



Rainbow Nursing Interest Group
ANNUAL GENERAL MEETING
AGM – Executive’s Report
Saturday, August 24th, 2024

2023 – 2024 / Executive Members

President (ENO) (2022-2024)	Shelley Evans
President-Elect (2023-2024)	Sarah Thornley
Past President (2022-2024)	Paul-André Gauthier
ENO – Policy and political action (2022-2024)	Roya Haghiri-Vijeh
ENO – Membership (2023-2025)	Sarah Thornley
ENO – Finances (2023-2025)	Linda Holm
Secretary (2023-2025)	John Edwards
ENO – Communication (2023-2025)	Elizabeth Straus
ENO – Social Media (2022-2024)	Paul-André Gauthier
ENO – Workplace liaison (2022-2024)	Kieran Thiara
B.Sc.N. Student Representatives (2022-2024)	Alex Jackowski

Our Mission:

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

Web site --> <https://chapters-igs.rnao.ca/node/2541>

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

RNIG - previous messages from us (emails) are available for members on our website.

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



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.

The term Two-Spirit is 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

It has been a privilege to serve as President/Chair on the RNIG Executive with a dedicated team for the past two years. As my term comes to a close, this group continues to work towards our mission to elevate the 2SLGBTQI+ community.

I have represented our interest group at the assembly meetings held in Toronto throughout the year. I was honoured to participate in a panel discussion at RNAO's Queen's Park event on the topic of discrimination and the intersecting experiences of people who are diverse in gender identity and sexual orientation in our healthcare system. These discussion before the assembly were

enlightening and empowering for me as I learned so much as I am sure all who were able to attend.

I am most proud of RNIG's Executive group as we were awarded the **Interest Group of the Year Award 2024** at the RNAO AGM on June 21st. This is in recognition of the amazing work being done by the members of the executive to speak out for human right and health inequities for 2SLGBTQI+ people.

Dissemination of my research continues with promoting improved patient outcomes for the transgender/ nonbinary population. I have spoken in numerous webinars and panel discussions within RNAO and other nursing organizations such as Sigma Theta Tau Chapter. Topics discussed included, safe spaces for 2SLGBTQI+ youth, the status of healthcare for the transgender/ nonbinary community and experiences of medical, social and legal transition for transpeople.

Within RNAO, I have continued to participate in the Health Consortium, a meeting of the members from Rainbow Nursing Interest Group, Black Nurses Interest Group, Black Nurses Task Force and Indigenous Nurses and Allies Interest Group. An article sharing our reflections is in review for potential publication with the goal of sharing with our members what we have learned from one another.

I am proud to say I have participated with RNIG in created awards to support nursing students in pursuit of advancing their careers through education. I am also supporting efforts in celebrating Pride in my own local area.

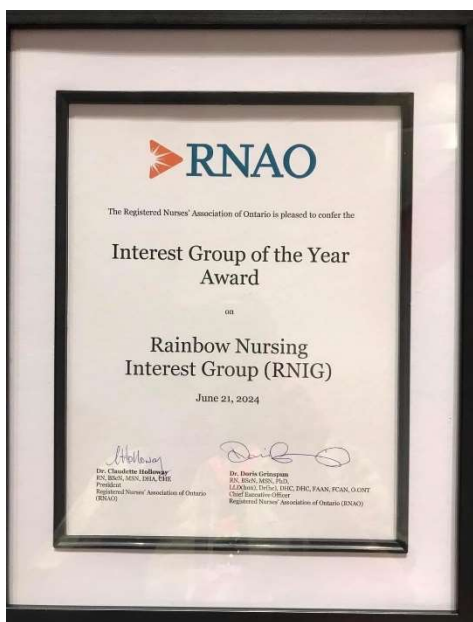
I most sincerely want to say thanks to the amazing RNIG members who have submitted stories for the 'Sharing of Stories' project that I with the executive group have promoted over the past year. These stories are insightful, thoughtful and highlight the strengths and positivity of the queer community. We are happy to report that stories will be shared through the RNAO/RNIG website soon!

Thank you all and Happy Pride wherever you are in Ontario !

Sincerely,

Shelley Evans, PhD, RN
Provincial President-Elect.
Rainbow Nursing Interest Group
Pronouns: She / Her





Past-President's Report & Social Media

As the Past President of RNIG, I had the privilege of playing an active role in our executive meetings, where I collaborated with our dedicated team to steer our association towards achieving its goals. I also had the honor of representing RNIG at provincial Assembly meetings with our President, ensuring our voice and concerns were heard at the highest levels. Our commitment to keeping our members well-informed was unwavering; we diligently prepared insightful articles for each newsletter and shared a wealth of information through numerous posts on our Facebook page and website. If you haven't had the chance to visit our website recently, I highly encourage you to explore resources and updates we've made available.

