



From Barriers to Bridges:
Collaborating to Improve the Health of Migrant Farm Workers

2019 Ontario
Migrant Farm Worker Health Forum

April 26, 2019 – University of Windsor

April 26, 2019
Windsor Hall (The School of Social Work), University of Windsor
167 Ferry Street, Windsor, Ontario

This Forum was organized by The Occupational Health Clinics for Ontario Workers in partnership with the University of Windsor.



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2019 Ontario Migrant Farm Worker Forum Planning Committee

Occupational Health Clinics for Ontario Workers (OHCOW) -South Central:

Valerie Wolfe, Executive Director

Michelle Tew, Occupational Health Nurse

Eduardo Huesca, MFW Program Coordinator

Carly Domenichini, McMaster University School of Nursing

University of Windsor:

Tanya Basok, Professor, Department of Sociology and Anthropology, University of Windsor

Kathryn Edmunds, Assistant Professor, Faculty of Nursing, University of Windsor

Special thanks to Janet McLaughlin and Steph Mayell for their assistance with program planning, Marilyn Lee-Hannah for her flexibility and logistics in carrying out the event and Jan Latimer for her assistance in preparing event material. A very special thank you to 4th year nursing student, Carly Domenichini, for all of her logistical organization and compilation of the program - we wish her much success in her nursing career.

Thank you to our sponsors:

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Occupational Health
Clinics for Ontario
Workers Inc.



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2019 Ontario
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Friday
April 26, 2019

Agenda

8:00-8:30 am **Registration and refreshments: Lobby**

8:30-8:40 am **Welcome:** Rooms 110 & 116
Dr. Kathryn Edmunds, Faculty of Nursing, University of Windsor
Valerie Wolfe, Occupational Health Clinics for Ontario Workers (OHCOW)

8:40-9:40 am **Plenary:** Rooms 110 & 116

- ❑ **Improving the Lives and Health of Migrant Farm Workers in Canada: Struggles, Challenges and Opportunities** Tanya Basok, *Professor, Department of Sociology and Anthropology, University of Windsor*
- ❑ **Increasing Inclusion and Acceptance of International Farm Workers in Rural Communities** Justine Taylor, *Coordinator, Kingsville-Leamington Community Engagement Project, Science & Government Relation Manager, Ontario Greenhouse Vegetable Growers*
- ❑ **Community, Assistance, Resources, Education for Migrant workers (C.A.R.E. for Migrant Workers)** Francys Munoz, *Community Legal Worker, Windsor-Essex Bilingual Legal Clinic*

9:40-9:50 am **Transition Break**

Morning Session A

	Room 110	Room 116	Room 117
9:50am- 11:10am	<p>Mental Health in Agriculture Facilitator: Tracey Feener Snow</p> <ul style="list-style-type: none"> ☐ 9:50-10:05 Stressful Times in Canadian Agriculture: Exploring the Mental Health Experiences of MAWs Stephanie Mayell, <i>University of Toronto</i> ☐ 10:05-10:20 Down on the Farm: Myths and Reality of Mental Health in Agriculture Dean Anderson, <i>Workplace Safety Prevention Services (WSPS)</i> ☐ 10:20-10:35 Human Development in Migrant Workers Amanda Panambi Morales Vidales, <i>Psychologist and Philosopher</i> ☐ 10:35-10:50 Towards a Coordinated Response: Considering a Provincial Working Group on the Mental Health of Migrant Farmworkers Eduardo Huesca, <i>Occupational Health Clinics for Ontario Workers (OHCOW)</i> <p>Questions & Discussion</p>	<p>WSIB and Migrant Agricultural Workers Facilitator: Patricia Philips</p> <ul style="list-style-type: none"> ☐ 9:50-10:10 WSIB Services for Foreign Agricultural Workers Gary Doig, Scott Grein, <i>WSIB</i> ☐ 10:10-10:30 Migrant Workers and WSIB Jessica Ponting, <i>IAVGO Community Legal Clinic</i> ☐ 10:30-10:50 Barriers to Access: Workers' Compensation Challenges for Migrant Agricultural Workers Jenna Hennebry, Janet McLaughlin, <i>Wilfrid Laurier University</i> <p>Questions & Discussion</p>	<p>MAW Health Issues and Determinants of Health- Leamington Experience Facilitator: Melissa Statham</p> <ul style="list-style-type: none"> ☐ 9:50-10:10 Tuberculosis with Migrant Farmworker Communities: a Public Health Perspective Lora Piccinin, <i>Windsor-Essex County Health Unit</i> ☐ 10:10-10:30 Providing Workshops for Workers on Housing Francy Munoz, <i>Windsor-Essex Bilingual Legal Clinic</i> ☐ 10:30-10:50 Migrant Worker Health in Erie St. Clair Justine Taylor, <i>Kingsville-Leamington Community Engagement Project</i> Sarah May Garcia, <i>Erie St. Clair Health Integration Network</i> <p>Questions & Discussion</p>
11:10-11:30am Networking and Refreshment Break, Lobby			

Morning Session B

11:30am-12:50pm	Room 110	Room 116	Room 117
	<p>Healthcare Delivery for Migrant Agricultural Workers Facilitator: K Edmunds & M. Tew</p> <ul style="list-style-type: none"> <input type="checkbox"/> 11:30-11:50 Cultural Safety and the Health of Migrant Agricultural Workers: Unsettling Practice Kathryn Edmunds, <i>University of Windsor</i> <input type="checkbox"/> 11:50-12:10 Overcoming Barriers for MAWs in Ontario: An Assessment of a Specialized Healthcare Model Amanda McCLung, <i>Wilfrid Laurier University</i> <input type="checkbox"/> 12:10-12:30 Care Navigation and Resources for Clinicians Michelle Tew, <i>OHCOW</i> <p>Questions & Discussion</p>	<p>Innovative Outreach Strategies to Address Sexual and Reproductive Health Facilitator: James Miuccio</p> <ul style="list-style-type: none"> <input type="checkbox"/> 11:30-12:00 “Our Bodies are for Production, not Reproduction”: Reproductive Needs and Health of Female Migrant Agricultural Workers Janet McLaughlin, <i>Wilfrid Laurier University</i> <input type="checkbox"/> 12:00-12:40 Caribbean Harm Reduction Knowledge Transfer Exchange (KTE) Dane Record, <i>AIDs Committee of Durham Region</i> <p>Questions & Discussion</p>	<p>Community Engagement Facilitator: Patricia Philips</p> <ul style="list-style-type: none"> <input type="checkbox"/> 11:30-11:50 SAW Health Fairs- Our Simcoe Experience Eliseo Martell, <i>Grand River Community Health Centre</i> <input type="checkbox"/> 11:50-12:10 Leamington Migrant Worker Program and Community Health Fair Perry Pawliuk <input type="checkbox"/> 12:10-12:30 Building a Welcoming Community for Migrant Farmworkers Ella Hayley, <i>Friends of Lynden Migrant Farmworkers</i> <p>Questions & Discussion</p>
<p>12:50- 1:40 pm Lunch (Lobby) , Displays and Poster Sessions (Listed below) and Networking (outside session rooms)</p>			
<p>Poster Presentation: Current and Future Niagara Migrant Worker Interest Group Virtues and Vices. T. Haines and C. Goicoechea (see page 17)</p>			

