

The Conference
Board of Canada

Workplace Mental Health Research Centre

Overview 2023



About the Workplace Mental Health Research Centre

We believe that strong workplace mental health is the cornerstone of employee engagement and productivity, and employers have a pivotal role to play.

The Workplace Mental Health Research Centre was established to increase awareness and understanding of workplace mental health through research, analysis, and dialogue.





The Workplace Mental Health Research Centre (WMHRC) will drive positive change by tackling the critical matters facing Canadian organizations and the wellbeing of their employees.

Its objectives are designed to improve workplace mental health through leading-edge research and practical solutions.

Having conducted research on workplace health and safety for over 20 years, The Conference Board of Canada has long been at the forefront of this critical issue. Our team brings both expertise in workplace wellbeing research and applied leadership experience in Canadian organizations.

This Centre was established based on the demand to fill a gap in the mental health space and is Canada's first collaborative research initiative focused exclusively on advancing workplace mental health research for Canadian employers.

Our Research

Working with our Funding Members we established the centre with two key studies

Future-Proofing Investments in Workplace Mental Health

This research explores how and where organizations are making investments in workplace mental health. The COVID-19 pandemic demonstrated that employers need to ensure current and emerging mental health issues in the workplace are addressed going forward. This research will provide insight on how employers can obtain a greater return on their investments in employee mental health and wellbeing.

Why Employees Choose Work Over Wellness

This research identifies effective policies, procedures, and practices that help organizations mitigate the risks associated with both absenteeism and presenteeism in the workplace.

The Centre's 2023-24 research program will explore such topics as:

The importance of social connections to support workplace mental health in new work structures

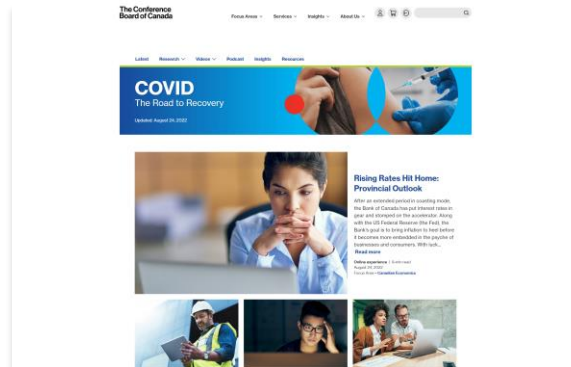
Flexible and customizable workplace mental health programming



2021 – 2022 Research



Assessing the Risk: The Occupational Stress Injury Resiliency Tool (December 2021) highlights how the Public Services Health and Safety Association’s Occupational Stress Injury Resiliency (OSIR) tool helps employers better understand the risks of occupational stress injuries and identify preventive approaches that support positive mental health outcomes in first responders.



Working Through COVID-19 Series (2020–22) This 12-part study explores work and pay during the COVID-19 pandemic. We surveyed Canadian organizations on topics such as family responsibilities, employee benefits, and return to the office. This series provides organizational benchmarks, advice for employers, and key insights into the workplace of the future.



Future-Proofing Investments in Workplace Mental Health (2022) Organizations have accelerated their efforts toward a more holistic and adaptive approach to employees’ health and well-being. Understanding the workforce profile is key to meeting their employees’ evolving health needs.

2023 Research

Why Employees Choose Work Over Wellness

The Links Between Absence Policies, Attendance, and Mental Health



Why Employees Choose Work Over Wellness (2023)

This research provides Canadian organizations with a deeper understanding of how organizational and employee factors can positively or negatively influence the ways in which absenteeism, presenteeism, and mental health interact in the workplace. Our results position Canadian leaders to develop data driven and responsive policies and programs to maintain a healthy and productive workforce, secure a competitive advantage in today's labour market, and continue to deliver on business objectives.

Funding Levels and Benefits

Our Research Centre is funded by multiple members—united in their mission for progress—who support and inform the Centre’s research agenda.

Funding Members have the opportunity to help shape the future of Canada by ensuring independent, evidence-based research in workplace mental health is developed and delivered to decision-makers in government, business, and civil society.

We are appreciative of the support from our funding members. Their passion and understanding of the urgent need for progress helps propel us forward and allows us to conduct research that matters into workplace mental health.

We welcome you to join us.



As a Funding Member, your organization will join one of Canada's leading research collectives.

The benefits of being a Funding Member include:

Being a part of the solution: At the Conference Board, we believe evidence-based and unbiased insights into Canada's toughest challenges are required for leaders to make the best possible decisions. By becoming a Funding Member of a Research Centre, you play a critical role in helping us deliver those insights.

Creating more impact through a collective research initiative: As we pool dollars from multiple funders, your dollars go further, enabling CBoC economists and researchers to create and deliver more robust and impactful research.

Connecting with organizations who share your passion: We periodically convene Funding Members to share and further the discourse on workplace mental health.

Helping define the research agenda: Funding Members may have the opportunity to join the Research Centre's Steering Committee. We will work with you to identify the executive from your organization to participate. This critical role helps to define research projects through dialogue with CBoC and other members within the Committee.

Advising and sharing feedback on research projects: Based on topic alignment and subject matter expertise, you (or someone from your organization) may be invited to participate on a project-based Research Advisory Board.

Being recognized as a leader supporting this important work: When you are a Funding Member, your logo will be featured on the Research Centre's outputs and on CBoC's website acknowledging your support and participation.

Being the first to know: Funding Members may have the opportunity to hear research insights and reports prior to their public release.