Throughout my tenure, I ensured that our members were consistently updated with the latest developments through regular emails from RNIG. During our Executive meetings, I provided comprehensive reports on our activities, highlighting our progress and achievements.

One of our proudest moments was submitting our candidacy for the prestigious RNAO Interest Group of the Year Award. Our hard work and dedication were recognized when we received this esteemed award on June 21st at the RNAO Annual General Meeting. You can relive this moment of triumph by viewing the picture on our Facebook page and website.

Since the fall of 2022, I have had the honor of working alongside our President, Shelley Evans, on the provincial RNAO committee known as the "Health/Nursing Equity Consortium." This committee has provided a platform for profound discussions with representatives from the Black Nurses, First Nation Nurses, and our 2SLGBTQI+ group. Together, we are making significant strides in advocating for equity and inclusivity within the nursing profession. We have submitted a short article for publication and eagerly await its acceptance, hopeful that it will further amplify our message and impact.

In addition to my role with RNIG, I continue to serve with dedication as the President of the Clinical Nurse Specialist Association of Ontario (CNS-ON) and as a member of the national Executive Board of Directors of CNS-Canada. These roles allow me to advocate for the critical contributions of clinical nurse specialists and to drive forward the standards of excellence in our field.

A sincere thank you to you all !

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 Wabnapitae 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 Past President - RNIG.

ENO Social Media

Rainbow Nursing Interest Group

Pronouns: He/Him - Lui/ il



Fierté Sudbury Pride – July 8, 2024
Paul Lefebvre, Mayor of Greater Sudbury;
Paul-André Gauthier, and
Vivianne Lapointe, MP for Sudbury.



ENO Policy and Political Action's Report

It has been a pleasure serving on the RNIG Executive with a fantastic team.

As we have come together, we continued to experience other changes in nursing and underserved populations in the community. Regardless of various challenges, RNIG has continued to have a successful year as evident by winning the Interest Group of the Year Award.

When possible, I have attended policy and politics action committee meetings with other interest groups and chapters. During these PPN-interest discussions, I have emphasized the importance of RNIG's executive team and other members being informed and involved in any discourse that concerns health and wellbeing of 2SLGBTQIA+ communities. During these meetings, I initiated conversation on the intersectional experiences of 2SLGBTQIA+ communities who also identify as BIPOC people, racialized, and migrants. I have emphasized with the RNAO home office that the health and social care needs of racialized 2SLGBTQIA+ migrants, refugees, and newcomers are unique.

I have followed up with RNAO regarding nursing education and profession to uptake RNIG's Position Statement and RNAO's BPG. This discussion needs to continue in the year ahead. In addition, I had the pleasure of speaking to our MPPs at the RNAO's Queen's Park event and also to engage in a consultation capacity with RNAO's head office in regard to the "RNAO Collaborative Corner".


We need to be vigilant about reported issues with Drag Storytime, protests of libraries, and violence in Canadian cities and inform other RNAO interest groups and chapters.

Sincerely,

Roya Haghiri-Vijeh

ENO Policy & Political Action.

Pronouns: She/Her



ENO Finance's Report

We have submitted to RNAO home office an annual financial report in January, 2024 as required.

We began the 2022-2023 year with a balance of \$12,344.22, at the end of the fiscal year (October 31, 2023), we had a balance of \$14,572.66 in the bank. Also, we completed the year with a surplus of \$2,228.44. The balance as per the bank statement of May 31, 2024 is \$17,012.66.

All money received deposited and documentation verified by our internal auditor.

On June 15, 2024, I enjoyed manning RNIG's table at Oxford County Family Pride Day in Woodstock. I shared information regarding RNIG, and its resources, and promoted being an ally for 2SLGBTQI+ people.

As a member of Oxford's Rainbow Coalition, I have been volunteering on the Rainbow Survey Subgroup since May, 2023. In September 2024, the subgroup in partnership with Wilfrid Laurier University, Oxford/Elgin counties, Elgin County Pride, and Southwestern Public Health will receive funding for \$141,523. from the Canadian Institute of Health Research for the community-based research aiming to:

- To comparatively analyse health and health services data for "SOGIE [sexual orientation, gender identity/expression] diverse communities" (SDCs) in Oxford and Elgin counties.
- To qualitatively explore life course health issues for SDCs.
- To increase community engagement and solution development.

I'm looking forward to supporting this process.

Respectfully submitted,

Linda Holm.

ENO Finance.

Pronouns: She/Her



Secretary's Report

This year my role was streamlined to Secretary and it has been my pleasure to attend our executive meetings and take notes. We are an active bunch so there is always a lot to record and share through our meeting minutes.