Afternoon Session

1:40-3:00 pm	Room 110	Room 116	Room 117
	<p>Health and Safety Facilitator: Tracey Feener Snow</p> <ul style="list-style-type: none"> ☐ 1:40-2:00 pm Pesticide Safety Education for Field Workers Eduardo Huesca, <i>OHCOW</i> ☐ 2:00-2:20 pm Peer to Peer Health and Safety Training- Empowering Thai Migrant Workers Piyarat Lek van Koeverden, Panuwat Wijan, Wanwipa Tesena, Marie Carter, <i>Essex-Kent and Lambton Thai Volunteer Outreach</i> ☐ 2:20-2:40 pm Occupational Health and Safety Risks in Cannabis Growing Operations Melissa Statham and James Muccio, <i>OHCOW</i> <p>Questions & Discussion</p>	<p>Employment Relationship and Impact on Health Facilitator: Kathryn Edmunds</p> <ul style="list-style-type: none"> ☐ 1:40-2:00 pm Migrant Workers, Canadian Law and Unfree Labour: Employer-tying Policies and the Risk to Access Healthcare Hannah Deegan, <i>Association for the Rights of Household and Farmworkers</i> ☐ 2:00-3:00 pm History of Migrant Worker Resistance and Organizing Jessica Ponting, Chris Ramsaroop, Rathika Vasavithasan, <i>Worker Voices, Justice For Migrant Workers</i> <p>Questions & Discussion</p>	<p>Community Inclusion/ Social Isolation Facilitator: Val Wolfe</p> <ul style="list-style-type: none"> ☐ 1:40-2:00 pm Belonging, Inclusion/Exclusion and Well-being Among Agricultural Migrant Workers in Southwestern Ontario Tanya Basok and Glynis George, <i>University of Windsor</i> ☐ 2:00-2:20 pm Social Engagement Through Sport: FNFA 2018 Experience Carrie Sinkowski, <i>Norfolk Migrant Farm Worker Group</i> ☐ 2:20-2:40 pm Temporary Workers, Temporary Fathers: Transnational Family Impacts of Canada's Seasonal Agricultural Worker Program Janet McLaughlin, <i>WLU</i> <p>Questions & Discussion</p>
3:00 -- 3:10 pm Transition Break			

- 3:10-3:40 pm **Performance: The Sunflower Man**
Heryka Miranda and Juan 'Luis' Mendoza de la Cruz
- 3:40-3:50 pm **Worker Voice & Perspective**
- 3:50-4:00 pm **Wrap-up and Closing**
Michelle Tew and Eduardo Huesca, OHCOW



Plenary Speakers

SESSION: Improving the Lives and Health of Migrant Farm Workers in Canada: Struggles, Challenges and Opportunities

SPEAKER: Tanya Basok- Professor, Department of Sociology and Anthropology, University of Windsor

BIO: Dr. Basok is a Professor of Sociology in the Department of Sociology, Anthropology and Criminology at the University of Windsor. She has published books and articles on such topics as refugees and migrants in Canada and Latin America, migrant rights advocacy, human rights, citizenship, and social justice issues and struggles. She is the author or co-author of *Tortillas and Tomatoes: Transmigrant Mexican Harvesters in Canada* (McGill Press, 2002); *Issues in Social Justice: Citizenship and Transnational Struggles* (Oxford University Press, 2013) and *Rethinking Transit Migration: Precarity, Mobility and Self-Making* (Palgrave Macmillan, 2015).

SESSION: Increasing Inclusion and Acceptance of International Farm Workers in Rural Communities

SPEAKER: Justine Taylor- Coordinator, Kingsville-Leamington Community Engagement, Science & Government Relation Manager, Ontario Greenhouse Vegetable Growers

BIO: Dr. Taylor has worked for the Ontario Greenhouse Vegetable Growers since 2011 and currently oversees all matters related to sustainable production and policy development for Ontario's greenhouse farmers. Dr. Taylor obtained her Ph.D. in analytical chemistry from the University of Alberta and has a wide range of experiences across the physical and life sciences. On behalf of Ontario's greenhouse vegetable farmers, Dr. Taylor oversees the delivery of a sector specific programming that focuses on research, sustainability, recruitment and education.

SESSION: Community, Assistance, Resources, Education for Migrant Workers (C.A.R.E for Migrant Workers)

SPEAKER: Francy Munoz, Community Legal Worker, Windsor-Essex Bilingual Legal Clinic

BIO: Francy Munoz has been working at the Windsor-Essex Bilingual Legal Clinic for 11 years as a Community Legal Worker. She speaks Spanish, has a Law degree, as well as a Master's degree in administrative law, from her home country Colombia, studied in the Paralegal Program at St. Clair College, and is completing the courses to be called to the Bar of Ontario. Since 2017 she has successfully led the C.A.R.E for International Workers Program and the Spanish speaking clients Program at the Legal Clinic in Windsor and Essex County.

Session Details

Morning Session A: 9:50 - 11:10 am

Room 110- Mental Health in Agriculture

SESSION: Stressful Times in Canadian Agriculture: Exploring the Mental Health Experience of MAWs

TIME: 9:50- 10:05 am

SPEAKER: Stephanie Mayell- PhD Student, Anthropology Department, University of Toronto

BIO: Stephanie is a Social Sciences and Humanities Research Council (SSHRC) Doctoral Fellow currently pursuing her PhD in the Medical Anthropology Program at the University of Toronto. Stephanie has been engaged with migrant agricultural workers in Ontario since 2014, connecting workers with community services and supports, and assisting injured workers in navigating the provincial health care system and Ontario's Workplace Safety and Insurance Board (WSIB). Stephanie is currently collaborating on research projects aimed at increasing migrant agricultural workers' access to both primary health care and workers' compensation. Stephanie's doctoral research focuses on the ways structural vulnerability and injury influence the psychological and physical health of Jamaican migrant agricultural workers employed in Canada. In 2016, Stephanie completed her Master's degree in the Anthropology of Health Program at McMaster University, where she was awarded a Canadian Institutes of Health Research (CIHR) Graduate Scholarship to investigate Jamaican agricultural workers' experiences of stress and resilience while working in Southern Ontario.

ABSTRACT: Farming is a dangerous and stressful occupation. A recent study demonstrates that Canadian farmers experience higher levels of stress, depression, anxiety, and emotional exhaustion than other groups. In 2017, approximately 50,000 migrant agricultural workers (MAWs) from Mexico and various Caribbean countries traveled to Canada on temporary work permits, yet little attention has been given to the mental health experiences of this population. Although they generally arrive in Canada healthy, the social determinants of health associated with seasonal farm work in Canada render MAWs structurally vulnerable to a variety of poor health outcomes, including poor mental health. In 2018, the federal government revealed a pilot initiative aimed at supporting the mental health of Canadian farmers and their families; but, the program does not include MAWs. Drawing on ethnographic research with Jamaican farm workers, five seasons of clinical observations, and anthropological data, this presentation details the stressors MAWs encounter in Canada and situates these experiences within the broader context of mental health in Canadian agriculture. Because workers' experiences, expressions, and communication of poor mental health symptomatology are shaped by socio-cultural factors, insights surrounding cultural conceptions of mental health as well as idioms of distress will be discussed. To conclude, the importance of accessible primary health care and social support will be presented, and practical suggestions aimed at improving the mental health of MAWs will be advanced.

SESSION: **Down on the Farm: Myths and Reality of Mental Health in Agriculture**

TIME: 10:05- 10:20 am

SPEAKER: Dean Anderson- Strategic Advisor, Workplace Safety Prevention Services (WSPS)

BIO: Dean received his B.Sc. (Agriculture) from the University of Guelph, Ontario. He has years of experience conducting research and project management in crop protection. Dean has worked with the major crops in the agricultural regions of eastern and western Canada and the United States. Dean has been working in agricultural occupational health and safety for over 18 years and is currently the Strategic Advisor, Agriculture Initiatives at WSPS.

Dean is currently Chair for the FarmSafe Foundation and Treasurer of the Canadian Association for Safety in Agriculture's (CASA) Board of Directors. Further, he serves on numerous committees nationally and provincially, including the Canadian Standards Association (CSA) Ag Equipment Technical Committee and Ministry of Labour Farming Technical Advisory Committee, and Arborists Safe Work Practices Committee, to name a few. Dean is currently Treasurer (Past Chair) of the Rural Ontario Institute and Past Chair of the Ontario Institute of Agriculture.

