

**R
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We **HEAR** you.
We **STAND** with you.

Join us

SO WE CAN STAND TOGETHER.



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\$50
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RNAO

Registered Nurses' Association of Ontario
L'Association des infirmières et infirmiers
autorisés de l'Ontario

the VOICE for
registered nurses,
nurse practitioners
and nursing students
in Ontario

COVID-19 webinar: Reflections as we move into the summer

June 20, 2022, 2 - 4 p.m. ET

[RNAO.CA](https://rnao.ca)

Land Acknowledgment



Native-Land.ca | Our home on native land

Today's Webinar

Welcome, review of agenda	Susan McNeill, Associate Director, RNAO
RNAO updates and reflections: <ul style="list-style-type: none"> • <i>Nursing Through Crisis: A Comparative Perspective</i> • <i>Program Announcements</i> • <i>97th AGM: events and reflections</i> 	Dr. Doris Grinspun, RNAO CEO
Q & A	
Embracing Uncertainty Through Our Nursing Stories	Jennifer Waite, BScN, RN Debra Lefebvre, BA, RN, BN, MPA
Discussion	All
Final remarks and closure	Dr. Doris Grinspun

**This session is
being recorded**

Health System Transformation: Nursing Through Crisis: A Comparative Perspective



>RNAO
Nursing Through Crisis
A Comparative Perspective



- 11.4% Not exhausted and not disengaged
- 8.6% Exhausted
- 4.6% Disengaged



- 29.4% Plan to retire
- 12.6% Plan to leave the profession for another field
- 25.7% Undecided
- 32.3% Plan to stay in nursing

75.3%
Burned out

Of the 69 per cent of nurses who plan to leave their positions in the next five years, **42 per cent** plan to leave the nursing profession altogether, whether by retiring or seeking employment in a field other than nursing.

#burnout

RNAO @RNAO - Jul. 26, 2021

On @CBCNews, RNAO member Denise Jeffrey says #COVID19 burnout is causing nurses to leave the profession. "We're feeling pretty overloaded, pretty overburdened."
#NursesVoiceMatters

[See more](#)

Global NEWS
OVER 75% OF CANADIAN NURSES BURNED OUT, BRNO SURVEY FINDS
May 12, 2021

TORONTO STAR
"NURSES ARE THE FRONT LINE OF EVERYTHING" - PANDEMIC TOLL HAS NURSES SEEKING COUNSELLING MORE THAN OTHERS IN HEALTH CARE
Feb. 11, 2022

DURHAM COLLEGE
RNAO REPORTING HIGHER WORKLOADS, STRESSES AMONG NURSES DURING THIRD PANDEMIC WAVE
May 11, 2022

Evidence of a growing RN human resource crisis



RNAO & Health Equity



Black Nurses and RNAO



Indigenous Health and RNAO

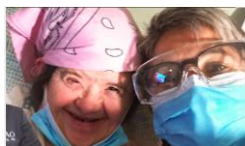


2SLGBTQI+

Health System Transformation



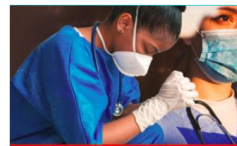
LTC and RNAO



NPs and RNAO



RNs, CNSs and RNAO



Nurses' Health and Well Being



Mental Health and Addiction

Leading Change



New RNAO Programs

IN FOCUS







>RNAO

**Nursing
Through Crisis**

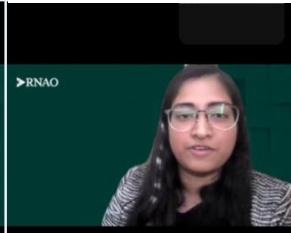
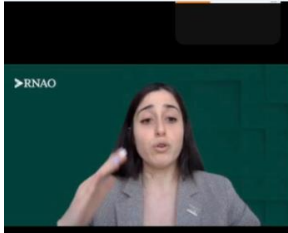
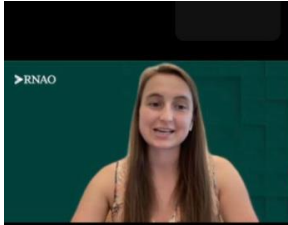
A Comparative Perspective

