



(Top) Rhonda Seidman-Carlson takes the reins as RNAO president, leading lively and thought-provoking discussion about the resolutions. (Middle) Outgoing RNAO board member Sheryl Bernard (left) mingles with Carmen James-Henry at the opening ceremonies. (Bottom) Nursing students network before the procession of honoured guests mark the beginning of the 2012 AGM.

AGM '12



(Top) Cathy Graham (left) and Janet Rush take in the festivities during opening ceremonies. (Middle) Nursing leaders (L to R) Linda Haslam-Stroud, Debra Bournes, Vanessa Burkoski and Rhonda Seidman-Carlson attend the President's Banquet to close the AGM. (Bottom) RNs Elizabeth Jane Wilson (left) and Debbie Shubat provide background on a proposed resolution.

Almost 800 nurses attended RNAO's Annual General Meeting (AGM) April 26-28 in Toronto. Themed *Looking back with pride. Moving forward with vision*, the event marked the association's 87th year. In addition to hearing speeches from Health Minister Deb Matthews, former Conservative Health Critic Elizabeth Witmer, and RN and NDP MPP Cindy Forster, members marked the announcement of the *Joan Lesmond Memorial Scholarship*, an annual scholarship that will go

to an exceptional student pursuing a master's or PhD degree with a focus on diversity in the nursing field.

This year's annual gathering also provided an opportunity to: welcome Incoming President Rhonda Seidman-Carlson and commend Outgoing President David McNeil for two years of outstanding service; congratulate the association's latest group of Best Practice Spotlight Organization (BPSO) graduates; participate in

the latest elections for several positions on the RNAO board of directors; and celebrate the winners of the 2012 RNAO Recognition Awards.

For a complete list of RNAO's accomplishments discussed at the AGM, a collection of photos and highlights from the past year, and in-depth information about resolutions, committee and financial reports, download a copy of the 2011 Annual Report at www.RNAO.ca/AGM2012.

**RNAO Board
of Directors
2012-2013**



Back row (L to R): Beatrice Mudge, Region 7; Norma Nicholson, Region 4; Jacquie Stephens, Region 1; Cheryl Yost, Region 2; Una Ferguson, Region 10; Kathleen Fitzgerald, Region 12.

Middle row (L to R): Marianne Cochrane, Interest Groups Representative; Paula Manuel, Region 6; Tammy O'Rourke, MAL Nursing Research.

Front row (L to R): Jill Staples, Region 8; Maureen Cava, MAL Socio-Political Affairs; Sara Lankshear, Region 5; President Rhonda Seidman-Carlson; Chief Executive Officer Doris Grinspun; Paul-André Gauthier, Region 11.

Absent from photo

(Top) Donna Rothwell, Region 3; Geraldine Jody Macdonald, MAL Nursing Education; Mary McAllister, MAL Nursing Practice (Bottom) David McNeil, Immediate-Past-President; Michele Bellows, Region 9; Vanessa Burkoski, MAL Nursing Administration



Bringing greetings to nurses from their respective parties are political heavyweights (L to R): Minister of Health Deb Matthews; former Conservative Health Critic Elizabeth Witmer; and NDP MPP (and RN) Cindy Forster.



RNAO CEO Doris Grinspun (left) shares a bittersweet moment with Magdalene Lesmond, Joan Lesmond's sister, who was on-hand for the official announcement of the *Joan Lesmond Memorial Scholarship*.



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Recognizing excellence

TWELVE INDIVIDUALS AND TWO HEALTH-CARE ORGANIZATIONS ARE ACKNOWLEDGED FOR GOING ABOVE AND BEYOND

Award of Merit

This award recognizes a registered nurse who has made an outstanding contribution to RNAO and to the profession of nursing in Ontario. Winners demonstrate responsibility for professional development and are exemplary role models and mentors to peers. Two nurses have been selected for recognition in this category.



MARIANNE COCHRANE has been an RNAO member for nearly 30 years. She's been active in many roles, serving as president of the Durham Northumberland chapter and as chair of the Provincial Nurse Educator Interest Group. She's also led the legal assistance, bylaws and resolutions committees, and was a member of the board of directors from 2001 to 2005. As an RNAO workplace liaison, Marianne encourages both students and fellow faculty members at Durham College/University of Ontario Institute of Technology (DC/UOIT) to become RNAO members. She helped students work with their peers and school administrators to include the cost of RNAO membership in tuition fees, and in 2011 all DC/UOIT nursing students became automatic RNAO members. Marianne is known as a trusted teacher who offers supportive academic and career advice.