ABSTRACT: The 'Workplace Mental Health: An Introduction' presentation delivered and supported by WSPS breaks down myths associated with mental health. This session will provide an overview of its implementation, efforts to reduce mental health stigma in the sector and open up the conversation about mental health in Agriculture.

SESSION: Human Development in Migrant Workers

TIME: 10:20- 10:35 am

SPEAKER: Amanda Panambí Morales Vidales, Psychologist and Philosopher

BIO: Amanda has received a Bachelor's degree in Psychology at Autonomous National University of Mexico, as well as a Masters in Social Philosophy at La Salle University. Most of her life as a professional has been dedicated to social research especially in the area of Critical Psychology. One of the subjects that she has been working on is the thesis that emotions are a major collective form that has its essence in culture, that they are not individual, not irrational, but on the contrary, are a complete and cultural thought. One line of her research is about the understanding of fear in modern times. As well, she does analyses about emotions in culture, social movements and politics.

ABSTRACT: Since 1974, the Mexican and Canadian government concluded an agreement of cooperation in which Mexican citizens may be allowed to work legally in Canada through two programs: Seasonal Agricultural Worker Program (SAWP) and the Temporary Foreign Worker Program (TFWP) for agricultural workers. These workers come to Canada for strict periods of time, ranging from 8 months to 2 years, and at the end of these periods they return to their places of origin. Essex County is one of the most important areas that receive many migrant workers from different backgrounds and nationalities, such as Mexico, Jamaica, Honduras, Philippines among others. The presence of these workers offers a great economic advantage for the food industry and for the worker too. At the same time, and because of the special characteristics of the living conditions of the workers, some issues are developing in the workers, especially those related to mental health. This presentation offers a diagnosis about some of the problems that migrant workers have been facing and at the same time gives a proposal of Mental Health attention, all with the objective of finding a solution and giving the migrant worker an opportunity of better human development. The proposed project is constructed on a theoretical basis from experience of Community Psychology, practices that have been a valuable tool in the Latin American context to start a process of social development.

SESSION: Towards a Coordinated Response: Considering a Provincial Working Group on the Mental Health of Migrant Farmworkers

TIME: 10:35- 10:50 am

SPEAKER: Eduardo Huesca- Community Outreach and Program Coordinator, Occupational Health Clinics for Ontario Workers (OHCOW) - South Central

BIO: Eduardo Huesca has worked with migrant farm worker communities for over 10 years, and currently coordinates OHCOW's Migrant Farm Worker program, which provides occupational health and safety resources and support to farmworker communities across Ontario. Eduardo and OHCOW program staff have focused attention on gaining a better understanding of the mental health challenges being identified by migrant farm worker communities. On October 30th, 2018, Eduardo presented in front of the House of Commons Standing Committee on Agriculture and Agri-Food (AGRI) as a witness for their study on the mental health challenges facing Canadian farmers, Ranchers, and Producers.

ABSTRACT: During OHCOW's direct work with migrant farm worker communities, workers have identified facing mental health challenges. Our findings are reflected in a growing body of research, as well as in clinical data emerging from Ontario Community Health Centres running specialized primary health clinics for these communities. OHCOW staff have worked collaboratively to increase our understanding of the mental health challenges facing migrant farm workers, and have contributed to multiple support efforts and initiatives on this issue. On October 30th,

2018, OHCOW was called to present in front of House of Commons Standing Committee on Agriculture and Agri-Food (AGRI), as a witness for the Committee's study on the mental health challenges facing Canadian farmers, Ranchers, and Producers. OHCOW's testimony called on the House of Commons Committee to include migrant farm workers, and the mental health challenges they are facing, into their study, and into their consideration of what responses and mental health supports are needed for the agricultural community. This presentation will outline OHCOW's work on this issue, discuss the House of Commons study, and suggest that a provincial working group on the mental health of migrant farm workers would provide a level of coordination that could increase attention on this issue and improve the effectiveness of supports and responses across Ontario.

Room 116- WSIB and Migrant Agricultural Workers

SESSION: WSIB Services for Foreign Agricultural Workers

TIME: 9:50-10:10 am

SPEAKER: Gary Doig - Complex Physical Injuries Manager, Workplace Safety and Insurance Board (WSIB)

BIO: Gary Doig is a Complex Physical Injuries Manager at WSIB. Gary started his 21-year-long career there as an ergonomist – assessing jobs and proposing accommodations to help injured people get back to work safely. He moved into management in 2004, and for the past 15 years has led ergonomics, mediation, return-to-work and service delivery teams. Gary has worked with many different industry sectors, including government services, manufacturing, services, construction and most recently, agriculture.

SPEAKER: Scott Grein- Manager, Return-to-Work Program, Workplace Safety and Insurance Board (WSIB)

BIO: Scott Grein is a Manager in the Return-to-Work Program at WSIB. Scott joined the organization in 2000 as an adjudicator specializing in the health care and service sectors. Building on his prior experience and education, Scott transitioned into the role of ergonomist in 2006, and became a case manager from 2010 to 2012. Scott began his career in management in 2012, leading a team of case managers and nurse consultants in the WSIB's Complex Claims Division. In October 2017, Scott moved into his current role managing a return-to-work team specializing in the agriculture sector.

ABSTRACT: The presentation will provide a high-level overview of the services the WSIB can provide for foreign agricultural workers with workplace injuries or illnesses. This includes an overview of injury and illness reporting, health care services available to foreign agricultural workers in Ontario and in their home country, and return-to-work services.

SESSION: Migrant Workers and WSIB

TIME: 10:10-10:30 am

SPEAKER: Jessica Ponting- Community Legal Worker, IAVGO Community Legal Clinic

BIO: Jessica is a migrant and injured workers' rights activist. She does casework at IAVGO Community Legal Clinic with a focus on migrant and precarious workers and organizes with injured Workers Action for Justice, a community group made up of injured workers in the GTA.

ABSTRACT: This session will consider how the WSIB works and how injured migrant workers interact with it. In considering these issues, we will critically examine the politics of WSIB and provide updates on injured workers' campaigns for both access to health care and an end to deeming.

SESSION: **Barriers to Access: Workers' Compensation Challenges for Migrant Agricultural Workers**

TIME: 10:30-10:50 am

SPEAKER: Dr. Jenna Henneby Associate Professor, Wilfrid Laurier University

BIO: Jenna Henneby is an Associate Professor in the Balsillie School of International Affairs and Co-Founder of the International Migration Research Centre at Wilfrid Laurier University. She has carried out globally comparative research on labour migration governance, migrant worker rights and health, and gender and migration for over 15 years. She has consulted for UN Women, the International Organization for Migration (IOM), and multiple government agencies. Henneby was recently named to the IOM's Migration Research Experts Syndicate, she is a member of the Canadian Council for Refugees Subcommittee on Migrant Worker, and she is a member of the UN Expert Working Group on Women's Human Rights in the Global Compact for Migration. Her work has informed policy recommendations and rights-based approaches to governance of labour migration at local, provincial, national, regional and international levels.

SPEAKER: Dr. Janet McLaughlin- Associate Professor, Wilfrid Laurier University

BIO: Dr. Janet McLaughlin is an Associate Professor of Health Studies and a Research Associate with the International Migration Research Centre at Wilfrid Laurier University. For the past 15 years her research, community work and scholarship have focused on health and human rights issues facing migrant workers, primarily from Jamaica and Mexico, who labour in Canadian agriculture. Dr. McLaughlin is also co-founder of the Migrant Workers Health Project, which aims to raise awareness and improve health care access for migrant workers across the country.

