



**Inequality, Health Determinants, and the Limits of Pandemic Law and Policy:
Re-Imagining the Future of British Columbia's Pandemic Law After COVID-19**

You are invited to participate in a study entitled 'Inequality, Health Determinants, and the Limits of Pandemic Law and Policy: Re-Imagining the Future of British Columbia's Pandemic Law After COVID-19' that is being conducted by Dr. Irehobhude O. Iyioha. Dr. Iyioha is a faculty member in the Faculty of Law at the University of Victoria and you may contact her if you have further questions by telephone (780-716-3707) or email (iiyioha@UVic.ca). This research is being funded by The Canadian Bar Association (Law for the Future Fund).

Purpose and Objectives

The purpose of this research project is to examine what we need to do differently to reduce the negative impact of BC's pandemic laws on essential workers and frontline staff who have continued to work throughout the pandemic in different service industries.

Importance of this Research

Research of this type is important because it contributes to our existing knowledge about the impact of law on the health of marginalized people. It also sheds light on the combined impact of different types of laws in a public health emergency (such as COVID-19) on the overall wellbeing of essential workers and frontline staff.

Selection of Participants

You are being asked to participate in this study because of your current employment as an essential worker or a frontline staff.

What is involved

You will participate in a qualitative one-on-one interview or focus group discussion over Zoom Video and Audio (or telephone) Conferencing. You will have the option to choose an individual interview or a focus group interview, which involves a group of persons assembled to participate in a guided discussion on a given topic.

Inconvenience

Participation in a one-on-one interview may take up to 60 minutes of your time or up to 120 minutes in a focus group setting.

Risks

We recognize that there may be employment-based concerns for information provided in this interview. We also recognize that you may be uncomfortable sharing information in presence of other people. To address this risk, we would like to assure you that we are recruiting people from different workplaces besides yours to participate in the focus group sessions. Also, neither your identity nor that of your workplace will be identified in the final report. Neither your employer nor other employees will be able to access or identify the information you have provided in this interview. Furthermore, should you choose to participate in this interview, you will be provided the questions before the interview. You will

have the option to opt for a one-on-one interview if you are uncomfortable participating in a focus group setting.

Please note that the one-on-one interviews/focus group questions will be focused on expanding some of the questions in the survey, which will address the experiences of immigrant frontline workers in their industry. These questions are attached to this consent form for your review.

We also understand that the information you have provided may be distressing and traumatic in nature. Trauma is a widespread public health issue. There are a number of supports should you feel you require intervention. We genuinely thank you for your patience and vulnerability in participating in this research:

- Vancouver Island Crisis Line – 1-888-494-3888 (general distress line - psychological/emotional crisis line geared to intervene with feelings of anxiety etc.).
- Resilience BC Anti-Racism Network Member – resiliencebc@vircs.bc.ca (identifies and challenges racism in the workplace; a safe space to provide details on experiences of racism in the workplace).
- WorkSafeBC – 1-800-355-9330 (more union based - geared to answer specific injuries experienced at work; e.g., discrimination, exclusion)
- PHSa COVID-19 Resource Line (workplace health-related questions) – 1-833-875-2155
- <https://www2.gov.bc.ca/gov/content/mental-health-support-in-bc/adults>

Benefits

The potential benefits of your participation in this research include:

- (1) Contributing to a wider understanding of how pandemic laws and other laws in BC and Canada impact different groups of people in different ways.
- (2) Offer insights on how to make BC's Emergency Programs Act work better for marginalized groups; and –
- (3) Propose recommendations for other provinces in Canada based on lessons from BC.

The changes that may follow from your participation in this study can directly affect the lives of essential workers through changes to the ways in which industries are regulated and emergency programs during a pandemic are designed.

Compensation

You will have an opportunity to win one of three Prizes of \$150, \$100, and \$50 Gift Cards in gratitude for the time taken out of your busy schedule to attend the interview. Participants who experience unease or difficulty about answering some questions may decline to answer any such questions. Whether or not you are able to answer all questions, all participants will be entered into the draw for the Prizes.

Voluntary and Withdrawal of Participation

- Your participation in this research must be completely voluntary and your continued consent is necessary for your participation. If you do decide to participate, you may withdraw at any time without any consequences or any explanation.
- Should you withdraw, your individual data will still be included in the study as Group data will be used in summarized form with no identifying information.

Anonymity

If you choose to participate in a follow-up interview, our researchers will provide you with guidance on how to protect your identity and increase the protection of your personal information when using Zoom, as for example, through the use of a nickname.

Confidentiality

Your confidentiality and the confidentiality of the data will be protected. There will be no disclosure of any personal information or data collected in the course of this study, and uses of all data collected will be limited to those stated below under 'Dissemination of Results'.

