

AN INTERSECTIONAL ANALYSIS OF MORAL DISTRESS AND INTENTION TO LEAVE EMPLOYMENT AMONG LONG-TERM CARE PROVIDERS IN BRITISH COLUMBIA

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ACKNOWLEDGEMENTS



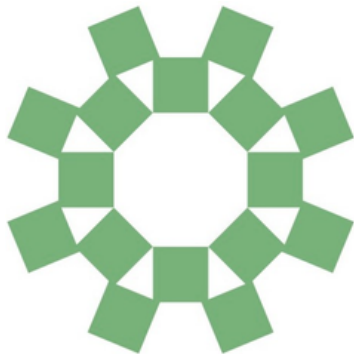
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Intersectional Analysis

“Framework for understanding how multiple social identities such as race/ethnicity, gender, sexual orientation, SES (Socio- Economic Status), and disability, intersect at the micro level of individual experience to reflect interlocking systems of privilege and oppression (i.e., racism, sexism, heterosexism, classism) at the macro social-structural level.”
(Bowleg, 2013)



METHODS



Survey on:

- Experiences of distress
- Preferred mitigation strategies
- Intention to leave work

2104 LTC participants

Intersectional analysis with a focus on
gender, race and ethnicity analysis

FINDINGS

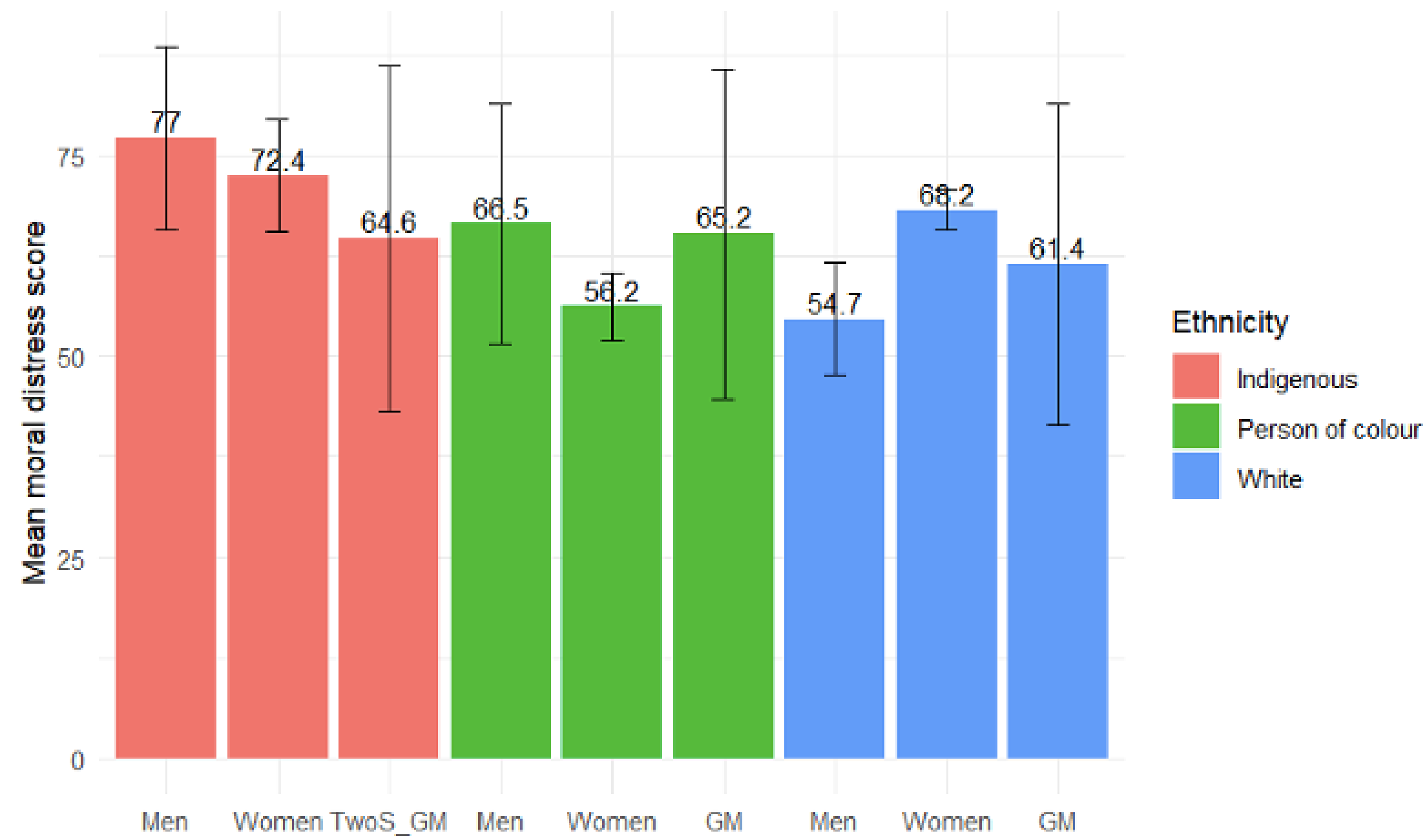


Figure 1. Mean moral distress score and 95% confidence intervals of groups classified by intersecting genders and racialized experiences. TwoS: Two-Spirit; GM: gender minority.

