site incorporates best practices for accessibility and provides better performance for people using mobile devices. Improved functionality also makes it easier to find information about key programs, specific projects, and navigate the wealth of resource materials. Finally, the site provides more flexibility to profile important events and projects directly on the home page.

“The document library is so easy to use, and I can also find all of the companion documents that have been translated to French.”

The Forum Website

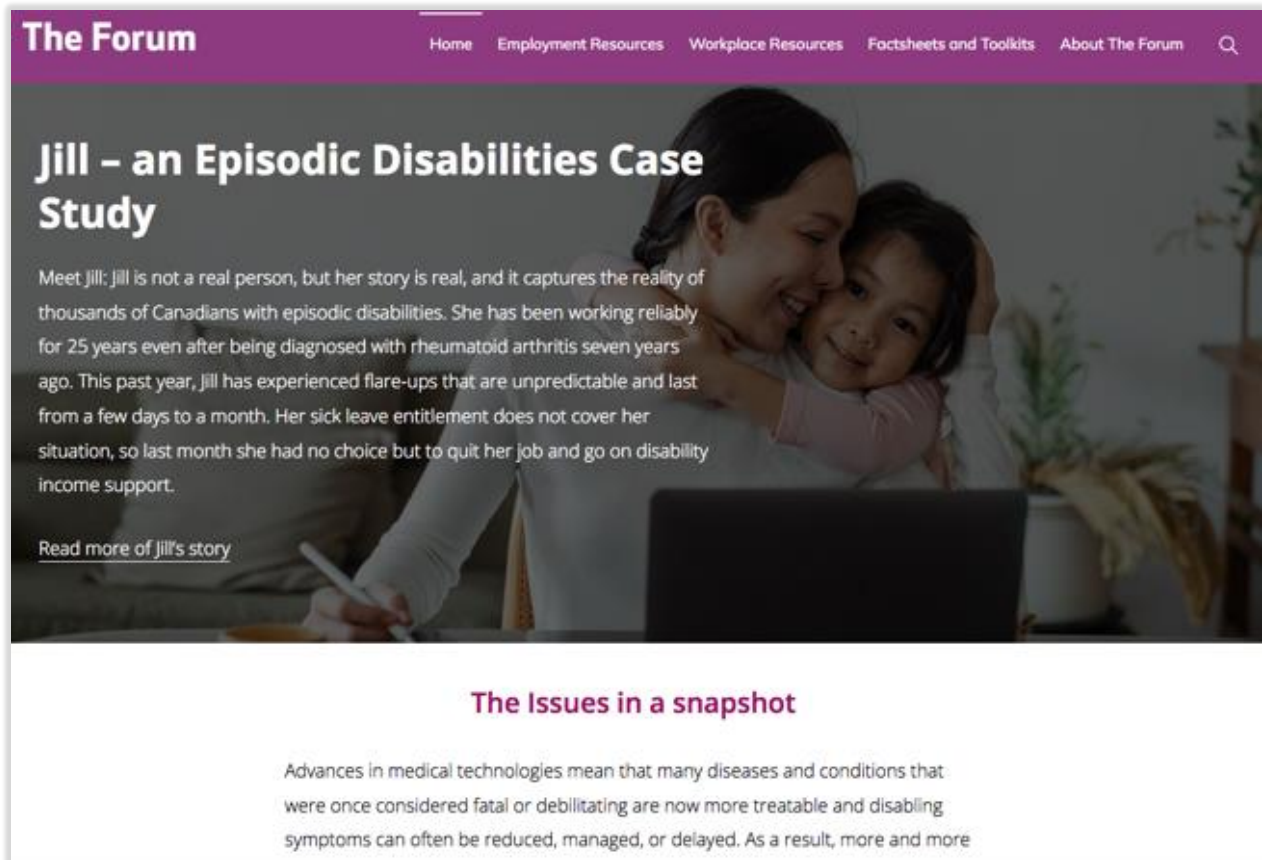


Figure 2. The Forum website landing page. Alt text: The Forum landing page. Includes a background image of an adult and child sitting in front of a computer and text describing an Episodic Disabilities case study.

Funded by the Opportunities Fund and hosted and maintained by **Realize** with guidance from members of the Advisory Committee, ENED and EDF, the Forum website is a first, online stop for information about living and working (or seeking to work) with episodic disabilities. It is also a comprehensive resource for human resource (HR) professionals, managers, and employers with questions about episodic disabilities in the workplace (www.forum.realizecanada.org).

“When I hire a new manager, I get them to spend some time exploring the website so they understand the values and best practices our company supports.”

Education and Capacity Building

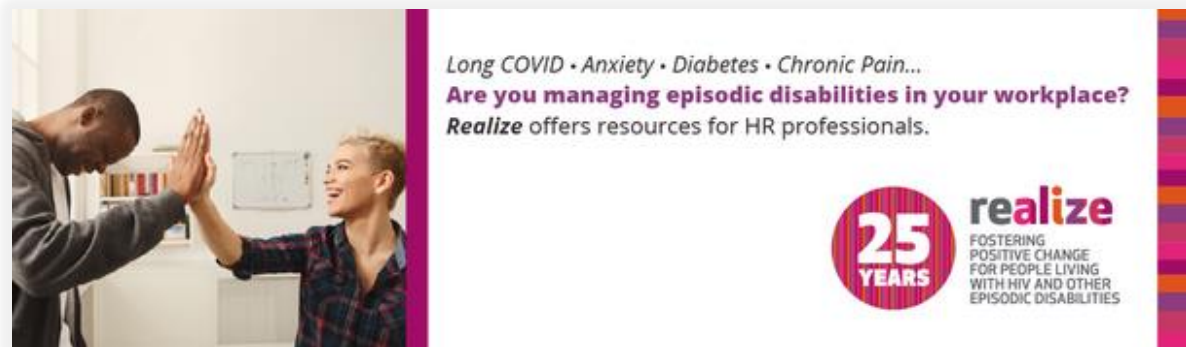


Figure 3. Advertisement for **Realize** courses for employees, managers and HR professionals. Alt text: Advertisement for **Realize** courses for employees, managers and HR professionals. Includes an image of two people clapping hands and the **Realize** logo.