Dissemination of Results

It is anticipated that the results of this study will be shared with others in the following ways: In a published article, formal report for the CBA (i.e., the body funding this research), published book, conferences and scholarly meetings, and through social media as part of knowledge dissemination efforts. Please note that the results may be included in research reports produced as part of the researcher's broader legal research projects.

Disposal of Data

All files used for this research are stored in a UVic work computer protected by both a password and fingerprint recognition technology. Only the researcher has access to the password. Furthermore, the computer recognizes only the researcher's fingerprint. No one else is or will be granted access to the computer during the period of this research and during the period when the data are stored in the computer. Anonymized data may be stored for as long as necessary for the completion of this research, as well as the completion of other legal research projects led by this researcher. Upon completion of all research projects, data will be archived in a password-protected file on a UVic computer protected by a password.

Contacts

Individuals that may be contacted regarding this study include: Dr. Irehobhude O. Iyioha (iiyioha@uvic.ca) and Madelaine Desaulniers (madelained@uvic.ca).

In addition, you may verify the ethical approval of this study, or raise any concerns you might have, by contacting the Human Research Ethics Office at the University of Victoria (250-472-4545 or ethics@uvic.ca).

Consent:

Your signature below indicates that you understand the above conditions of participation in this study and that you have had the opportunity to have your questions answered by the researchers, and that you consent to participate in this research project.

Signature

Date

Please retain a copy of this letter for your reference.

INTERVIEW QUESTIONS

1. Have you ever felt that resident safety was compromised because of understaffing?
 - a. Yes
 - b. No
 - c. If yes, In what ways? Please state _____

2. What is the nature of your employment status with your current employer?
 - a. Permanent
 - b. Contract
 - c. Other: Please state _____

3. If contractual, how long is your contract of employment? Please state _____

4. What was your primary reason for taking this job?
 - a. It fits with your expertise
 - b. You have a genuine passion for the job
 - c. You did not have the qualification(s) for other jobs
 - d. It was the only job available

5. Are you currently receiving the BC minimum wage of \$15.20?
 - a. Yes
 - b. No

6. Are your current earnings higher than the BC minimum wage of \$15.20?
 - a. Yes
 - b. No

7. Are your current earnings lower than the BC minimum wage \$15.20??
 - a. Yes
 - b. No

8. Do you consider your earnings sufficient to meet your daily expenses?
 - a. Yes
 - b. No

9. What challenges have you faced since the outbreak of COVID-19? Check all that apply:
 - a. Poor or no access to job opportunities
 - b. Decrease in number of work hours available for staff
 - c. COVID-related illness
 - d. Non-COVID-related illness
 - e. No access to sick leave benefits
 - f. Fear of contracting COVID-19
 - g. Difficulty finding child care

10. Have you benefited from any government relief since the start of the pandemic?
 - a. Yes

b. No

11. If NO, why not?

12. If YES, what types of government programs have you benefited from?

- a. BC Rental Assistance Program (RAP) (Temporary residents NOT eligible)
- b. Paid sick leave offered by your employer
- c. Canada Recovery Sickness Benefits (CRSB)
- d. Employment Insurance Sickness Benefits (EI)
- e. Other: Please state _____

13. Have you had to isolate or miss work because of COVID-19?

- a. Yes
- b. No

14. Did you benefit from any of the above programs when you fell ill or when you isolated?

- a. Yes
- b. No

15. What is the most notable impact that the COVID-19 pandemic has had on your life? Please state _____

16. Would you feel comfortable asking for time off if you were ill?

- a. Yes
- b. No
- c. If NO, why not? Please state _____

17. What is the biggest change you would like to see take place at your place of work given all you have learnt from the COVID-19 pandemic? Please state _____

18. Has your racial identity ever been referenced in a disparaging way in the course of your employment?

- a. Yes
- b. No

19. If yes, in what way or ways has your race been referenced in the workplace? Please state _____

20. If your racial identity has ever been referenced in a disparaging way in the course of your employment, by whom?

- a. Colleagues
- b. Management
- c. Residents

21. Have you ever faced racism in the workplace?

- a. Yes
- b. No

22. If YES, from who?

- a. Colleagues
- b. Management
- c. Residents

23. In what ways have you faced racism in the workplace? Please state _____

24. Has your immigration status ever been referenced in the course of your employment?

- a. Yes
- b. No

25. If yes, by who?

- a. Colleagues
- b. Management
- c. Residents

26. If your immigration status has been referenced in the course of your employment, in what ways? Please state _____

27. Has your immigration status ever been referenced in the course of your employment in a threatening or derogatory way? Please state _____

28. Have you ever felt your safety was at risk while at work?

- a. Yes
- b. No
- c. If YES, In what ways? Please state _____