ABSTRACT: As injured migrant workers navigate a complex system of health care and compensation between Canada (their country of employment), and their countries of citizenship (e.g. Mexico and Jamaica), their experiences demonstrate the difficulties of attempting to restore health and seek compensation across national borders. The presentation will highlight some of the main challenges and opportunities for improving healthcare and compensation access among this vulnerable group of workers. Findings draw on a research project that involved interviews with 100 migrant agricultural workers in Ontario, plus 30 in-depth case studies with workers who had experienced more serious workplace illnesses or injuries. These data were supplemented with dozens of interviews among key community, government, WSIB and health-sector stakeholders. We will also preview current research on return to work barriers for temporary foreign workers.

Room 117- MAW Health Issues and Determinants of Health- Leamington Experience

SESSION: **Tuberculosis with Migrant Farmworker Communities: a Public Health Perspective**

TIME: 9:50-10:10 am

SPEAKER: Lora Piccinin- Manager, Infectious Disease Prevention, Windsor- Essex County Health Unit

BIO: As a registered nurse for over 34 years, Lori has developed a strong foundation and extensive knowledge in many facets of healthcare. She has practiced as a critical-thinking clinician, a professional practice leader promoting evidence-based practice, a manager of the

Regional Cardiac Program, an Accreditation Consultant, as the Program Coordinator for the collaborative nursing program, and most recently, as the Manager of Infectious Disease Prevention at the Windsor-Essex County Health Unit. Her expertise in health care management includes regional program planning that aligns with strategic priorities, application of LEAN methodologies in process improvement initiatives and development and evaluation of quality assurance programs.

ABSTRACT: Caused by Mycobacterium tuberculosis, TB is an airborne disease transmitted when a person with active pulmonary disease coughs, sneezes, or speaks. The main symptoms are a persistent cough, fever, night sweats, weakness and weight loss. Although it is estimated by the World Health Organization that one quarter of the world's population is infected with TB, not all individuals develop active disease. For many years, the infection can remain latent (asymptomatic and non-infectious). However, the infection can reactivate at any time and this occurs in up to 10% of cases. Information provided by the Erie St. Clair Local Health Integration Network indicates that there are an estimated 10,000 migrant and seasonal farm workers in Essex County. According to the Center for Disease Control and Prevention, migrant workers are approximately six times more likely to develop tuberculosis. Reactivation of latent TB within the migrant farm community continues to be a public health challenge. Stressors such as loss of social support, adapting to new surroundings, malnutrition, discrimination, physical exhaustion and crowded living conditions can be contributing factors in the transmission and reactivation of TB. Concerns with stigma, health care accessibility, lack of literacy and fear of consequences from employers can add to the delay in TB diagnosis and treatment. Case studies of TB within migrant farm communities in Essex County will be examined to bring awareness to the challenges faced, and efforts put forth by public health to support this group of individuals and reduce the local burden of tuberculosis within this population.

SESSION: Providing Workshops for Workers on Housing

TIME: 10:10-10:30 am

SPEAKER: Francy Munoz- Community Legal Worker, Windsor-Essex Bilingual Legal Clinic

BIO: Francy Munoz has been working at the Windsor-Essex Bilingual Legal Clinic for 11 years as a Community Legal Worker. She speaks Spanish, has a Law degree, as well as a Master's degree in administrative law, from her home country Colombia, studied in the Paralegal Program at St. Clair College, and is completing the courses to be called to the Bar of Ontario. Since 2017 she has successfully led the C.A.R.E for International Workers Program and the Spanish speaking clients Program at the Legal Clinic in Windsor and Essex County.

ABSTRACT: Workers in the SAW and TFW programs may choose to: 1) live in housing provided by the employer (which must meet the standards set by the Ontario Ministry of Health and are inspected annually by the local Public Health Unit); or 2) rent a privately owned house or apartment (Workers may be protected by rules of the Residential Tenancies Act). Many workers under the SAW and TFW do not know about housing standards, or what they are entitled to expect. This presentation will review a workshop we run with SAW and TFW workers in the Windsor-Essex region that focuses on ensuring these workers are informed and knowledgeable on these standards.

SESSION: Migrant Worker Health in Erie St. Clair

TIME: 10:30-10:50 am

SPEAKER: Dr. Justine Taylor- Coordinator, Kingsville- Leamington Community Engagement Project

BIO: Dr. Taylor has worked for the Ontario Greenhouse Vegetable Growers since 2011 and currently oversees all matters related to sustainable production and policy development for Ontario's greenhouse farmers. Dr. Taylor obtained her Ph.D. in analytical chemistry from the University of Alberta and has a wide range of experiences across the physical and life sciences. On behalf of Ontario's greenhouse vegetable farmers, Dr. Taylor oversees the delivery of a sector specific programming that focuses on research, sustainability, recruitment and education.

SPEAKER: Sarah May Garcia- Manager, Health Links and Priority Populations, Erie St.Clair Health Integration Network

BIO: Sarah May Garcia is the Manager of Health Links and Priority Populations at the Erie St. Clair LHIN. Her focus at the LHIN has been on integrating equity into planning, prioritizing Indigenous health and culturally/linguistically safe care. Sarah has nearly twenty years of experience in education, program management and community engagement in the settlement sector, with over 10 years integrated into the health care sector. Cross-sectoral experience includes facilitation of active community partnerships that assist in the coordination of established programs and services.

ABSTRACT: This is a joint presentation (with the Ontario Greenhouse Vegetable Growers) regarding community engagement and opportunities for broad collaboration. The section regarding health care will include: a background of engagement and planning over the past 5 years; the voice of the workers regarding issues & recommendations; and the resulting opportunities and care needs. Currently, work is being done collaboratively to identify resources and gaps, with next steps to develop an inventory of services and a business case for unique supports.

Morning Session B: 11:30am -12:50pm

Room 110- Healthcare Delivery for Migrant Agricultural Workers

SESSION: Cultural Safety and the Health of Migrant Agricultural Workers: Unsettling Practice

TIME: 11:50-12:10 pm

SPEAKER: Kathryn Edmunds - Assistant Professor, Faculty of Nursing, University of Windsor

BIO: Kathryn Edmunds, PhD, RN, is now an Assistant Professor in the Faculty of Nursing at the University of Windsor, after extensive experience as a public health nurse with the Windsor-Essex County Health Unit. Current research interests include the relationships among displacement, gendered migration, structural violence, and health experienced by temporary agricultural workers in Canada, and how the concepts of culture, cultural competence and cultural safety are utilized in nursing and healthcare.

ABSTRACT: The purpose of this presentation is to discuss the opportunities and challenges associated with taking a cultural safety approach working with temporary agricultural workers. The concept of cultural safety arose in New Zealand, developed by Maori nurses in response to the negative health effects of institutionalized and ongoing discrimination and historical contexts. Unlike cultural competence, where the focus is on assessing the skills and knowledge of health care providers, culturally safe care is experienced and defined by clients. Cultural safety makes

explicit issues of power and systemic inequities. The power to declare what is respectful and appropriate care, and who is the expert in that declaration, is highly unsettling as it no longer resides with the professionals or institutions providing services. Practicing cultural safety is not comfortable. It involves hard conversations about assumptions, privilege, stigma and discrimination in both our everyday and professional lives. We will explore the need for safe spaces, the willingness and processes to be deeply reflective, and the changes required in the structures of our institutions. A cultural safety approach offers the means for more honest, authentic and socially just relationships and partnerships between providers and recipients of care.

SESSION: Overcoming Barriers for Migrant Agricultural Workers in Ontario: An Assessment of a Specialized Healthcare Model

TIME: 11:30–11:50 am

SPEAKER: Amanda McClung- MA Student, Wilfrid Laurier University

BIO: Amanda is a recent graduate of the Social Justice and Community Engagement MA program at Wilfrid Laurier University in Brantford. Throughout her MA degree, Amanda worked under the supervision of Janet McLaughlin as she conducted an in-depth qualitative research project on the specialized health clinics run by two Community Health Centres (Quest in St. Catherine's and Grand River CHC in Brantford). This presentation expresses the findings in her research.