Education and capacity building activities included the design and offering of workshops, the Annual National Summit on Episodic Disabilities and Employment, in-person and online training, virtual town halls, and other activities as described below. Continuing professional development credits and other types of accreditation are secured for eligible offerings.

IDEAL Framework

Through iterative consultations with a wide range of stakeholders, **Realize** has expanded the traditional Diversity, Equity and Inclusion (DEI) frameworks used in most sectors to ensure it is truly all-encompassing. Several initiatives led to the resulting acronym Inclusion, Diversity, Equity and Accessibility Leading to Belonging (IDEAL). The IDEAL Framework is the cornerstone to all initiatives undertaken by **Realize**. For example, Tammy Yates-Rajaduray was named as the **Realize** Executive Director in 2015. She is the first Black woman in Canada to lead a national organization not only in the HIV sector, but in the national disability sector as well. The racial reckoning of Summer 2020 was a watershed moment and we saw national recognition of the field of DEI Inclusion in workplaces across Canada. The disability sector has begun to pay attention to this issue in a way that it has never done before. As the ONLY national organization that sits at the national leadership tables in the HIV sector and the disability sector, we identified that:

- DEI frameworks in the HIV sector often left out 'Accessibility'
- In the disability sector, DEI frameworks often sideline gender identity and sexual orientation

Episodic Disabilities at Work Workshops



Is Your Workplace Prepared?

More people in Canada each year are living with disabilities that come and go – they are episodic – like disabilities related to long COVID, HIV, MS, arthritis, mental health, and many other conditions. Most workplaces are unprepared.

Our 2-hour Zoom workshop is designed for you – to provide an overview of episodic disabilities, information that promotes inclusion, and best practices for becoming a disability-confident employer. Find out more or book a workshop today.

<https://www.realizecanada.org> **realize** FOSTERING POSITIVE CHANGE FOR PEOPLE LIVING WITH NEW AND OTHER EPISODIC DISABILITIES

Figure 4. Advertisement for the Episodic Disabilities at Work Workshops. Alt text: Advertisement for the Episodic Disabilities at Work Workshop. Includes a cartoon image of people in a workplace, text describing the workshop and the **Realize** logo.

The Episodic Disabilities at Work Workshops were designed through iterative consultation with members of the Advisory Committee, the ENED, the EDF, and other stakeholders. Using the **IDEAL** Framework, this training invites participants to develop a greater understanding of episodic disability through dialogue, reflection, and awareness building. Training was free and sessions could be recorded for additional distribution.

This 2-hour Zoom workshop was designed to provide an overview of episodic disabilities, information that promotes inclusion, best practices for becoming disability-confident employers, and an opportunity to hear from someone with lived experience of working with an episodic disability. Training evaluations indicate that the speaker was an important part of skills-building for participants

“This was FANTASTIC and sooooo timely! I recently had an interviewee that asked if two things were okay (accommodations), while we were in the interview. I remember thinking that was so brave of her. She ended up being our successful candidate and now I feel empowered to open up conversation with her to ensure we are meeting her needs. Thank you for the VALUABLE work you are doing – and thank you [Speakers’ Bureau member] for your bravery in sharing today.”

“I did not have the opportunity to attend this workshop online, but I am very glad that the video was shared [internally] and I watched it. I learnt a lot of new things that I’d never even thought about. I feel that this workshop changed and shifted my perception of mental health issues. I was impressed with the examples of how we can use more kind and tactful language speaking with someone who may experience an episodic disability. Thank you for shifting my perception.”

National Summit on Episodic Disabilities and Employment



Figure 5. Anna-Liza Badaloo (pictured with ASL and LSQ interpreters) leads a discussion on Embedding Empathy in Workplace Mental Health Supports at the 2023 Summit. Alt text: Zoom presentation screen with presenter, ASL and LSQ interpreters

Originally planned as an in-person event to take place in the fall of 2020, the **National Summit on Episodic Disabilities and Employment** moved to a virtual format that was so successful that **annual events** were planned and continued to follow this format. The virtual format allowed for participation from Canadian and international participants, was fully accessible through American Sign Language (ASL) and Langue des signes du Québec (LSQ) sign language interpretation, closed captioning, and provided oral content in both official languages. Networking opportunities were also provided virtually.

The first ever virtual National Summit on Episodic Disabilities and Employment took place March 23, 24, and 26, 2021, with over 150 participants from across Canada. This unique event brought representatives from the employment sector, human resources professionals, people with lived experience, government representatives, and the public service together to engage in thoughtful dialogue and to learn from each other.

Event highlights included:

- Timely reports on COVID-19 and COVID long-haulers including how both employees and employers are looking to the future of return to work and researcher on the impact COVID has had on the disclosure and accommodation of episodic disabilities.
- Best practices for workplace accommodation in unionized and non-union environments encouraging employers to integrate accommodation into new employee onboarding and day-to-day operations.

- Framing inclusion as the gold standard of accommodation as it builds belonging into workplaces where equity, diversity, and inclusion are a priority.
- Engaging discussion on the development of a National Action Plan on Episodic Disabilities and Employment.

The 2021 Summit also presented research on young people with arthritis and their experiences of employment, ways that bias can be part of artificial intelligence and how this impacts people with disabilities, and also launched an online episodic disability disclosure decision guide:

<https://disclosureguide.realizecanada.org>.

