



# RNAO

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

## SUDBURY & DISTRICT CHAPTER

If you have feedback on our newsletter, please forward it to Maria at [mcasas@rnao.ca](mailto:mcasas@rnao.ca).

### ENGAGING WITH NURSES & NURSING STUDENTS

On June 12 at the RNAO Annual General Meeting, the Sudbury & District Chapter was presented with the award for Chapter of the Year. This award is bestowed to the RNAO chapter or region without chapters (RWC) that best exemplifies a commitment to RNAO

through active promotion, participation and initiation of projects that promote healthy public policy and the role of the registered nurse (RN) or nurse practitioner (NP) in their region.

Our collaborative work with various schools of Nursing, policy advocacy initiatives such as Queen's Park on the Road, Take your MPP to Work, and engagement with members through various events were highlighted in the bid for this award.

See the full submission at the back of this document.

### SPEAKING OUT ON EMERGING ISSUES

On Tuesday May 26<sup>th</sup> Region 11 hosted the webinar ***Opioids: The Forgotten Crisis***. This webinar provided a forum for six outstanding speakers to discuss the Canadian Drugs and Substance Strategy, specifically including prevention, treatment, harm reduction, and enforcement around the opioid crisis.

This session was FREE for members and non-members and included speakers from the Canadian Centre on Substance Use and Addiction, Réseau Access Network, Sault Area Hospital RAAM Clinic, META: PHI, and the Sault Ste. Marie Police Services.

For those who were unable to attend, the recording is now available for FREE online at [https://www.youtube.com/watch?v=JzivF9PBKis&feature=emb\\_title](https://www.youtube.com/watch?v=JzivF9PBKis&feature=emb_title).

A survey following the event indicated that 85% of respondents found the webinar had increased their awareness of how RNAO has responded to the opioid crisis and has sparked action in healthcare and government to respond to the opioid crisis.

Our Chapter also spearheaded some work in relation to vulnerable adults.

At the 2020 AGM, our Chapter put forward a resolution calling for RNAO to advocate the provincial government

to institute legislative reform and infrastructure development to support professional intervention in cases of mistreatment of older adults with a neurocognitive disorder by an informal caregiver within the home. A researcher from Laurentian University School of Nursing, Jeannette identified the issue of older adult mistreatment and the lack of legislative support for professionals to intervene from research she conducted. The resolution passed.

In addition to this work, we will be meeting with France Gelinas, Nickel Belt MPP and NDP Health Critic, to discuss a private member's bill on this very issue. The idea was planted back in February when we met with France at Queen's Park Day in Toronto. She expressed great interest in looking at specific changes she could advocate for, in order to address current gaps in legislation.

To view the full resolution, including the background, as well as the other resolutions supported at the AGM please visit <https://myrnao.ca/2020-resolutions>.

In relation to COVID, a very prominent issue for everyone, RNAO is disseminating information on infection control practices and, in particular, the benefits of wearing a mask. This new campaign is called *Maskathon*. Read more about this at <https://rnao.ca/covid19/maskathon>.

Finally, we have continued to advocate for Long term Care and, specifically, the need for adequate funding and staffing to safely care for residents. In August, we will be participating in a town hall hosted by Jamie West, Sudbury MPP, to discuss needed changes. Representatives from government, Long Term Care, as well as resident and family groups will be represented.

## IN CASE YOU MISSED IT

Election results are in and below is the suite of RNAO Sudbury Executive members:

- President (ENO): David Groulx
- Financial officer (ENO): Paul-André Gauthier
- Policy and Political action (ENO): Maria Casas
- Social Media (ENO) / Secretary: Debra Anderson
- Membership (ENO): Lise Thomas
- Workplace Liaison (ENO): Kennedy Cresswell
- Student Liaison: Mariam Alaeddine
- Communications officer (ENO): vacant

The Executive would like to thank Sarah Slack who, over the past 2 years, worked diligently at liaising with students. She also developed a new annual student award. Sarah demonstrated excellent leadership and collaborative skills as she engaged with the President of RNAO and the Provincial Chief Nursing Officer. We wish you well, Sarah, and we look forward to seeing what is next as you enter your nursing career.

Congratulations, as well, to Maria Casas and Debra Anderson for their successful bids for the Policy and Political Action ENO and Social Media ENO positions respectively.

