



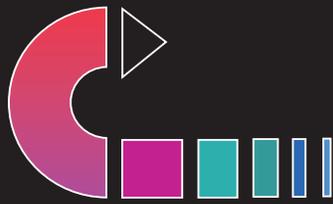
RNAO
ANNUAL
REPORT
2022-
2023

CHANGE

through

unity and

action



CHANGE
through
unity and
action

Mission and values.....	3
Message from RNAO's President and Chief Executive Officer.....	4
CHANGE through unity	6
CHANGE through action	26
Report on resolutions 2022	53
Board committees 2022-2023.....	62
Board committee reports.....	64
RNAO board of directors 2022-2023.....	67

RNAO'S MISSION

We are the professional body representing registered nurses, nurse practitioners and nursing students in Ontario. We advocate for healthy public policy, promote excellence in nursing practice, and power nurses to actively influence and shape decisions that affect the profession and the public we serve.

RNAO'S 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 and democracy. We believe the leadership of every nurse advances individual and collective health.



**Dr. CLAUDETTE
HOLLOWAY**

RN, BScN, MSN,
DHA, CHE
RNAO
PRESIDENT



**Dr. DORIS
GRINSPUN**

RN, BScN, MSN, PhD,
LLD(hon), Dr(hc), DHC,
FAAN, FCAN, O.ONT
RNAO CEO

A message from RNAO's president and chief executive officer

Dear member,

This year's theme for RNAO's annual general meeting (AGM) and our annual report is Change Through Unity and Action. It's a fitting theme to describe our collective work over the past 12 months.

It has been a momentous year with many hallmarks of change that illustrate how our unity and ever-increasing actions – our collective influence and impact – are being seen and heard.

This year, we reached a new milestone in membership, surpassing 50,000 members strong. Our registered nurse (RN) and nurse practitioner (NP) members work in all sectors, in all specialties and in all roles. And, with an impressive number of nursing students, we make up a formidable force. As you will see in the pages of this report, our members help the association drive change through engagement in their chapters, regions and interest groups.

The education, knowledge and clinical expertise of our members are second to none. And, we hold a deep understanding of how to improve timely access to quality care for the people of Ontario, and optimize their health outcomes. It is no secret that the pandemic put our health system and nurses to the test. And yet, RNAO members continue to harness their desire for change to help them provide even better care in communities across the province. Whether advocating for RN prescribing, NP-led clinics and more seats in nursing schools, or lobbying for changes to workloads and compensation, you want your knowledge and expertise as nurses to be recognized, respected and valued. And, your association stands with you and speaks out with you – nurturing a unified voice and fostering potent action.

RNAO and our members have always been catalysts for change.

There is no better example of this than our recommendations to strengthen the nursing profession set out in RNAO's *Nursing Career Pathways* report. Released during this year's Queen's Park Day, the report offers concrete solutions to strengthen our profession so nurses can fulfill their career aspirations within Ontario and be fully equipped to provide the care Ontarians need during all ages and stages of life.

RNs, NPs and nursing students know that prevention and health promotion are key to solving many of the health problems people experience. That's why RNAO continues to urge policy-makers to adopt more preventative approaches – at the ministry of health, and also across government. The dollars we invest today will help us save down the road and decrease suffering and death. Our call for comprehensive harm reduction – which includes increased access to supervised consumption services and decriminalization of personal possession – will save lives, and provide dignity to those struggling with substance use.

Our annual report outlines other examples of our work on the social determinants of health. For example, our relentless advocacy to double the rate people receive through the Ontario Disability Support Program (ODSP), including sharing the poignant story of Scott Ferguson, the son of former board member Una Ferguson.

Equally important is the action we demand on the climate crisis. We are at a pivotal moment – as we draft this letter, forest fires exacerbated by the climate disruption are raging across Canada, with homes destroyed and people and

communities displaced. Air quality advisories have cautioned us about smoke levels here in Ontario. And it's going to get worse. Through our collaborative work with the Ontario Nurses for the Environment Interest Group and our partnership with the Ontario Climate Emergency Campaign, we are demanding that governments act immediately on the most fundamental threat facing humanity – the climate collapse. RNAO's participation in a media conference in October 2022 drove home the message – climate change is no longer just a determinant of health. It's disrupting our economy and our lives, and robbing our children and grandchildren of promising futures.

Nationally, we have remained engaged on top priorities, including the need to increase the Canada Health Transfer. However, it must not come at the expense of our publicly-funded health system. And that's why RNAO is vociferous in its opposition to the Ontario government's Bill 60 and its expansion of investor-driven, for-profit clinics. These clinics do nothing to ease surgical backlogs and wait times, and instead put profits ahead of patients. Ottawa has a duty to Canadians to ensure funding is not extended to those whose goal is profiting from the vulnerability of Ontarians needing health services.

You, the members of RNAO – driven by foundational values of health for all and fuelled by our unparalleled evidence-based policy positions – amplify these and many other actions. We thank you for standing up for the nursing profession and for health. Whether you take an MPP to work, meet them in their office as part of Queen's Park on the Road, demand answers from politicians at the microphone during Queen's Park Day, or sign our action alerts, you, esteemed colleagues, are demonstrating change through unity and action.

Also, thanks in large part to you sharing your knowledge and expertise, momentous growth is happening across our internationally-acclaimed and ever-expanding Best Practice Guidelines (BPG) program and other work supporting clinicians such as our health system transformation webinars, institutes, symposiums and workshops. We thank leaders who are extending the reach of evidence-based practice in their own workplaces by becoming a Best Practice Spotlight Organization® (BPSO®) – now more than 1,500 at home and abroad. Those efforts are rewarded at each AGM, and this year we will celebrate 20 graduating BPSOs, at the same time as we celebrate the 20th anniversary of the BPSO program. A social movement of science driving change through unity and action.

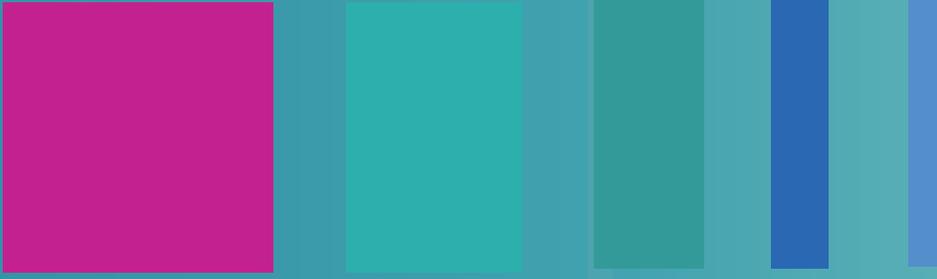
RNAO's Clinical Pathways program deserves a special mention as it is changing the course of care in long-term care homes, ensuring resident-centred care through evidence-based practice. This nurse-led program, initiated and driven by RNAO and funded by the Ontario government, will generate positive health outcomes for years to come.

During the past year, we continued our work to address systemic racism and all other forms of discrimination within the nursing profession. We launched the RNAO Health Equity Consortium (RHEC), which brings together RNAO's health equity interest groups and staff to drive deep and sustained change in equity-seeking communities. At our AGM, members of RHEC – representing the Black Nurses Leading Change Interest Group, Indigenous Nurses and Allies Interest Group and the Rainbow Nursing Interest Group – will take centre stage for our closing keynote, exploring opportunities to confront racism and discrimination in both the profession and the health system.

RNAO remains a trusted source among journalists, and evidence of this can be found in the 4,050 media hits recorded during the past year. Our exceptionally strong presence on social media further extends that influence and serves us as we push important nursing and health policies.

A highlight of the past year was being able to meet and engage with you, RNAO members. We met over Zoom and in person, during RNAO's annual fall tour, chapter and interest group gatherings, assembly of leaders' meetings, and Queen's Park events. Your engagement in RNAO motivates us all, fuelling our energy. And it reinforces RNAO's reputation as a social movement of positive change and as a trusted voice speaking out for health and speaking out for nursing.

On behalf of RNAO's board of directors and staff we thank you for your tremendous commitment to RNAO. We thank you for joining together to deliver change through unity and action – for the benefit of all.



CHANGE

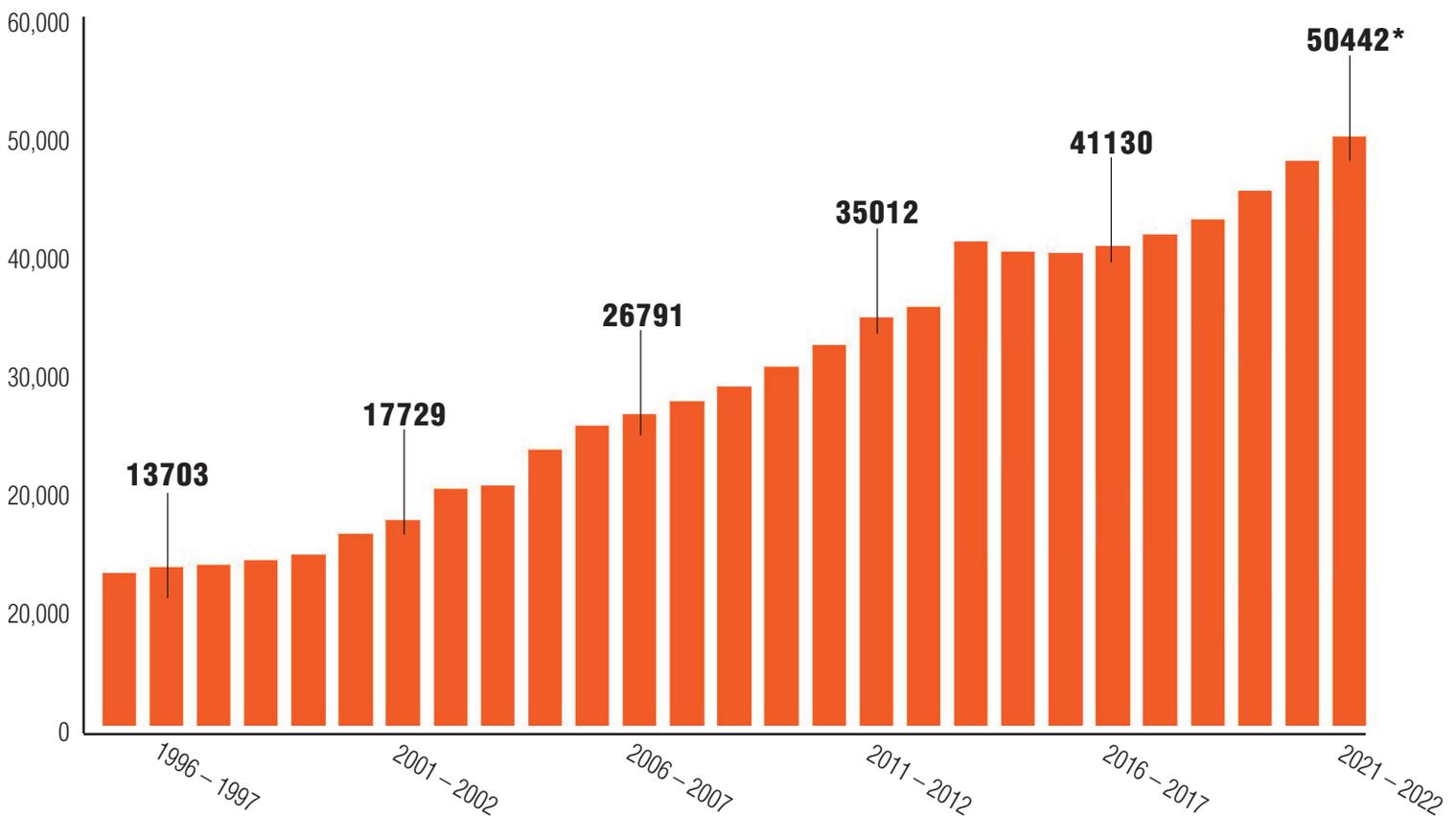
**through
unity
and
action**

50,400

Strength in numbers = CHANGE

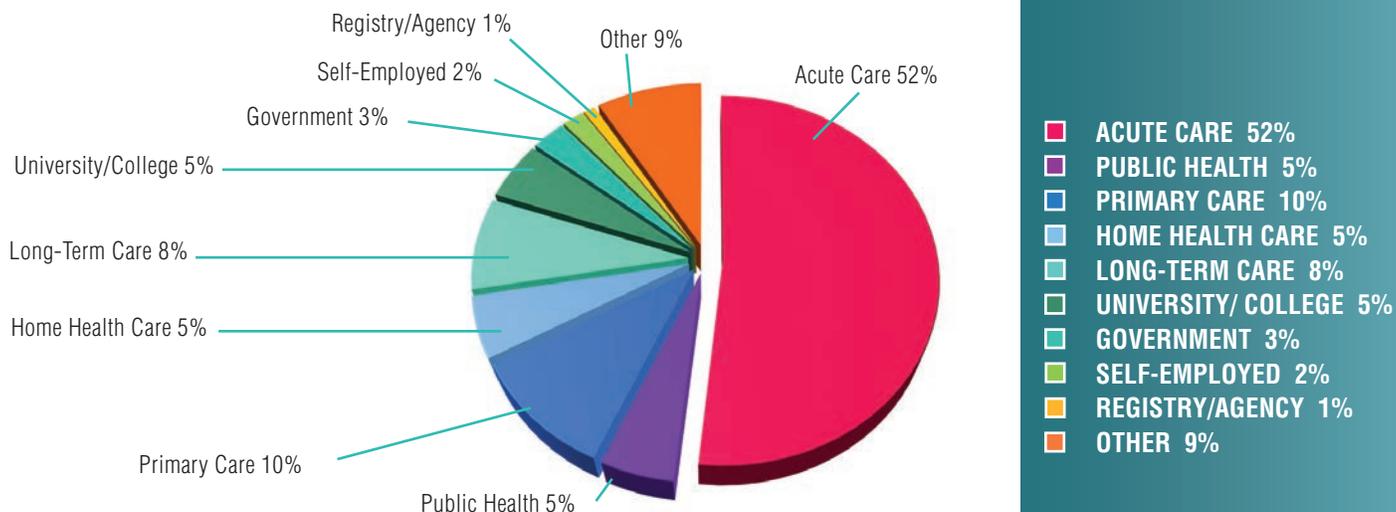
The success of any organization lies in the unity and strength of its membership. And, with more than **50,400** RNs, NPs and nursing students, RNAO is on solid footing as a member-driven, member-governed organization committed to the nursing profession, the health of Ontarians, and the health system in which our members work.