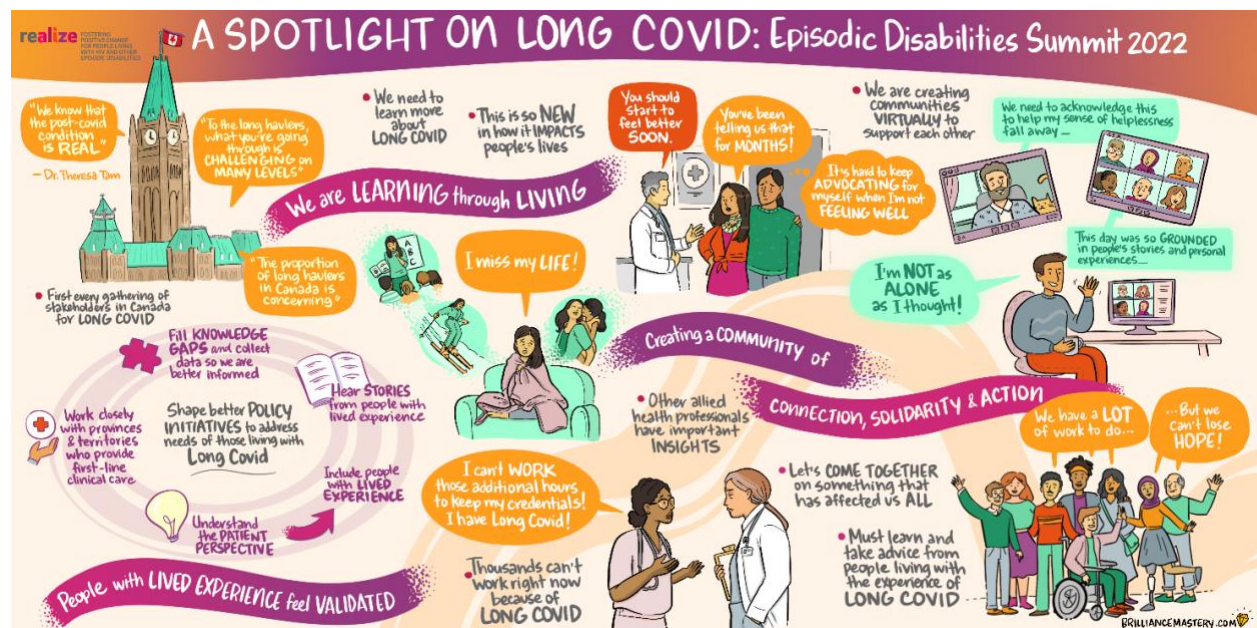


Figure 6. Infographic depicting key conversations regarding Long COVID emerging from the 2022 Summit. Alt text: Themes: We are learning through living, People with lived experience feel validated, Creating community of connection, solidarity and action

Building on the success of the first National Summit, the 2022 Summit saw over 300 individuals registered for the event. A Pre-Summit Day was included to specifically focus on Long-COVID. The day opened with a message from Dr. Theresa Tam, Chief Public Health Officer of Canada who provided our participants with the message that, “We know that the post-COVID condition is real and what long-haulers are going through is challenging.” This event was the first ever gathering of long-COVID stakeholders in Canada and included presentations from members of the Speakers' Bureau, cutting-edge reports from the research community, and frontline healthcare providers.

The 2nd National Summit theme was Creating a Culture of Accommodation at Work with speakers from the Federal Government, local disability organizations, and a provincial teachers' union. Self-employed individuals spoke about their experiences of living with disability while running a business. Sessions also explored the “Intersections of Identity and Disability” with Black organizational leaders, 2SLGBTQI+ individuals with living experience, and other disabled peoples with marginalized identities. The results from the third survey of Canadian HR Professionals and the *Draft National Action Plan on Episodic Disabilities and Employment* were also presented.

On March 21st and 22nd, 2023, **Realize** hosted the **3rd National Summit on Episodic Disabilities and Employment**. The focus of this year’s Summit was Centering Mental Health at Work.

Over 500 people from every region of Canada registered for the event with significant representation from human resource professionals, business owners and managers, civil servants, leaders from the not for profit and educational sectors as well as people with lived experience navigating mental health concerns at work. On day one, attendees were presented with the latest research in workplace mental health, learned about effective leadership during times of uncertainty, and took part in a discussion about embedding empathy in workplace mental health supports. Day two focussed on employee experiences of mental health, self-advocacy, and disclosure, with presentations on innovative approaches to mental health support and new tools that are now available to help both employees and employers.

“The Summit was excellent. Even though I’m a highly experienced supervisor with, what I thought was, good knowledge of episodic disability and mental health strategies, I learned a lot. This particularly gave me tools to lead during these times of uncertainty, when my front-line staff are clearly experiencing burn out.”

“This has been a motivating experience and provided a better understanding overall. A great deal of value can be found in the resources set out in this summit that can benefit so many.”

“These 2 days were absolutely excellent, filled with great knowledgeable speakers and information. Having 3 individuals sharing their personal stories was valuable and helped put everything in perspective.”

Immersive Learning Experiences

Immersive learning experiences (ILE – changed based upon consultation feedback from the original identifier of ‘Immersive Learning Labs’) were developed to support organizational efforts to enhance belonging by discussing and reflecting on how organizational policies, practices, and values impact the experience of living and working with episodic disabilities. The ILE are in-person, scaffolded, interactive, tailored, group-based approaches to learning about episodic disabilities for organizations. Flexibility, contextualized presentations, and a slow learning approach are central principles to the ILE.

Key principles discussed in each ILE module are reinforced in later sessions as additional concepts are introduced. As such, the progressive sessions are intended to be delivered in the following order:

- Session One: Considering Disability
- Session Two: Beyond DEI to IDEAL
- Session Three: Centering Lived Experience
- Session Four: Organizational Communication & Episodic Disabilities

The ILEs are designed to be adaptable to the needs of the organization requesting the discussion. Here are some ways the presentations may be adapted:

- Making the content relevant to the organizational culture and sector by using contextually relevant examples
- Asking reflective questions for individual thought or writing, for discussion in pairs/small groups, for large group discussion, based on audience needs
- Choosing an integration activity of best fit to the organizational needs

“The Facilitator Guides exceeded my expectations for comprehensiveness and inclusion of current and emerging knowledge in this area.”

Courses

Realize has a comprehensive library of online courses available that are accredited and updated regularly. REVAMPED funding provided the opportunity to add four additional courses to fill outstanding learning needs. The ideas for the courses came through formal and informal conversations with various stakeholder groups impacted by but under-represented in existing episodic disability learning materials who were looking for a space to navigate the unique challenges of each key audience related to navigating the unpredictability of episodic disabilities in the workplace.