Welcome to Kennedy and Mariam, our newest members, of the Executive. We asked them to write a short bio to introduce themselves to you. Here they are:



*My name is Mariam Alaeddine, and I am entering my fourth of Nursing at Laurentian University. I am born and raised in Sudbury, Ontario and look forward to pursuing a career in Critical Cardiac Care in the North. I have been fortunate enough to be well involved in my school and my community. Currently, I am team member of the Healthy Families Division at Public Health Sudbury and District, as well as a Pharmacy Assistant at Drug Basics Pharmacy. I am also a part of the North Shore Search and Rescue Team here in Sudbury. Within Laurentian, I tutor students in various Nursing and Chemistry*

*Course and for the past 3 years I have been a part of our Nursing Games team. During my free time, I enjoy travelling with my friends and family, hiking and enjoying nature.*

*I am thankful to have been granted the position of Student Liaison with The RNAO Sudbury Chapter. I look forward to the next two years to come.*

*Hi, my name is Kennedy!*

*I am a fourth-year nursing student at Laurentian University. I am very excited to be a part of this year's RNAO Sudbury Chapter Team and I look forward to being the new Workplace Executive Network Officer. A little about me, I enjoy long runs, traveling, learning new things, and most of all, meeting new people, making new friends, and having meaningful connections. With that said, I aspire to accomplish great things within my position on the RNAO team and to support the nursing community here in Sudbury as much as I can.*



Follow us on Facebook at

[https://www.facebook.com/SudburyChapterRNAO/?epa=SEARCH\\_BOX](https://www.facebook.com/SudburyChapterRNAO/?epa=SEARCH_BOX)

or through RNAO at

<https://chapters-igs.rnao.ca/chapter/4/about>

July 2020

## CHAPTER OF THE YEAR NOMINATION

### **1. Engage with registered nurses, nurse practitioners and nursing students to stimulate membership and promote the value of belonging to RNAO. \***

RNAO-Sudbury-activities:

Our Chapter has the largest membership of all the chapters in our region. The chapter has been quite involved in hosting many activities to bring members - RNs and NPs, and B.Sc.N. students together. In 2019 we hosted 4 General Meetings for our members which have always included guest presentations to inform our membership of issues relevant to them or planned interactive sessions which engage membership in dialogue on membership perspectives of nursing issues or further recruitment to, and future directions of, the local chapter. In 2019 we hosted sessions related to mindfulness, Nursing leadership in Ontario, older adult mistreatment and Ontario policy reform. As part of our recruitment efforts we invite non-members (e.g. students and nursing professors) to join us at some local events so that they can experience and hear about the local nursing association's activities, as well as, understand the broader RNAO activities to promote nursing and the nursing profession and address issues relevant to profession and the clients we serve.

We have also actively engaged with representatives of our 2 local Schools of Nursing to support their past events (School of Nursing Anniversary-2018) and current events and efforts (Lung Association presentation, discussion of research findings) to build strong relationships in support of local recruitment efforts and our association's visibility with the future local nursing workforce.

On an annual basis we host a Nursing Week Event. This event is the largest event of the year for our chapter and is an opportunity to recognize a number of nurses for their contribution to the profession, the community, and their clients. In order to increase the profile of nursing in our community we have had the mayor make a proclamation for the nursing week celebrations. Additionally, our chapter has had 4 awards for nurses for a number of years including: The nursing practice award; The special contribution to our community as a nurse award; The special contribution the nursing profession award and The RN of the year for the Sudbury Chapter award. In 2019, in order to engage nursing students, we created and introduced 3 awards for B.Sc.N. students. These were introduced at the recent general meeting and were very well received. The Nursing Week event would not be as successful without our partnerships. We have had a partnership with a local nursing group and mining group for many years. This partnership has allowed us to provide dinner and Newsletter-July 2020- RNAO- Sudbury Chapter of the Year Award - for Ontario Page 2 awards at the event and support the promotion of our profession to those inside and outside of the health system.

Recently, to further engage our members, we have developed and distributed a newsletter highlighting the local work of the association, as well as, invited the members to engage with us. This, along with ongoing communication via email, our website and Facebook page, allows us to continuously interact with members, nurses and our community at large. In 2019 our executive included members who represented diverse ages, genders, races, geographic locations, sexual orientations and participated in various interest groups that reflect this diversity (GNAO, RNIG).

These strategies have supported our growth over time, and we are recognized by many nurses and nursing students in our region to be active in engaging them and to offer many opportunities for them to network with their colleagues. As a chapter, we exemplify what a chapter should do to recruit and retain members.

### **2. Advances the role and image of nurses as members of a vital, knowledge-driven, caring profession, and as significant contributors to health. \***

RNAO-Sudbury-activities:

In order to advocate on behalf of our nursing colleagues, we meet with members and seek to identify their concerns and how we can best represent them. Additionally, we

encourage our members to submit resolutions for the AGM to support them and their clients and actively include members who put their names forward as voting representatives in the review of RNAO resolutions. Furthermore, to actively advocate for nurses and contribute to the image of nursing in the public, we actively seek out regular meetings with our two local MPPs. This has allowed us to talk to them about issues that are important to nurses while building trust, and supporting them to see us as a credible source of information.