As the professional practice leader for NPs at St. Michael's Hospital, **MARNEE WILSON** has been instrumental in ensuring all the hospital's NPs are working to their full scope. Following legislative changes to NP practice in 2011, Wilson navigated St. Michael's administrative processes to ensure physicians and other stakeholders were supportive of the NPs' new scope. She also advocated for changes to hospital policies to ensure NPs are working to their full capacity to provide the best patient care. Marnee, who continues in her clinical role in cardiovascular surgery, worked with her colleagues to ensure they embraced their new responsibilities confidently. She has been so successful that other health-care organizations now seek her advice.

Honorary Life Membership

This award is given to long-standing RNAO members who have made outstanding contributions to nursing practice, education, administration or research at the provincial, national or international levels. This includes activities that promote the association among nursing colleagues, the government and other health-care partners. Two nurses have been selected for recognition in this category.



CHERYL FORCHUK's dedication to RNAO and nursing is evident in every aspect of her career. She chaired the association's provincial resolutions committee for four years, and was president of the Brant-Haldimand-Norfolk chapter, where she continues to support newer chapter executives. Cheryl's mentorship is sought out by students at the University of Western Ontario (UWO), where she is a professor and associate director of nursing research. She is invited to speak at many international conferences about her extensive research on integrating people with mental illness into the community. Her work also explores homelessness, therapeutic relationships, poverty and technology in mental health care. Cheryl has received many accolades, including the *Social and Rural Psychiatry Faculty Award* from UWO and the St. Joseph's Health Care Foundation and Canadian Mental Health Association *London-Middlesex Champion of Mental Health Award*.



A member of RNAO for nearly 25 years, **JOYCE FOX** has long been an advocate for nursing and public health. In 2001, she was named Chief Nursing Officer (CNO) at the Simcoe Muskoka District Health Unit. She was one of only a few nurses in that role at the time. She has since worked with RNAO to implement the CNO role in every public health unit in Ontario. Joyce has also been integrally involved in RNAO's best practice guidelines program as leader of the *Enhancing Healthy Adolescent Development BPG*. She is well respected among front-line RNs because she always listens to their concerns. Colleagues describe Joyce as "a champion of the nursing profession and its fundamental importance to health care and public health."

HUB Fellowship

Sponsored by HUB, RNAO's home and auto insurance provider, this award offers recipients the chance to participate in a week-long, one-on-one placement with RNAO Chief Executive Officer Doris Grinspun.



ANGELA DE GUZMAN is committed to furthering her own leadership skills. She is a best practice guideline champion at Toronto Public Health, ensuring her nursing colleagues know about RNAO's postpartum depression resources to care for mothers. She helps to create healthy work environments for public health nurses by delivering team building workshops. Angela demonstrates tremendous leadership in her volunteer work as well. During last fall's provincial election, she helped organize an all-candidates debate, and has actively participated in RNAO assembly meetings. Angela is involved with Sigma Theta Tau International (STTI) Lambda Pi-at-Large chapter. She has been a member of that chapter's board of directors, and has chaired the fundraising committee to raise money for STTI's awards program.

Leadership Award in Nursing Education (Academic)

This award is presented to the RN who excels as a nursing educator in a university or college. The winner enhances the image of nursing by encouraging critical thinking, innovation and debate on nursing issues, and acts as a role model and mentor.



Students describe **KATHERINE CUMMINGS** as a passionate professor. For the last eight years, she has earned accolades and near-perfect student evaluations at the Durham College/University of Ontario Institute of Technology (DC/ UOIT). She creates a non-judgemental learning environment to support students throughout their four years. She is well known for her ability to synthesize complex concepts into material appropriate for first-year students, and frequently takes on projects that will improve DC/UOIT's program. In 2009, Katherine led DC/UOIT through the accreditation process for nursing education. That year, she also developed quizzes, tutorials and other materials to improve students' numeracy skills, ease 'math fear' and create a culture in the school where math is viewed as an essential skill to ensure high-quality, safe nursing practice. Katherine is also dedicated to her own education. Since 2004, she has taken part in 40 professional development activities, including those that focus on innovations in teaching and learning.

