

As a graduate student under the supervision of Dr. Allison Williams, who is leading the development of the CSA Carer-Inclusive and Accommodating Organizations Standard, I am inviting you to participate in a one hour interview regarding this document. I am conducting an enhanced public review of this Standard. I selected your name as a representative of a stakeholder organization involved in the creation and dissemination of this Standard. Participation would involve you reading through the completed draft of the Standard (32 pages) and then answering some questions about how it relates to your organization.

A worker-carer is an individual who is balancing informal caregiving while simultaneously working in paid employment. Given the increasing aging population, it is imperative for industries and workplaces to accommodate worker-carers. This new Standard seeks to provide an accessible guide for employers, human resources professionals, and workplaces. In order for the Standard to be successfully implemented in various stakeholder groups, I am looking to discuss with you, as a representative from a relevant stakeholder group, about carer-inclusive and accommodating workplace policies as well as ensure that stakeholder groups have made active contributions to the draft Standard.

The risks involved in this study are minimal but may include anxiety due to questions asked. You can withdraw from the study at any point. I have attached a letter of information and consent with further details about the study. This study has been reviewed and cleared by the McMaster Research Ethics Board. If you have any concerns or questions about your rights as a participant or about the way the study is being conducted you can contact:

The McMaster Research Ethics Board Secretariat

Telephone: (905) 525-9140 ext. 23142

Email: [ethicsoffice@mcmaster.ca](mailto:ethicsoffice@mcmaster.ca)

c/o Research Office for Administration, Development and Support (ROADS)

I would like to thank you for your time and consideration. If you could also forward this email to anyone in your networks you feel may be interested in participating, that would be much appreciated.

Thank you,  
Ashleigh Patterson

**Ashleigh Patterson**

Master's Candidate  
School of Geography and Earth Sciences  
McMaster University