

2003 **10** YEARS 2013

threads

O F L I F E

HISTORY



Each worker and family member who has been affected by a workplace tragedy is a thread in the quilt of life. Each thread, by itself, cannot stand alone, but when woven together provides strength. Although we are individuals, we are also connected in the fabric of life.

PREVENTION | SUPPORT | PARTNERSHIP



FOUNDING FAMILY MEMBERS:

- Shirley Hickman - Mother of Tim Hickman
- Paul Kells - Father of Sean Kells
- Sharon Peat (now Freeman) - Stepmother of Amanda Peat

2002

A project to honour young workers, the Canadian Young Worker Life Quilt, is under development and draws together families who have experienced the death of a loved one aged 14 to 24 in the workplace. The LifeQuilt is created by artist Laurie Swim. One hundred blocks on the quilt feature one hundred young workers. A group informally called “One Hundred Families” meets throughout 2002 to guide the project, along with an advisory committee made up of the Office of the Worker Advisor, Workers Health & Safety Centre, Ontario Federation of Labour, Industrial Accident Prevention Association, Ontario Workplace Safety & Insurance Board and FUEL Advertising.

April 2003

Families of the young workers featured on the LifeQuilt gather for the unveiling of the quilt. The families want to help prevent other families from experiencing their tragedy and the concept of Threads of Life is born.

April 14, 2003

The Association for Workplace Tragedy Family Support (known as Threads of Life) is officially incorporated. Threads of Life is on a shoe-string budget with its work carried out by two dedicated volunteers (Shirley Hickman and Sian Gibson). As funds increase, these volunteers become the first staff members of Threads of Life.

2003

Shirley Hickman is appointed Executive Director.





2005 fundraising walk includes participants from coast to coast

2003
Kelly Kinsman,
designs the
Threads of Life
logo...



ADOPTED 2002

MISSION

Our mission is to help families heal through a community of support and to promote the elimination of life-altering workplace injuries, illnesses and deaths.

VISION

Threads of Life will lead and inspire a culture shift, as a result of which work-related injuries, illnesses and deaths are morally, socially and economically unacceptable

VALUES: We believe that...

Caring: Caring helps and heals.

Listening: Listening can ease pain and suffering.

Sharing: Sharing our personal losses will lead to healing and preventing future devastating work-related losses.

Respect: Personal experiences of loss and grief need to be honoured and respected.

Health: Health and safety begins in our heads, hearts and hands, in everyday actions.

Passion: Passionate individuals can change the world.

2003

Kelly Kinsman, Creative Director of FUEL Advertising, designs the Threads of Life logo to represent how the 'life strands' of each of our family members have become intertwined. The strands represent fatalities, life-altering injuries and occupational diseases.

August 2003

Threads, the first quarterly newsletter is produced with graphic design services donated by FUEL Advertising.

2003

Grants from Human Resources and Skills Development Canada, Ontario Trillium Foundation and the WSIB provide seed funding that allows us to support family members with various programs. FUEL and later DraftFCB donate professional design fees for print materials.

April 2004

Industrial Accident Prevention Association holds a 5-km run/walk on Ward's Island in Toronto to raise awareness during North American Occupational Health and Safety Week (NAOSH). This walk later becomes Steps for Life.

March 2005

Eight volunteers become the first trained Volunteer Family Guides in Canada by participating in a 10-day residential training program, funded by the Attorney General of Ontario and the WSIB.

April 29-May 1, 2005

First National Family & Friends Forum held in Toronto, Ontario. More than 70 family members are brought together from across Canada to share experiences and learn healthy coping skills.

April 2005

First annual report produced.

May 2005

Threads of Life holds its first walk, in Toronto, to raise funds and awareness about the needs of families affected by workplace tragedy. Walkers represent Canada from coast to coast.

2005

- Shirley Hickman, Executive Director, receives a standing ovation from 3,000 delegates at the World Health and Safety Congress, the only speaker to present a personal perspective on fatalities.
- The Speakers Bureau is launched and “The Face of Workplace Tragedy” series created. The Speakers Bureau includes parents, spouses, siblings, other family members and friends who have been affected by a workplace tragedy. United in their courage and conviction—that sharing their personal story will prevent further injuries—these volunteers speak in workplaces, schools, and at conferences, putting a face to workplace tragedies. In the first year, 6,000 people hear the original six speakers. More than 60 speakers have since been trained, reaching more than 50,000 workers since 2005.
- Fatalities and Immediate Response (FAIR) partnership created with the Ontario Ministry of Labour, the Office of the Worker Adviser, the WSIB and Threads of Life.