Leadership Award in Nursing Administration

This award honours an RN who shows exemplary management skills in an acute, long-term, community, education, research or other setting. This individual actively implements groundbreaking ideas to enhance patient care, and demonstrates a commitment to improve the quality of health care.



CATHY JAYNES is the director of the Healthy Living Division of York Region Community and Health Services. Colleagues call her a trusted 'visionary' who is transparent and supportive. In the last four years, she has overseen her division's rapid expansion. Cathy's responsibilities range from leading tobacco and healthy schools policies to responding to public health emergencies such as H1N1. She seeks new ways to use her staff to their greatest potential so their work is rewarding, but also cost effective. Cathy is always looking for new ways to improve opportunities for her colleagues. She encourages formal and informal learning for all staff, supports mentoring opportunities, and holds monthly meetings with managers to build trusting relationships. Her nominator says "she strives to get the best" from every member of her team.

Leadership Award in Nursing Education (Staff Development)

This award is presented to the RN who excels as a nursing educator in a health-care organization. This individual acts as a role model and mentor, and enhances nursing by encouraging critical thinking, innovation and debate.



As a clinical manager at the Ontario Shores Centre for Mental Health Sciences, **JOANNE JONES** is always adding to her colleagues' knowledge. Between 2008 and 2010, she was a clinical educator and managed an organization-wide project to change the centre's philosophy of care to one focused on recovery. She designed and delivered five-day education sessions to all clinical staff at Ontario Shores. These sessions were meant to create a better understanding of the centre's new vision. Joanne also supports nurses who sit on committees, and ensures they can take part in education sessions. She is an executive of RNAO's Mental Health Nurses' Interest Group, president-elect of the Canadian Federation of Mental Health Nurses, and sits on the Canadian Nurses Association's psychiatric/mental health nursing certification exam committee.

President's Award for Leadership in Clinical Nursing Practice

This award recognizes a staff nurse who consistently demonstrates expertise and evidence-based practice in one or more areas of clinical practice. Winners demonstrate nursing leadership in their workplaces and influence change for the betterment of patients, families and/or communities. Two nurses have been selected for recognition in this category.



ROSEMARIE CLARKE is the research nurse manager in the immuno-deficiency clinic at Toronto General Hospital. An avid supporter of her professional association, she worked with hospital management to secure funding to reimburse the clinic's RNs for their RNAO memberships. She supports nurse-led research and hopes to have RNs in her clinic begin examining ways to effectively deliver care to diverse groups of people living with HIV, including new immigrants and women. Rosemarie has provided nurses in her clinic with the chance to receive additional training to perform pelvic exams and Pap smears for women, improving access to care for those who don't have a primary care provider.



JO-ANNE WILSON is a staff nurse in the operating room at Trillium Health Centre. She is committed to sharing with younger RNs the knowledge she's acquired during her nursing career. She is a member of the periOperative Registered Nurses of Greater Toronto, an organization that provides networking and educational opportunities for surgical nurses. Jo-Anne often travels to conferences around North America and shares the latest technology and techniques with her colleagues when she comes home. She also mentors nurses in the Philippines, where she's been part of a mission for five years, assisting in minor surgeries and doing health teaching for locals with diabetes and high blood pressure. With the support of this award, she hopes to travel to RNAO's International Nursing Conference in Jerusalem in June 2012.

Leadership Award in Nursing Research

This award is presented to an RN whose work supports the implementation of innovative and progressive nursing practice that leads to positive patient and nurse outcomes.



MAHER EL-MASRI promotes research in every facet of his work as an associate professor and research leadership chair at the University of Windsor. He created a summer institute of clinical health research for graduate students and health-care professionals, a biennial nursing research conference, research forums and a research club where students and faculty share their ideas. Maher's focus is on primary health care and infection control. He is the author of 42 peer-reviewed articles, and his work receives significant media coverage. Despite his busy schedule, Maher lends his expertise on research methodologies to colleagues, students and the community. He readily takes time to answer other faculty members' questions about his work and is sought out as a mentor to graduate students. He is also a founding member of the Windsor Cancer Research Group, which aims to improve multidisciplinary cancer research.

RNAO Promotion in a Nursing Program Award

This award is presented to a nursing education program that best promotes and raises the profile of RNAO and participates in association activities.