RNAO MEMBERSHIP 1995 – 2022

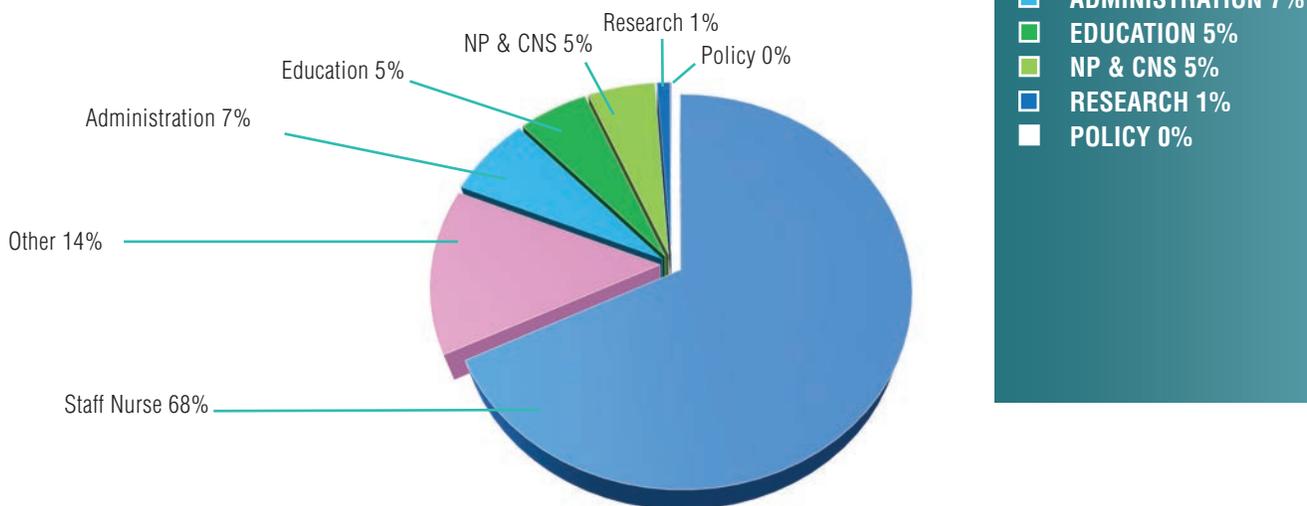


*As of Oct.31, 2022

RNAO MEMBERSHIP BY SECTOR 2022



RNAO MEMBERSHIP BY ROLE 2022



Interested in joining our collective? Visit join.RNAO.ca and enjoy all of the benefits of being an RNAO member



Below: RNAO members (left to right): International Nursing Interest Group (INIG) chair Edward Cruz, INIG social media executive network officer (ENO) Rose Yamomo, Hamilton Chapter policy and political action ENO Ashley Fry-O'Rourke, and president of the Ontario PeriAnesthesia Nurses Association Tanya Lachapelle attend the March 3, 2023 assembly meeting.



Centre left: RNAO member Ola Thomas Obewu works as an RN at St. Joseph's Health Centre in Toronto.

Centre right: RNAO member and NP Beth Sweeney (far left) is pictured at the Thames Valley Family Health Team office in Woodstock with (left to right) RPN Penny McComb, RNAO member and RN Janet Gare, and RNAO member and NP student Rachel Caris.



Left: RNAO members and RNs Sarah Myllyaho (left) and Tanis Banovsky attend the March 3 assembly meeting.

Members help set the direction of the association by bringing resolutions to each annual general meeting where they are discussed, carried, acted on, and become policy priorities.

Our assembly of leaders ensures that members' interests are represented in 38 chapters and regions without chapters, and through our 33 interest groups.

Jumpstart January

**NEW
year,
NEW
opportunities**

FREE memberships to all
undergrad nursing students!
Limited time offer. **Sign up today!**



RNAO welcomed more than 1,000 nursing student members who took advantage of a free membership offer during #JumpstartJanuary.

Our executive network officers contribute to the life of the association by volunteering in areas such as policy and political action, membership, finance, communications and social media. They also act as student and workplace liaisons.

Our board of directors is accountable to all RNAO members, providing strategic governance and oversight of corporate and fiduciary responsibilities so the organization fulfills its mission to advocate for healthy public policy, promote excellence in nursing practice, and power nurses to actively influence and shape decisions that affect the profession and the public.

Together, we have committed to expanding the role and scope of RNs and NPs, and to making sure that the nursing students in school today will have fulfilling careers to step into once they graduate. Mindful of the ongoing challenges nurses face, we have highlighted the need for competitive compensation and safe and healthy workloads.

We are equally focused on what it means to be healthy, and on the need to strengthen our publicly funded, not-for-profit health system so it functions effectively and efficiently for all who need care, when they need it.



The board of directors' student placement allows nursing students to learn about RNAO's structure and critical issues impacting nursing and health care. In March 2023, the following students took part in the placement: (back row from left to right) Brianna Anderson, Mackenzie Thiessen, Tania LaFleur, Shelby Guillas and Cyrus Ng; (front row from left to right) Jordan Boadi, Arpita Roy and Sarah Elkhalfifa.

#HeyNurse social media campaign

This Nursing Week, thank a nurse.

Visit HeyNurse.ca

#HeyNurse



We know nurses have given it their all during the pandemic. It's taken a tremendous toll on them and it is important to let them know they are valued and appreciated. To honour nurses during Nursing Week 2023, RNAO came together with several other nursing associations to launch the #HeyNurse social media campaign. The campaign invited the public, politicians and other health-care professionals to share a message of thanks to a nurse or a group of nurses on social media. The campaign generated 1,000 instances of engagement on Facebook, Twitter and Instagram. The other organizations that helped develop the campaign are the Alberta Association of Nurses (AAN), the Association of Regulated Nurses of Manitoba (ARNM), the Canadian Nurses Association (CNA), the Nurses and Nurse Practitioners of British Columbia (NNPBC), and the Registered Practical Nurses Association of Ontario (WeRPN). To see the messages, please check out HeyNurse.ca.

Nursing Now Ontario Awards 2023



ONTARIO AWARDS



NP award recipient
Lori Palozzi



RN award recipient
Ellie Neary



RPN award recipient
Sarah Goodreau

To celebrate excellence in the profession, RNAO joined forces with the Ontario Nurses' Association (ONA) and the Registered Practical Nurses Association of Ontario (WeRPN) for the fourth annual Nursing Now Ontario Awards. Held on May 12, the anniversary of Florence Nightingale's birth, these awards honour nurses who contribute to the health outcomes of Ontarians and to nursing practice. The awards are given to one NP, one RN and one RPN. The 2023 winners are NP Lori Palozzi, who works at Holland Bloorview Kids Rehabilitation Hospital in Toronto; RN Ellie Neary, who works at Grey Bruce Health Services in Owen Sound; and RPN Sarah Goodreau, who works at North Bay Indigenous Hub in North Bay. We recognized the winners through a virtual ceremony. Congratulations to this year's winners, and to all nurses across the province for their unwavering commitment and exceptional care.

Recognition Awards

RNAO also pays tribute to its own members through the Recognition Awards, which celebrate achievement in leadership, education and mentorship. Each year, individual RNs, NPs and a nursing student, as well as groups, are honoured for their significant contributions to our mandate of speaking out for nursing and speaking out for health. Learn more about this year's winners on our [AGM portal](#).



Leadership in BPG Implementation
May Tao



Lifetime Achievement
Dr. Vanessa Burkoski



Lifetime Achievement
Louise Gilbert



Lifetime Achievement
Dr. Laura Teague



Nursing Administration
Maureen Charlebois



Nursing Education (Academic)
Hasina Amanzai



Nursing Research
Amy Wright



Political Action
Simon Donato-Woodger



President's Award in Clinical Practice
Wilma Koopman



President's Award in Clinical Practice
Shannon Wright



Award of Merit
Josalyn Radcliffe



Award of Merit
Lori Zozzolto



HUB Fellowship
Verna Perdon



Chapter of the Year
Middlesex-Elgin



Interest Group of the Year
Black Nurses Leading Change



Student of Distinction
Emma Ayukawa



Student of Distinction
Leo Jhon Macawile



Friend of Nursing
Dr. Teresa Moreno-Casbas

Fall Tour 2022

RNAO marked its eighth annual Fall Tour Sept. 12-23, 2022 with virtual and in-person visits across the province. President Dr. Claudette Holloway, Immediate Past-President Morgan Hoffarth and CEO Dr. Doris Grinspun connected with members from 11 chapters, regions without chapters and interest groups.

Visits focused on the nursing crisis and the impact Bill 124 (Ontario's wage suppression legislation) has had on members and patients. Members highlighted inadequate compensation, unsafe staffing levels, heavy workloads, and low staff morale, calling for better retention and recruitment strategies.

RNAO leaders provided an update on its advocacy and the important work on repealing Bill 124, safe workloads, expediting the registration of internationally educated nurses who reside in Canada, increasing the number of seats in nursing programs, funding for NPs in long-term care, expanding NPLCs and opening new ones, and moving with RN prescribing. See details in [RNJ](#) and [Facebook gallery](#).



RNAO President Dr. Claudette Holloway meets virtually with members from the Middlesex-Elgin Chapter. Pictured here: (top row, left to right): Darrell Jutzi, Holloway, Anita Cramp; (middle row, left to right) Isabel Resendes, Damilola Toki, Jordan Banninga; (bottom row, left to right) Middlesex-Elgin Chapter President Janet Hunt, RNAO web and social media editor Anukul Thakur.



RNAO CEO Dr. Doris Grinspun meets with members of Lambton Chapter during the annual Fall Tour. Pictured here: (top row, left to right): Laura Baker, board of directors representative for Region 1 Rachel Elliott, Grinspun; (bottom row, left to right), Lambton Chapter President Sharon Bouffard, Delaney Gould.



RNAO Immediate Past-President Morgan Hoffarth (right) visits Naan Doo We'an Garden River Wellness Centre with RNAO board member Maxine Lesage during a Fall Tour visit to the Algoma Chapter.

NPs leading change



Participants attend the virtual NP Symposium on Nov. 15, 2022. The symposium allowed NPs to come together to look at the crucial role of NPs and their impact on Ontarians' health. The symposium was co-chaired by RNAO CEO Dr. Doris Grinspun (second row, fourth from the left) and NP Shannon Clausen, chair of RNAO's Nurse Practitioner Interest Group (first row, centre).



In August 2022, the Ontario government delivered on a promise to add more NPs to the long-term care sector announcing it would invest \$57.6 million over three years to retain and recruit up to 225 additional NPs in the sector. During a site visit to Ivan Franko nursing home in Etobicoke on Oct. 5, 2022, Minister of Long-Term Care Paul Calandra spoke about the important work of NPs and invited RNAO CEO Dr. Doris Grinspun to speak.

RNAO's membership includes more than 2,000 NP members, who are advancing an inclusive, equitable health and social system that eliminates barriers to care. During National NP Week (Nov. 13 – 19, 2022), RNAO honoured NPs by raising public awareness on the importance of their role through a variety of Q&A-style social media posts.

RNAO also convened its ninth annual NP Knowledge Exchange Symposium, held virtually on Nov. 15, 2022. The theme, *NPs Leveraging Leadership Through Crisis and Beyond*, inspired 153 registrants to address the critical role of NPs in bolstering care delivery across all health sectors, and explored the vital contributions they make toward rebuilding and sustaining a vibrant health system. Government ministers and chief nurse executives joined to speak about the importance of NPs and their growing impact on Ontarians' health.

In collaboration with the Nurse Practitioner Interest Group, RNAO also held its fourth annual NP Institute virtually on April 27, 2023. NPs, NP students, RNs aspiring to be NPs and several guest speakers came together to learn, network and discuss topics related to the theme *Illuminating NP Practice Excellence*. One-hundred and sixty-eight people registered for sessions on enhancing clinical excellence, contributions and integration skills to improve outcomes and research quality.

Health equity consortium



Members of the Black Nurses Task Force (BNTF), Black Nurses Leading Change Interest Group (BNLCIG), Indigenous Nurses and Allies Interest Group and the Rainbow Nursing Interest Group (RNIG) take part in RNAO's new Health Equity In Focus consortium, discussing ways to address inequities in health care. Those pictured include BNTF co-chair Corsita Garraway (top left), BNTF co-chair Angela Cooper Brathwaite (top row, third from right), BNLCIG co-chair Dania Versailles (top row, second from right), RNIG president Shelley Evans (second row, second from left), RNIG past-president Paul-André Gauthier (second row, third from left), BNLCIG co-chair Daria Adèle Juudi-Hope (third row, second from right) and BNTF panel member Ola Abanta Thomas Obewu (bottom row, right).

The Health Equity In Focus consortium provides a supportive environment for the chairs and executives of the Black Nurses Task Force, Black Nurses Leading Change Interest Group, Indigenous Nurses and Allies Interest Group, and the Rainbow Nursing Interest Group to reflect on and discuss opportunities to address inequities in the nursing profession and health system. It responds to needs identified by RNAO's health equity interest groups to discuss experiences with discrimination, dismantle systemic racism in the nursing profession and create safe spaces for people who access health care.

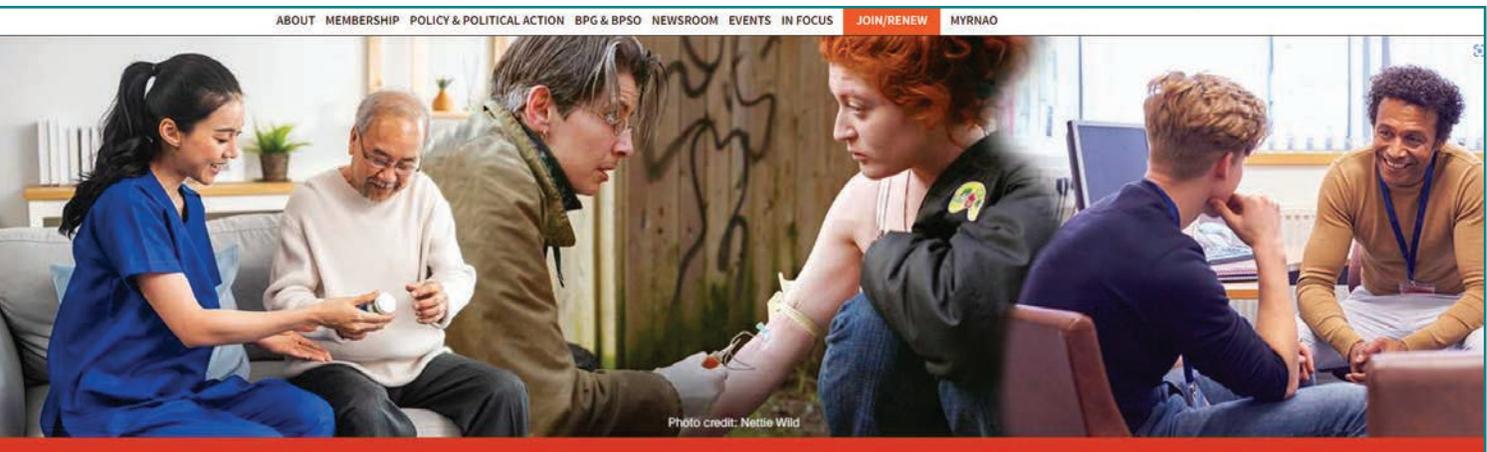
These health equity interest groups have gathered twice to date. They continue to meet every three months to share their respective interest group priorities, provide RNAO with ongoing feedback on the In Focus health equity web pages and its activities on health equity, and identify opportunities for collaboration.

Learn more by exploring the [health equity](#) section of RNAO's website.

RNAO.ca In Focus theme pages

As part of our commitment to health equity, we launched two more In Focus theme web pages to give voice to and mobilize action to meet the diverse health needs of vulnerable populations.

Mental Health and Substance Use



RNAO released its [Mental Health and Substance Use Best Practices Program theme page](#) on Aug. 31, 2022, in conjunction with International Overdose Awareness Day.