The four course areas are:

Course title	Target audience	Delivery format
Living and Leading with Episodic Disabilities	Senior organizational executives living with episodic disabilities	Independent review of online learning platform material + cohort-based synchronous sessions
Episodic Disabilities and Working on Your Own	Self-employed and micro business owners living with episodic disabilities	Independent review of online learning platform material + cohort-based synchronous sessions
Belonging at Work	Anyone with interest in organizational diversity, equity, and inclusion initiatives	Independent review of online learning platform material
An Introduction to Episodic Disabilities for Post-Secondary Students	Post-secondary students	Interactive synchronous presentation based on slide deck & facilitator guide

Each course is developed using an immersive learning format. Immersion in a learning context means taking a deep dive. Participants are invited to give time and energy to the online modules to facilitate taking a next step or two along their journey of navigating episodic disabilities and work. Additional details can be found in the attached report.

These courses enhance the library of online courses that were updated and/or created through Opportunities Fund NWS (COVID-19) training support funding:

An Introduction to Episodic Disabilities – This self-directed online course is designed to augment the knowledge and understanding of human resources professionals, supervisors, and managers who form the primary support system at work for people living with episodic disabilities.

Accommodating Workplaces: Episodic Disabilities and Leading Practices at Work – This online course for human resource professionals and employees builds on the key concepts of what

episodic disabilities are and the challenges faced by people living with episodic disabilities and goes deep into communication practices, universal workplace design, accessible design, and more.

Understanding and Supporting Employees with Episodic Disabilities – This course is designed with human resource professionals, managers, and supervisors in mind. It includes helpful guidelines on how start an accommodation plan conversation with an employee living with episodic disability. It also provides a helpful template to enact this plan that is in compliance with relevant legislation.

Working with an Episodic Disability in the Context of COVID-19 – This course is designed for human resources professionals, managers, and supervisors who want to better accommodate their diverse employees in the context of the COVID-19 pandemic.

Changing Jobs with an Episodic Disability in the Context of COVID-19 – An online course for supervisors, human resource managers and employers designed to bring awareness and understanding of how to accommodate new employees living with episodic disabilities as they are hired into your organizations. It also provides some additional resources and instruction on adapting to new ways of working a COVID-19 context.

Fostering INclusion and Environments of Support for Students with Episodic Disabilities (FINESSED) – This course provides academic staff and leaders in the secondary education sector with knowledge and strategies to help make teaching more accessible and inclusive to students living with episodic disabilities. This course is the result of several years of work to explore the impacts of episodic disabilities for students in the post-secondary education sector, adapted more recently to address the realities of a COVID-19 context.

“I appreciate the inclusive nature of the data for this course and the various resources displayed. I learned the nomenclature and appreciate the reference materials.”

“The content of the course is well lay out and easy to read. The information is clear and helpful. The videos are well done.”

“I felt that the course focused appropriate attention on pushing learning institutions to define themselves as providers of appropriate educational encounters for an increasingly diverse community of learners (with challenges due to multiple intersections of disability and other characteristics).”

Real Talk with *Realize*

Since June 2020, *Realize* has been hosting a series of virtual town halls under the banner *Real Talk with Realize* addressing key issues affecting people in the disability and HIV communities in Canada today. For example, **Blackness and Disability: Addressing Gaps using an Intersectional Approach** was held on February 28, 2022 – in honour of Black History Month – to address the challenges people experience at the intersections of blackness and disability in Canada. The event focused on the importance of taking an intersectional approach, the key issues and gaps that need to be addressed as identified by people in the community – especially during COVID – and a discussion of how we can remove barriers nationwide that exclude persons with disabilities, particularly those who are of intersecting identities. These important issues are framed against a reality that doing front-facing work in the era of COVID has become increasingly challenging. What can we as a collective do better to the people doing this intersectional work? The need for funding for intersectional work was a clear message as was the need for real allyship in the wider community. This event attracted over 200 participants.

“We talked about some tough issues, but we have to in order to create the change we want to see. Thank you for making this a safe opportunity to talk about some very difficult experiences. I think the research demonstrates that COVID has been particularly hard for black and brown Canadians in the workforce...”

Additional topics included:

- Race and disability in Canada
- Black Women with Disabilities in Canada
- A Conversation with South Asian Communities
- Igniting East and South Asian Youth Activism
- Including people with disabilities in Pride organizing
- Latinx & Pandemics
- Queer and Trans Conversations about Disability Leadership
- Racial Justice in the HIV Movement in Canada (From an Episodic Disability Perspective)
- Working Towards Barrier-Free Recruitment
- Yoga and Brain Health
- Chronic Pain
- Parenting with an Episodic Disability

Storytelling Training



Figure 7. Video "My experience of living and working with Long COVID" featuring Shari Ingalls. Alt text: Video "My experience of living and working with Long COVID" featuring Shari Ingalls.

Storytelling training was provided to 40 people with lived experience of episodic disability (including Long COVID) to educate employers and other stakeholders about common experiences and the variety of ways people living with episodic disabilities can be included in the workplace. Training was provided by Tracey Erin Smith from Soulo Theatre (www.soulo.ca). Graduates of the training became members of the Speakers' Bureau and co-facilitated presentations and other activities to ensure that deliverables were grounded in the lived experience of people living with episodic disabilities who are participating in the workforce. New and experienced members meet regularly to provide an opportunity to ask questions and share experiences.

Speakers' Bureau participants indicate that opportunities to engage with employers created connections and opened possibilities for meeting their employment goals. Storytelling training graduate, Shari Ingalls, shares her experience of living and working with Long COVID here: <https://www.youtube.com/embed/vp-ztWSZigw>

"...I have realized that while I may not get back to hospital duty, I have learned about opportunities for me to use my clinical knowledge and skills, for

example, I could work with telehealth and that would allow me to work in a physical environment and position that doesn't exacerbate my symptoms."

"I was a lucky participant of the Storytelling Training. It was amazing. I learned so much, it opened up so many paths of exploration. Thank you for letting me participate!"