Storytelling was a major part of my thesis work and I finished last year with the beginnings of an idea to use storytelling as a way to connect with all of you. With the help of the RNIG executive, members of RNAO, and nursing members like you, that idea has begun to take shape and grow! We have put out several calls requesting short 2SLGBTQI+ stories that showcase our community's successes and positive contributions to Ontario healthcare. We, at RNIG, understand that the current sociopolitical climate is not as safe or comfortable as it may have been in recent years, and so the response has been small and tentative. However, the stories we have received so far warm my heart, resonate with my practice, and give me hope that 2SLGBTQI+ nurses are creating spaces for their patients and clients, and for themselves that are safe, welcoming, and pushing for even more acceptance. I am very proud of those of you who stepped forward to share your experiences and I hope more of you are inspired when you read them. We will be releasing the stories through our newsletters and social media throughout the coming year. If you are interested in sharing a story with us, write to Rainbow.RNIG@gmail.com

In addition to spearheading the Storytelling initiative, I have had the pleasure of speaking at Queens Park Day and during Nursing Week as part of panels for Equity, Diversity, and Inclusion. Experiences shared by members of Black Nurses Leading Change (BNLC), the Indigenous Nursing and Allies Interest Group (INAIG) were so powerful and resonated with my own, exemplifying that we all have more in common than we are different. I am proud to work in solidarity with these extraordinary women.

As for my own work, I have stepped into the role of CNS of Education. In this role, I am a visible example of queerness in leadership within the healthcare system and can use the role to educate staff on issues that are important to our community, while also promoting a safe space for patients and clients. Finally, I have just begun working on a research proposal to explore the experiences of older 2SLGBTQI+ patients within an in-patient rehabilitation setting.

I look forward to another year of working with this great team !

Respectfully submitted,

John Edwards

ENO Communication and Secretary.

Pronouns: He/Him



ENO Membership's & President-Elect's Report

Here are the membership numbers. We are presenting you some data. It's been a great Pride month in Halton showing up in all the colours of the rainbow



Attending the RNAO AGM was a wonderful learning experience. It was amazing to see so many RNIG colleagues there, and an honour to join them on stage.

Last weekend was the Burlington Family Picnic, and we are excited to attend the 2nd Annual Milton Pride Parade on July 14/24, which is book-ended by Drag performances!

Thrilled to be a part of our diverse community, and looking forward to celebrating Pride all year round with Prism Halton and RNIG!

Respectfully submitted,

Sarah Thornley, RN; BScN BA CHPCN(C).
 RNIG President-Elect & ENO Membership and Education.
 Pronouns: She/Her/Elle

RNIG	Oct. 2023	August 15th, 2024
RNs	123	320
B.Sc.N. students	132 + 783 New Grads	605
Total:	1,038	925



ENO Communication

My first year on the executive of RNIG as Communication ENO went by incredibly fast and it has been amazing to serve with this incredible team. In this first year, I have been attending and contributing to executive meetings and preparing our RNIG newsletter. We are planning several newsletters over the next year and I look forward to exploring other opportunities for communicating with our members.

This year has also seen me beginning to grow my research program on neurodiversity and 2SLGBTQIA+ issues as I come to the end of my Postdoctoral Fellowship with Re•Vision: The Centre for Art and Social Justice at the University of Guelph. In the coming year, my team will begin data collection for a funded project that uses interviews and multimedia storytelling (a form of digital storytelling) to explore autistic experiences at and challenge stereotypes about the gender-sexuality-autism nexus. My team is also completing an analysis of blogs and vlogs by autistic 2SLGBTQIA+ online creators, which will be submitted as a chapter in "Desiring Autism and

Neurodivergence in Education: Critical, Creative, and Decolonial Perspectives", in recognition of the impact of education systems in our communities' experiences and mental health.

I am also excited to be the incoming (2024-2025) Chair Elect for the Nursing Research Interest Group of RNAO. I look forward to exploring further collaborations with other interest groups, including RNIG, in the coming years.

Respectfully Submitted,

Elizabeth Straus, PhD, RN
Communications ENO
Rainbow Nursing Interest Group
Pronouns: they/she





RNIG- Rainbow 2024 – 2025

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ENO – Workplace liaison	(2024-2026)	Vacant
B.Sc.N. Student Representatives	(2024-2026)	Kaylin Gervais

Rainbow Nursing Interest Group

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

You may contact us through our **website**: <https://chapters-igs.rnao.ca/node/2541>

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

or contact us directly: Rainbow.RNIG@gmail.com / Rainbow-RNIG@hotmail.com