The page chronicles the prevalence of mental health issues Canadians have been experiencing both before and since the pandemic began, and shares details about the growing opioid crisis in our province. It has links to relevant evidence-based best practice guidelines, including [Implementing Supervised Injections Services](#), and other resources developed by RNAO. Included also is information about the work by RNAO's Mental Health Nursing Interest Group and the Community Nurses' Initiatives Group, as well as testimonials from two RNs with lived experience.

The page includes examples of RNAO's advocacy, including action alerts, policy documents and other background material on the opioid overdose crisis. It also spotlights member resolutions in this area, and showcases available information and support for those who want to learn more.

The [Nurses' Health Program](#) is also profiled. The voluntary program was developed by RNAO, in partnership with the College of Nurses of Ontario (CNO), the Ontario Nurses' Association (ONA) and the Registered Practical Nurses Association of Ontario (WeRPN). It encourages nurses to seek treatment for substance use and/or mental health disorders that may affect their ability to practise nursing safely.

2SLGBTQI+

ABOUT MEMBERSHIP POLICY & POLITICAL ACTION BPG & BPSO NEWSROOM EVENTS IN FOCUS JOIN/RENEW MYRNAO



Our [2SLGBTQI+ theme page](#) was launched on June 24, 2022 to coincide with Pride Month. The page highlights the work of RNAO and our Rainbow Nursing Interest Group (RNIG). We are collectively committed to working with external partners to advocate for the changes needed in health and academic settings to ensure 2SLGBTQI+ individuals receive inclusive, appropriate and accessible health-care services.

The page includes our best practice guideline [Promoting 2SLGBTQI+ Health Equity](#), a position statement on respecting sexually- and gender-diverse communities, examples of how RNAO members help mobilize change through resolutions, information about RNIG, and other resources. Our collective goal is to improve the wellbeing and health-care experiences for 2SLGBTQI+ nurses and communities.

June 2022 also marked the first time since before the pandemic that Pride celebrations were held again in person across Ontario. In Toronto, an RNAO contingency including CEO Dr. Doris Grinspun and RNIG members marched in the city's famed Pride Parade on June 26. Members will be out in force again for this year's celebration.

RNAO members and staff attended the 2022 Pride Parade in Toronto.



BPGs and BPSOs

Transitions in Care and Services BPG



In June 2023, RNAO will release a second edition of its *Transitions in Care and Services* best practice guideline (BPG), a foundational guideline for Best Practice Spotlight Organizations® (BPSO®). Like the original edition which it will replace, this BPG will address safe and effective transitions in care for pediatric and adult persons and their support networks through evidence-based recommendations for nurses and other members of the interprofessional team, organizations and the health system. It will support organizations in the co-design of coordinated services that are person- and family-centred and will help remove barriers related to system navigation and transition planning. We are grateful for the leadership of co-chairs Shirlee Sharkey and Dr. Rhonda Crocker Ellacott in developing this guideline, and to our many other partners and stakeholders, including panel members with lived experience and representatives from BPSO Ontario Health Teams.

Indigenous health program updates including first Indigenous BPSO OHT



RNAO has the honour of seeing six Indigenous-focused Best Practice Spotlight Organizations® (BPSO) graduate from the pre-designation program at the 2023 AGM. These BPSOs are: Anishnawbe Mushkiki, Chigamik Community Health Centre, Mamaway Wiidokdaadwin, Ontario Native Women's Association, Sandy Lake First Nation and Seventh Generation Midwives Toronto. They have all successfully tailored select RNAO best practice guidelines (BPG) to meet the priorities of their local Indigenous communities. Throughout their journeys, upholding local Indigenous knowledges and traditions has been key to promoting health and healing.

RNAO also welcomed the first Indigenous-focused BPSO Ontario Health Team (OHT) – Maamwesying North Shore Community Services. RNAO is working alongside Maamwesying OHT to implement BPGs that support an integrated system of care. As a BPSO OHT, Maamwesying's mission is to work with their community partners to provide accessible, quality, culturally safe, and wholistic health care that supports and enhances the wellness of individuals, families and communities.

In January 2023, RNAO established a forum to discuss and act on ways to better integrate Indigenous knowledge and approaches practised by the BPSOs in the Indigenous-focused BPSO program. This includes an emphasis on diversity, equity, inclusion and cultural safety. The Indigenous-focused BPSOs will continue to meet every three months to gain momentum on this very important area of focus.

RNAO also continues to share information through its webinar series on traditional Indigenous teachings. See the Action section for updates on this series from the past year.

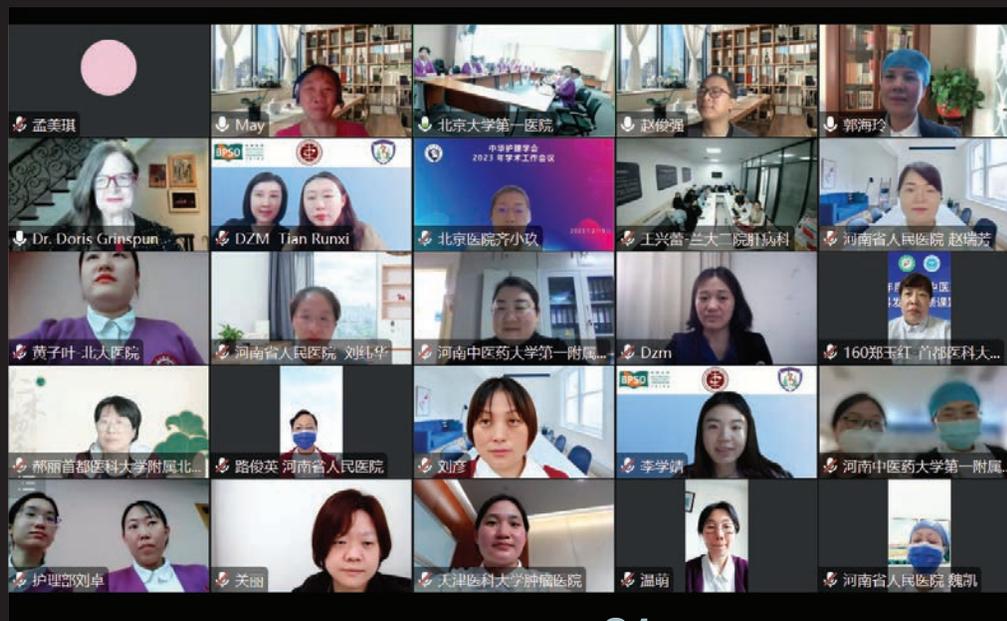
Latin America BPSO and China BPSO consortiums

The Latin America BPSO consortium, established in 2012, has helped participating organizations develop a unique bond and strong collective identity over the years. This consortium has grown over the past year, bringing in many new organizations across the region that have joined RNAO's BPSO program. In March 2023, RNAO CEO, Dr. Doris Grinspun visited the BPSO consortium in Chile for a program inauguration ceremony, in which more than 50 people took part. More than 20 health service organizations in Chile, including hospitals and academic organizations, have joined the BPSO program since the government of Chile began its partnership with RNAO to spread out evidence-based practice.

During the past year, the China BPSO consortium welcomed four new BPSOs. This forum, established in early 2022 to facilitate networking, collaboration and knowledge exchange in China and beyond its borders, provides mentorship and coaching for rapid learning and quality improvement to help build trusting relationships and help consortium members develop a common understanding of evidence-based practice cultures.



RNAO CEO Dr. Doris Grinspun (second from left) was invited to Chile to train BPSOs and to meet with their ministry of health (MINSAL). She is pictured with (from left to right): Roberto Garcia Jara, BPSO Lead for MINSAL, Dr. Fernando Araos Dattoli, Deputy Minister MINSAL, and Juan Vielma, MINSAL cabinet advisor.



Members of the China BPSO consortium met on Feb. 15, 2023 to discuss how the BPSO program is improving health-care outcomes in their country.

Partnerships Wounds Canada: Wound Care Champion program

Partnerships are another way we demonstrate unity towards a common purpose. RNAO has partnered with Wounds Canada to launch the [Wound Care Champion Program \(WCCP\)](#). The program delivers evidence-informed, interdisciplinary proficient-level wound education and prepares front-line health professionals to lead change in their workplaces. This multifaceted training program includes online modules, webinars, skills labs and an online community of practice.

The WCCP was established to address the rapid rise in acute and hard-to-heal wounds since the onset of the COVID-19 pandemic. It was designed to meet the need for self-paced education and up-to-date information on best practices through comprehensive, interdisciplinary, competency-based programming.

Training is now underway, with 200 participants fully engaged in this continuing education program, which takes an average of 80 hours to complete. The WCCP, funded by the Ontario ministry of health, will help build wound care communities and prioritize interprofessional collaboration across Ontario.



Wound Care Champion Program: An Innovation in Wound Education

#WoundCareChampion
#ItsTimeWCCP



We gratefully acknowledge the support and funding for the development of the Wound Care Champion Program by the Ontario Ministry of Health (MOH)

RNAO Clinical Pathways



[RNAO Clinical Pathways](#) – a new digital version of association’s best practice guidelines (BPG) designed specifically for the long-term care (LTC) sector – were made widely available in September 2022. Clinical Pathways are embedded in PointClickCare’s new Nursing Advantage Canada technology, making them easy to access at the point of care. They are helping nurses and other members of the interdisciplinary team in Ontario’s LTC homes deliver safe, high-quality resident care, improve staff efficiency, and support legislative and regulatory compliance. Intended to streamline processes across the sector and eliminate variations in practice, they help ensure that nurses and other members of the interdisciplinary team are speaking the same language as they advance quality care for residents. Response to this digital tool has been positive, with 90 LTC homes on board to date.

Mobilizing knowledge with the enhanced *Leading Change Toolkit*

This year, RNAO has been updating our free, online implementation resource, the [Leading Change Toolkit](#), with new features and content to provide champions and change agents with the knowledge and strategies to effectively implement best practice guidelines and other evidence-informed tools. RNAO’s changes to the toolkit will make it even easier for users to find what they need through improved search functionality and simplified navigation. And, new “journey pages” present change as a three-part process – planning for change, making change happen and sustaining it to make it last. Content enhancements include new case studies from more BPSOs, sharing their journeys and success stories. Translations of the toolkit into French, Spanish and simplified Chinese are also underway to better support the international BPSO network. Watch for updates to the toolkit soon, and news on the translated versions later this year.

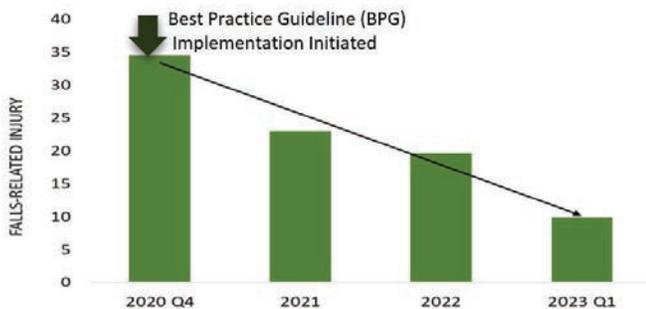
Impact: BPGs and BPSOs

BPSOs across the world monitor and evaluate the impact of BPG implementation using Nursing Quality Indicators for Reporting and Evaluation® (NQuIRE®) – one of the largest international data systems of health-care quality indicators. NQuIRE reports power BPSOs to track progress, identify areas for further improvements and optimize outcomes.



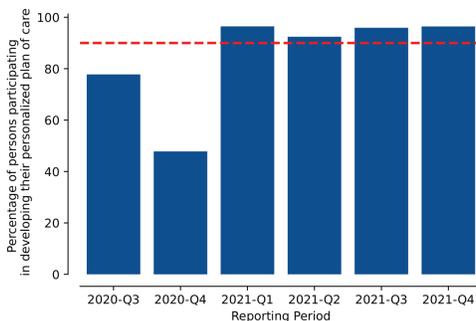
Analysis of NQuIRE data shows a pattern of improvement in outcomes in the four impact stories. Overall, the evaluation results of BPG implementation speak for themselves, both in Ontario and internationally.

Impact Story 1



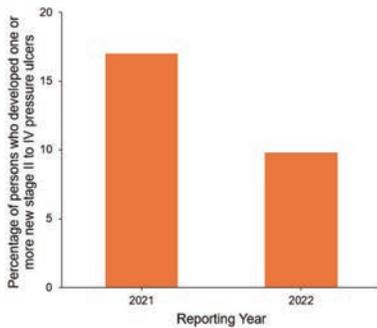
Decrease in falls-related injury: One year after implementing the BPG, *Preventing Falls and Reducing Injury from Falls* (fourth edition), one Ontario long-term care home achieved a 70.6 per cent relative decrease in falls-related injuries.

Impact Story 2



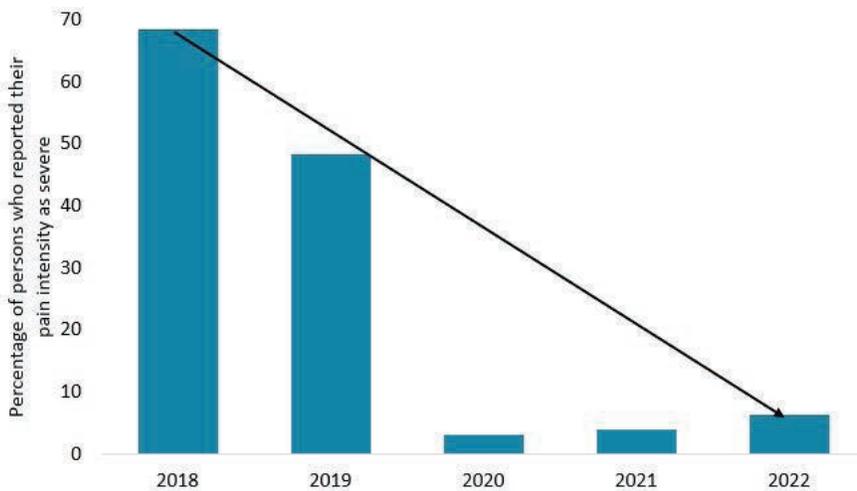
Increased participation in developing personalized plans of care: One year after implementing the BPG, *Person- and Family-Centred Care*, one Ontario BPSO achieved a 23.9 per cent relative increase of the percentage of those participating in developing a personalized plan of care, putting it above the threshold of 90 per cent. This indicator remained consistently above the 90 per cent threshold after the first year of implementation.

Impact Story 3



Reduction in new pressure ulcers: After implementing the BPG, [*Assessment and Management of Pressure Injuries for the Interprofessional Team*](#), one BPSO in Chile noted a significant reduction of persons developing one or more new stage II to IV pressure ulcers post-admission.

Impact Story 4



Decrease in pain severity: After implementing the BPG, [*Assessment and Management of Pain*](#) (second edition), one hospital unit in Colombia reported a 90.1 per cent relative decrease in patients who experienced severe pain.



CHANGE

**through
unity
and**

action

Political action/ outreach

RNAO is a trailblazer when it comes to mobilizing for action. Our advocacy on issues of nursing and health is second to none. We don't just identify issues that need addressing, we come prepared with solutions when meeting with politicians, policy-makers and stakeholder partners.