RNAO is part of daily life for students and faculty in the **LAKEHEAD UNIVERSITY/CONFEDERATION COLLEGE** collaborative BScN program. A number of the school's professors are leaders of the RNAO Lakehead chapter and various interest groups. They have also participated as panel members for several of RNAO's best practice guidelines. Students are encouraged to bring BPGs into their studies, and third-year students complete poster presentations and papers that link a BPG to a real-life scenario from their clinical placements. During Nursing Week 2011, the university invited RNAO President David McNeil and Region 12 representative Kathleen Fitzgerald to

provide leadership presentations. Students are invited to take part in Lakehead chapter events year round, including volunteering at a local homeless shelter.

Representatives from the Lakehead University/Confederation College collaborative BScN program pick up their RNAO Promotion in a Nursing Program Award during a leadership luncheon for students on April 27.



Student of Distinction Award

This award is given to a nursing student who is a role model for professionalism and contributes to the advancement of RNAO/NSO within her/his nursing program. This student also acts as a resource for other nursing students.



ZAMIN LADHA is in his last year at the University of Toronto. In addition to his involvement with RNAO's Region 6, Toronto West chapter, Zamin is an active student who helped to promote the Nursing Students of Ontario's most recent Model World Health Organization conference.

He was also a member of the leadership team that hosted the Canadian Nursing Students Association's Ontario regional conference in 2011. Zamin was president of UofT's Nursing Undergraduate Society in 2012. A passionate advocate, Zamin successfully lobbied for the university to provide affordable tuberculosis testing for all students. He is committed to evidence-based practice. During one of his clinical placements, he used RNAO's *Enhancing Healthy Adolescent Development* best practice guideline to create a poster on youth living with Fetal Alcohol Spectrum Disorder.

RNAO in the Workplace Award

This award recognizes an Ontario health-care organization for its work to foster involvement of RNs in their professional association. The winning organization creates a climate of professional partnership and quality work life, and is committed to promoting professional development and research-based practice.

Nurses at **GUELPH GENERAL HOSPITAL** (GGH) show off their commitment to patient care every shift, every day. The hospital is a best practice spotlight organization (BPSO) designate, with more than 50 best practice champions. RNs have

already put six guidelines into place, and five more will be implemented over the next three years, including a healthy work environment guideline. Over the last six years, nurses



Representatives from Guelph General Hospital celebrate their recognition at the AGM with an RNAO in the Workplace Award and with designation as an RNAO BPSO.

Resolutions set a course of action for the coming year

RNAO encourages chapters, regions without chapters, interest groups and individual members to submit resolutions for ratification at each annual general meeting (AGM). Resolutions are part of RNAO's democratic process, giving all members the opportunity to propose a course of action for the association. In the interest of democracy, the Provincial Resolutions Committee does not endorse or censor resolutions. All resolutions that have met the required format are distributed to RNAO members for consideration in advance of the AGM.

Resolution 1

Submitted by RNAO's Board of Directors

PROPOSED MISSION

Our mission is to foster knowledge-based nursing practice, promote quality work environments, deliver excellence in professional development, and advance healthy public policy to improve health.

We promote the full participation of present and future registered nurses in improving health, and shaping and delivering health-care services.

CARRIED

PROPOSED VALUES

- We believe health is a resource for everyday living and health care is a universal human right.
- We respect human dignity

and are committed to diversity, inclusivity, equity, social justice, democracy and voluntarism.

- We value leadership in all nursing roles across all sectors, in order to advance individual and collective health.
- Through collective leadership, we collaborate with nurses, government, organizations and the public to advance healthy public policy.

CARRIED

PROPOSED TAG LINE

Speaking out for nursing.
Speaking out for health.

CARRIED

RNAO ENDS

- Engage with registered nurses and nursing students

to stimulate membership and promote the value of belonging to their professional organization.

- Advance the role and image of nurses as members of a vital, knowledge-driven, caring profession, and as significant contributors to health.
- Speak out on emerging issues that impact on nurses and the nursing profession, health and health care.
- Influence healthy public policy to positively impact the determinants of health, supporting Medicare and strengthening a publicly funded, not-for-profit health-care system.

CARRIED

Resolution 2

Submitted by: Huron Chapter

THEREFORE BE IT RESOLVED that RNAO increase the allocation of Basic Funding to Chapters and Regions without Chapters to \$4.00 per member.

