



WE ARE THRILLED TO COME TOGETHER WITH OUR PARTNERS TO SUPPORT LTC WORKFORCE.



# BUILDING PSYCHOLOGICAL SAFETY IN LONG-TERM CARE: STRENGTHENING EQUITY AND TRAUMA-INFORMED ORGANIZATIONAL CAPACITY

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

## Our Team



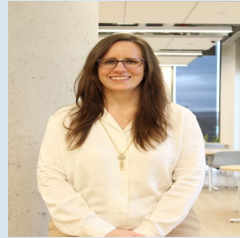
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Toronto Metropolitan University



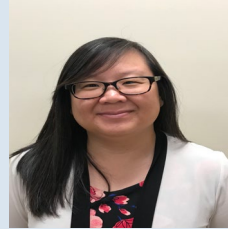
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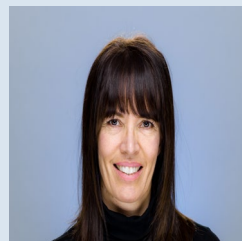
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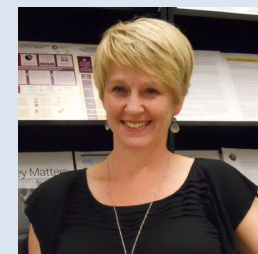
**Sherry Espin**

Principal Applicant, Toronto Metropolitan University



**Winnie Sun**

Co-Applicant, Ontario Tech University



**Sue Bookey-Bassett**

Co-Applicant, Toronto Metropolitan University



# Objectives



Provide overview of the research collaboration



Engage in dialogue and discussion on importance of collaborative methods to address workforce psychological safety in LTC



Spark interest and engagement

# Word Cloud



What comes to mind when you hear  
Psychological Safety at Work?



<https://www.menti.com/alx5w3tgc7x8>



# Purpose/Aims



This partnered implementation research collaboration seeks to **build capacity in the implementation of processes and translation of evidence-based Equity & Trauma-informed organizational practices** to support psychologically safe workplace environments for the long-term care workforce that cares for an aging population.

# Approach



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); and
5. ***Spark collaborations across and amongst stakeholders*** across the LTC sector.

# Project Phases

## Engagement (months 1-8)

1

Engagement  
& Needs  
Assessment  
on Trauma-  
informed  
supports for  
worker  
psychological  
safety

## Co-design (months 8-12)

2

Co-designing  
together with LTC  
site a tailored  
approach/implem  
entation plan for  
Trauma-informed  
tools/supports

## Implement & Learn (months 12- 24)

3

Implementing &  
evaluating  
tailored  
supports/tools

## Sustainment (months 24-36)

4

Planning & working  
together for  
sustainability



## Links & Resources



# LTC toolkits/resources

1. Long-Term Care Best Practices Toolkit:  
<https://ltctoolkit.rnao.ca/hwe-topics>
2. Workplace Mental Health in LTC: Training and Support Program for Implementation Teams  
<https://clri-ltc.ca/resource/mentalhealth-standard/>
3. Reimagining LTC Webinar: Mental Health and Psychological Safety in the Workplace  
<https://www.healthcareexcellence.ca/en/events-and-opportunities/reimagining-ltc-webinar-series/2023-06-22-reimagining-ltc-webinar/>
4. Mental Health Supports for LTC Team Members  
<https://clri-ltc.ca/resource/mentalhealth/>
5. Homeweb: Mental Health Supports for LTC  
<https://clri-ltc.ca/resource/homeweb/>

## Links & Resources



# Burnout/Workplace MH/Trauma-informed Workplace Culture

1. Healthy Professional Worker Toolkit  
<https://www.mhcaretoolkit.ca/hpwtoolkit>
2. Health Worker Burnout Toolkit  
<https://www.healthyprofwork.com/burnout-toolkit>
3. Burnout Assessment Tool  
<https://www.wilmarschaufeli.nl/publications/Schaufeli/595.pdf>
4. A sex and gender-based analysis (SGBA) toolkit  
<https://www.healthyprofwork.com/sgba-toolkits>
5. How To Build a Trauma-Informed Workplace Culture Toolkit: Trauma-Informed Workplaces  
<https://www.ctipp.org/post/toolkit-trauma-informed-workplaces>



# Resource Preview



## Better Together Research Hub

[Home](#) [Projects](#) [LTC Toolkit](#) [Contact Us](#)



FOCUS OF INTERVENTION : All 

SECTOR : All 

INTERSECTIONAL : All 

FORMAT : All 

LOCATION : All 

SORT 

 SEARCH



### Healthy Professional Worker Toolkit →

This toolkit includes represents a collection of curated resources to help professionals deal with mental health issues such as workload management, conflict, bullying & harassment, discrimination and addressing stigma and disclosure. It includes resources for 6 different professions including Academia,



### Health Worker Burnout Toolkit →

The Health Worker Burnout Toolkit is a free platform of evidence-informed strategies to improve the mental health of health care workers. The interventions in this toolkit are categorized according to four levels: system, organization, team and individual.



### Burnout Assessment Tool →

This chapter presents a fresh view on burnout and its measurement based on a redefinition of burnout. More specifically, in this chapter, evidence is presented on the reliability and validity of the Burnout Assessment Tool (BAT) of which also a short version exists.



## Welcome to the Long-Term Care Toolkit



This toolkit is part of a research project that focuses on building psychological safety in long term care and strengthening equity and trauma informed organizational capacity. Our team has developed a multi-level, intersectional inventory of high-quality resources.

Whether you're a registered nurse, nurse practitioner, registered practical nurse, personal support worker, trainee, healthcare leader/manager/supervisor, director, administrator or HR specialist in long term care, there is something here for you.

Upon entering the site, you can choose resources based on the focus of the intervention, sector, format, or location. We want to create a community of support for long term care so if you try a resource and like it, feel free to click on the logo and leave a comment.



# Dialogue and Sharing



# Open Dialogue

What are the challenges to implementing Trauma-informed Psychological Health & Safety Supports that are unique to LTC settings?

What are opportunities and strengths that can be actioned to support trauma-informed psychological health and safety in LTC settings?





Thank you!