Release of *Nursing Career Pathways* report

During the past year, much of our advocacy work has focused on the future of our profession. That's because a strong and vibrant nursing workforce is key to a well-functioning health system and a healthy population. But, as noted in our [Nursing Through Crisis report](#) in May 2022, a system-wide failure to recognize the pivotal and diverse nature of nurses' work has escalated the health system crisis we now find ourselves in. One example: The province's wage suppression legislation known as Bill 124 left nurses frustrated and feeling undervalued. The pandemic had already tested and taxed their energy and the disrespect accelerated their exit from the profession.

This prompted RNAO to map out the nursing landscape – where we are and where we need to go. [Nursing Career Pathways](#), released during Queen's Park Day on March 2 of this year, provides that road map and reveals the richness and breadth of the profession.

The report lays out the barriers we have to overcome and the opportunities that must be realized, including better retention and recruitment strategies to rebuild nursing careers in Ontario. Our wide-ranging recommendations for government and employers include: calls for competitive compensation, action on pay disparities across all sectors, creating safe and healthy workloads, and offering more continuing education and professional development opportunities. The report also signals the urgent need for RN prescribing, more NP-led clinics, fast-tracking of internationally educated nurses and more nursing seats across nursing school programs.

At its core, the report is a call to action to respect and recognize the extensive academic preparation nurses bring to their roles and the experience they gain throughout their career. The nursing profession is rewarding and offers a world of possibilities. Nursing has the power to inspire, attract and fulfill people who choose to care for others. Watch videos of nurses discussing their career paths, including the media conference on our dedicated [report page](#).

On March 2, 2023, RNAO launched its latest report, *Nursing Career Pathways*, at a press conference at Queen's Park in Toronto. Pictured from left to right: RNAO Immediate Past-President Morgan Hoffarth, RNAO President Dr. Claudette Holloway and RNAO CEO Dr. Doris Grinspun.



Federal health transfer agreement and Bill 60

RNAO's policy and advocacy work on health human health resources (HHR) – like nursing practice itself – is evidence-based and grounded in a deep understanding of the social and environmental determinants that shape people's lives and health across Ontario communities. This perspective has never been more crucial given major developments in 2023 that will affect all Ontarians. In January of this year, the Ontario government announced its intention to channel public funds and surgeries to for-profit clinics and expand the range of services and procedures those clinics can provide through Bill 60. RNAO took immediate action, calling out the government because this plan flies in the face of abundant evidence that for-profit health care compromises quality, costs more, worsens wait times and erodes publicly funded hospitals. RNAO also demanded that [Ottawa act as a guardian](#) of Canada's universal, publicly-funded health system and attach strings to the billions of dollars promised to Ontario through federal health transfers and a bilateral agreement, because this funding is at risk of being diverted into for-profit health-care delivery.

On March 27 of this year, RNAO responded to a hastily-convened government consultation process with a [written submission](#) and oral presentation by RNAO CEO Dr. Doris Grinspun. We also raised awareness through our [Action Alert](#) and the media. A key focus in our presentations and media work: Preserving our not-for-profit health system to ensure that everyone has access, including the many negatively impacted by the social determinants of health. RNAO will continue to monitor developments on Bill 60, provide recommendations to the Ontario government on healthy public policy, and raise our collective voice when government chooses to go on a dangerous path.



RNAO CEO Dr. Doris Grinspun appeared before a standing committee to speak out against Bill 60, legislation which will greatly expand for-profit provision of health care in Ontario.

Double ODSP

A long-time champion for the social determinants of health, RNAO [called attention](#) to the more than 417,000 Ontarians unable to work due to disability and are forced to rely on payments which barely cover – or fail to cover – their housing expenses and grocery bills.

Among them is Scott Ferguson, the son of former RNAO board member Una Ferguson. Confined to a wheelchair, he agreed to share his story with [The Ottawa Citizen](#), including struggles to cover his living expenses and the help he relies on from his mother. Like many others victimized by punitively low rates, he was forced to subsist on less than \$1,200 per month to pay for rent, food and other essentials. He agreed to speak out to raise awareness and effect change.

RNAO wrote a letter to the premier and issued an [Action Alert](#) urging the government to double rates for those on the Ontario Disability Support Program (ODSP) and to index future increases to inflation.

The government responded and included a five per cent increase in its August 2022 budget. The increase, although modest, was a start. Money set aside in the government's spring budget accounts for inflation, something RNAO advocated as essential to preventing people from falling further behind.

RNAO continues its advocacy campaign to help Ferguson and others waiting for a path out of poverty.



RNAO member and retired RN Una Ferguson (right) with her son Scott Ferguson, who receives Ontario Disability Support Program (ODSP) benefits. (Material republished with the express permission of Ottawa Citizen, a division of Postmedia Network Inc.)

#DecriminalizeNow campaign

Join the

#DecriminalizeNow

campaign



Since the onset of the COVID-19 pandemic, an average of eight people per day have died due to an opioid-related overdose – an 85 per cent increase over pre-pandemic levels. This is a public health emergency that RNAO has been calling on the government to address with urgency. Ahead of the municipal elections in October 2022, RNAO launched its [#DecriminalizeNow campaign](#) to encourage mayoral candidates from across the province to sign a pledge to support decriminalizing simple drug possession in Ontario – an effective way of preventing overdose deaths by reducing the stigma associated with substance use and improving access to safer supply. The campaign sparked important conversations and attracted media attention.

Nurses know that substance use is a public health matter, not a criminal problem. Alongside its members, RNAO will continue to advocate for all levels of government to take a harm reduction approach to end the opioid overdose crisis.

QPD/ QPOR /Take Your MPP To Work

Time and again, RNAO members say they are proud of the influence and impact their association has when it comes to getting time with elected representatives.

Few organizations have the political clout RNAO has in raising nursing and health issues and advocating for healthy public policy. And our members take the lead in expanding our voice to reach local politicians and community members.

We take this responsibility seriously because our role is to serve the public by keeping people healthy, caring for them when they are sick.

Over the fall and winter, more than 35 meetings were arranged involving 100 members and their local MPPs as part of our annual Queen's Park on the Road (QPOR) event. Drawing on experiences from their practice, members raised issues related to the nursing crisis, including compensation, workload and opportunities for professional development. They also pressed MPPs about the need to better support those struggling with mental health and substance use.

During our annual Queen's Park Day, our first in-person event since 2020, our advocacy was as strong as ever. One-hundred and fifty members were excited to be back in the legislative building for breakfast meetings with 40 MPPs. Discussions focused on the nursing crisis, the need for more primary care options, including additional NP-led clinics and the opioid crisis. Members presented well-researched fact sheets and backgrounders and offered solutions they know will make a difference for their patients. Nurses occupy a unique place in the health system and that's why these connections are so important. Effective advocacy ensures better health outcomes for all Ontarians.



Deputy Premier and Minister of Health Sylvia Jones (seated left) and Minister of Long-Term Care Paul Calandra (seated right) listen to a question from an RNAO member during Queen's Park Day.



Ontario's Chief of Nursing and Professional Practice and assistant deputy minister of health Dr. Karima Velji speaks at RNAO's Queen's Park Day.



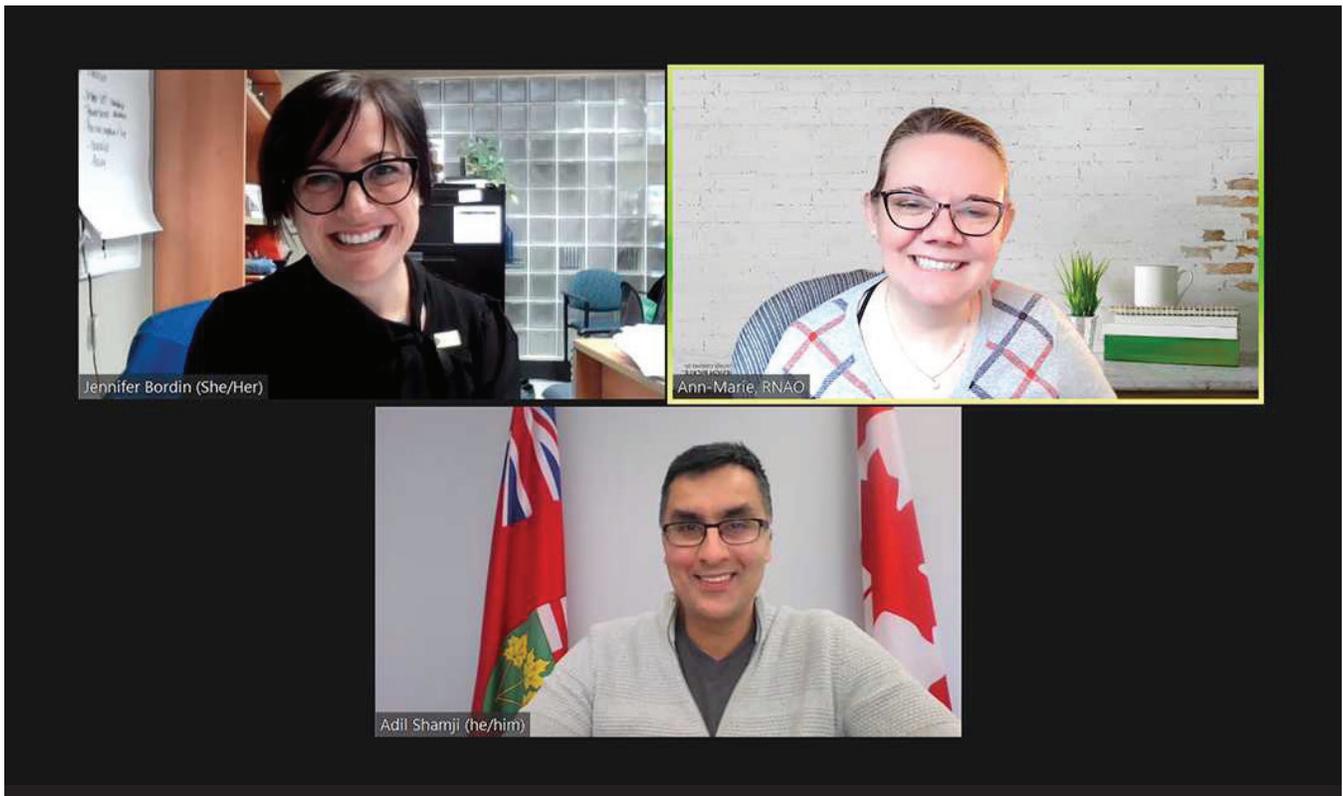
Ontario NDP leader Marit Stiles speaks to RNAO members at Hart House during Queen's Park Day.

During Nursing Week (May 8–14), we kicked off another year of Take Your MPP To Work. Members continued conversations with their MPPs, showing them their workplaces and what they do. This event gives elected representatives a chance to see nurses in action and helps them gain a better understanding of critical nursing and health issues. As of June 16, nine events have been organized. Take Your MPP To Work events will continue throughout the summer.

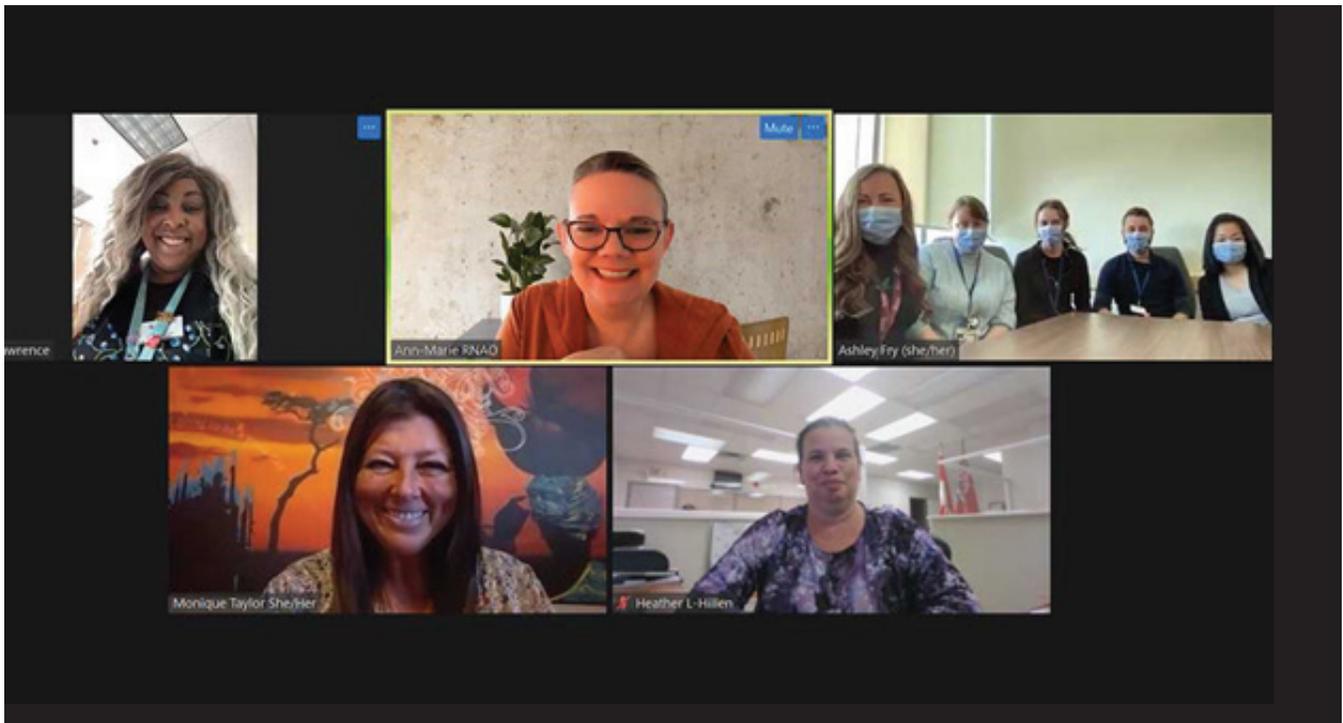
Interim Liberal leader John Fraser hears from RNAO members during Queen's Park Day. Pictured left to right: Registered Nurse First Assistant Interest Group chair Genevieve Lussier, president of the Ontario PeriAnesthesia Nurses Association Tanya Lachapelle, Fraser, Ottawa Chapter policy and political action executive network officer Isabelle Yeadon and RN student Shelby Guillas.



Green Party leader Mike Schreiner speaks to RNAO members at the association's Queen's Park Day.



Liberal MPP for Don Valley East Adil Shamji (bottom) speaks with RNAO member Jennifer Bordin (top left) and RNAO health policy coordinator Ann-Marie Morris at one of the association's Queen's Park on the Road visits.



RNAO members Donna Lawrence (top left), Ashley Fry with McMaster nursing students (top right), Heather Hillen (bottom right) and RNAO health policy coordinator Ann-Marie Morris participate in a Queen's Park on the Road visit with NDP MPP for Hamilton Mountain Monique Taylor (bottom left).



RNAO member Yoyo Chen (left) met with PC MPP for Markham-Unionville Billy Pang at one of the association's Queen's Park on the Road events.



RNAO members met with MPP Patrice Barnes (third from right) as part of Take Your MPP To Work. Also pictured (from left to right) are RNAO past-president Dr. Angela Cooper Brathwaite, RNAO member Sintaria Simamora, Durham chapter policy and political action executive network officer Beatriz Jackson, interest group board representative Lhamo Dolkar, and Region 8 representative Kathleen Pikaart.