Co-Facilitation of Conferences and Events

Over the past four years, REVAMPED staff have co-designed and co-facilitated events and presentations at a variety of conferences and events. For example, we coordinated a panel presentation at the Disability and Work in Canada Conference alongside our partners from the ACED Project, the Arthritis Society, and the Invisibility2Inclusion Project to highlight episodic disability-focused initiatives that build awareness and understanding of what the community has faced during the COVID-19 pandemic and ways that recover can be more fully inclusive. We presented on our report, "*The Pandemic Pandora's Box*" as it provides evidence-based findings and recommendations that employers can implement to support their staff in a COVID context. In addition, we have continued to present at HR Association conferences to strategically promote our online courses and the Episodic Disability at Work Workshops. For example, three presentations during year three of the project resulted in more than 18 requests for workshops to take place in coming months.

Community Based Research & Reports

REVAMPED activities also supported the creation of timely and important new knowledge through consultations, community-based **Research** and the preparation of other types of **Reports** (e.g., Policy Briefs, Literature Reviews).

Stakeholder Consultations

REVAMPED Project activities included several planned and additional consultations with various stakeholder groups through surveys, key informant interviews and other data collection methods to inform our work and allow us to proactively address and realign emerging and priority issues as required. For example, the pandemic had significant impacts for all stakeholders in the employment sector and our consultations allowed us to develop programming to address the emerging needs of these groups.

Two examples of new and important community-based research findings emerging from this project are listed here:

HR Surveys

Human Resources (HR) professionals across sectors are uniquely positioned to both advocate for employees, and to engage leadership to provide appropriate support to their team members living with episodic disabilities. HR professionals play a pivotal role in ensuring that people living with episodic disabilities are recruited, retained, or are able to return to the workplace should they require time away. Surveys of HR professionals in 2020 and 2022 demonstrated the evolving impacts of the pandemic in the employment sector. Initially planned as part of an ongoing assessment of the existing knowledge of HR professionals across Canada about episodic disability in the workplace; and the gaps in both training and experience that may be barriers to a culture of accommodation in their work environments, these surveys also identified the increasing impacts of COVID-19 in the Canadian employment sector. This information has assisted in building awareness and has informed the creation and maintenance of a *National Action Plan on Episodic Disability and Employment*.

“100% of respondents reported a need for formal Human Resources certification in episodic disabilities.”

Long COVID Education and Resources

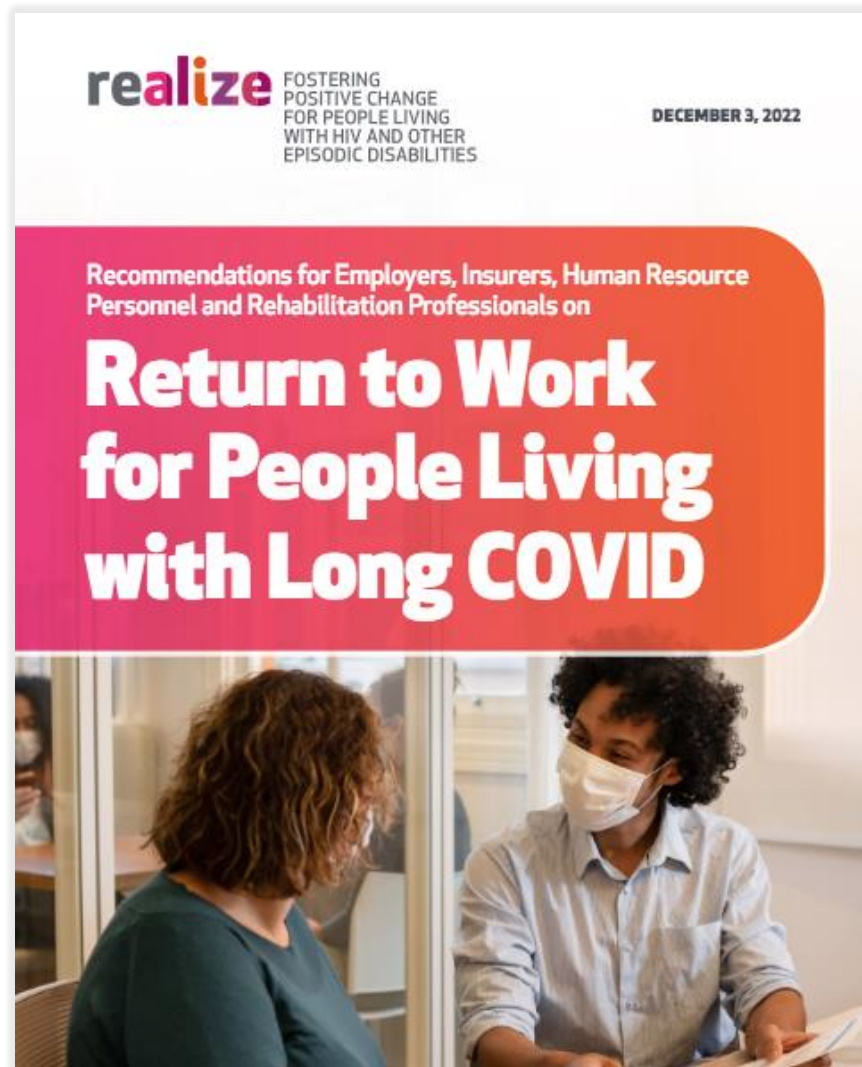


Figure 8 page of the guide “Recommendations for employers, insurers, human resource personnel and rehabilitation professionals on return to work for people living with Long COVID”. Alt text: Includes an image of two people sitting and talking in an office.

Early in the pandemic, the REVAMPED project was able to pivot very quickly to address the emerging needs of employers and people living with episodic disabilities (including those with long COVID symptoms). **Realize** – as the host of the national secretariat of the Episodic Disabilities Forum –was able to conduct outreach to several of these COVID-19 long hauler groups and begin to build informal relationships with them. Over the three years since the start of the pandemic, we have deepened this engagement even further as long COVID is increasingly presenting itself as episodic in nature.

