



# Caregiver-Inclusive Workplace

## DAY 2



Canadian  
Cancer  
Society

Healthy  
Workplaces

Powered  
by



*In collaboration with*





# CREATING A CAREGIVER-INCLUSIVE WORKPLACE

Strategizing how to build a carer-worker inclusive organization requires understanding of some basic terms. Based on the [CSA Carer-Inclusive and Accommodating Organizations Standard](#), here are some common terms to refer to.



## WORKER-CAREGIVER

family members and other significant people who provide unpaid care and assistance to individuals who are recovering from illness or injury or living with a physical, mental, or cognitive condition or disability.

## INCLUSIVE

an organization where everyone feels respected, and all have the opportunity to contribute to the success of the organization to the maximum of their ability.

## ORGANIZATIONAL CULTURE

a pattern of basic assumptions invented, discovered, or developed by a given group that are a mix of values, beliefs, meanings, and expectations that group members hold in common and use as behavioural and problem-solving cues.

## ORGANIZATIONAL ACCOMMODATION

the intentional organizational actions, whether in practices, policies, or the organizational culture, which relieves work-family conflict; can include flexible work arrangements, such as working from home and job sharing.



# IS YOUR WORKPLACE CAREGIVER-INCLUSIVE?

What are the characteristics of a carer-inclusive and accommodating workplace? Assess your organization's values and current initiatives with the following checklists and reflect on the next action steps to take.

## DOES YOUR WORKPLACE...



### PROMOTE

- An environment that ensures workers can talk freely about work-life balance issues without being penalized or excluded
- Leadership demonstration of worker-caregiver support
- Zero stigma and an open door policy
- Worker-carer support as a priority
- Improving work-health balance



### PROVIDE

- Support and educational services (e.g. workshops, counselling, workplace caregiver support group)
- Flexible and customizable work arrangements (e.g. telecommuting, flex time, coverage)
- Financial assistance and relief
- Leave from work for caregiving responsibilities and gradual return to work policies