Liberal MPP Ted Hsu (second from left) and Kingston mayor Bryan Paterson (right) visited Providence Transitional Care Centre as part of Take Your MPP To Work. Also pictured is Providence Care Transitional Care Centre program manager Marie-Jo Cleghorn (left).



NDP MPPs France Gélinas and Chris Glover (pictured third and fourth from left) visited Parkdale Queen West CHC in Toronto as part of Take Your MPP To Work. Also pictured are (from left to right) Simon Donato-Woodger, Region 6 representative, Elizabeth Merlos, manager, harm reduction, SCS and client services; and RNAO President Dr. Claudette Holloway.

LTC standards and regulations

RNAO is committed to promoting change in long-term care (LTC) at the national and provincial levels. We have continued to push for necessary improvements to this sector, to ensure safe, dignified, and high-quality care for all residents. RNAO remains steadfast in our advocacy for an appropriate staffing and skill mix of RNs, RPNs, NPs and personal support workers in all LTC homes. This year, RNAO welcomed the news of long awaited Canadian national long-term care standards. However, we continue to advocate that these standards be more robust. In their current form, they lack meaningful enforcement measures and ultimately fall short of addressing concerns related to staffing and skill mix levels in LTC homes.

Recent proposed regulatory changes under Ontario's Fixing Long-Term Care Act, which would allow personal support workers to administer medications to LTC residents, fail to address concerns about resident safety, staffing, and skill mix in Ontario LTC homes. In March 2023, RNAO provided a [written submission to the LTC ministry](#) sharing concerns and offering solutions. RNAO will continue to speak about the need for the federal and provincial governments to take more meaningful action to promote improved safety, care and quality of life for our LTC residents.

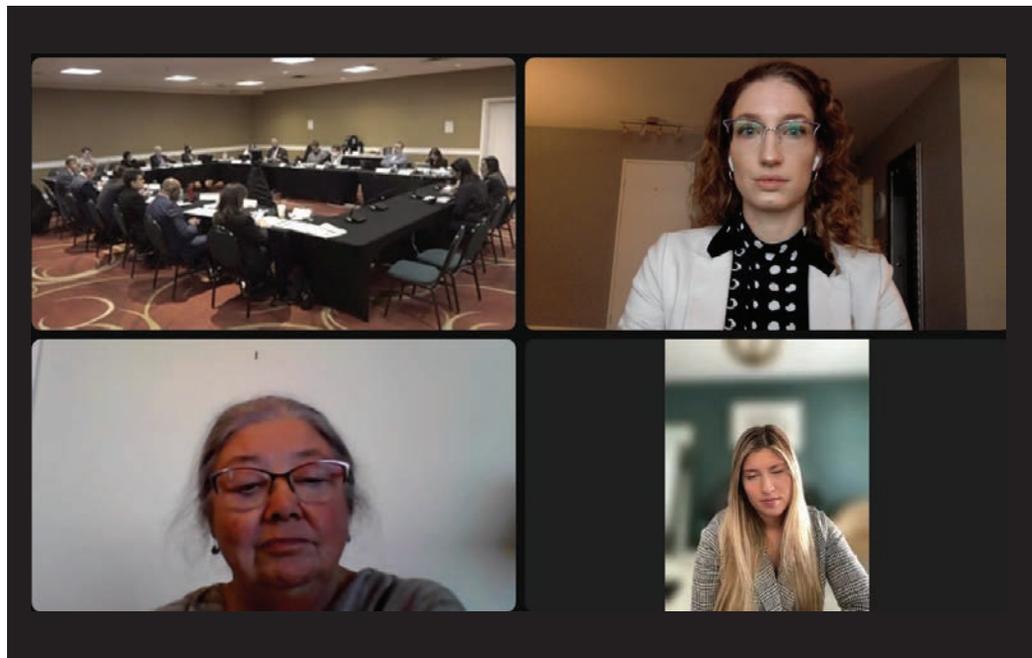
2023 provincial budget community consultation

RNAO's history of weighing in on how the government allocates taxpayers' money on health and other spending priorities took centre stage at a pre-budget consultation in Toronto on Jan. 26, when RNAO President Dr. Claudette Holloway brought nurses' concerns directly to Ontario's parliamentary assistant to the minister of finance Rick Byers. Holloway stressed the need for the government to address the nursing crisis with a budget provision that remedies the RN understaffing crisis, and provides fair compensation and reasonable workloads for nurses to provide safe and quality care to Ontarians.



RNAO President Dr. Claudette Holloway (left pictured with MPP Rick Byers, parliamentary assistant to the Minister of Finance) attended a community consultation about the Ontario budget on Jan. 26.

RNAO members' voices were also heard in Ottawa, as Region 10's president Laura Crich, board representative Ellen Shipman and executive member Grace Kennedy presented at a pre-budget consultation organized by the Standing Committee on Finance and Economic Affairs. They outlined the various ways that Ontario's budget can help to retain and recruit nurses, including increased compensation and nursing seats. After sharing nurses' concerns and proposed solutions, Crich told the committee, "I hope our government makes the right decision."



Members of RNAO's Region 10, including Laura Crich, president (top right), Grace Kennedy, finance officer (bottom right) and Ellen Shipman, past-president and board representative (bottom left), attended an Ontario budget consultation. They highlighted the need for the government to retain and recruit nurses as well as to fund nurse practitioner-led clinics to ensure access to primary care for all Ontarians.

Uninsured persons – OHIP cancellation March 2023

RNAO joined forces with dozens of groups urging the government to reverse a cruel cut to health-care services for those already struggling. On March 31, the Ford government abruptly ended a program established at the beginning of the pandemic to give uninsured people access to medically necessary primary care and hospital care. Under the program, migrants, students, people who experience homelessness and others could access care without an OHIP card.

RNAO president Dr. Claudette Holloway spoke at a March 30 rally at Queen's Park to protest the move. "This is not the action one expects from their government. Nurses are committed to providing care for all, not just those who hold an OHIP card," adding the decision will lead to complications for people with chronic conditions, cancer and those in need of pre- or post-natal care who may delay or avoid care if forced to pay for health-care services.

RNAO President Dr. Claudette Holloway speaks at the #HealthCare4All rally outside of Queen's Park on March 30, 2023.



Bill 23 and Ontario Climate Emergency Campaign

Nurses know the environment is a key determinant of health. We have a long history of speaking out and working with environmental groups to raise our collective voice on issues affecting our planet.

This includes the government's controversial plan to carve up huge tracks of Ontario's Greenbelt for highway and housing development through Bill 23 and related amendments. These protected lands are essential for drinking water, fish habitats, birds and animals, including species at risk. Development of these lands will not only harm the natural environment, but also exacerbate urban sprawl and increase pollution. Equally frustrating is the fact that a large amount of land has already been zoned for housing outside the Greenbelt, enough to meet the province's growing housing needs. During the past year, RNAO wrote letters to the premier and minister of environment demanding that the government withdraw Bill 23. It's not too late to help us effect change. [Sign our Action Alert](#) and help save the Greenbelt.

We are often sought out by partners eager to get our endorsement on key issues. One example during the past year: RNAO was one of 250 non-partisan organizations that demonstrated unity in action when it signed onto the Ontario Climate Emergency Campaign ahead of municipal elections in the fall of 2022.

The campaign's focus was on encouraging voters to cast ballots for pro-environmental candidates. Municipalities influence 50 per cent of all greenhouse gas emissions in Canada, which underlines why action on the local front is so important.

RNAO President Dr. Claudette Holloway was among the speakers at a media conference for the campaign's launch, pointing out that local representatives make decisions on land use that determine the fate of green spaces, agriculture, food security, housing and transportation. Their decisions in these areas all have an impact on climate.

The campaign identified pro-environmental candidates who endorsed a municipal climate action plan, which sets global emissions targets with the aim of getting municipalities off fossil fuels, while promoting public awareness of environmental issues.

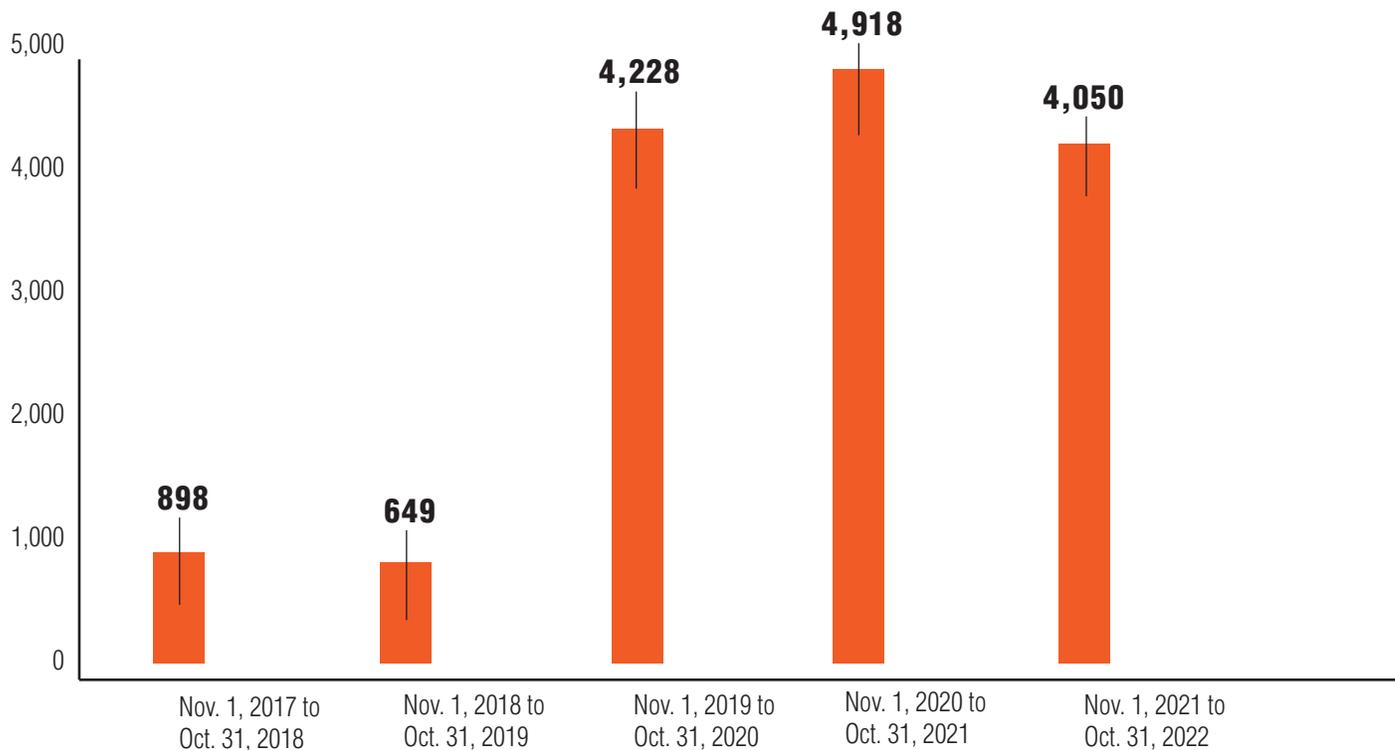


Media

RNAO's reputation as a trusted source for nursing and health comment remains solid. We raised critical issues through our media releases and outreach, generating 4,050 stories in which RNAO's executive, board of directors, assembly and general members were mentioned.

Regardless of the medium – print, television, radio, podcast or online – if a news item was relevant to nurses and our priority areas, RNAO's collective voice and strong advocacy was present.

A five year history of RNAO media activity



'Crisis in nursing is real:' Nurses call for Ontario to strengthen the profession



Nurses call for Ont. to strengthen the profession

Nurses rallied in downtown Toronto today calling on the province to strengthen the profession.

Ontario nurses to take concerns to queen's park

The protest is set to begin outside the Sheraton Centre at noon, where mediation talks are taking place.

RNAO releases nursing recommendations

The Registered Nurses' Association will meet with MPPs at the legislature to discuss their top priorities when it comes to health care.

1 2

Retaining nurses in Ontario is key to a healthy population

LETTERS TO THE EDITOR **OPINION**

There is a solution to the nursing crisis in Ontario

Health care not in 'crisis,' minister says. Nurses disagree

Nurses stormed Queen's Park Thursday, with a protest outside and a lobby day inside the provincial parliament



The Registered Nurses Association Have A Specific Request

▶ Play Segment 9:32

◀ Share Segment

Nurses have been on the frontlines of the pandemic for two years, with many and burnt out and overwhelmed. Now, the Registered Nurses Association has a specific request: to try to curb this problem as our country's population ages. President Claudette Holloway joins Guest Host Allison Devereaux to discuss.

Ontario's registered nurses want the right to prescribe drugs

Nurses were told 10 years ago that they would be granted the privilege to write prescriptions but it has not yet happened

Team of Peterborough nurse practitioners proposes new public clinics

They aim to open the first one in the spring.

'We're here now, we're ready': Lack of provincial support disappoints nurses advocating for clinic in Orillia

Janet Greaves and Cathy Suppa disappointed in provincial delays, saying 'primary care is the foundation to a healthy community'



Mona Attar | MENTAL HEALTH NURSE

GLOBAL NEWS AT 5:30 TORONTO

Breaking down barriers on the frontlines of health care in Ontario



Court rules Ontario law limiting wage hikes for public sector workers is unconstitutional
CBC Rundown - Ontario's Bill 124 Overturned

FOR-PROFIT CARE: TAKING CARE OF INVESTORS, NOT ONTARIANS, SAYS RNAO



THE SHIFT WITH PATTY HANDYSIDES
Tuesday, January 17th 2023 - 3:00 pm

London, St. Thomas care homes among 15 implementing best practice guidelines

'Very proud': Renfrew Victoria Hospital awarded two-year BPSO designation

RVH was first accepted into the BPSO program in 2015

RNAO SAYS BUDGET RECOVERY PLAN LEAVES THE HEALTH OF ONTARIANS AND NURSING BEHIND

Toronto & GTA Durham hopes to end stigma around opioid disorders

Antonella Artuso
Published Sep 21, 2022 · 1 minute read
5 Comments



Oxycodone is the generic name for a range of opioid pain killing tablets. Prescription bottle for Oxycodone tablets and pills on glass table with reflections. PHOTO BY ISTOCK /GETTY IMAGES

The Durham Region Health Department has launched a public education campaign to lessen the stigma for individuals struggling with an opioid use disorder.

Opioid crisis kills nearly 10 Ontarians a day: Nursing Association urges PCs to change course and support overdose prevention sites

Ontario Climate Emergency campaign launched

RNAO's social media activity reflects the association's visibility and impact. Twitter, Instagram, Facebook and LinkedIn help us engage with nurses, politicians, reporters, BPSOs and the general public and serve to inform, influence and inspire a sense of community among RNAO members.

RNAO's Twitter followers number more than 26,400. Activity on Facebook, Instagram and LinkedIn also experienced double digit growth over the past year.