The REVAMPED work plan was modified to ensure that COVID-19 was addressed in all materials and courses. For example,

- *The Pandemic Pandora’s Box* report (2021) analyzed the results of two surveys. The first survey was aimed at adult long-haulers living in Canada and currently working or seeking work, while the second targeted Canadian employers. The surveys assessed the lived experiences of COVID-19 long-haulers in the contexts of employment and workplace accommodations, as well as employers’ knowledge about, and experience providing, workplace accommodations. The Report includes recommendations for employers, policymakers, and the federal government as they move to address the short and long-term effects of the pandemic.
- The **2022 National Deliberative Dialogue on Long COVID as an Episodic Disability and Employment** convened a wide range of stakeholders using a hybrid meeting format to explore the effects of Long COVID on workplaces, accommodation, and employers. We also confirmed that long COVID is an episodically disabling condition. This dialogue informed the evidence-based guidance document *Recommendations for Employers, Insurers, Human Resource Personnel and Rehabilitation Professionals on Return to Work for People Living with Long COVID* (Figure 8). This is a living document that is continually updated based on emerging evidence in the field. The reference list provides scientific support to statements within the document and hyperlinks provide an enriched understanding of concepts that will reach the broader public.

Additional activities included COVID specific activities during the Annual National Summits on Episodic Disabilities and Employment, Real Talks and Speaker’s Bureau training for people living with Long COVID (as described above).

“A lot of people believe that COVID has gone away and is no longer a problem and it is ‘business as usual’. There is a parallel belief that Long COVID has also gone away. This false belief amplifies the need for education and awareness raising of Long COVID, as a real condition and one that can be episodically disabling.”

“Many organizations served me well before the pandemic. Now much of my community has “returned to normal” and that normal is inaccessible to me. As an immunocompromised person, I feel like I have lost my community.”

Reports

The REVAMPED Project generated many publicly available reports and publications to inform practice, policy, education and advocacy in the areas of episodic disabilities and employment,

and these have been listed in Appendix B (and are appended to this report). Two examples of the transformative impacts of this type of deliverable are outlined here.

Should I tell them? Policy Brief and Literature Review on Social Inclusion of People with Episodic Disabilities

This important paper highlights stages of the recruitment process and where along that continuum people living with episodic disabilities face barriers in seeking employment.

The Brief highlights existing workplace legislation, the realities of seeking work while living with an episodic disability, and existing resources that support the communication and disclosure of episodic disabilities in a workplace context. We conducted a comprehensive review of recent literature in creating this Brief and have developed a list of recommendations for policy makers and employers to consider as they evaluate recruitment and hiring practices. The report is available in both French and English and was released on December 3rd, 2020, the International Day of Persons with Disabilities.

Table 1. “Flexible Work Time” Accommodation Strategies for persons with Episodic Disabilities from the report *Should I tell them? Policy Brief and Literature Review on Social Inclusion of People with Episodic Disabilities* (Page 6).

Accommodation Strategy	Cost
Modified start and end times	No direct cost
Modified breaks (e.g. Longer or more periodic)	No direct cost
Work from home on some occasions*	No direct cost
Individualized work plan for periods of poor health or unforeseen absences	No direct cost
Flexibility to attend medical appointments	No direct cost

*Provided that employees do not require equipment or workplace materials to be purchased by the organization.

An Intersectional Examination of Employment for Persons Living with Episodic Disabilities

The objective of this research was to engage disability-serving organizations to lead focused consultations within their respective communities that would provide an intersectional examination into the living realities and various aspects of employment access for persons with episodic disabilities in the Canadian landscape.

Community engagement through a virtual focus group and an online survey inquiry was executed by Pride At Work Canada, (a 2SLGBTQIA+ serving organization) among community participants who identified as living with episodic disability. Ase Community Foundation (an organization serving the Black community with disabilities), held a focus group and individual interviews with community participants identifying as having episodic disabilities.

Summary Of Insights:

Systemically Black people and 2SLGBTQIA+ individuals face increased disadvantages related to working and living with episodic disabilities. Barriers largely corresponded to systemic challenges, social stigma, and negative workplace environments. According to the submitted reports, a lack of enforcement of workplace accommodations in relation to accessibility remains a widespread issue. Both reports show that the systems currently in place in most Canadian institutions are inconsistent in terms of equitable accommodations, and follow-through in policies.

There remains tension around disclosure as participants in both communities reported a fear of discrimination from employers who continue to illegally request proof of diagnosis as a requirement to access accommodations. Anti-Black racism ranked high in both communities in terms of interviewing, hiring, retention, advancement, and workplace culture. The predominant view of disability being associated with Whiteness and visibility contributes to a continued lack of recognition and support for persons with episodic disabilities and other intersections including race and orientation. Persons with disabilities (and in particular those that are racialized) are often limited to the narrow perspectives of their managers, supervisors and co-workers despite demonstrated capacity which includes a lack of valuation of their capacity to not only do their jobs but also to be promoted to positions of leadership. It was widely reported by both the 2SLGBTQIA+ (that also identified as Black) and Black participants that their ideas and contributions were falsely attributed to White, gender-normative, people without disabilities.

Recommendations For Moving Forward:

- Culturally relevant accommodations and, development of anti-oppressive procedures and environments.
- Top-down modelling of inclusive, diverse, equitable and accessible (IDEA) practices, as well as a bottom-up approach to IDEA that involves community engagement in policy development and fair compensation for that labour.
- Increasing awareness of episodic disabilities through education and training
- Improved procedures to support the full employment experience of persons with disabilities.
- Being intentional about combating anti-Black racism, heterosexual-normative discrimination, and ableism with budgets attached to strengthen these efforts.
- Increased representation at senior levels of intersectional people with episodic disabilities.
- Prioritizing mental health and workplace balance.

“I'm not okay with HR and I'm not okay with our employee health services. They are very well-meaning but have no clue. Because I recently had some gender affirming surgery and they were asking me to reveal the surgery, they were asking me. And the comment I got was, 'well, I'm in healthcare, so you should trust me.' I sent a very polite letter to other people [in] HR and said ... okay, just constructive criticism, no, and no. I'm dealing with a company that doesn't even realize how steeped their ableism is. So it's like, I have no faith that if I did reach out to them for anything, that I would get people who knew what they were, who could understand what was going on. So that's limiting as well, because I don't want to ask for accommodations.”