FINDINGS

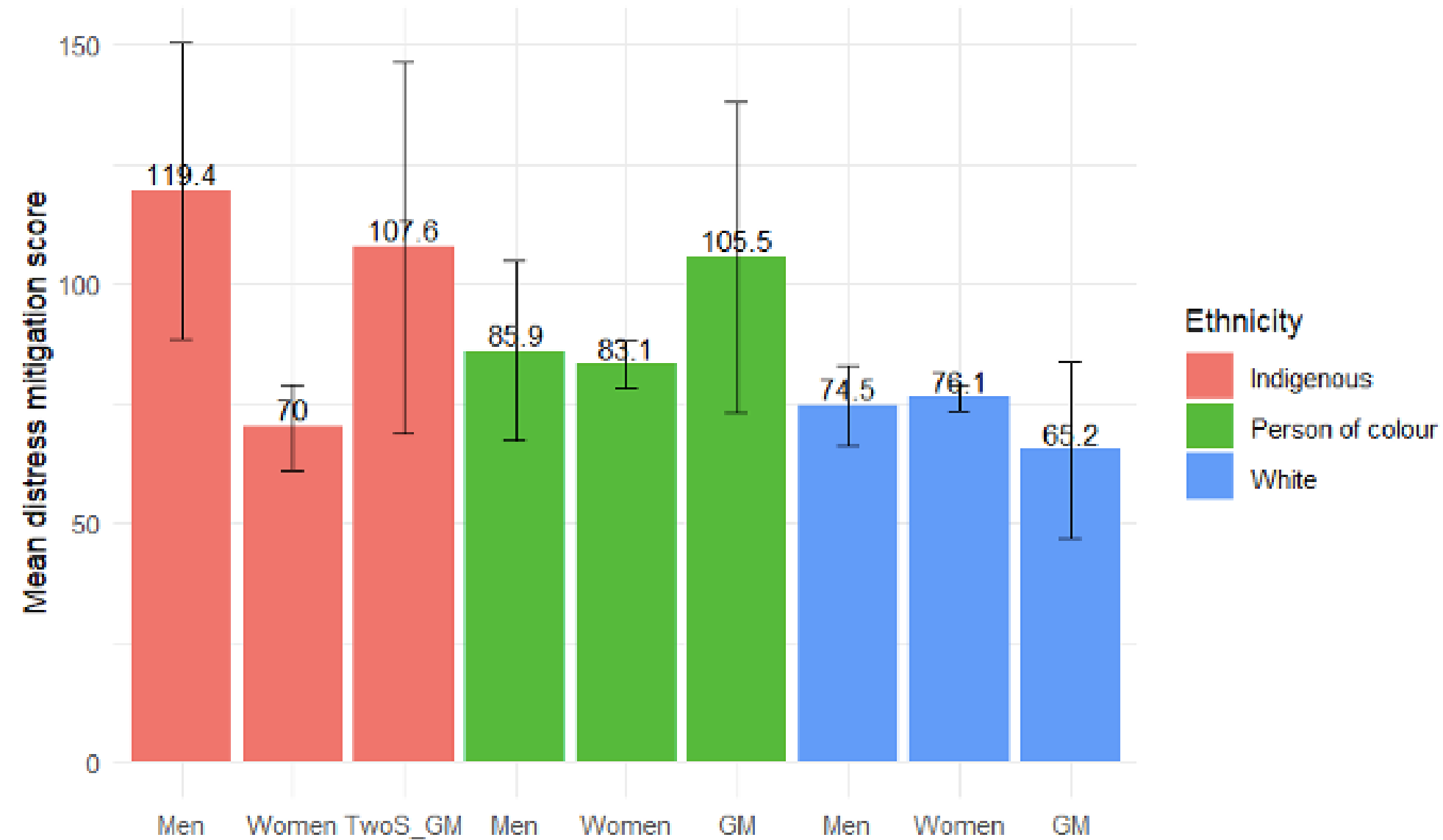


Figure 2. Mean distress mitigation score and 95% confidence intervals of groups classified by intersecting genders and potential past racialized experiences. TwoS: Two-Spirit; GM: gender minority.

KEY FINDINGS



- Healthcare workers in more rural health authorities report higher moral distress scores than those in more urban and central locations
- Most distressing experience for Indigenous Men (who had highest mean MD score) related to caring for too many residents and feeling unqualified
- Most distressing experiences for women of colour and white women (bulk of LTC workforce) related to workload, lack of time with residents and for selfcare
- Preferred mitigation strategies across all groups require time (with family, outdoors, etc.)
- 57% of participants considering leaving employment due moral to distress

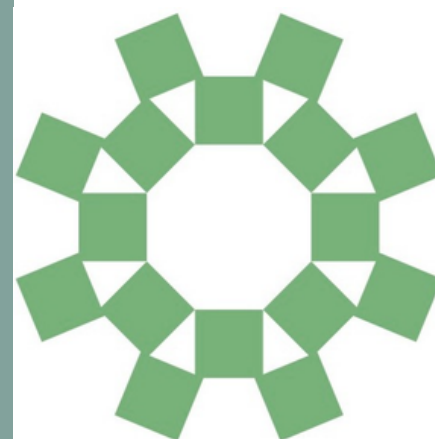
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Gender and Public Health Emergencies

FURTHER QUESTIONS



- How to better understand and mitigate moral distress among Indigenous LTC workers?
- Do lower distress mitigation scores among women indicate structural barriers to coping with distress?
- How to do more complex intersectional analysis?
- How to support mitigation strategies in current environment?

*Thank
you!*

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