We initiated discussions and sparked action on important issues affecting nursing and health, including mobilizing people to fight Bill 60, the government's for-profit legislation, and Bill 124, legislation that capped salary increases at one per cent, the nursing crisis, expediting applications of internationally educated nurses and protecting Ontario's Greenbelt. RNAO also uses social media to amplify other perspectives on issues by sharing media stories featuring members, engaging with content posted by local and international BPSOs, retweeting posts from its chapters and interest groups, and more.

#RNs #NPs #NursingStudents

It's never too late to join us join.RNAO.ca

@DorisGrinspun @ClaudetteHollow @MorganHoffarth
@NursingStudentO

to be **informed**
to be **inspired**
to be **involved**
to be **guided**



#Bill124



#RepealBill124
#StandWithNurses

registerednurses Ontario's health-care workforce is at risk & needs YOUR help in demanding Premier @fordnationdougford #RepealBill124 #onpoli

Sign & share our #ActionAlert to show your support for the nursing profession & let your MPP know that they must #StandWithNurses: LINK IN BIO

#StandWithNurses #onpoli #advocacy #ontariohealth #healthcare #nurses #nurse #ontarianurses

View insights Boost post

778 likes AUGUST 3, 2022

Add a comment...

#NPLCs

RNAO @RNAO

FIVE REASONS WHY— #NPs can ensure Ontarians get access to the health care they deserve, RNAO @npig_rnao member & #NP @alannacoleman succinctly puts.

Premier @fordnation, invest in not-for-profit #NPLCs now & strengthen Ontario's health system. #onpoli

Alanna Coleman, DNP, MN, NP-PHC @alannacoleman · Feb 3

Nurse practitioners can:

- ✓ Complete an advanced assessment
- ✓ Diagnose/manage medical conditions
- ✓ Order/interpret diagnostic & laboratory tests
- ✓ Prescribe medications
- ✓ Refer to specialists

And more!
@npig_rnao
@DorisGrinspun
@ClaudetteHollow
@IBajnok

#RNPrescribing

RNAO @RNAO

This @TheTrilliumca story mentions how different Ontario gov'ts have been dragging their heels on #RNPrescribing for over a decade.

RNAO has been calling for RNs to be allowed to prescribe since 2012, writes @jessicatherine. #onpoli

Read the full story:



thetrillium.ca

Ontario to allow health-care staff to work 'outside of their regular re...
Critics of the government say they're concerned changes to health-care worker regulations will ultimately put patients at risk

#Bill60

Action Alert

STOP THE MOVE TO FOR-PROFIT HEALTH CARE, PREMIER!

Sign NOW

registerednurses #NEW: For-profit health care compromises quality, costs more, expands a two-tier system, erodes service in our public hospitals and worsens wait times. #onpoli

Join us! Call on the Premier @fordnationdougford to stop for-profit surgeries in Ontario: LINK IN BIO

#notforprofit #NoToPrivatization #StopForProfitHealth #ontariohealth #ontariohealthcare #onpoli #conpoli #nursing #ontarianurse

View insights Boost post

95 likes JANUARY 18

Add a comment...

#LTCstandards

 **RNAO**
@RNAO

National #LTCstandards fall short of addressing staffing issues — RNAO is also disappointed the federal gov't failed to make these standards mandatory, leaving in place patchwork approaches across and within provinces and territories.

Media release: [RNAO.ca/news/media-rel...](https://rnao.ca/news/media-rel...)



 **RNAO**
@RNAO

🎉 We're excited to start day 3 of #NursingWeek2023 with our #BPSO partners from around the world joining us.

We welcome all to the #BPSOmovement. 🌍👏🎉
See you in less than an hour.

Register now: [RNAO.ca/events/the-bps...](https://rnao.ca/events/the-bps...)



#BPSO

 **Humber Meadows LTC**
@HumberMeadows

A full & exciting day ahead at the @RNAO #RNAOBPSO launch. Amazing opening by @DorisGrinspun - and we are excited for greetings from @PaulCalandra next!



Time	Agenda Lead (Conference Room)
7:30 – 8:30	Registration, storyboard set-up (Ontario/Niagara Foyer) & breakfast
8:30 – 8:45	Land acknowledgement, introductions & welcome to the BPSO Janet Chee, Associate Director, LTC Best Practices Program, IABPG
8:45 – 9:25	Transforming nursing through knowledge Dr. Doris Grinspun, Chief Executive Officer, RNAO
9:25 – 9:45	BPSO deliverables: What they are, why they are important & how to implement them Janet Chee, Associate Director, LTC Best Practices Program, IABPG
9:45 – 10:00	Greetings from the Ministry of Long-Term Care The Honourable Paul Calandra, M.P.P., Minister of Long-Term Care
10:00 – 10:15	Break, networking & photos (Ontario/Niagara Foyer)
10:15 – 10:45	RNAO Clinical Pathways Rita Wilson, Senior Program Manager, eHealth, IABPG Centre, RNAO
10:45 – 12:15	BPSO profiles: Learning about your partners in the spotlight Moderators: Jennifer Behun, & Jane Mason, LTC Best Practice Co-ordinator
12:15 – 1:00	Lunch & networking (Ballroom A)
1:00 – 1:45	Demonstrating value & impact of BPG implementation (Ontario/Niagara Foyer) Moderator: Julia Mason, LTC Best Practice Co-ordinator, RNAO Panelists: 1. Aleksandra Grzeszczuk, Holland Christian Homes 2. Terri Benwell, Elgin County 3. Maria Cherbel, UniversalCare Canada Inc.
1:45 – 3:15	Learning from experienced BPSOs: Rapid knowledge exchange Moderator: Sue Sweeney, BPSO-LTC Program Manager, RNAO Panelists: 1. Champion: Engaging the Inter-professional Team Nithview Home Moderator: ... 2. Collaborative ...

 **Perley Health**
@PerleyHealth

What better time than #NursingWeek2023 to highlight some of our staff and the amazing work they're doing!

Meet Emily Osewe, RN, who is currently completing her Advanced Clinical Practice Fellowship through the @RNAO, focused on diversity and inclusion.

#BPSO #PerleyHealthBPSO



"The work I'm doing with BPSO makes staff feel comfortable, creates safe spaces, and facilitates conversations around diversity and inclusion"

My work with BPSO is important because it's about awareness and about helping people talk about issues that may be uncomfortable - which is a big part of learning, growth, and reflection. It's work that helps us be mindful, and it allows us to have (sometimes difficult) conversations that lead to cultural humility.

- Emily Osewe, RN, BPSO Champion



#Healthcare4All

 **RNAO**
@RNAO

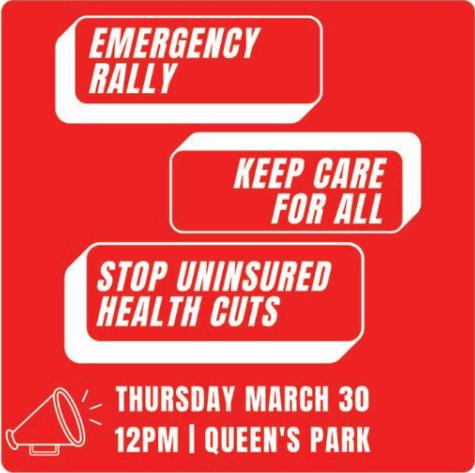
RNAO President @ClaudetteHollow will be speaking at the emergency rally today noon at Queen's Park.

EVERYONE:

- 1 Please sign our #ActionAlert: [RNAO.ca/policy/action-...](#)
- 2 Join the #Healthcare4all rally.

Learn more: tinyurl.com/keepcoverage

[@DorisGrinspun @HealthForAllNow](#)



EMERGENCY RALLY

KEEP CARE FOR ALL

STOP UNINSURED HEALTH CUTS

**THURSDAY MARCH 30
12PM | QUEEN'S PARK**

#OverdoseCrisis

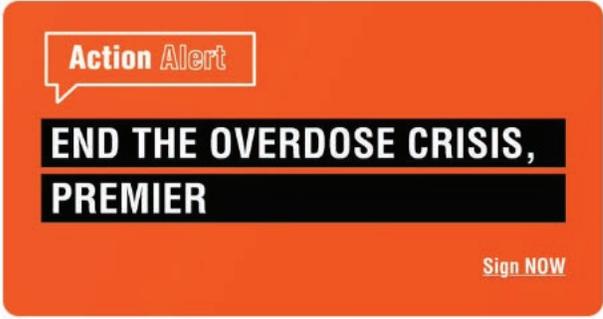
 **RNAO**
@RNAO

To help save lives, Ontario must:

- ➔ decriminalize simple drug possession
- ➔ increase access to supervised consumption & safer supply

Sign & share our #ActionAlert to call on Premier @fordnation to put an end to the #OverdoseCrisis: [RNAO.ca/policy/action-...](#)

[@DorisGrinspun](#)



Action Alert

**END THE OVERDOSE CRISIS,
PREMIER**

Sign NOW

#Bill23

 **RNAO**
@RNAO

*** ONTARIANS: #Bill23** will remove 7,400 acres of #Greenbelt land, even though 88,000 acres of land are available for housing construction in the #GTHA.

Sign & share our #ActionAlert to call on the Premier @fordnation to keep his #HandsOffTheGreenbelt: [RNAO.ca/policy/action-...](#)



Action Alert

**HANDS OFF THE GREENBELT,
PREMIER!**

Sign NOW

VIDEOS

In addition to our media and social activity, videos help extend RNAO's reach to RNs, NPs, nursing students, other health providers and the public. The videos, available on [our YouTube channel](#), chronicle our successes in policy, in evidence-based practice, and help grow our membership base.



Small Talk: Nurses meeting with Ontario's government



RNAO #SmallTalk: Internationally educated nurses with Karla Ducusin

Leadership and Management Program

This past year, RNAO developed a leadership and management program for nurses in response to the findings from our [Nursing Through Crisis report](#). The program, first announced during 2022's Nursing Week, is designed for new and emerging nurse leaders and managers to enhance knowledge and skills necessary for success in achieving goals. It supports leadership and managerial skill development to create and nurture healthy work environments and build effective teams.

Sixty-three nurses graduated from the fall 2022 inaugural program, targeted to the long-term care and hospital sectors. Several experienced nurse leaders including Nursing Leadership Network of Ontario (NLN.ON) interest group members contributed to developing and delivering the program. They found the experience of working with the next generation of nurse leaders meaningful and inspiring; all lauded the program as a resounding success. The program was offered again in spring 2023, with enrolment doubling to 125 participants from public health, primary care, the hospital, home and community care, and long-term care sectors.



New ACPF streams to align with RNAO



RNAO's [Advanced Clinical Practice Fellowship \(ACPF\) program](#) was also expanded in response to survey findings in the [Nursing Through Crisis report](#). It now includes four new streams: Leading Change in Evidence-Based Practice; Equity in Nursing and Health; Health and Wellbeing; and Long-Term Care (LTC). The new streams respond to health-system needs in Ontario and advance RNAO's strategic priorities.

The Leading Change in Evidence-Based Practice stream advances the uptake of RNAO's [Leading Change Toolkit](#). The Equity in Nursing and Health stream aligns with RNAO's In Focus topics to address anti-Black racism, advance Indigenous health, and promote 2SLGBTQI+ health equity. The Health and Wellbeing stream addresses nurse fatigue and burnout associated with the COVID-19 pandemic and the chronic shortages of nurses within the system. And, the LTC stream is focused on developing positive, engaging student clinical placements in LTC homes.

The ACPF program is a unique opportunity that includes funding, mentorship and dedicated time for RNs and NPs to develop their knowledge and expertise while advancing a project that will meet a need within their organization and improve outcomes. Through these new streams, the ACPF will enhance retention and open doors for nurses to lifelong learning and career advancement.

Mental health and substance use webinars

WEBINARS ON NURSES' HEALTH AND WELLBEING



RNAO's [Mental Health and Substance Use Program](#) hosts regular webinars addressing topics relevant to nurses and other health providers.

In response to feedback, the webinars this past year focused on workforce mental health. They highlighted the impact of poor work environments and explored a trauma-informed lens and strategies to support workforce mental health and well-being. Our latest one, held in partnership with RNAO's Nurse Practitioner Interest Group (NPIG), attracted more than 1,000 participants.

WEBINARS ON HARM REDUCTION

Taking action to support nurses at the forefront of the opioid crisis, RNAO's Mental Health and Substance Use Program brought together leading experts, including those with lived experience, to provide evidence-based best practices related to substance use. To date, three webinars have explored areas of individual, system and policy level practice changes needed to create a supportive environment for people who use substances.

These webinars, which reached 1,000 participants, have highlighted areas of particular interest to the association, including supporting supervised consumption sites, amending the Ontario Drug Formulary to expand the safer supply program, and supporting the decriminalization of simple possession of drugs. RNAO recently joined forces with the Harm Reduction Nurses' Association, Community Health Nurses' Initiatives Group, Mental Health Nurses Interest Group, and the National Safer Supply Community of Practice to conduct a needs assessment with providers working with people who use substances and will be providing a webinar series on harm reduction.



INDIGENOUS HEALTH WEBINARS

Beyond the Indigenous-focused BPSO program, traditional Indigenous teachings continue to be shared with care providers across Ontario and nationally through a webinar series. The series is driven by an Indigenous-led planning committee who are key to identifying the topics and speakers for each virtual offering.



People from several Indigenous-serving agencies across Ontario join RNAO in planning training on Traditional Knowledge for care providers. Committee members pictured are: top row, left to right: Victoria Guido, RNAO Indigenous Nurses and Allies Interest Group, NP Mae Katt, Temagami First Nation, Kahontakwas Diane Longboat, Elder, Shkaabe Makwa, Centre for Addiction and Mental Health; second row, left to right: Kim Hillman, Nishnawbe Aski Nation, Tanya Costa, RNAO, Marilee Nowgesic, Canadian Indigenous Nurses Association; third row, left to right: Bernadette deGonzague, Chiefs of Ontario, and Grace Suva, RNAO. Other committee members are: Janine Frogg, Ontario First Nation Young Peoples Council, Lance Copecog, Chiefs of Ontario, and Darryl Souliere-Lamb, Indigenous Primary Health Care Council.

REPORT ON RESOLUTIONS FROM 2022 AGM

RESOLUTION

RECOGNIZING THAT RACISM IS A SOCIAL DETERMINANT OF HEALTH AND SHOULD BE INCLUDED IN UNDERGRADUATE NURSING CURRICULA IN ONTARIO

Author: *Dr. Angela Cooper Brathwaite and Dania Versailles on behalf of the Black Nurses Leading Change interest group*

Conflict of interest: *None known*

BE IT RESOLVED that the Registered Nurses' Association of Ontario (RNAO) in partnership with others, advocate for racism to be included in undergraduate and graduate curricula in Colleges and Universities in Ontario;

BE IT FURTHER RESOLVED that RNAO continue to collaborate with nursing associations such as Ontario Public Health Association (OPHA), Canadian Association of Schools of Nursing (CASN), Canadian Nurses Association (CNA) and the regulatory body, the College of Nurses of Ontario (CNO), and Deans of Nursing or Health Sciences to implement racism as a course in the undergraduate curricula to educate current and future nurses about the profound harms racism produces on its victims.