Nurses' Health and Wellbeing

-  *Advanced Clinical Practice Fellowships for Nurses Program*
-  *Leadership and Management for Nurses Program*
-  *Mentorship for Nurses Program*
-  *Nursing Student and Preceptor for Long-Term Care Program*

RNAO AGM 2022

COVID-19 Pandemic: Nursing Through Crisis



**RNAO works
with all parties**

Q & A



Jennifer Waite
BScN, RN



Debra Lefebvre
BA, RN, BN, MPA

*Embracing Uncertainty
Through Our Nursing Stories
Monday, June 20 at 2 PM ET*

Guest speakers: RNs

@DebraLefebvre

&

@JenniferWaite04

NTC

@nursesthiveclub



<https://nursesthiveclub.ca/>

We are grateful to live as uninvited guests upon the traditional territories of the Haudenosaunee Confederacy and the Anishinabek Nation



This is a time to give thanks, consider our individual and collective role in the stewardship of Mother Earth and in building relationships between Indigenous people and communities and the rest of the country.



*NTC believes in
the power of
storytelling as an
approach to connect
with others...*



Recognizing Emotional Pain

“The whole night, I'd be saying, this is so sad... That is so sad, knowing it was, but my body not allowing myself to feel it, I just knew that it was sad, it's so sad. Then I'd be driving into work three days later, and a song would come on and I'd stop in my car, thinking about it, realizing the weight of that moment: preparing someone to say goodbye to their family.”

(Jessica)

Recognizing Emotional Pain

“Covid also affected all of the people I worked with. Everyone was tired and stressed all the time. I still can’t really talk about it without feeling stressed or anxious.”

(Karen)



Push ...

“There was a time that I would get tears in my eyes every time I saw ICU numbers climbing again, just feeling like my colleagues in ICU may not make it through another wave. People were leaving, retiring, going off on stress leave. It has shown the world how frail our healthcare system is, and I worry more for the future of healthcare now than Covid-19.”

(Jessica)

& Pull

"This pandemic is only temporary, where the impact I make on people will be permanent."

(Olivia)



Belonging

“Prioritize having a strong network of friends and family, as having that support is crucial”

(Tori)



Belonging



I remember how my family pulled together to help me cope. I remember the support my work family... I know more about them than my own family because we spend so much time together, and care for each other.

(Ashley)

Courage & Compassion for self

Self-compassion is important, especially for nursing students who are incredibly hard on themselves. We need to remember that we are all human and we are trying our best for our patients and ourselves.

(Hailey)



Courage & Compassion for self

"Be kind to yourselves-
inner dialogue can
make or break you"

(Karen)





Courage & Compassion for self

“Nurses need to cry when they need to without the fear of reprisal, and we need to share our fears and our struggles, not keep it inside, which is what we usually do.”

(Ashley)

Finding Purpose

“Working in ICU during the pandemic, inspired me to pursue a career as a critical care nurse.”

(Hailey)



Finding Purpose

"But really the beautiful thing about nursing is that you can explore all these different areas and find out what your passion is. During the pandemic, I had no idea I would end up totally passionate and, in my element, working in Harm Reduction."

(Tori)



Ability to Manage Uncertainty

“My biggest learning experience from this pandemic would be that I can not be afraid to rely on others and use all the supports around me. We are a team, and we need to support one another with each task at hand.”

(Olivia)