ABSTRACT: The Haldimand-Norfolk, Brant and Niagara regions in Ontario welcome approximately 8,000 migrant agricultural workers hired as temporary foreign workers (TFWs) through labour programs, predominately the Seasonal Agricultural Workers Program (SAWP), since its inception in 1966 (Narushima, McLaughlin & Barrett-Greene, 2015). Employment in the agricultural industry poses greater risk for health and safety issues, resulting in proportionately greater health concerns. This population experiences a series of unique challenges upon seeking standard healthcare service in Ontario (time/day, transportation, language, social stigma, OHIP cards, etc.) which have resulted in the need for specialized health clinics designed to meet the specific needs of migrant agricultural workers. Research and advocacy efforts resulted in two CHCs (GRCHC and Quest) receiving pilot funding from the HNH B LHIN to develop and expand their services specifically for migrant agricultural workers. This qualitative research study involved semi-structured interviews with four staff persons from each CHC and sought to identify challenges and barriers experienced by CHCs along with proposed solutions for overcoming noted barriers. The migrant agricultural worker clinics run by both CHCs have many differences and similarities, such as their staff versus volunteer make-up, location and day/time of the week. This research demonstrates that the success of the specialized health clinics for migrant agricultural workers depends on community engagement and collaboration with individuals and organizations while utilizing creative methods of care that adhere to cultural differences, which are feasible through the CHC model of care. This project intends to influence health centres across Ontario, Canada and even internationally, to initiate similar clinics for migrant workers in their regions.

SESSION: Care Navigation and Resources for Clinicians

TIME: 12:10-12:30 pm

SPEAKER: Michelle Tew - Occupational Health Nurse, OHCOW- South Central Region, Hamilton Clinic

BIO: Michelle is a certified Occupational Health Nurse who has had an interesting and rewarding career covering administration, research, education, consulting and clinical work. She has focussed on the health and working environments of workers for the past 20 years and since 2006, a large amount of her clinical work has been concentrated on Migrant Agricultural Workers in Ontario and Canada.

ABSTRACT: Migrant Agricultural Workers in Ontario who have health concerns are faced with many challenges. These include trying to locate health care services in a location and time that they can access them; within a complicated health care system, very different from their

own; often in a different language; and often not having anyone they can trust to ask for help. Even if they manage to access primary care, treatment regimes can be unattainable with barriers of language, communication tools and time, transportation, no OHIP card, not to mention lack of knowledge about how health care works in Ontario. This presentation, based on over a decade of clinical experience by OHCOW, CHCs and private providers, will also identify existing resources to assist clinicians, providers and advocates in improving health for migrant workers.

Room 116- Innovative Outreach Strategies to Address Sexual and Reproductive Health

SESSION: “Our Bodies are for Production not Reproduction”: Reproductive Needs and Health of Female Migrant Agricultural Workers

TIME: 11:30-11:50 am

SPEAKER: Dr. Janet McLaughlin- Associate Professor, Wilfrid Laurier University

BIO: Dr. Janet McLaughlin is an Associate Professor of Health Studies and a Research Associate with the International Migration Research Centre at Wilfrid Laurier University. For the past 15 years her research, community work and scholarship have focused on health and human rights issues facing migrant workers, primarily from Jamaica and Mexico, who labour in Canadian agriculture. Dr. McLaughlin is also co-founder of the Migrant Workers Health Project, which aims to raise awareness and improve health care access for migrant workers across the country.

ABSTRACT: The over 50,000 migrant agricultural workers across Canada play a vital role in the economy. Women workers, who are primarily single mothers in their reproductive years, are an often overlooked minority population within this group. They face distinct challenges and vulnerabilities based on both their positions as temporary workers as well as their gender. Our research investigated these women's knowledge and beliefs about reproductive health, including birth control, pregnancy and abortion, and explored such issues as access to prenatal care, negotiating with or hiding pregnancies from employers, and how these women balance their reproductive health needs, their obligations and needs as mothers, and the demands to economically support their families. Based on a mixed methods approach (surveys, focus groups and ethnographic research) with migrant women in Niagara, Ontario, this presentation argues that reproductive health provides an insightful lens into understanding the broader structural dynamics of agricultural labour relations in Canada, and considers how we can better support the reproductive health needs of migrant women. The presentation will also include highlights from a related study of sexual health understandings and issues among both men and women migrant workers, and the intersections of these findings with issues regarding women's reproductive health.

SESSION: Caribbean Harm Reduction KTE (Knowledge Transfer Exchange)

TIME: 11:50 am -12:30 pm

SPEAKER: Dane Record- African & Caribbean Outreach Coordinator, AIDs Committee of Durham Region

BIO: Dane Record is the Black, African & Caribbean Outreach Coordinator at the AIDS Committee of Durham Region in Oshawa, ON. As a population HIV prevention worker, he educates individuals and communities who may be at risk of HIV transmission in rural and suburban areas. Dane is also a member of the Durham Region Migrant Workers Network, a collective of volunteers, faith leaders, and service providers working together to enrich the daily lives of agricultural workers from Mexico and the Caribbean through rural harm reduction outreach, health service referrals, and isolation prevention via social interaction.

ABSTRACT: The African, Caribbean Council on HIV/AIDS in Ontario (ACCHO) is currently evaluating their capacity building curriculum. The evaluation has identified working with Caribbean men in rural areas as an opportunity to improve population-specific sexual and reproductive health promotion. This session invites front line and clinical staff to inform ACCHO workers on local opportunities to connect with Caribbean men and women, as well as advise workers of existing and prospective local partnerships to improve culturally competent harm reduction access. By the end of this session, participants will be aware of population-specific local HIV prevention methods, the local staff involved, and how to effectively negotiate their harm reduction supply needs in collaboration with local AIDS Service Organizations working with Caribbean people.

There will be an epi-update of HIV data in Ontario with an emphasis on missing data. The missing data is where assumptions will surface for diving into the local Caribbean outreach work in rural areas. A flip chart and laptop will be used to log participant information. Targeted

Audience: Front line staff working with Caribbean men and women; middle and upper management working with front line staff; researchers.

Room 117- Community Engagement

SESSION: Seasonal Agricultural Worker Health Fairs- Our Simcoe Experience

TIME: 11:30-11:50 am

SPEAKER: Eliseo Martell- Community Health Promoter, Grand River Community Health Centre

BIO: Originally from El Salvador, Eliseo emigrated to Canada as a refugee in the early nineties due to the civil war in that country. Before coming to Canada, Eliseo graduated as a physician and specialized in Paediatrics. He also holds two master degrees, MPH, and MSc. He has more than 15 years of work experience in public health and many years of volunteer activity, most related to new immigrants and refugees. Some of these activities included: member of the K-W Multicultural Health Coalition, a founding member of the K-Downtown Community Health Centre, Chair of the Settlement Pillar Work Group and, member of the Evaluation Committee from the Region of Waterloo Immigration Partnership project. For the last two years, Eliseo has been working as the health promoter for the Seasonal Agricultural Workers Health Program from the Grand River Community Health Centre. This position has given him the opportunity to work on behalf of the SAWs and to work to decrease the barriers they face to their wellbeing in Canada.