RESOLUTION

ADDRESSING CONCERNS OF RACISM WITHIN NURSING EDUCATION AND PROFESSIONAL PRACTICE SETTINGS

Author: *Erika Juhasz on behalf of the Nursing Students of Ontario*

Conflict of interest: *None known*

BE IT RESOLVED that RNAO considers within its materials the inclusion of resources to prevent and resolve racist bullying between colleagues and between staff and clients.

RNAO and our members remain committed to tackling the systemic racism embedded in the nursing profession and the health system. RNAO struck a task force to examine the issue in July 2021. The task force carried out a survey and released 19 recommendations in a groundbreaking report titled [*Acknowledging, Addressing and Tackling Anti-Black Racism and Discrimination with the Nursing Profession*](#) in February 2022. The recommendations cover areas such as education and awareness building, research, advocacy and partnership with allies and stakeholders, and are aimed at nursing educators, health-care and academic organizations, and policy-makers. Importantly, a section of RNAO's 2023 [*Nursing Career Pathways report*](#) focuses on the need to confront racism and discrimination in the profession and health system in general. RNAO is working closely with the Black Nurses Leading Change interest group to advance the task force's work. This includes the development of a best practice guideline to combat racism and discrimination in the profession and health system. RNAO's work on this file is informed by numerous webinars it has held over the past few years. Further, health equity will be the focus of the keynote presentation at our 2023 annual general meeting. In addition, RNAO launched an In Focus theme web page in February 2022 to share its work on addressing nursing equity within the profession. It asserts nursing educators must start raising awareness of historical injustices within nursing school curricula to mobilize change within current and new generations of nurses.

continued on p.54

To address these resolutions – and others from the 2021 AGM calling for the curricula content needed to uphold the Truth and Reconciliation Commission’s calls to action and reflect the health needs of sexual and gender minorities – RNAO has sought to partner with the Council of Ontario University Programs in Nursing (COUPN) and CNO-approved colleges of applied arts and technology (CAAT). Partnerships to address these needs are under consideration by COUPN and CAAT.

RESOLUTION

ADDRESSING CONCERNS OF RACISM WITHIN NURSING EDUCATION AND PROFESSIONAL PRACTICE SETTINGS

Author: *Erika Juhasz on behalf of the Nursing Students of Ontario*

Conflict of interest: *None known*

BE IT RESOLVED that Registered Nurses’ Association of Ontario (RNAO) calls for a province-wide inquiry to review the impacts of racism on under-studied groups such as nursing students and Internationally Educated Nurses (IEN).

RNAO has continually advocated on behalf of IENs. Our efforts have targeted the Ontario Human Rights Commission, the office of the Fairness Commissioner, the College of Nurses of Ontario, and government ministries and ministers.

Over the past year, this work has included an appeal in RNAO’s pre-budget submission for continued efforts to expedite applications, create more pathways to register IENs, and support funding for IENs residing in Ontario. The province has implemented programs and processes to address the backlog of IENs; these programs have significantly expedited the inclusion of IENs in Ontario’s nursing workforce.

RNAO is committed to work tirelessly to end racism in the nursing profession and the Ontario health-care system. The work of RNAO’s equity-focused interest groups continues – both independently and in collaboration in the form of the Health Equity Consortium, initiated and actively supported by CEO Dr. Doris Grinspun and staff across RNAO departments.

RESOLUTION

COMMITMENT TO THE DEVELOPMENT OF EDUCATIONAL RESOURCES FOR THOSE SEEKING TO ENTER THE FIELD OF INDEPENDENT PRACTICE NURSING

Author: *Piroska Bata, Olivia Brundia, Tracey Hotta and Natalie Sang, on behalf of the Independent Practice Nurses Interest Group (IPNIG)*

Conflict of interest: *None known*

BE IT RESOLVED that the Registered Nurses' Association of Ontario commit to developing a variety of evidence-informed educational resources for individuals seeking to enter the field of independent practice nursing for the first time.

BE IT FURTHER RESOLVED that the Registered Nurses' Association of Ontario works collaboratively with the Independent Practice Interest Group (IPNIG) and with other organizations such as the Canadian Nurses Association (CNA), Canadian Association of Self Employed Registered Nurses (CASE RNs), and Canadian Association of Schools of Nursing (CASN) to develop evidence-informed educational resources in accordance with College of Nurses of Ontario (CNO) practice guidelines.

RESOLUTION

EVOLUTION OF INDEPENDENT PRACTICE FOR SUPPORT IN POLICY AND REMUNERATION FROM MINISTRY OF HEALTH

Author: *Piroska Bara, Olivia Brundia, Tracey Hotta and Natalie Sang, on behalf of the Independent Practice Nurses Interest Group (IPNIG)*

Conflict of interest: *None known*

BE IT RESOLVED that RNAO creates a policy and increase provincial funding to recognize the contribution of Registered Nurses in Independent Practice, aligning strategic initiatives with College of Nurses, Canadian Nurses Association, WeRPN (Registered Practical Nurses' Association of Ontario), and Canadian Association of Self-Employed Registered Nurses (CASE RNs) thereby enhancing access for Ontarians through the Public system. In the current climate this will support Registered Nurses who provide services outside of mainstream health care settings, promotes optimal healthy practices and advances the role of nursing. It will allow patients to have control over their choices of health care practitioners who are qualified with a knowledge base, and practice standards as per RHPA.

RNAO has continued to advance the practice of nurse psychotherapy and the role of RN and NP psychotherapists as the leading edge of our advocacy for independent practice nursing. For example, in our 2023 provincial pre-budget submission, we advocated for amendments to the government's "Roadmap to Wellness" program to incorporate and fund RN psychotherapy.

RNAO – staff and members of the Mental Health Nurses Interest Group – also met with Ontario's associate minister of mental health and addictions to appeal for funding for RN psychotherapy services, and to again request government support for continuing efforts to get private benefit insurers to recognize RN and NP psychotherapy. Working closely with insurance brokerage HUB International, RNAO continues to appeal to private insurers for recognition and compensation of RN and NP psychotherapy.

RESOLUTION

INCREASED SUPPORT FOR TRANSITION TO PRACTICE FOR NEW NURSING GRADUATES

Author: *Dr. Kathryn Ewers and Dr. Veronika Williams on behalf of Nipissing Chapter*

Conflict of interest: *None known*

BE IT RESOLVED that the Registered Nurses' Association of Ontario (RNAO) advocate to the Ontario government for increased funding for universal nurse residency programs such as but not limited to the Nursing Graduate Guarantee (NGG) program, and the Canadian Association of Schools of Nursing (CASN) Nursing Residency Program for Registered Nurses, to support new nursing graduates' transition to practice in all practice areas and

BE IT FURTHER RESOLVED that RNAO work collaboratively with other nursing stakeholders to identify strategies for supporting new nurse transition to practice in response to disrupted learning opportunities exacerbated by the COVID 19 pandemic.

continued on p.57

RESOLUTION

STRATEGIES TO ENHANCE CLINICAL PRACTICE OF NURSING STUDENTS BY IMPROVING THE QUALITY OF NURSING PRECEPTORSHIP

Author: *Praveen Govindaraj on behalf of the Nursing Students of Ontario*

Conflict of interest: *None known*

BE IT RESOLVED that the Registered Nurses' Association of Ontario (RNAO) to advocate for increased funding and awareness of Preceptor Education Programs for nurses so that they can enhance the learning experience of nursing students.

RNAO has advocated extensively for the expansion of the Nursing Graduate Guarantee program through several 2023 reports and submissions. These include our [Nursing Career Pathways report](#), our [2023 provincial pre-budget submission](#), and our submissions on [Bill 60](#) and the [proposed regulations under the Fixing Long-Term Care Act, 2021](#).

The association also continues to advocate for:

- the expansion and funding of extern programs
- funding of innovative nursing education-practice partnerships across all health sectors to enable effective preceptor arrangements for nursing students at all levels of education
- implementation of evidence-based recommendations to retain and recruit nurses by providing fulltime employment, mentorship and professional development, occupational health and safety measures and enforcement, as well as safe workloads
- funding and resources for nurses to pursue continuing education, professional development and nursing specialty certifications and time off, flexible work scheduling and compensation when pursuing continuing education
- incorporating diversity, equity and inclusion principles in all health human resources policies to ensure fair and equitable access to educational opportunities, professional development and career advancement potential

We have approached COUPN and CAAT to partner with us on addressing the concerns raised by members through this resolution and other RNAO resolutions. Partnerships on these issues are under consideration by COUPN and CAAT.

In addition, RNAO offers mentorship opportunities to support RNAO members. These initiatives are consistent with the recognition in module 4 of RNAO's Leadership and Management Program of "the value of orientation programs and use of mentors to support effective onboarding and retention."

RESOLUTION

STRATEGIES TO SUPPORT LEARNING AND CHANGE WITHIN THE REGISTERED NURSES' ASSOCIATION OF ONTARIO

Author: *Chantal Byrnes Leadbeater on behalf of the Indigenous Nurses and Allies Interest Group*

Conflict of interest: *None known*

BE IT RESOLVED that the Registered Nurses' Association of Ontario (RNAO) consider changes to the bylaws in order to create one additional seat on the Board of Directors being an Elder/Knowledge Keeper of First Nations, Métis, or Inuit background. This seat would function to guide the board and strive towards reconciliation with the work that the RNAO is doing internally. In doing this they would assist the RNAO into being leaders of change against organizational and systemic racism.

The Executive Committee is in discussion with Board of Directors member Maxine Lesage, who is Indigenous and who is the Board liaison with the Indigenous Nurses and Allies Interest Group. The RNAO Executive will continue to meet with Ms. Lesage and together bring a fulsome report and recommendations to the November 2023 BOD meeting, for discussion and next steps.

RESOLUTION

IMPROVING ACCESSIBILITY TO CHILDHOOD VACCINE INFORMATION AND STANDARDIZING DEVELOPMENTALLY APPROPRIATE RESOURCES FOR CHILDREN, FAMILIES AND HEALTHCARE PROVIDERS

Author: *Hannah Gregor, Kierstin Kinlin and Chantal Singh on behalf of the Pediatric Nurses Interest Group (PedNIG)*

Conflict of interest: *None known*

BE IT RESOLVED that the Registered Nurses' Association of Ontario (RNAO) lobby the government(s) to design, produce, and distribute standardized developmentally and culturally appropriate multilingual vaccine resources for patients, caregivers, and healthcare workers, understood at a basic level of literacy which are accessible in a centralized manner online and in centers where children and families access health care.

RNAO home office staff and representatives of the PedNIG executive held a meeting June 8, 2023 with the Director of the Vaccine Policies and Programs Branch of the Ministry of Health, to discuss efforts by the ministry and Public Health Ontario to do post-pandemic vaccine catch-up and extend coverage of children's vaccines beyond pre-pandemic coverage norms. PedNIG to consider next steps of resolution implementation in the context of a decentralized system of vaccine administration.

RESOLUTION

EXPAND NP SCOPE OF PRACTICE TO INCLUDE AUTHORITY TO COMPLETE FORMS UNDER THE MENTAL HEALTH ACT

Author: *Alanna Coleman, Petrina Barbas, Tingna Xu, Sally Baerg, Larissa Gadsby and Dr. Eric Staples on behalf of the Nurse Practitioner Interest Group (NPIG)*

Conflict of interest: *None known*

BE IT RESOLVED that the RNAO in collaboration with NPIG continue to advocate for NP scope of practice expansion to include the ability to initiate and complete all forms under the Mental Health Act.

RNAO has advocated for expanded NP scope directly with Ontario's Minister of Health Sylvia Jones, Deputy Health Minister Dr. Catherine Zahn, and Assistant Deputy Minister and Chief of Nursing and Professional Practice Dr. Karima Velji. The health minister assured RNAO in writing in February 2023 that the ministry was committed to exploring scope of practice changes for NPs.

The Mental Health Nursing Interest Group and the Nurse Practitioner Interest Group have been integral partners in this ongoing advocacy. Expanding the scope of NP practice has also been a consistent theme at RNAO advocacy and education events and in various reports and submissions related to access to care. NP scope of practice was expanded as of July 1, 2022 to include performing point-of-care testing, and ordering magnetic resonance imaging (MRI) tests and computed tomography (CT) scans.

RESOLUTION

TIMELY ACCESS TO PERINATAL MENTAL HEALTH SERVICES

Author: *Christina Cantin*

Conflict of interest: *None known*

BE IT RESOLVED that the Registered Nurses' Association of Ontario (RNAO) advocate to municipal, provincial and federal governments for funding to increase timely access to perinatal mental health services.

BE IT FURTHER RESOLVED that the RNAO advocate for increased perinatal mental health education for students as well as health and social providers.

RNAO has met with the mover and a representative of the Daymark Foundation and has reviewed an environmental scan of developments on this issue by organizations across the country. Working with RNAO's Research Unit and guideline development staff, the association's policy staff have examined relevant indicators from the Nursing Quality Indicators for Reporting and Evaluation® (NQuIRE®) data system.

RNAO home office staff are organizing a focus group of health organizations that have implemented the [Assessments and Interventions for Perinatal Depression best practice guideline](#) to assist with diagnosis and recommendations related to timely access to services.

RESOLUTION

ACCESSIBILITY OF SHARPS BOXES IN PATIENTS' ROOM

Author: Cheryl Forchuk and Mathew McGuigan on behalf of Community Health Nurses' Initiative Group, Brant-Haldimand-Norfolk Chapter, and Mental Health Nurses Interest Group

Conflict of interest: None known

BE IT RESOLVED that RNAO promote education and information regarding appropriate organization policies and client centered assessment to ensure individuals who use substances have access to appropriate harm reduction tools including sharps boxes while in health care institutions and other health care settings.

RNAO policy staff is in discussion with two relevant organizations. One has not demonstrated interest in advancing the issue as a health and safety matter, while the dialogue with the other organization continues. RNAO is also engaging with the ministry of labour to pursue this matter. Movers of this resolution are fully engaged.

RESOLUTION

STRENGTHENING NURSING HUMAN RESOURCES IN HOME AND COMMUNITY

Author: Felicia Kontopidis on behalf of the Community Health Nurses' Initiatives Group (CHNIG)

Conflict of interest: None known

BE IT RESOLVED that the Registered Nurses' Association of Ontario (RNAO) advocate for fair and appropriate recognition and compensation for nurses working in the community, relative to other sectors; e.g., comparable compensation; acknowledgement of specialized knowledge and skills; a safe working environment including access to PPE; and vaccinations.

RNAO has advocated for wage parity for home and community settings in multiple policy reports and submissions. These include our [Nursing Career Pathways report](#), our 2023 [provincial](#) and [federal](#) pre-budget submission, and our submissions on [Bill 60](#) and on [proposed regulations under the Fixing Long-Term Care Act, 2021](#). Specifically:

- at the provincial level, RNAO sought increased home care funding by \$500 million per year over the next three years to support an expanded publicly-funded basket of home and community services, and promote adequate staffing, skill mix and compensation
- at the federal level, RNAO asked for a national home care program that enables people to receive in their homes a full basket of services that would be more efficiently and effectively delivered in home settings

The association will continue to advocate for increased funding and resources for the home care sector from provincial and federal governments. We also remain engaged in ongoing projects related to the expansion of home and community care services, including the improvement of health human resources in the home care sector.

