



**RNAO**

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

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

## *Let's Talk about Anti-Black Racism and Discrimination in Nursing Webinar Series*

### **Introducing RNAO's Black Nurses Task Force**

July 20, 2020  
6:45pm-8:00pm

# Today's Webinar

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Topic	Speakers
<b>Welcome and opening remarks</b>	Dr. Doris Grinspun, CEO of RNAO RN, MSN, PhD, LLD(hon), Dr(hc), FAAN, O. ONT.
<b>Introducing RNAO's Black Nurses Task Force</b>	Co-chairs: Dr. Angela Cooper Brathwaite RN, BN, MN, PhD Chantal Sorhaindo NP (PHC-GH), BScN, MN
<b>Discussion topic #1:</b> How do race and lived experiences inform the current practice of Black nurses?	All
<b>Discussion topic #2:</b> What are barriers to career advancement for Black nurses? How can we further equal access to opportunities for Black nurses in the health system?	All
<b>Calls to action</b> •Action Alert: <b>Nursing Home Basic Care Guarantee</b> •Social media campaign <b>#maskathon</b>	Brittany Groom, Policy Analyst RN, BNSc, MN

# Welcome and Opening Remarks



**Dr. Doris Grinspun, RNAO CEO**  
RN, MSN, PhD, LLD(hon), Dr(hc), FAAN, O. ONT.

RNAO mourns the death of George Floyd and all those who have succumbed to anti-Black racism and violence.

RNAO stands together with sisters and brothers who continue to suffer the scourge of anti-Black racism and discrimination everywhere. RNAO unequivocally condemns racism, oppression and discrimination in all forms. In light of recent atrocities in the United States, Canada and around the world, we stand in solidarity with the loved ones of those who have suffered at the hands of law enforcement and those who experience gross inequities because of the colour of their skin.

**#BlackLivesMatter**

## #ICantBreathe #BlackLivesMatter

Read RNAO's statement on racism and discrimination:

<https://rnao.ca/news/media-releases/2020/06/03/rnao-stands-together-our-black-sisters-and-brothers>

# June 15 COVID-19 Webinar:

## *Let's Talk and Tackle Racism and Discrimination in Nursing and in Health Care*



**Allison Dalby**



**Hoodo Ibrahim**



**Nora Van Dalen**



**Shirley Davis and  
Anthony Morgan**

# **RNAO'S BLACK NURSES TASK FORCE**

**TACKLING ANTI-BLACK RACISM AND DISCRIMINATION  
WITHIN THE NURSING PROFESSION**



**CHANTAL SORHAINDO**

**MEET CO-CHAIRS**



**ANGELA COOPER BRATHWAITE**

**MONDAY, JULY 20 6:45 - 8:00 P.M. ET**



# Introducing RNAO's Black Nurses Task Force



## RNAO'S BLACK NURSES TASK FORCE

### **Mandate:**

➤ To actively tackle anti-Black racism and discrimination within the nursing profession – its organizations, regulatory body, associations and the broader health system targeted towards and experienced by Black nurses.

### **Examples of objectives:**

- Expose the current state of collection and reporting of race-disaggregated data in the field of nursing in Ontario and advocate for improvements where there are identified gaps
- Strategize to address micro-aggressions and racism against Black nurses from patients, colleagues and superiors in the workplace

# Introducing RNAO's Black Nurses Task Force



## RNAO'S BLACK NURSES TASK FORCE

- **68 applicants** expressed interest
- 87% RNs, 3% NPs, and 10% NSs
- Mandatory eligibility criteria:
  1. Identify as a Black person
  2. RNAO member
- Anonymized numerical process
- Diverse representation:
  - Sectors (public health, primary care, hospital, home care, long-term care, education, research, administration)
  - Years of nursing practice
  - Various roles/positions
  - RNAO chapters (across Ontario)
- **16 final panelists** selected

**THANK  
YOU!**



## Co-Chairs:

1. Angela Cooper Brathwaite
2. Chantal Sorhaindo

## Panelists:

1. Claudette Holloway
2. Ayan Ali
3. Keisha Jeffries
4. Ola Abanta Thomas Obewu
5. Renee Bradley
6. Corsita Garraway
7. Adekunbi Taiwo
8. Abiola F. Akinremi



# RNAO'S BLACK NURSES TASK FORCE

9. Dionne Sinclair
10. Paula Wallace
11. Daria Adele Juudi-Hope
12. Dania Versailles
13. Cheryl LaRonde-Ogilve
14. Aaliyah Hoo Kim-Baker
15. Racquel Campbell
16. Maurice Coppin

## Discussion topic #1:

How do race and lived experiences inform the current practice of Black nurses?

## Discussion topic #2:

What are barriers to career advancement for Black nurses?

How can we further equal access to opportunities for Black nurses in the health system?

**Action Alert: Act by July 31**

**Action Alert**

***Demand government to implement the  
Nursing Home Basic Guarantee Plan***

**Nursing Home  
Basic Care  
Guarantee**



#LTC #BasicCareGuarantee

**Click the link shared in the ZOOM comments box to sign the Action Alert**



# JOIN #MASKATHON NOW!

[RNAO.CA/COVID19/MASKATHON](https://RNAO.ca/COVID19/MASKATHON)



#Maskathon #TogetherWeCanDolt



*Visit **RNCareers.ca**, RNAO's official career site, to view clinical and non-clinical positions available across all health-care sectors for NPs, RNs, RPNs, PSWs, and other health professionals:*

# RNCareers

The career site for nurses



# Monday, August 10 (6:45-8:00 pm) Health System Transformation and COVID-19

**Webinar topic:** Nurses' Mental Health and Experiences of Leaves of Absence and Healthy Return to Work

**Guest speakers:** Abby Ayoub (University of Ottawa), Melanie Lavoie-Tremblay (McGill University), University) and Ivy Bourgeault (University of Ottawa)

**Details and registration:**

<https://rnao.ca/events/health-system-transformation-covid-19-webinar>

**Monday, August 17 (6:45-8:00 pm)**



**LET'S TALK ABOUT  
ANTI-BLACK RACISM &  
DISCRIMINATION IN NURSING**  
**WEBINAR SERIES**

THIRD MONDAY OF EVERY MONTH 6:45 - 8:00 P.M. ET  
(JULY 20, AUG. 17, SEPT. 21, OCT. 19, NOV. 16)

RNAO'S BLACK NURSES TASK FORCE  
CO-CHAIRS



**CHANTAL SORHAINDO**



**ANGELA COOPER BRATHWAITE**

Register here: <https://rnao.ca/events/introducing-rnaos-black-nurses-task-force>

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