ABSTRACT: Approximately 5,000 seasonal agricultural workers come to the Simcoe (population: 13,000) each year to work in agriculture in Norfolk county (population 64,000). Since 2009, local health and social service agencies have organized a health and information fair for the seasonal agricultural workers arriving to work and live in Simcoe, with the goal of connecting these communities to important information and resources in support of their health and wellbeing. Since its beginning, the Simcoe seasonal agricultural worker health fair has attracted between 300 and 400 migrant workers who spend the evening circulating the various information tables and engaging with agency staff. In recent years, more consideration has been taken on assessing the effectiveness and impact of this health fair. Questions have arisen as to whether the fair and the information being offered is repetitive, year after year, whether the information offered is useful, and whether there are better methods of sharing this information and engaging with the worker communities. Since 2017 Grand River Community Health Centre has taken the lead in organizing the Simcoe health fair. Staff has worked to introduce informational and skill-building presentations to the health fair, and included changes to the fair in order to increase engagement, and opportunities for more comprehensive learning, while also fostering a fun event space for attendees. This presentation will explore the challenges and considerations of putting on health and information fairs for seasonal agricultural worker communities, discuss insights and promising practices, and open up discussion to hear from others that may have

experience with these events. This presentation is relevant for any community agency or network of agencies considering organizing a community health fair, or who are currently organizing a fair and are interested in questions of effectiveness.

SESSION: Leamington Migrant Worker Program and Community Health Fair

TIME: 11:50 am -12:10 pm

SPEAKER: Perry Pawliuk

BIO: Perry Pawliuk is a volunteer and the Vice Chair of the Migrant Worker Community Program or MWCP in Leamington. He has been with the MWCP for over a year, and is passionate about his work.

ABSTRACT: There are approximately 10,000 international workers in the Leamington area, who generate over \$1.14 billion to the Canadian economy. Their living and lifestyle expenditures inject over \$43 million into the local market. They also pay income tax and HST on purchases. The Migrant Worker Community Program or MWCP in Leamington, is a registered charity. Our mission is to provide a more positive balance to the life of the guest worker by offering social, cultural, and a multitude of meaningful recreational and communication opportunities, while building cultural bridges with their host community. One example of MWCP's work is our 12th annual Health and Information Fair open to all international workers, at no cost, on April 28th from 3:00 to 6:00 p.m. at the Roma Club. Over 400 attended last year and we expect over 600 this year. This presentation will provide an overview of international workers arriving to the Leamington area, and discuss the work of MWCP.

SESSION: Building a Welcoming Community for Migrant Farm Workers (MFWs)

TIME: 12:10 am -12:30 pm

SPEAKER: Dr. Ella Hayley - Project Manager, Friends of Lynden Migrant Farm Workers

BIO: Ella Haley is an Assistant Professor in Sociology at Athabasca University. She and her husband, Richard Tunstall, run a small farm (Hearts Content Organic Farm) and do not have MFWs. Ella and Richard are founding members of the Langford Conservancy, a local land trust fostering an inclusive rural community. After seeing the film Migrant Dreams in 2016, they began organizing suppers for the migrant farm workers in the Lynden, Brantford, Burford area. In 2017 they worked with volunteers (professional and lay) to form the Friends of Lynden Farm Workers group.

ABSTRACT: This presentation reflects on lessons learned from our efforts to build an inclusive, supportive community for MFWs in the Brantford/Hamilton area. Our work was triggered by the film Migrant Dreams where we first learned about the living and working conditions of MFWs and their precarious situation in growing and harvesting food on Canadian farms and greenhouses. After seeing images of the housing situation of some Mexican workers in Brant County where we live, we began organizing suppers for the farmworkers and encountered transportation, communication and language problems. So, instead of trying to bring the MFW to us, we decided to go to them – the closest community being Lynden, in the Hamilton region near Brantford. The presentation reviews our community outreach efforts, funding sources, partnerships with different agencies (e.g. library, local churches, local doctors, community health centre, Bikes for Farmworkers, local bike shop, Occupational Health Clinics for Ontario Workers, National Farmers Union-Ontario, Laurier Brantford) and supportive farmers, mentoring from other communities (e.g. Niagara, Simcoe, Hamilton), home visits and unique ways of assessing and addressing the needs of the MFWs (e.g. meeting place, ESL, transportation, access to health care, communication, social isolation). This presentation concludes with a reflection on learning curves, the sensitivity of work with MFW and the need for continuity for the MFW community.

Poster Presentation: Display area

Current and Future Niagara Migrant Worker Interest Group (NMWIG) Virtues and Vices

AUTHORS: Dr. Ted Haines (presenter), C. Goicoechea (presenter), P. Robles, Z Ching, R. Cooper, J Barrett-Greene, J. Navarro, J. Andres, K. Hunter,, J. McLaughlin, M. Tew, D. Tzemis, C. Santos, I. Blayer

BIO: **Ted Haines** (MD MSc CCFP DOHS FRCPC, occupational medicine, community medicine) is an Associate Professor, Department of Health Research Methods, Evidence, and Impact, McMaster. Dr. Haines has participated in the provision of occupational health services for migrant workers, in the Simcoe and Niagara areas. He collaborates widely, as a clinician researcher and epidemiologist, with a focus in occupational health. He is involved in a variety of occupational epidemiological studies, including on respiratory risks of metalworking fluid exposure, manual work risk factors for Dupuytren's contracture, stress in the postal and other sectors, occupational health and patient safety in the surgical setting, and measurement of nurse-physician collaboration on acute surgical and medical wards. He is a systematic reviewer of the randomized controlled trial literature on conservative interventions for neck pain, and surgery for carpal tunnel syndrome.

BIO: **Crystal Goicoechea** is the Counselling Support Coordinator with Positive Living Niagara. She is a member of the the Niagara Migrant Worker Interest Group.

ABSTRACT: Over 40,000 temporary foreign agricultural workers across Canada and more than 20,000 in Ontario. These workers are excluded from several key sections of the Employment Standards Act, are excluded entirely from the Labour Relations Act and face numerous structural and practical barriers to accessing occupational health and safety protections, health care and WSIB. The Niagara Migrant Workers Interest Group (NMWIG) is a 10-year coalition of community service agencies providing support to seasonal migrant workers (MWs). Each year NMWIG hosts a health information fair for MWs, in which their input into a variety of issues is sought. To evaluate the usefulness of the health fair structure and content, quantitative questionnaires and opened ended responses from workers (qualitative) collected at the health fair were analyzed. In addition, information from two worker advisory committees were also included. The results of these analyses provided guidance to redesign task groups based on MW feedback.

Afternoon Session: 1:40-3:00pm

Room 110- Health and Safety

SESSION: Pesticide Safety Education for Field Workers

TIME: 1:40-2:00 pm

SPEAKER: Eduardo Huesca, Community Outreach and Program Coordinator, OHCOW-South Central

BIO: Eduardo Huesca has worked with migrant farm worker communities for over 10 years, and currently coordinates OHCOW's Migrant Farm Worker program, which provides occupational health and safety resources and support to farmworker communities across Ontario. Eduardo and OHCOW program staff have focused attention on better understanding and responding to pesticide safety concerns identified by migrant farm workers.

ABSTRACT: Pesticide exposure continues to be a high hazard in agricultural production. Exposure to pesticides can cause acute as well as long-term health effects ranging in severity to the point where exposure can cause death. To date, provincial pesticide education requirements have focused on pesticide vendors, handlers and sprayers, with important safety information not widely reaching agricultural workers who are not directly handling pesticides, but who still face a risk of being exposed to pesticides by working in close proximity to them. Since 2016, OHCOW has led a project to develop pesticide safety resources for these workers (non-sprayers), recognizing that providing pesticide safety education to agricultural workers is a best practice towards ensuring all workplace parties are knowledgeable on pesticide hazards and related safety measures, and therefore can understand, adhere, contribute to, and strengthen workplace pesticide safety programs and protocols. This presentation will outline pesticide safety concerns identified by migrant farm workers, review the trajectory of OHCOW's pesticide safety project, and discuss the pesticide safety resources that will soon be available.

