



April 28, 2022

Carol Timmings RN, MSN
Acting Executive Director and Chief Executive Officer
College of Nurses of Ontario
101 Davenport Road
Toronto, ON
M5R 3P1

Re: Race-based data collection for all nurses applying and/or registered with CNO

Dear Carol,

On Dec. 2, 2020, following RNAO's launch of the Black Nurses Task Force (BNTF) six months prior, I wrote [a letter](#) to CNO's then-CEO Anne Coghlan. It was a request to immediately begin collecting race-based data, and to stand in solidarity with RNAO in its commitment to achieve a health system in which all nurses have equal opportunity to participate fully in the profession, to their maximum potential. Further, RNAO offered to support CNO in advancing this request on an urgent basis.

As indicated in the December 2020 letter, this recommendation was made by the BNTF members "as an important step in dismantling systemic racism within the nursing profession in Ontario. Nurses across this province understand that data are needed to measure the scope of systemic racial inequality and to track progress towards creating a fair, inclusive and equitable profession for all nurses." To achieve CNO's vision of "leading in regulatory excellence," RNAO asked "that this process be undertaken without delay to pave the path forward to close the gaps, eliminate barriers and advance a stronger nursing profession that can fully serve and protect Ontarians."

On Dec. 10, 2020, I received an email from Anne Coghlan thanking RNAO for its letter and expressing CNO's commitment to exploring this complex issue. The letter indicated that CNO would be engaging in discussions with stakeholders during 2021. Now, after more than a year, we are writing once again to insist on our request, reiterate how urgent this matter is for nurses born in Canada and for internationally educated nurses, and ask for an update from you on CNO's progress regarding race-based data collection.

As you know Carol, RNAO released a comprehensive BNTF report – *Acknowledging, Addressing and Tackling Anti-Black Racism and Discrimination Within the Nursing Profession* – on Feb. 8, 2022. The report's release coincided with Black History Month and included 19 recommendations for change. In keeping with our intense commitment to the recommendations in the report—including collection and dissemination of race-based data – we would greatly appreciate learning about current plans and actions related to collecting race-based data and when this will be part of initial CNO registration and renewal.

Thank you for your urgent attention to this request. We look forward to your response, and once again extend our offer to support CNO in any way we can to advance the collection and reporting of this crucial data.

Yours warmly,

A handwritten signature in black ink, reading "Doris Grinspun". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Doris Grinspun, RN, MSN, PhD,
LLD(hon), Dr(hc), FAAN, FCAN, O.ONT
Chief Executive Officer

Cc:

CNO Council

Irwin Glasberg, Fairness Commissioner for the Province of Ontario Irwin.Glasberg@ontario.ca