



**Rainbow Nursing Interest Group
Annual General Meeting
AGM – Executive’s Report**

Wednesday, September 2nd, 2020

Zoom AGM meeting

2019 – 2020 - Executive Members

President (ENO)	Paul-André Gauthier
ENO – Policy and political action	Christopher Draenos
ENO – Membership	Abigayle Bowell
ENO – Finances	Linda Holm
ENO – Communication and Secretary	Ruth Trinier
ENO – Workplace liaison	Keegan Epp (until Oct.2019)
B.Sc.N. Student Representatives	Erina Park & Alexander Vincent.

Web site --> <https://chapters-igs.rnao.ca/interestgroup/58/about>

<https://rnao.ca/connect/interest-groups/rnig>

RNIG - previous messages from us (emails): <https://chapters-igs.rnao.ca/interestgroup/58/email/903>

Facebook: <https://www.facebook.com/groups/RainbowNursing/>

Our Mission:


- ✓ To foster and advocate for nursing practice and environments that support people of all sexual orientations and gender identities and expressions.



Land Acknowledgement

We acknowledge that the work that we do is on aboriginal land which has been inhabited since time immemorial by Indigenous peoples. As settlers, we are grateful for the opportunity to use the land and we thank all the generations of people who have taken care of this land in the past, present and future. What is now commonly referred to as Ontario, covers 46 treaties and includes unceded land.

This year marks an important milestone for Indigenous health as it marks the 30th Anniversary of the adoption of the term Two-Spirit, replacing the more abhorrent non-Native term berdache. Western notions of the gender binary do not reflect the gender diversity of the numerous Indigenous Nations on Turtle Island (Canada), described with cultural terms, language and meanings from each Nation. RNIG recognizes that the term Two-Spirit is specific to the Indigenous peoples and we celebrate this milestone with all Two-Spirit peoples and hope it is seen as one step in reconciliation.



President's Report

I became provincial President in September 2019, undertaking representation of our executive and members of the RNIG association of Ontario. We have been also challenged during COVID. It has changed our professional way of providing nursing and also our personal world. We became more familiar with Zoom meetings or similar platforms in the last few months. Infection control in our practices have become paramount to ensure the safety of ourselves, our nursing colleagues, other health care professionals, and our clients. Nursing students were, in most schools of nursing, suspended from clinical practice. Things happened that we did not think could be possible or affect us so much.

Situations were brought to our attention, such as “Black Lives Matter”, and many other issues that require our attention. Discrimination remains a situation that I am always incensed at. It can take many forms. During my Master in Nursing in 1991, I did counseling with men and women affected by HIV and AIDS at the Hotel-Dieu de Montreal. I observed how stereotypes and prejudices can lead to discrimination of individuals affected by the disease. Individuals hid the way they got infected in order to protect themselves from comments and judgement. What about the ensuing years? Gays, lesbians, transgender persons – we are still subject to prejudice, stereotypes and discrimination. Not much has changed in my opinion. Way more action needs to take place.

Some days, discrimination is out in the open, other times it is so subtle that it is hard to distinguish. Lately, one colleague told me, “think about micro-aggression”; and she is RIGHT! Our gender identity, expression, or sexual orientation should not be a reason for discrimination of any

form; we should not be a target, there are no excuses for that type of behaviour. We are all entitled to respect!

As President for the past year, I chaired executive meetings; I represented our association at the Assembly meetings (September 2019 and February 2020) in Toronto and at the RNAO Annual General Meeting in June 2020 (zoom meeting). We prepared two newsletters to keep you informed of our activities and posted numerous messages on our Facebook page. You have received over a dozen emails from RNIG during this past year. I have been in discussion with the informatics department of RNAO home office in trying to develop our RNIG website. COVID has slowed us down. I have responded to correspondence; I have contributed to increase the visibility of our association by speaking up and speaking out for our LGBTQ+ community at meetings. I have provided reports of our activities to RNAO home office as required. For the June Toronto Pride, we prepared a short video “Happy Pride” from our executive members.

I would like to extend my gratitude to our Rainbow Executive members for their support and encouragement during this past year. Speaking out for our LGBTQ+ community is only possible if we are working together for the betterment of our society. A sincere thank you!