Additional benefits: You may receive opportunities to become more deeply engaged in the efforts of our Research Centre through, for example:

- profile with media
- conference or event-speaking engagements
- data sharing
- hosting a researcher for an internal stakeholder presentation

These opportunities will be identified and proposed to members as they become available.

Funding Member Levels

Level	Annual Commitment
Partner	\$25,000
Lead	\$50,000
Champion	\$100,000

Organizations of all sizes are important to our research.

Please speak with **Chad Leaver**, leaver@conferenceboard.ca, to discuss joining us or to explore funding levels tailored to organizations with smaller budgets such as associations, non-profits, and labour and advocacy organizations.

Funding Members

Lead:

Desjardins Insurance
Lundbeck

Collaborator:

Workplace Safety and Prevention
Services (WSPS)

Steering Committee

Sophie Falciglia

Senior Advisor, Content
Group and Business Insurance
Desjardins

Laurence Gaudreau

Senior Advisor
Group and Business Insurance
Desjardins

Michelle Wilson

Vice President, People & Communications
Lundbeck

Sean Kelly

Sr Manager Market Access
Lundbeck

Ready to Make an Impact?

Your funding supports us in producing research that matters to your organization and to Canada. Learn how you can be part of this important Research Centre.

Contact:

Leah Ringwald
Associate Director, Human Capital
ringwald@conferenceboard.ca

Our Team

Leah Ringwald **Associate Director**

Leah Ringwald is the Associate Director for the Human Capital knowledge area. With a background in organizational psychology and passion for the employee experience, Leah leads research related to the Centre and oversees the Council on Workplace Health and Wellness, the Council for Safe Workplaces, and the Council on Inclusive Work Environments. Prior to joining the Board, Leah conducted applied research in organizational psychology at Shopify and has consulted extensively on human capital projects in the public, private and non-profit sectors. Leah holds a MA-Ph.D. in Experimental Psychology from the University of Ottawa.

Liz Marcil **Associate Director**

Liz Marcil is the Associate Director for the Human Capital knowledge area and is the lead researcher for The Conference Board's Compensation Research Centre. Liz has nearly a decade of applied research experience in the private and non-profit sectors and holds an MA in Economics from Carleton University.

Lindsay Coffin **Principal Research Associate**

Lindsay Coffin is the Principal Research Associate for the Human Capital knowledge area and lead associate for the Centre. Lindsay has nearly a decade of experience conducting research related to attraction, recruitment, and retention of employees, best practices related to achieving equity, diversity and inclusion (EDI) in the workplace, and the value of flexible work environments. Lindsay holds a BSc in Earth Sciences and Chemistry from Carleton University, a Master of Earth Sciences from the University of Ottawa, and an MBA from Carleton University.

Dilys Leman **Senior Research Associate**

Dilys Leman is a Senior Research Associate in the Human Capital knowledge area. A professional writer and editor with 20 years of experience, she works closely with researchers on translating data into clear, compelling narratives for different audiences. Previously, Dilys held roles in private and public sector institutions engaged in applied research to inform policy across a wide range of sectors. She holds an MA and a BA in the social sciences.

Tabatha Thibault **Senior Research Associate**

Tabatha Thibault is a Senior Research Associate the Human Capital knowledge area. She has a decade of experience in organizational research and has expertise in quantitative data analysis, survey development, and psychometrics. Tabatha has a PhD in Industrial/ Organizational Psychology from Saint Mary's University.

Diogo Borba **Research Associate**

Diogo is a Research Associate in the Human Capital knowledge area. His background in Industrial and Organizational (I&O) Psychology is complemented by extensive experience in Human Resources. Following his bachelor's degree in psychology at UFRN (Brazil), he obtained a master's degree from both Universidade de Coimbra (Portugal) and Universitat de Valencia (Spain) and recently completed his Ph.D. in I&O Psychology at the University of Guelph. He brings more than ten years of experience in human resources in the Oil & Gas sector as both an HR generalist and manager.

Sarah Storm **Council Manager**

Sarah's portfolio includes the Council on Workplace Health and Wellness, the Council for Safe Workplaces and the Workplace Mental Health Research Centre. She holds an MA in Conflict Studies, a Post Graduate Certificate in Emergency Management, a BA in Political Science and International Development and a diploma in journalism.

Sheherbano Ahmed **Meeting Coordinator**

Sheherbano Ahmed is a Meeting Coordinator who works in the Human Capital knowledge area coordinating and planning for the Council on Workplace Health and Wellness, the Council for Safe Workplaces, and the Workplace Mental Health Research Centre. She comes from the non-profit sector with experience in sponsorship and event management. Her educational background includes a Master of Modern South Asian Studies from the University of Hamburg, Germany, and a BA in Law and South Asian Studies from the SOAS, University of London, England.



**The Conference
Board of Canada**



Where insights meet impact

conferenceboard.ca

Our Impact

The WMHRC is committed to understanding and improving the future of workplace wellness.

Our leading-edge research will equip Canadian leaders with the insights they need to optimize investments in employee wellbeing creating a more engaged and mentally healthy workforce.

About Us

The Conference Board of Canada is the foremost, independent, applied research organization in the country. We deliver unique, objective, evidence-based insights to help Canada's leaders shape the evolution of our country.

Since 1954, our work has helped guide decisions required to solve significant and complex issues and navigate a new way forward. We use sophisticated data modelling, best-in-class forecasting, and the expertise of our researchers and economists to provide the most relevant insights to Canadians. Our relationships with leaders are built on their trust in the validity and objectivity of our work.