RESOLUTION REFERRED TO THE RNAO BOARD OF DIRECTORS

Resolution 3

Submitted by: Kathy Moreland Layte, RN, and Mary Mueller, RN

THEREFORE BE IT RESOLVED that RNAO advocate for an integrated strategy in Ontario to address FASD that includes: Prevention, Best Practice Screening Guidelines for Addictions, Diagnosis, Evidence-Based Interventions and Appropriate Support Services

have also completed RNAO advanced clinical/practice fellowships on topics including workplace safety, organ donation and wound care. GGH has committed to nursing knowledge by protecting staff development funds from budget cuts, and allowing RNs flexible scheduling to take part in educational opportunities. More than 70 per cent of the nurses at GGH work full time, and preceptorship and job shadowing opportunities are available for all staff. **RN**

(Left) Winners of RNAO's Annual Awards for Excellence in Health-Care Reporting include (L to R): Lisa Ayuso, *The Current*; Elizabeth St. Phillip, *CTV National News*; Avis Favaro, *CTV National News*; Teri Pecoskie, *Hamilton Spectator*; Marcia Kaye, *Today's Parent*; Steve Buist, *Hamilton Spectator*.

(Right) St. Michael's Hospital was one of several organizations to receive formal designation as an RNAO BPSO on April 27. For a full list of BPSO organizations, visit www.RNAO.ca/BPSOs/



for individuals and families.
CARRIED

Resolution 4

Submitted by: Debbie Shubat, RN, Algoma Chapter, and E. Jane Wilson, RN, Region 10

THEREFORE BE IT RESOLVED that the RNAO support the need for independent clinical and epidemiological research on the adverse health effects resulting from the environmental noise produced by industrial wind power generators to assist with determining authoritative guidelines for setbacks and appropriate noise levels for industrial wind power generators/turbines to protect health and safety for Ontario residents is complete; and BE IT FURTHER RESOLVED that RNAO advocate for a moratorium on the construction of industrial-scale wind power generation projects until the clinical/epidemiological human health research is complete.

DEFEATED

Resolution 5

Submitted by: Middlesex Elgin Chapter

THEREFORE BE IT RESOLVED that the RNAO advocate to the Ministry of Health and Long-Term Care for an extension of the Nursing Graduate Guarantee for new graduate nurses inclusive of sector-wide employment matching and the funding model, to include internationally educated nurses who are newly registered in the general class with no conditions.

DEFEATED

Resolution 6

Submitted by: Mary Metcalf, RN, on behalf of undergraduate nursing student, Erin McMahon, Level 3 Conestoga-McMaster Program

THEREFORE BE IT RESOLVED that the RNAO develop strategic partnerships and lobby the provincial government to invest in sustainable solutions to remove the barriers to access of health care faced by Ontario's migrant farm worker population.

CARRIED

Resolution 7

Submitted by: Ontario Nurses for the Environment Interest Group

THEREFORE BE IT RESOLVED that RNAO collaborate with the Ontario Government and other key stakeholders to develop and implement a strategy to reduce vehicle idling, including drive-through emissions.

CARRIED

Resolution 8

Submitted by: Ontario Nurses for the Environment Interest Group

THEREFORE BE IT RESOLVED that RNAO collaborate with the appropriate government jurisdictions and other key stakeholders to develop and implement a strategy to decrease risks of exposure to CO, NO² and other combustion products from emissions of ice re-surfacers in ice arenas.

CO = Carbon monoxide

NO² = Nitrogen Dioxide

CARRIED

Resolution 9

Submitted by: Ontario Nurses for

the Environment Interest Group

THEREFORE BE IT RESOLVED that RNAO directly, and in collaboration with the Canadian Nurses Association and other stakeholders, advocate for provincial and federal governments to ban the mining, processing, use and export of all forms of asbestos including chrysotile asbestos, and to promote implementation of a comprehensive national asbestos strategy.

CARRIED

New Business Item

Submitted by: Community Health Nurses Initiatives Group

THEREFORE BE IT RESOLVED that the RNAO advocate to the Ministry of Health and Long-Term Care, to the Ministry of Municipal Affairs and Housing and to the Office of the Premier that the regulations of the *Safe Drinking Water Act* be amended to mandate the fluoridation of municipal drinking supplies at the optimal concentration of 0.7 ppm or a range of 0.5 ppm to 0.8 ppm.

CARRIED