I want to acknowledge the land that I reside on, Sudbury, also known as N’Swakamok in Anishnabemowin, meaning “Where the three roads meet”. This land on which we learn, work and live is in the Robinson-Huron Treaty territory. Sudbury is located on the traditional lands of the Atikameksheng Anishnawbek and the Wahnapiatae First Nation. In our city we also like to recognize the presence and important contributions of Metis peoples in the community and on this land.

You can reach us... RNIG Executive- by writing an email to Rainbow-RNIG@hotmail.com

Respectfully submitted,

Paul-André Gauthier.

Provincial President - RNIG.

Rainbow Nursing Interest Group

Pronouns: He/Him



New President-Elect

Joining the RNIG Executive earlier this summer as the President-Elect, my role involves continuously learning about the executive and the needs of our RNIG community. In an effort to help with executive outreach, I have been working out establishing a new social media page in order to reach out to a diverse community of nurses and provide information about the work of the executive. As part of that, I have been reaching out to nurses in leadership roles in order to promote RNIG and describe our mission and vision.

In addition, I have been working closely with the current President to establish strong foundational knowledge regarding the role of the President and activities associated with this role. My goal as the President-Elect is to learn as much as I can about the people within the executive, the goal of the executive and current projects in order to maintain continuity between past, current and future executives. Part of my role is to assist with long term project planning, I have relied on the expertise of the President and other members in the executive and accepted feedback in order to build the leadership skills and knowledge necessary to be successful in this role.

Respectfully submitted,

Daniel Shvarts.

President-Elect

Rainbow Nursing Interest Group

Pronouns: He/Him



ENO Policy and Political Action

This past year RNIG provided a submission to the Federal House Standing Committee on Health for their report on "The Health of LGBTQIA2 Communities in Canada." Many of the recommendations by the RNIG were included in the report, such as inclusive sex education, training for healthcare providers, increasing funding for LGBTQIA2 health and national coverage for HIV prevention, treatment and gender affirming hormones.

The President and I attended Queen's Park Day and met with MPP Marit Stiles (NDP Education Critic) and France Gélinas (NDP Health Critic). These meetings were prior to COVID-19 being declared a global pandemic. We discussed issues such as the opioid overdose epidemic that is killing Ontarians at an alarming rate and investments desperately needed in Long-Term Care to allow seniors to live with dignity.

Lastly, this year many Pride Festivals were re-imagined into virtual gatherings. The importance of Pride Festival to LGBTQIA2 communities cannot be understated. Social connection is a foundation of wellness. We were proud to support the Virtual Toronto Pride Parade in lieu of our marching permit.

Respectfully submitted,

Christopher Draenos.

ENO Policy & Political Action.

Pronouns: He/Him

ENO Finance

We have submitted to RNAO home office an annual financial report in February 2020 as required. We began the **2018-2019** year with a balance of \$4,485.56 and completed it with a surplus of \$1,229. At the end of the fiscal year, we had a balance of \$5,714.56 in the bank (Nov. 30, 2019).

For **2019-2020**, we paid \$351.00 to participate in the Virtual Toronto Pride. More information will be provided in next year's report.

All bills have been paid and money received deposited and documentation verified by our internal auditor.

Respectfully submitted,

Linda Holm.

ENO Finance.

Pronouns: She/Her



ENO Communication / Secretary

As for most of you, this has been a challenging year both for RNIG and myself. Despite a number of challenges, there have also been a number of things to celebrate.

RNIG ended last year with RNAO's AGM on April 13th, 2019, where we presented, in cooperation with the Community Health Nurses Interest Group, the Pediatric Nurses Interest Group, the Maternal and Child Nursing Interest Group, and the Sudbury & District Chapter, a resolution asking for the re-implementation of the 2015 Sexual Education Curriculum in Ontario schools. The resolution was passed unanimously.

At that meeting, a committee was formed with the intent to submit a brief to the House of Commons Standing Committee on Health for their study on the health of LGBTQIA2 communities in Canada. The final report of the Standing Committee (available at: <https://www.ourcommons.ca/Content/Committee/421/HESA/Reports/RP10574595/hesarp28/hesarp28-e.pdf>) directly reflected many of the recommendations that RNIG had put forward.

In 2019, we were able to celebrate the Pride Parade by marching on June 23, whereas this year the celebrations took on a new look with a virtual parade that we also contributed to.

We have continued our relationship with Windermere United Church, a well-known, vocal advocate for Toronto's LGBTQ+ community, who voted unanimously to become an Affirming Ministry.