February 2006

First Victim Outreach event is held in Hamilton, Ontario and later expands to include Sault Ste. Marie, Sudbury and Ottawa. These events help spread the word that support and services are available to families suffering from a workplace tragedy. Partners include the Ontario Ministry of Labour, the Ontario Ministry of the Attorney General, the Office of the Worker Adviser, and the Industrial Accident Prevention Association.

2006

- Board of directors is established including four community members and four family members.
- Threads of Life website is redesigned and expanded.



2005 Shirley receives standing ovation



2006 First Board of Directors



L to R: Reflections ceremony,
Listening at a family forum

Lower R: Atlantic Canada Family Forum



Awards and Recognition



2007 Shirley Hickman, Executive Director, receives the 2007 YMCA of London Women of Excellence Award for Community Volunteerism and Humanity.

2008 Shirley Hickman receives the IAPA-CME Health & Safety Leadership Award

August 2007

First Creative Sentencing award received. Alberta Justice fines an Alberta company for failing to protect a worker who received a life-altering injury in a manufacturing tragedy. At the request of the family of the worker, \$95,000 is used to develop and hold the first regional family forum in Edmonton, Alberta. The funds are also earmarked for the creation of two “For Families” resource guides customized for Alberta families living in the aftermath of a workplace tragedy. Guides are completed in 2008 with assistance from Alberta Employment, Immigration and Industry. Further creative sentencing awards received from other jurisdictions over the years.

2007

Charitable status designation awarded.



May 4, 2008

Walk is rebranded as Steps for Life—Walking for Families of Workplace Tragedy. This event raises \$61,000 from 700 walkers and sponsors in Hamilton, Sudbury, Thunder Bay and Toronto. First on-line memory pages created by family members.

May 2008

First Western Family Forum draws family members to Nisku, Alberta.

June 2008

First Nova Scotia Family Forum is held, made possible with a grant from the Public Education Trust Fund. The fund is administered by the Department of Labour and Workforce Development.

2008

Two new regional program coordinators join the existing staff of four. Threads of Life is growing!

September 2008

Threads of Life reaches out to farmers and the farming community through participation in the International Plowing Match.

November 2009

Threads of Life creates a social media presence with a Facebook page for Steps for Life. Later, corporate Facebook, Twitter and Linked-In accounts are added.

2009

- Threads of Life receives Imagine Canada Ethical Code membership.
- A partnership with Marks Work Wearhouse is signed. A portion of proceeds from the sale of its Tarantula Anti-Slip work boot will be donated to Threads of Life.
- New Charity of Choice branding encourages organizations and individuals to give to Threads of Life. Donations come from company BBQs, golf tournaments, family memorial events and safety days.
- Shirley Hickman is a guest speaker at the International Labour Organization's World Day for Safety and Health at Work tribute to fallen workers, held in Geneva, Switzerland. Threads of Life is privileged to work with all groups which support our vision, including labour, union groups, employers, government and other associations.

2010

Volunteers are key to growing the organization as they contribute their time and efforts in our cause by becoming Volunteer Family Guides, speakers, speaking to the media, organizing walks, as Family Forum facilitators, walkers in Steps for Life, participating at our tradeshow booths, contributing to Threads, as Board of Directors members and in other ways.

May 2010

Threads of Life and the Canadian Society of Safety Engineering (CSSE) sign a memorandum of understanding aimed at working together for a safer Canada. Over the years, other MOUs are reached with Mark's, the Occupational Safety Group (OSG), Workplace Safety and Prevention Services (WSPS), Ontario Compensation Employees Union (OCEU), Canadian Centre for Occupational Health and Safety (CCOHS), Hovering Across Canada (HAC), and Ontario Compensation Employees' Union (OCEU).

October 2010

Shirley Hickman is invited to Australia to make a presentation at the Sydney Safety Conference and meet with the two organizations in Australia with which we have shared information and served as a mentor.