ANNUAL ENVIRONMENTAL SUSTAINABILITY REPORTING

Advocating for environmental accountability and reporting starts at home. Recognizing this, at the 2022 AGM the membership carried this resolution put forward by the Ontario Nurses for the Environment Interest Group:

BE IT RESOLVED that the Registered Nurses' Association of Ontario (RNAO) commits to ongoing ecological footprint reporting that incorporates environmental sustainability metrics into its publicly available annual report, including an assessment of the organization's waste, carbon footprint, and any applicable social and environmental impacts of its operations and investments.

Below is this year's report, covering three reporting metrics developed by RNAO's chief financial officer: waste and trash, water consumption and energy performance.

RNAO ECOLOGICAL FOOTPRINT REPORT: 2022–2023 REPORTING YEAR

For years, RNAO has advocated for environmental accountability and reporting in its support of successful campaigns like the right to know about toxins in Toronto and Ontario.

During 2022 RNAO implemented a return-to-work model that addressed the needs of the association while mindful of the impact on the environment. RNAO is currently working with a hybrid work model of two days at the office and three days remote.

While the return to work at home office means employees are commuting, either by public transit, automobile, or some by bicycle, RNAO continues to search for ways in which we can reduce our environmental footprint. Within the office we have reduced the number of printers and file cabinets so that employees actively change their work routines to produce and store information in a digital format. Converting to a VOIP phone system has eliminated a physical phone on each person's desk.

Association members are also significantly contributing to reducing the environmental footprint. For 2021–2022, more than 50 per cent of members chose a fully digital welcome package, helping RNAO reduce the impact of print, postage and delivery. About 30 per cent of members chose the "receipt and pin only" package.

We have banned bottled water from all events at home office as well as RNAO events held at hotels or other external venues.

Maximum use of natural light from the north, south, east and west are standard at home office now, as are ensuring multiple receptacles for office waste, bike racks, as well as electric vehicle chargers.

RNAO policy continues to exclude investments in fossil fuels. Its policies follow the principles of responsible environmental, social and governance investing. The association's senior management group continues to monitor compliance with the policy by its investment advisors.

BOARD COMMITTEES 2022-2023

BYLAWS

Lhamo Dolkar, Board Representative and Chair
Morgan Hoffarth, Immediate Past-President
Rebecca Titus, Board Member, Student Representative
Sonia Chin, RNAO Member Representative
Marianne Cochrane, Parliamentarian, ex officio
Dr. Claudette Holloway, President, ex officio
Dr. Doris Grinspun, Chief Executive Officer, Resource Staff
Chevonne Cordle, Board Affairs Coordinator, Resource Staff

EDITORIAL ADVISORY

Julie Rubel, Board Representative and Chair
Lhamo Dolkar, Board Representative
Dr. So-Yan Seto, Board Representative
Chad Johnson, RNAO Member
Laryssa Vares, RNAO Member
Emily Camillo, Student Member
Joanne Laucius, Journalist
Jane Sims, Journalist
Dr. Claudette Holloway, President, ex officio
Dr. Doris Grinspun, Chief Executive Officer, ex officio
Marion Zych, Director of Communications, Resource Staff
Victoria Alarcon, Communications Officer/Writer, Resource Staff

EXECUTIVE COMMITTEE

Dr. Claudette Holloway, President and Chair
Morgan Hoffarth, Immediate Past-President
Dr. Doris Grinspun, Chief Executive Officer
Chevonne Cordle, Board Affairs Coordinator, Resource Staff

INTEREST GROUPS

Lhamo Dolkar, Board Representative and Co-chair
Julie Rubel, Board Representative and Co-chair
Chair of each provincial interest group, associated interest group and affiliated group (or the Chair's designate)
Dr. Claudette Holloway, President, ex officio
Dr. Doris Grinspun, Chief Executive Officer, ex officio
Daniel W. Lau, Director, Membership and Services, Resource Staff
Carrie Edwards, Senior Membership and Services Coordinator, Resource Staff

LEGAL ASSISTANCE PROGRAM (LAP)

Kathleen Pikaart, Board Representative and Chair (as of April 2023)
Anita Tsang-Sit, RNAO Member (committee Chair until April 2023)
Lhamo Dolkar, Board Representative
Maxine Lesage, Board Representative
George Fieber, RNAO Member
Catherine Olsiak, Nurse Lawyer, non-voting
Dr. Claudette Holloway, President, ex officio
Dr. Doris Grinspun, Chief Executive Officer, ex officio
Wang Ya, Director, Finance and Administration, Resource Staff
Mara Haase, LAP Administrator, Resource Staff

MEMBERSHIP RECOGNITION AWARDS

Rachel Elliott, Board Representative and Chair
Dr. So-Yan Seto, Board Representative
Lori Webel-Edgar, Board Representative
Louise Gilbert, RNAO Member
Kimberly Jones, RNAO Member
Maria Rugg, RNAO Member
Aya Tagami, RNAO Member
Arpita Roy, Student Member
Dr. Claudette Holloway, President, ex officio
Dr. Doris Grinspun, Chief Executive Officer, ex officio
Daniel W. Lau, Director, Membership and Services, Resource Staff
Leanne McCartney, Project Coordinator, Membership and Services, Resource Staff

PROVINCIAL NOMINATIONS

Morgan Hoffarth, Immediate Past-President and Chair
Kanika Kohli, Assembly Member
Sepelene Deonarine, RNAO Member
Dr. Claudette Holloway, President, ex officio
Dr. Doris Grinspun, Chief Executive Officer, Resource Staff
Chevonne Cordle, Board Affairs Coordinator, Resource Staff

PROVINCIAL RESOLUTIONS

Selasie Ametorwo, Assembly Member and Chair
Jennifer Ellis, RNAO Member
Marjan Kasirlou, RNAO Member
Marianne Cochrane, Parliamentarian, ex officio
Morgan Hoffarth, Immediate Past-President, ex officio
Dr. Doris Grinspun, Chief Executive Officer, Resource Staff
Chevonne Cordle, Board Affairs Coordinator, Resource Staff

EXTERNAL REPRESENTATION

RNAO is represented on 70 committees, boards and working groups, locally, provincially and nationally.

BOARD COMMITTEE REPORTS

BYLAWS

The bylaws committee is a standing committee of the board of directors, with responsibility to annually review the association's bylaws, consider recommendations for bylaw changes, and propose revisions to bylaws congruent with the mission, values and ENDS of RNAO. The committee met to review the bylaws. They concluded their review and did not propose any amendments.

I would like to thank the committee members for their participation in the business of the committee this year and home office staff for their support.

*Lhamo Dolkar, RN(EC), MN, CCN
Chair*

EDITORIAL ADVISORY

Comprised of RNAO board members, general nursing members, a nursing student and journalists, the Editorial Advisory Committee (EAC) works in collaboration with the communications team to review the association's online publication *RNJ*. Over the past year, the committee provided feedback on several issues of the journal. In our winter 2023 issue, key stories included how nurses are addressing the opioid overdose crisis, the launch of RNAO's Leadership and Management for Nurses program and a profile of a veteran Indigenous nurse.

In our summer/fall 2022 issue, RNAO focused on its partnership with the Canadian Medical Assistance Teams to deploy volunteer RNs and NPs to Poland and Ukraine to provide crucial health care to people displaced by Russia's invasion of Ukraine. Other stories included nurses who ran in the 2022 provincial election and the benefits of RNAO membership.

RNAO also released a special issue (spring 2022) that looked at the link between individual health and social/environmental factors. It included the perspective of an RN who attended the United Nations Climate Change Conference in Glasgow, Scotland, the experiences of two Black nursing students completing clinical placements and a look at nurses who work with vulnerable populations.

Committee members provided insightful and important feedback that can be applied to future *RNJ* issues. They ensured the priorities and initiatives of the association were reflected in each issue. They also offered ideas for future issues. As chair of the committee, I would like to thank all committee members and the editorial team for their dedication and helpful perspectives.

*Julie Rubel, RN, MScN, GNC(c)
Chair*

EXECUTIVE

The executive committee is made up of the president, immediate past-president and chief executive officer, with the RNAO board affairs coordinator as a staff resource. The purpose of the committee is to ensure governance best practices for the association and committees of the board of directors.

The committee met eight times during the past year. Key issues the committee dealt with included leadership succession planning, RNAO's financial investments, and advocacy and outreach efforts related to the overdose crisis, internationally educated nurses, and nurse work and wellbeing.

The committee is pleased to report on another year of robust and sustainable financial results for the year ending Oct. 31, 2022. At year end, KPMG, the association's external auditor, presented their unqualified opinion to the board of directors. The board and the executive committee are satisfied that the financial statements adequately disclose the scope of our activities during the reporting period.

I would like to thank the committee members, board of directors, and staff for their thoughtful contributions and support in the business of the committee this year.

*Dr. Claudette Holloway, RN, BScN,
MSN, DHA, CHE
President and chair*

INTEREST GROUPS

The committee met twice this past year, in November 2022 and March 2023. The November meeting, conducted virtually, featured a presentation on social media tips and tricks by Anukul Thakur, the association's web and social media editor and a discussion about social media and RNAO branding. The meeting concluded with two announcements: a call to action to use the hashtag #TagAnIG to raise awareness of the range of interest groups and encourage collaboration between them; and the creation of new "IG Open Mic" events to collect and share successes and challenges with the RNAO board of directors and others.

The first IG Open Mic event took place on Feb. 1, 2023 and was attended by eight interest groups. Participants shared successes including new connections to students and communications work, as well as challenges in succession planning. One important recommendation: create an orientation process to bolster the existing Interest Group Toolkit. The second Open Mic event took place on May 18, 2023 and was attended by five interest groups. Participants shared successes and challenges, and discussed their preparations for the 2023 RNAO in-person AGM.

We returned to an in-person format for the March 2023 meeting, starting the meeting with a musical ice breaker to acquaint group chairs and

facilitate new connections. This meeting also saw the return of Nursing Students Ontario sharing their successful initiatives from the past year, including expert use of social media. The meeting closed with a discussion of Members' Voices reporting. We also reviewed the RNAO ENDS and discussed group activities to be reported. The interest group chairs in attendance provided helpful feedback to support future Members' Voices reporting and ultimately, target an increase in reporting rates among interest groups.

Finally, we sent a seasonal greeting email to all interest group chairs in December 2022.

We would like to thank the committee members and staff for their involvement and collaboration in committee business this year.

*Lhamo Dolkar, RN(EC), MN, CCN
Julie Rubel, RN, MScN, GNC(c)
Co-chairs*

LEGAL ASSISTANCE PROGRAM (LAP)

The committee meets on an as-needed basis to consider and approve non-routine requests for assistance under the program (all files are presented anonymously), to monitor trends and make recommendations to the board of directors. Committee representatives are always pleased to speak on matters of interest to chapters, regions without a chapter, or interest groups and

welcome feedback about trends observed in the profession.

Since its inception, the Legal Assistance Program (LAP) has supported over 5,200 registered nurses and nurse practitioners in a variety of professional and employment matters. Complaints and reports to the College of Nurses of Ontario, termination from employment, including wrongful and constructive dismissal, employment contract review, and related employment advice, make up the majority of legal cases supported by LAP. The program also provides access to employment relations counselling, as well as educational presentations, local and regional events, webinars, and articles in RNJ on legal issues relevant to nursing practice, such as documentation, privacy and confidentiality, independent practice and working with unregulated care providers. Once again, this year, LAP sponsored a number of legal education webinars on various topics, which attracted thousands of registrants.

I would like to thank committee members and home office staff for their work and support over the past year.

*Anita Tsang-Sit, RN, BA, MPH, CRM (C)
Chair*

MEMBER RECOGNITION AWARDS

Each year, RNAO recognizes individuals and groups that make significant contributions to the association's mandate of speaking out for nursing and speaking out for health. This committee provides oversight and support for the RNAO Recognition Award selection process in collaboration with home office.

The committee received 50 nominations for consideration. Using a blind nomination method, the committee selected outstanding individuals who highlighted excellence in the profession in several areas, including clinical practice, policy, education, research and administration. These prestigious awards will be presented during RNAO's Annual General Meeting in June 2023.

During the 2022 – 2023 reporting period, the committee also worked on recommendations for a recognition award in the health equity area. RNAO's Health Equity In Focus Consortium formed a committee and provided recommendations on the description and criteria for the award for approval by the board of directors. The committee also offered one-on-one assistance for those who had nomination inquiries.

I would like to thank committee members for their contributions and time judging the submissions. Thanks to home office staff for their support.

Rachel Elliott, RN, MScN, PhD student

PROVINCIAL RESOLUTIONS

The resolutions committee is made up of general members of the association, the president, CEO, and parliamentarian. The committee reviewed 13 member resolutions received by the Jan. 31, 2023 deadline. The committee met on three occasions to discuss the resolutions. Based on the criteria for assessing and strengthening resolutions, it decided that 12 should be brought forward for discussion and decision at the AGM. One resolution was not carried.

We remind all members that they can submit resolutions at any point during a given year, up to the deadline. If resolutions are submitted ahead of the deadline, the committee will review them by email and provide feedback to the submitters. This gives submitters more time to have their resolution well-prepared before the submission deadline.

Resolutions brought forward by an association member as an additional new business item before the AGM's start of business will not be accepted, per RNAO Policy 6.07(5). As such, we encourage members to meet the deadline for submitting resolutions.

The board of directors has the right to submit a resolution at any time up to the date of the AGM.

On behalf of the committee, I would like to thank members of the association for their thorough and well-developed resolutions as well as the committee members

and home office staff for their hard work and dedication.

Selasia Ametorwo, RN, BScN, BSc Chair

LEADERSHIP SUCCESSION

This committee is comprised of the president, immediate past-president, immediate preceding past-president, one member of the provincial nominations committee, one member of the assembly and the chief executive officer. Its purpose is to facilitate the nomination process for the president-elect position. The committee met on one occasion during the past year. Committee members reviewed applications and interviewed candidates to verify that they met the criteria for the president-elect role. They also prepared and submitted the list of candidates to be added to the ticket of nominations. All candidates for whom nominations were submitted met the appropriate criteria. I would like to thank the committee members, board members and home office staff for their contributions to and support of the committee's business this year.

Morgan Hoffarth, RN, MScN Immediate Past-President and chair

RNAO BOARD OF DIRECTORS 2022-2023

Board Executive



Dr. Claudette Holloway
President



Morgan Hoffarth
Immediate Past-President



Dr. Doris Grinspun
Chief Executive Officer
(non-voting)

Regional Representatives



Rachel Elliott
Region 1 Representative



Joseph Lawson
Region 2 Representative



Loretta McCormick
Region 3 Representative



Michelle Heyer
Region 4 Representative



Lori Webel-Edgar
Region 5 Representative



Ike Ejisi
Region 6 Representative
(until January 2023)



Piroska Bata
Region 6 Representative
(as of June 2023)



Dr. So-Yan Seto
Region 7 Representative



Kathleen Pikaart
Region 8 Representative



Debra Lefebvre
Region 9 Representative



Ellen Shipman
Region 10 Representative



Maxine Lesage
Region 11 Representative



Sue LeBeau
Region 12 Representative

Interest Groups' Representatives



Lhamo Dolkar
Interest Groups'
Representative



Julie Rubel
Interest Groups'
Representative



Rebecca Titus
Student Representative

Student Representative

Public Representative

Vacant

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June 2023