“I've actually seen people I know who have like an ethnic name like, like some of my friends like having like there's like East African and they have like a very African I guess you would say name... They never get the call back on the resume. But then I remember they told me they did this thing where they had the same resume and the same amount of jobs, the same jobs they applied to

but they just changed the name...He got so many callbacks because it was ambiguous. They couldn't really tell what his background is. Literally he applied at the same exact jobs too. So I know that they purposely, like, even if they say they don't, they definitely do filter out. And that's just a resume. Like that's, that's just the resume... You can see me! [I] didn't even tell you the color of my skin. I didn't tell you my race. I didn't tell you my disabilities. I imagine me actually saying that out loud! Like to them or like writing that on a form. I'm just not going to give them any more chances to not hire me because I can still do the job."

Project Successes

1. Despite the disruptions caused by the global pandemic, which occurred throughout the term of this project, all project deliverables were completed and reported in the quarterly reports. Additional opportunities and milestones were also achieved through the ability to leverage the planned project activities with other initiatives and funding opportunities.
2. Our REVAMPED episodic disability and employment resources are used and continue to be promoted by human resource professionals, business leaders, managers, public sector institutions, leadership in universities and colleges, as well as people living and working with episodic disabilities. From the effects of Long COVID and pandemic-related mental health concerns in the workplace to labour shortages and the need to improve employee retention, more and more business, government, and institutional leaders are re-examining their practices on employment, disability, and wellness. In addition to research materials and information manuals, we provide online courses, in-person courses and workshops.
3. The move to virtual and hybrid work necessitated by the pandemic allowed us to not only meet our milestones and deliverables, but also leverage the opportunities provided by remote technologies to increase our project reach and enhance our deliverables. For example, the switch to virtual Summits ensured the participation of significantly more participants. In addition, it was reported that the virtual format allowed the participation of individuals who might not have otherwise been able to attend, including many participants living in remote and rural communities.
4. The REVAMPED activities also leveraged the availability of additional activities funded through the National Workplace Accessibility Stream (NWAS) of the Opportunities Fund introduced in 2020, which aimed to help people in Canada with disabilities and their employers to improve workplace accessibility and access to jobs in response to COVID-19. **Realize** was successful in receiving funding for its project titled “**GRIT**”, **G**aining **R**ecognition **I**n **T**imes of uncertainty: Centering People with Episodic Disabilities in the Canadian Workplace Response to COVID-19. Activities were focused on ‘Expanding Online Training Opportunities’ for employers and employees through scaling up and/or revamping of current online training courses, plus the development and roll out of several new online training courses specific to the COVID-19 context, as well as a complete revamp of the Episodic Disabilities Employment Network Website and the National Episodic Disabilities Forum website to merge the two sites into one comprehensive resource. The GRIT final report is available upon request.
5. Throughout REVAMPED, the early medical literature around the concept of post COVID-19 syndrome was just beginning to be published in annals of globally

recognized medical journals, while at the same time the first COVID-19 long-haulers community groups in Canada began to establish themselves with a social media and/or online presence. **Realize** – as the host of the national secretariat of the EDF – was able to conduct outreach to several of these COVID-19 long-hauler groups and begin to build informal relationships with them. Over the three years since the start of the pandemic, we have deepened this engagement even further as long COVID is increasingly presenting itself as episodic in nature.

6. The REVAMPED funding allowed us to hire a Digital Engagement Coordinator who was successful in significantly increasing digital engagement across all social media platforms.
7. We were able to leverage our REVAMPED work with our ability to host the 12th Disability Networking Zone at the International HIV/AIDS Conference, a gathering of organizations and researchers from around the world where we networked with Canadian and other organizational supervisors and managers and promoted our online course offerings. We also disseminated information about episodic disability and employment through a quiz for all who visited the site.
8. Hiring Diversity & Inclusion Consultants who self-identify with lived experience of episodic disability ensured that the project outputs were grounded in the concept of “Nothing About Us, Without Us”, as well as in a solidly intersectional approach. The deep engagement between the **Realize** Team and the Consultants continued to build the awareness of **Realize** staff, as well as staff capacity.

Project Challenges

1. All online training curricula were completed within the reporting period; however, due to the exponential increase in the transition to online course development across Canada there was a backlog for the learning management system provider. Despite this initial delay, all courses are now open for participation.
2. There was a reluctance by employees and employers to participate in focus groups about COVID, and therefore an anonymous survey was used instead with excellent uptake. Based on the extensive response to the national surveys, additional resources that were not originally identified as mandatory outputs for the project were developed.

Lessons Learned

1. The psychological impact of the pandemic on staff

The unforeseen changes in work and life have impacted **Realize** staff just as they have impacted the world. Our lives reflect the realities of working during COVID-19 and have had to adjust to working at home while parenting young children, moving into new homes, coping with the death of loved ones, and concerns about family in other provinces and countries. Uncertainty about the future and long-term impacts of being infected with COVID are also present. We have been working remotely since March 2020 and while we've become comfortable with online meeting, we feel the impact of social isolation on our work and our lives.

2. Online fatigue

Between March 2020 and the fall of 2022, almost all **Realize** activity was online. All large-scale events have been held via Zoom and while this has increased reach for most activities, some activities were negatively affected. For example, our plans to host in-person focus groups did not successfully translate to online focus groups and we have had to be flexible in our approaches. Many of the individuals we have surveyed and connected with over the course of the project have cited online fatigue as the reason they are not participating in work related activities.

3. Hiring more staff with increased activities

The increase in activities and deliverables has required that **Realize** hire more staff. Onboarding via online platform brings with it a number of challenges. While working remotely has allowed us to hire people who live outside of Toronto, it also impacts teambuilding and acclimating new staff to the workplace culture.

Conclusion

The Opportunities Fund supports employment-focused interventions designed to increase access to the labour market for persons with disabilities and improve their employment outcomes. This program also works with employers to prepare workplaces for the integration of persons with disabilities and to raise the profile of persons with disabilities in the employer community.