SESSION: Peer to Peer Health and Safety Training: Empowering Thai Migrant Workers

TIME: 2:00-2:20 pm

SPEAKER: Piyarat Lek van Koeverden- Essex-Kent and Lambton Thai Volunteer Outreach

BIO: Piyarat Lek van Koeverden moved to Thamesville, Ontario from Bangkok in 1989. She's owns and operates an apple farm there with her family. In 2006, Piyarat began doing volunteer work with the Thai migrant worker community in Chatham, Essex and Lambton-Kent. She discovered there were significant challenges to be addressed - the language barrier prevented workers from getting the appropriate farm, safety and health training that they needed and many struggled with understanding the country's difficult migrant worker legislation. To address this, Piyarat created language learning and peer training courses to address gaps. She now carries on her work in Thailand, where past graduates of her programs help her prepare prospective migrant workers. She describes her method as "learning by doing." Her work was recognized in 2014 when she received the Newcomer Champion Award from the Ontario government

SPEAKER: Panuwat Wijan- Essex-Kent and Lambton Thai Volunteer Outreach

BIO: Panuwat Wijan first arrived in Canada to work at Amco Group Farms in 2013. He was hired to do crop work in tomato greenhouses. That same year, Panuwat took the peer training program and later became involved as a peer leader. He is now one of three supervisors at Truly Green Farms where he helps support workers and acts as a liaison between migrant workers and management.

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SPEAKER: Wanwipa Tesena- Essex-Kent and Lambton Thai Volunteer Outreach

BIO: Wanwipa Tesena came to Canada to work as a migrant worker on December 6, 2006. Her first job was at Nature Fresh Farms where she performed crop work in pepper greenhouses. She later moved to Highline Mushrooms and Amco, until she was hired as a supervisor at Truly Green Farms, which is where she presently works. She learned about Thai Volunteer Outreach because she wanted to learn English and was in the first group of graduates from their programs. She has been active as a volunteer in the organization ever since, helping to conduct training and guiding workers new to Canada.

SPEAKER: Marie Carter- Essex-Kent and Lambton Thai Volunteer Outreach

BIO Marie Carter retired in 2017 after 20 years of service in the Diocese of London's Outreach Ministries department. While there she held various positions including 10 years as Migrant Workers Ministry Specialist. Previous to her employment with the Diocese she worked as a reporter-photographer contributing freelance articles to over a dozen newspapers on rural and social justice issues. She has worked extensively with groups such as Thai Vounteer Outreach and Local Immigration Partnerships in order to educate, research and collaborate regarding the needs of migrant agricultural workers in the 7 county area encompassed by the Diocese.

ABSTRACT: Peer to Peer Training is a free course designed to empower Thai migrant workers by translating farm health and safety information into Thai. Participants of the program identify knowledge gaps and work with peer leaders to fill those gaps. Specific areas addressed include injury prevention, understanding of common tasks and tools used in agricultural practices and immigration requirements. Graduates of the program pass on their skills to their co-workers and often become peer leaders. Both workers and employers report improved efficiency and morale in the workplace. Established in 2006, the course is taught in Canada and to prospective workers in Thailand.

SESSION: Occupational Health and Safety Risks in Cannabis Growing Operations

TIME: 2:20-2:40 pm

SPEAKER: Melissa Statham- Ergonomist, OHCOW- South Western Region, Windsor Clinic

BIO: Melissa Statham is a Certified Ergonomist and has been with the Occupational Health Clinic for Health Clinics for Ontario Workers (Windsor) for the past 3 years. She has a Masters in Human Kinetics and is a Canadian Certified Professional Ergonomist. She studied ergonomic issues in greenhouses employing migrant agricultural workers as part of her masters' program and has presented on ergonomic issues at previous forums.

SPEAKER: James Miuccio- Occupational Hygienist, OHCOW- South Western Region, Windsor Clinic

BIO: James Miuccio is an Occupational Hygienist and has been with the Occupational Health Clinics for Ontario Workers (Windsor) for the past 13 years. He has a Masters in Occupational and Environmental Health and is a Certified Industrial Hygienist.

ABSTRACT: The objective of the presentation is to educate the audience on occupational/workplace hazards and risks in cannabis growing facilities. It will focus on exposures and work practices from an occupational hygiene perspective (e.g. chemicals, ventilation, temperature, sun) and an ergonomic perspective (e.g. awkward postures, lifting heavy materials, standing, long work hours) after a tour of the greenhouses and processing departments at one such facility. Recommendations for the Joint Health and Safety Committee to reduce exposure to potentially harmful hazards in order to prevent health issues for workers and keep them healthy and productive will be discussed. Melissa will also provide a brief synopsis of the work of the Health and Safety Group within the Leamington Kingsville Project.

Room 116- Employment Relationship and Impact on Health

SESSION: Migrant Workers, Canadian Law and Unfree Labour: Employer-tying Policies and the Risk to Access Healthcare

TIME: 1:40-2:00 pm

SPEAKER: Hannah Deegan- Association for the Rights of Household and Farmworkers

BIO: The Association for the Rights of Household and Farm Workers is a community-based organization in Montreal. Through research, education, advocacy and legal initiatives, the ARHW fights for abolition of all employer-tying policies and other state restrictions of migrant household and farm workers' fundamental rights.

ABSTRACT: In 2018, the Association for the Rights of Household and Farm Workers published a synthesis on the constitutionality of the employer-tying policies incorporated within Canada's temporary foreign worker programs, establishing the various ways that those policies could be considered state violations of migrant workers' rights under section 7 of the Canadian Charter of Rights and Freedoms. Using the legal principles identified in that synthesis, this paper exposes the incompatibility between employer-tying policies and migrant workers' constitutional right not to face state obstacles in accessing healthcare, implied by the right to security of the person (physical integrity) and thus also protected pursuant to section 7 of the Canadian Charter.

SESSION: **History of Migrant Worker Resistance and Organizing**, sponsored by Justicia for Migrant Workers (J4MW)

TIME: 2:00-3:00 pm

SPEAKER: Jessica Ponting- Community Legal Worker, IAVGO

BIO: Jessica is a migrant and injured workers' rights activist. She does casework at IAVGO Community Legal Clinic with a focus on migrant and precarious workers and organizes with injured Workers Action for Justice, a community group made up of injured workers in the GTA.

SPEAKER: Chris Ramsaroop- Organizer, Justicia for Migrant Workers

BIO: Chris Ramsaroop is an organizer with Justicia for Migrant Workers and outgoing chair of the Asian Canadian Labour Alliance.

SPEAKER: Rathika Vasavithasan- Justice for Migrant Workers

BIO: Rathika Vasavithasan practices migration law, teaches a human rights course for community workers at George Brown College and tries to use her legal skills and knowledge to support movements for migrant justice, including as a collective member of Justice for Migrant Workers (J4MW).

ABSTRACT: Migrant agricultural workers have been individually fighting back and collectively organizing against the exploitative nature of the migration program for decades. This workshop will look at the history and current resistance of migrant workers who are fighting for better working and living conditions in the Leamington area, discuss factors service providers should consider when deciding whether or not to work or engage with employers, and what steps are needed to ensure that workers are taking the lead in pushing for change.

Room 117- Community Inclusion/Social Isolation

SESSION: **Belonging, Inclusion/Exclusion and Well-being Among Agricultural Migrant Workers in Southwestern Ontario**

TIME: 1:40-2:00 pm

SPEAKER: Tanya Basok- Professor, Department of Sociology and Anthropology, University of Windsor

BIO: Dr. Basok is a Professor of Sociology in the Department of Sociology, Anthropology and Criminology at the University of Windsor. She has published books and articles on such topics as refugees and migrants in Canada and Latin America, migrant rights advocacy, human rights, citizenship, and social justice issues and struggles. She is the author or co-author of *Tortillas and Tomatoes: Transmigrant Mexican*

Harvesters in Canada (McGill Press, 2002); *Issues in Social Justice: Citizenship and Transnational Struggles* (Oxford University Press, 2013) and *Rethinking Transit Migration: Precarity, Mobility and Self-Making* (Palgrave Macmillan, 2015).