Social distancing hasn't stopped your executive from meeting and planning. Teleconferences were held: June 20, 2019; September 6, 2019; December 12, 2019; February 5, 2020; May 12, 2020; and June 16, 2020.

For me, time constraints mandated a need to step back from the Co-Chair role into this new role of Communications ENO since September 2019. It's a work in progress but I'm learning!

Respectfully submitted,

Ruth Trinier.

ENO Communication and Secretary.

Pronouns: They/Them



ENO Membership and Education

I joined the executive last September, despite the fact that I am new, I am still familiarizing myself with my position. My role encompasses various responsibilities, e.g. administration of bursaries and awards, contribution to the planning of RNIG conferences/workshops, monitoring and responding to calls from members and non-members regarding the role and activities of and benefits of membership in RNIG, recognition of the contributions of individual members, and looking at planning member events. Duties also include identification of the number of members, and looking at updating the RNIG membership brochure. I also attended the April 2019 RNAO AGM standing in for the president, emphasizing on RNIGs work and current goals; and represented RNIG as the membership ENO at the Assembly meeting in Toronto last September.

Here are the membership number. We are presenting you some data.

Respectfully submitted,

Abigayle Bowell.

ENO Membership and Education.

Pronouns: She/Her

RNIG	October 31, 2019	May 11, 2020
RNs	92	105
B.Sc.N. students	978	1,012 + 97 New Grads
Total:	1,070	1,214



Workplace Liaison

No report provided.

Keegan Epp.

Workplace Liaison (until October 31, 2019)



B.Sc.N. Student Representatives

Reflecting back, it has been an eventful year filled with successes and challenges as student representatives of RNIG.

Summary

- Encouraged local chapter representatives to hold webinars for students;
- Shared content for the virtual pride parade;
- Identified community and home health nursing student education issues to RNIG;
- Provided input on relevant issues from a student perspective;

Plans Moving Forward

- Build strong relationships with Ontario nursing school contacts;
- Regularly promote RNIG student opportunities on social media and in the newsletters (executive board, local chapters, student sponsorships);
- Promote RNIG and RNAO's perspectives, links, resources, and awards to peers in nursing programs;
- Network with other student nursing associations, especially the Ontario Regional Director of the Canadian Nursing Students' Association (CNSA) and the Provincial Nursing Students' Interest Group (Nursing Students of Ontario-NSO) on a regular basis.

At this time, we recognize that schools and faculties across the country are working hard amidst the COVID-19 pandemic to ensure that nursing students are accommodated, and that course content is delivered in an alternative format.

We'd also like to give a note of recognition and appreciation to all nurses who are working tirelessly to contribute to the overall goals of RNIG and RNAO where possible.

Respectfully submitted,

Erina Park.

B.Sc.N. Student Representative

Pronouns: She/Her

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No report provided.

*Alexander Vincent.* B.Sc.N. Student Representative.



# RNIG- Rainbow 2020 – 2021

## Executive Members

|                                          |             |                                    |
|------------------------------------------|-------------|------------------------------------|
| <b>President (ENO)</b>                   | (2019-2021) | Paul-André Gauthier                |
| <b>President-Elect (ENO)</b>             | (2020-2021) | Daniel Shvarts                     |
| <b>ENO – Policy and political action</b> | (2020-2022) | Christopher Draenos                |
| <b>ENO – Membership</b>                  | (2019-2021) | Abigayle Bowell                    |
| <b>ENO – Finances</b>                    | (2019-2021) | Linda Holm                         |
| <b>ENO – Communication / Secretary</b>   | (2019-2021) | Ruth Trinier                       |
| <b>ENO – Social Media</b>                | (2020-2022) | Dakota Carrie                      |
| <b>ENO – Workplace liaison</b>           | (2020-2022) | Zev Bernstein                      |
| <b>B.Sc.N. Student Representatives</b>   | (2020-2022) | Kashka Ironside &<br>Kieran Thiara |

## Rainbow Nursing Interest Group

- **New members** – from the summer election.

You may contact us through our **website**: <https://chapters-igs.rnao.ca/interestgroup/58/about>.

Follow us on **Facebook**: <https://www.facebook.com/groups/RainbowNursing/>

or contact the President directly: [Rainbow-RNIG@hotmail.com](mailto:Rainbow-RNIG@hotmail.com)