2008 Threads of Life receives a Victim Services Award of Distinction from Ontario Attorney General, Chris Bentley.

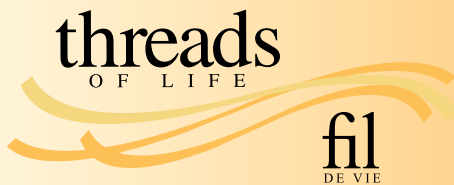
2012 Shirley Hickman along with Threads of Life Director Eleanor Westwood, and volunteer Lisa Kadosa, are awarded Queen Elizabeth II Diamond Jubilee Medals.



First group of Volunteer Family Guides are trained in 2005



Advanced Volunteer Family Guide training 2012



Association for Workplace Tragedy Family Support
 Association de soutien aux familles des victimes de tragedie au travail



Forget Me Not—Canadian Stories of Workplace Tragedy



Alta-Fab teams win first corporate challenge



TriWest Capital Partners Event

2011

- Commission de la santé et de la sécurité du travail du Quebec (CSST) enters into a partnership to enable Threads of Life/ Fil de vie to reach out to French-speaking Canadians. The partnership provides translation of content on the web site, newsletter and other materials as well as corporate logos.
- First national Steps for Life sponsors sign on: PCL Constructors Incorporated and Vale.

April 28, 2011

The first book of its kind, *Forget Me Not—Canadian Stories of Workplace Tragedy from the Families' Perspective* is launched on the National Day of Mourning. Funding is provided by an Ontario Trillium grant along with sponsors Enform, Nova Scotia Labour and Advanced Education, and Occupational Health Clinics for Ontario Workers. The Canadian Auto Workers (CAW) also provided support for the book.

April-May 2011

For the first time, the Liquor Control Board of Ontario designates Threads of Life as one of the charities featured on coin boxes at its cashier stations. This opportunity will be repeated in 2012 and 2013..

May 2011

Occupational Safety Group (OSG) commits to provide a percentage of registration fees from Certification Part 1 public training courses to Threads of Life.

2011

Threads of Life and Steps for Life websites are redesigned and integrated to better meet the capacity for on-line registrations and fundraising software.

April 2012

Shirley Hickman participates as the keynote speaker at a Worksafe Forum for clients of CannAmm Occupational Testing Services. CannAmm has adopted Threads of Life as its Charity of Choice and also become a national sponsor for Steps for Life.

May 2012

The Corporate Challenger initiative launched to engage company teams in Steps for Life.

November 2012

First-ever advanced training for experienced Volunteer Family Guides.

2013

- TriWest Capital Partners organizes an event with its own partner companies to raise awareness about health and safety and about Threads of Life. The event contributes a significant donation to support programs and services for western families.



Carillion donates after Charity of Choice fundraiser



- Threads of Life continues to nurture relationships with all government partners from coast to coast, many providing direct funding and in-kind financial support for projects, as well as promoting awareness to their family members and partners. Our government partners include the Workers' Compensation Board of Nova Scotia, Worksafe New Brunswick, la commission de la santé et de la sécurité du travail du Québec, Ministry of Labour and Workplace Safety and Insurance Board in Ontario, Workers' Compensation Board of Manitoba, Workers' Compensation Board of Saskatchewan, and others.



Family member Charles Malysh completes in charity shoot-out



Giant Tiger dunk tank for Charity of Choice

November 2013

Threads of Life receives accreditation to the Standards Program of Imagine Canada—this program recognizes charities which demonstrate excellence in board governance; financial accountability & transparency; fundraising; staff management; and volunteer involvement.



The Standards Program Trustmark is a mark of Imagine Canada used under licence by Threads of Life.



Threads of Life: then and now

2003 Three founding family members. First national board of directors established in 2006

2013 10 member national board

2003 The “One Hundred Families” of the LifeQuilt, plus a few more families are the foundation

2013 1700+ family members

2003 2 key volunteers (Shirley Hickman and Sian Gibson) plus numerous supporters

2013 Volunteers donate close to 8,300 hours

2003 Threads of Life run by two volunteers

2013 Threads of Life expands to 13 part-time and full-time staff

2004 \$141,000 in-kind donations

2013 \$300,000 in-kind donations

2005 8 Volunteer Family Guides

2013 47 VFGs trained and 31 actively supporting families

2005 6 speakers

2013 60+ trained speakers across Canada

2005 6,000 audience members reached through Speakers Bureau

2013 More than 50,000 audience members reached to date through Speakers Bureau

2005 5 km Run/Walk raises \$3,000

2013 Steps for Life – Walking for Families of Workplace Tragedy raises more than \$595,000 through walks in 30+ communities