SPEAKER: Dr. Glynis George, Associate Professor, Department of Sociology, Anthropology and Criminology, University of Windsor

BIO: Dr. George is an Associate Professor in the Department of Sociology, Anthropology and Criminology at the University of Windsor. Her current research emerges from her interest in the interplay between cultural practice, and the social and community dynamics that underplay difference (reflected in her previous research in Newfoundland, India and within the Tamil-Canadian Diaspora). Dr. George has a long-term interest in qualitative methodologies, specifically, actor-centred perspectives and narrative analysis. This interest is reflected in her teaching and in new directions in her research towards more arts-based research methodologies. Her current research examines the experiences of immigrant newcomers and the ways in which newcomers are included and excluded from community/urban social and political contexts. One such current project focuses on the experiences of migrant workers in Windsor Essex.

ABSTRACT: Belonging, understood as a social and emotional attachment to a community, is an important element of individuals' sense of well-being. In this presentation, we examine how migrant workers' sense of belonging to rural communities in Southwestern Ontario is related to practices of social inclusion and exclusion. We illustrate that the migrants' sense of belonging is partial, relational, dynamic, and uneven. Among the factors that inhibit belonging are: (1) separation from families; (2) limited opportunities to engage in leisure activities (linked to unpredictable work schedules, excessive work hours, and inaccessible public transportation); (3) lack of opportunities to engage in meaningful interaction with the local population (related in part to language barriers); and (4) lack of respect, appreciation, and recognition on the part of employers, managers, and the local population. On the other hand, the sense of belonging and well-being is enhanced when local residents and employers extend hospitality to migrant workers (by inviting them to social events and/or meals) and when they express their appreciation for the contribution that migrants make to the local economy in general and specific farms in particular. We conclude by making specific recommendations to provide a more welcoming environment for the migrant workers in rural communities in Southwestern Ontario.

SESSION: **Social Engagement through Sport: FNFA 2018 Experience**

TIME: 2:00-2:20 pm

SPEAKER: Carrie Sinkowski- Community Developer, Norfolk MFW Group

BIO: Carrie Sinkowski is a resident of Port Dover in Norfolk County, and is the Community Developer for the Community Legal Clinic - Brant, Haldimand, Norfolk. Her grad studies included exploring and examining Social justice themes related to the needs and status of Migrant Agricultural Workers, leading her to become the coordinator for the Norfolk Seasonal Agricultural Workers Community Committee, and the organizer for Farms Of Norfolk Football Association (FNFA) tournament.

ABSTRACT: July 22 2018. It rained after weeks of dry days. It was cold after a month of extreme heat. But still spectators lined the fields in the west part of Simcoe. Local stores called to make unsolicited donations to the BBQ lunch, as well as the skills competition. Communities came together to watch as six teams, composed of workers from three farms and year round Norfolk county residents, competed for the FNFA 2018 title. Our presentation will focus on our success, as well as our challenges, in organizing an inter farm and year round residents soccer tournament in Norfolk county in 2018. We would like to share our service delivery model in order for similar tournaments to be hosted in other communities. Our presentation will cover the obstacles, the logistics, funding model, and the strong positive outcomes of the Farms of Norfolk Football Association (FNFA) Tournament. Our FNFA objective was to provide an opportunity for community engagement for workers from local farms to address issues of mental well being and community inclusion. Farms sponsored their own team in efforts to engage more farm owners

in the issue of social isolation that many farm workers face during the growing season. We are currently organizing the 2019 tournament for August 11, and continue to grow from, and build on, the success of 2018

SESSION: **Temporary Workers, Temporary Fathers: Transitional Family Impacts of Canada's Seasonal Agricultural Worker Program**

TIME: 2:20-2:40 pm

SPEAKER: Dr. Janet McLaughlin- Associate Professor, Wilfrid Laurier University

BIO: Dr. Janet McLaughlin is an Associate Professor of Health Studies and a Research Associate with the International Migration Research Centre at Wilfrid Laurier University. For the past 15 years her research, community work and scholarship have focused on health and human rights issues facing migrant workers, primarily from Jamaica and Mexico, who labour in Canadian agriculture. Dr. McLaughlin is also co-founder of the Migrant Workers Health Project.

ABSTRACT: Under Canada's Seasonal Agricultural Worker Program (SAWP), migrant workers come to Canada for up to eight months each year, without their families, to work as temporary foreign workers in agriculture. Using a 'whole worker' industrial relations approach, which emphasizes intersections among work, family and community relations, this research assesses the impacts of these repeated separations on the wellbeing and cohesion of workers' transnational families. The analysis is based primarily on in-depth, semi-structured interviews that were conducted in Mexico and Jamaica with male workers, their spouses and children, and with the children's teachers. Assessment criteria include effects on children's health and educational success, children's behaviour, mothers' abilities to cope with added roles and work, and emotional relations among workers, children and spouses. The study findings suggest that families are often negatively impacted by these repeated separations.

Performance: The Sunflower Man

Time: 3:10-3:40 pm

The Sunflower Man explores the life cycle of sunflowers and its interrelationship to the elements - sun, wind, rain and earth - as witnessed by a migrant farm worker through dance and storytelling. Through the method of land dance and creative expression, Mexican migrant farm worker Luis was able to find his voice and use dance rehearsals and public performance opportunities as forms to resist precarious working conditions and as a platform to increase migrant worker visibility and advocate for migrant justice.

Artists Bios:

Juan 'Luis' Mendoza de la Cruz

Luis is a Mexican migrant farm worker who has been working on Canadian farms for 29-years. For the past 12-years he has been working in St. Catharines, Ontario in the flower industry. He is a musician, visual artist, storyteller and emerging dancer who uses the arts as a tool to resist against precarious working conditions. He is known as *'The Sunflower Man'* because of the respect, love and admiration that he has for the sunflowers and the knowledge that he has gained over the years being their caretaker. He collaborated with Heryka Miranda on co-creating a 15-minute dance honouring the sunflowers. He is featured in the short film *'The Sunflower Man'* by Toronto-based, Colombian filmmaker Monica Gutierrez. A film that depicts the journey of taking *'The Sunflower Man'* dance piece to Parliament Hill to bring visibility to migrant farm workers as a plea for migrant justice.

Heryka Miranda - Heryka is a Guatemalan US-American Mestiza (who lives and works in Ontario, Canada), a social change dance artist and cultural worker who uses Indigenous land dance methods and expressive arts therapeutic approaches in her work with vulnerable communities. Her graduate research study at Brock University in the Niagara Region explored the experiences of Mexican and Guatemalan migrant farm workers' participation in experiential 'dance for relaxation' community art sessions. The aim of her study was to provide relief and comfort to feelings of isolation and homesickness - often experienced by the precariousness of migrant farm workers' employment. Her work using land dance practices with Juan 'Luis' Mendoza de la Cruz, migrant farm worker is featured in *'The Sunflower Man'* a short documentary by Toronto-based, Colombian filmmaker Gutierrez.



Notes

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Media and picture/video taking:

We have a media team from the University of Windsor who will be helping us document this event. They have confirmed that they will ask for consent before taking pictures or videos of anyone, so feel free to communicate to them if you prefer not to be included in any of the forum media.

If you take pictures at the forum and would like to share them on social media, please include the following hashtag: **#mfwforum** Our social media team will also be using these additional hashtags: #ontariomigrantworkers, #migrantfarmworkers, #migranthealth, #goodthingsgrowinontario, #ohcowclinics, #uofwindsor.

Thank you for your participation in the 2019 MFW Health Forum. We hope that conversations that take place here create multiple “Bridges” in support of workers, workplaces and their communities.

Watch for a follow-up email asking for your input regarding the Forum to help us plan for future events.