The REVAMPED Project Objectives were targeted:

1. To increase awareness of episodic disabilities among employers;
2. To increase the understanding of employers of the challenges related to working and living with episodic disabilities;
3. To increase the capacity of employers to respond effectively to the challenges facing people living with episodic disabilities;
4. To increase access to information and networking opportunities for small, medium and large employers on leading practices in accommodating employees living with episodic disabilities in the workplace; and
5. To increase the capacity of people living with episodic disabilities to communicate effectively about their lived experience.

Activities and deliverables created through this project addressed:

- **Awareness-raising and Community Building**
- **Education and Capacity Building**
- The creation of new knowledge through community-based **Research** (e.g., key informant interviews, surveys) which informed all of the activities identified below and other types of **Reports** (e.g., Policy Briefs, Literature Reviews)

Despite the disruptions caused by the global pandemic, which occurred throughout the term of this project, all project deliverables were completed and reported in the quarterly reports. Additional opportunities and milestones were also achieved through the ability to leverage the planned project activities with other initiatives and funding opportunities. For example, several initiatives provided solutions to address workplace challenges during the initial years of the pandemic, and also provided resources as employers and employees now deal with the challenges of Long COVID, which has emerged as a new type of episodic disability. The REVAMPED project has significantly increased the capacity of employers and employees to work together to accommodate episodic disabilities in Canadian workplaces.

Appendix A

Performance Indicators for the Opportunities Fund, Schedule C2.1 (2019-2023)

Activities	Performance Indicators	Reporting Frequency	Status Update
Synchronous reach: > 1,000 people reached including HR professionals and HR professional organizations. Asynchronous access to materials and recordings has also significantly increased the reach of our activities.	Number of employers reached by awareness activities	End of project	Complete and described above
Events designed and completed included workshops and other training, Town Halls, National Summits on Episodic Disabilities and Employment, synchronous and asynchronous courses, and events to address emerging issues (e.g., COVID-19).	A description of the events organized	End of project	Complete and described above
18 REVAMPED reports and documents (Appendix B) were disseminated using a variety of strategies including circulation to: the Advisory Committee, the ENED, the EDF and other networks; features in the <i>Realize</i> e-blast to subscribers and on the website; email to personal contacts; and through social media channels. When possible, project deliverables were released in tandem with important dates (e.g., the Policy Brief on Social Inclusion of Persons with Episodic Disabilities was launched on December 3, 2020 which is the International Day of Persons with Disabilities and had significant engagement). These materials continue to be available on the <i>Realize</i> website. Examples of resources developed (Appendix C) have also been appended and are available to participants of the activities described above.	A description of the quantity and nature of documentation produced and distributed (including areas of distribution) accompanied by copies of the documentation	End of project	Complete and listed in Appendix B and C

Appendix B

Final Reports

A Report on the 2022 Survey of Certified Human Resources Professionals Regarding Episodic Disabilities

https://www.realizecanada.org/wp-content/uploads/2022-Realize-Episodic-Disabilities-Survey-for-Human-Resources-Professional_Report-FINAL.pdf

National Deliberative Dialogue on Long COVID as an Episodic Disability and Employment

<https://www.realizecanada.org/wp-content/uploads/National-Deliberative-Dialogue-on-Long-COVID-2022-Report-2.pdf>

<https://www.realizecanada.org/wp-content/uploads/Dialogue-deliberatif-national-sur-la-COVID-longue-en-tant-quinvalidite-episodique-et-lemploi-le-rapport.pdf>

Recommendations for Employers, Insurers, Human Resource Personnel and Rehabilitation Professionals on Return to Work for People Living with Long COVID

<https://www.realizecanada.org/wp-content/uploads/Recommendations-for-RtW-doc-final-4-3.pdf>

Pandemic Brief: COVID 19, Episodic Disabilities and Workplace Accommodations

[Pandemic Brief: COVID 19, Episodic Disabilities and Workplace Accommodations](#)

The Pandemic Pandora's Box: Long COVID and Episodic Disability

<https://www.realizecanada.org/wp-content/uploads/The-Pandemic-Pandoras-Box.pdf>

2023 Summit Resource List

<https://www.realizecanada.org/wp-content/uploads/Summit-Resource-List-2023.pdf>

Should I Tell Them? Working Towards Barrier-Free Recruitment in the Canadian Labour Market

<https://www.realizecanada.org/wp-content/uploads/Should-I-Tell-Them-Report-FINAL.pdf>

Workplace Disclosure Decision Guide for People Living With HIV and/or Other Episodic Disabilities

<https://disclosureguide.realizecanada.org/>

A Report on the 2020 Survey of Certified Human Resources Professionals Regarding Episodic Disabilities

[A Report on the 2020 Survey of Certified Human Resources Professionals Regarding Episodic Disabilities](#)

Attached:

ASE Community Foundation Workplaces REVAMPED Final Report

Pride at Work Canada Episodic Disabilities in the Workplace – 2SLGBTQIA+ Communities Report

2023 *Realize* National Summit on Episodic Disabilities and Employment

A Spotlight on Long COVID: 2022 National Summit on Episodic Disabilities and Employment

Moving from Research to Policy and Action: 2022 National Summit on Episodic Disabilities and Employment (FR/E)

A Summary Report of the *Realize* 2022 Needs Assessment of Self-Employed People Living with Episodic Disabilities

A Summary Report on the Living Experience of Leaders with Episodic Disabilities

2021 Virtual National Summit: Episodic Disabilities and Employment

2021 Virtual National Summit: Taking action together on episodic disabilities (FR/E)

Appendix C

Examples of Resources Developed

Courses

C-Suite Facilitator Guide

Episodic Disabilities and Working on Your Own Facilitator Guide

Guidebook for Post-Secondary Instructors

Immersive Learning Experiences

Session 1 – Guidebook for Considering Disability Immersive Learning Experience

Session 2 – Guidebook for Beyond DEI to IDEAL Immersive Learning Experience

Session 3 – Guidebook for Centering Lived Experience Immersive Learning Experience

Session 4 – Guidebook for Organizational Communication & Episodic Disability Immersive Learning Experience

Other

REVAMPED Online Course Development Project Review

Executive Summary: An intersectional examination of employment for persons living with episodic disabilities

Episodic Disabilities at Work – List of Resources

Episodic Disabilities at Work – Example slide deck