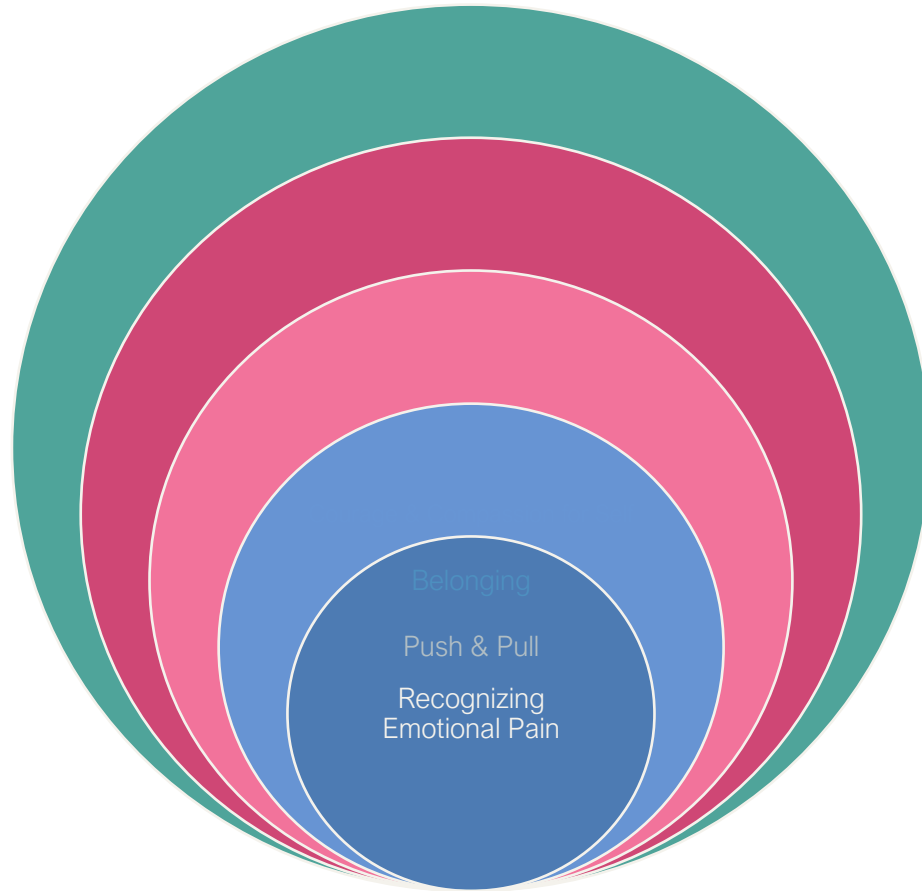


Ability to Manage Uncertainty

“I’m not going to pretend the healthcare system isn’t very broken at the moment... maybe that’s what was needed to make some big changes.”

(Jessica)

Ability to Manage Uncertainty



Systemic Change

How do we recover?



Open discussion and Q & A

Indigenous-focused Best Practice Spotlight Organizations® (BPSO)

R
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Southwest Ontario
Aboriginal Health
Access Centre



Shibogama First Nations Council
Health



R N A O
BEST PRACTICE
SPOTLIGHT
ORGANIZATION
INDIGENOUS
FOCUSED

To wellness through wholeness



Seventh Generation Midwives Toronto



Centre de santé communautaire
CHIGAMIK
Community Health Centre

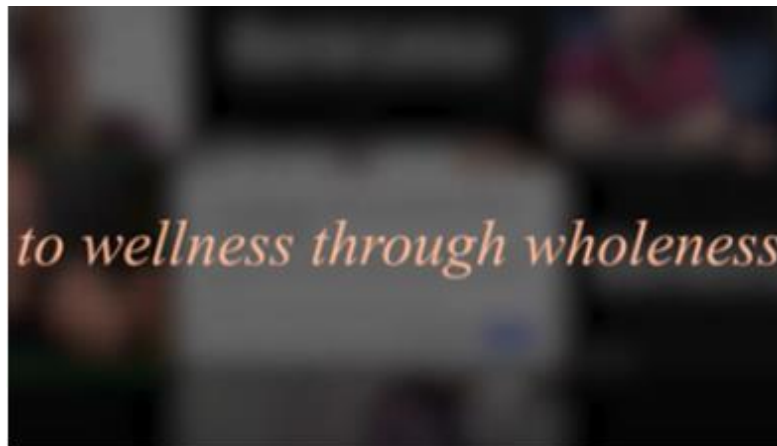


ANISHNAWBE
MUSHKIKI
COMMUNITY HEALTH & WELLNESS



MAAMWESYING
NORTH SHORE COMMUNITY HEALTH SERVICES INC

Indigenous-focused BPSO Journey



Acknowledgments:

Video Produced by: Bernard Leroux MFA and team, Northlight Pictures
www.bernardleroux.ca, <https://www.northlightpictures.ca>

Music Produced by: David Ronald Deleary

Enjoy your summer!