Members are involved on local committees and organizations to promote the role of registered nurses and ensure that we have a say in changes in health care. For example, two executive members sit on the regional clinical Ethics committee and assist in the discussions of the challenges that institutions are faced with, using ethics principles.

Locally we have had discussions about NCLEX and the concerns of B.Sc.N. students that are challenged and afraid of failing this exam. Support is provided by members and to schools of nursing in finding other options to help schools of nursing addressing the challenges that newly graduates face with the national exam. As previously mentioned, we offer presentations at a number of events. These presentations are often educational in nature. In 2019, we hosted a session for members to learn about local nursing perspectives and Newsletter-July 2020- RNAO- Sudbury Chapter of the Year Award - for Ontario Page 3 issues related to older adult mistreatment. We also hosted a session with Michelle Acorn, the Provincial Chief Nursing Officer of MOH & MLTC, to help nurses understand the nursing supports in place across the province, as well as, future changes in our profession and sector. Our chapter has over the years developed many activities to assist nurses in their work, amplify their voices and advocate for practices that are evidence informed. We are speaking out about nursing and health. Our support of improving health care services via various modes or interventions is greatly appreciated by the population and also by nurses themselves.

### **3. Speaks out on emerging issues that impact on nurses and the nursing profession, health and health services. \***

RNAO- Sudbury-activities:

This chapter is active in its engagement with the media to speak out on emerging issues. For example, interviews have been done with the radio, television and print media, as well as, social media. Local members are quite involved in speaking out against the cuts of services in health care and social programs. Members have expressed concerns regarding the lack of funding in hospitals and long-term care homes and the unprecedented impact on residents, patients and clients that this has for example, local lack of PSWs affecting the care of residents in LTC as well nursing staffing levels in these institutions.

We have in the recent past met with the CNE of our regional trauma centre to discuss issues the organization and nurses were experiencing and offered to support our fellow colleagues - RNs and NPs- where there are, while they are working at solving challenges and improving care despite the chronic lack of funds, and services adjustments.

We have engaged in discussing the potential amalgamation of five PFIUs in our greater region and loosing Public Health Services in a local level with our MPPs.

We have members regularly posting and monitoring our social media account. We regularly respond to postings of local papers on Facebook by providing further information about topics of concern or for situations that we not well understood by the public (e.g. privatization of health care). We also engage our members through this medium to contribute to the debates and consultation on a number of issues (MAID, Public Health restructuring) to lend their collective voices on issues that affect them locally.

In our region, Registered Nurses from our chapter are visible and present to speak out about nursing and speak out for health and we are definitely not shy about this! Some of our members have improved the visibility of our profession in a significant manner to the benefit of the patients and clients that we are serving untimely!

### **4. Influences healthy public policy to positively impact the determinants of health, supporting Medicare and strengthening a publicly funded, not-for profit health system. \***

RNAO-Sudbury-activities:

As discussed above, we are quite involved in keeping an eye, many eyes - we must say - on social determinants of health. Poverty remains a concern in our region and collaboration among many organizations is essential in moving forward. We have been attending the public meetings regarding the supervised injection services (SIS) locally. We are publicly supporting the Mayor, the police chief, the Public Health Unit (that is leading this partnership) and many other partners in developing such program. We have also written letters to assist in de-stigmatization of drug use to further support addressing substance use in our community. In 2019 we connected with our local MPPs to discuss the opioid crisis in our community and the various environmental and policy levers to address this including the creation of more SIS across our region and Ontario. Additionally, concerns have been discussed with MPP's about hallway medicine, the lack of funding, RN staffing in LTC and the utilization of nursing scope of practice to its fullest capacity to improve patient's outcomes.

Furthermore, in 2019 we have prepared a resolution for the RNAO AGM in partnership with GNAO to assist in the advocacy of policy levers to support nurses, and other regulated health professionals, in addressing older adult mistreatment by family caregivers in the private home setting. We have, in recent past, also put forward other motions in collaboration with other interest groups.

Recently a member of the executive attended a Ministry of Labour consultation meeting seeking input from stakeholders on revisions to their framework. The local chapter worked with home office to identify messages that would support nurses.

Lately, one member was involved in the discussion and making suggestions about MAID via the Canadian Nurses' Association consultation and we provided feedback on the federal government consultation.

In conclusion, our chapter epitomizes the role of a professional association considering that our members work full time, and that we are fully devoted to see improvement to health care services and social programs locally, but also in Ontario.