

RNAO BLACK NURSES TASK FORCE

TACKLING ANTI-BLACK RACISM WITHIN THE NURSING PROFESSION

Terms of Reference

Background:

Although people of all races are entitled to legislated protection under the *Canadian Charter of Rights and Freedoms, 1982* and the *Canadian Human Rights Act, 1977*, Black people are not guaranteed true protection from systemic racism across all sectors (health care, business and politics), academic institutions (universities and colleges) and organizations. Black people, including nurses, are subject to racism in all of the aforementioned sectors, institutions and organizations, as racism continues to be deeply embedded in the health system and structures within the province of Ontario.

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.

Objectives:

Process	Outcome
<ul style="list-style-type: none"> • Create a safe space for Black nurses to engage in meaningful conversations related to how race and their lived experiences have informed their current nursing practice • Facilitate opportunities for Black nurses to lead province-wide initiatives that actively combat anti-black racism • Empower all RNAO members to enact meaningful change within their own work environments to address anti-black racism • Establish short, medium and long-term strategies to reduce the occurrence of systemic racism in workplaces and nursing organizations across sectors, geographic locations, and domains of practice (i.e. clinical practice, research, education, policy and 	<ul style="list-style-type: none"> • Eliminate the reported perceived stigma and racism experienced by Black nurses • Enhance the knowledge base of Ontario nurses on the different types of overt and covert racism, including systemic racism experienced by Black nurses in Ontario • Improve Black nurses agency to apply and enroll in further post-secondary education at universities and colleges in Ontario by actively partnering with pre-established Black student social groups in post-secondary institutions • Mitigate the impact of systematic racism on Black nurses by powering all members to actively speak up when situations of systematic racism arise

<p>administration) in Ontario</p> <ul style="list-style-type: none"> • Identify barriers to career advancement for Black nurses in order to further equal access to opportunities for black nurses in the health care field • Strategize to address micro-aggressions and racism against Black nurses from patients, colleagues and superiors in the workplace • 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 • Conduct an environmental scan on race-based data (i.e. number of Black students enrolled in undergraduate, Masters, and PhD programs, number of complaints from Black students enrolled in educational programs, number of Black employees currently working in various organizations in HR; executive and leadership positions, and clinical specialty areas) • Conduct a literature search on strategies to address racism and discrimination towards Black nurses in academic, health care, regulatory associations, etc. • Augment the voices of Black nurses in the RNAO by actively engaging with Black nurses during the election process of the Board of Directors or other executive leadership opportunities 	<ul style="list-style-type: none"> • Increase the knowledge base of nurses in executive leadership positions in Ontario on the different types of systemic racism experienced by Black nurses • Foster increased public awareness and understanding of the impacts of intersectionality and advance equity for Black nurses who exist at the intersection of multiple, marginalized identities, including those who also identify as LGBTQ2S+
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Composition of Panel:

The Task Force will include members of the RNAO who identify as Black, with broad representation from diverse nursing career stages, health sectors, geographic locations, and organizations/institutions.

Co-Chairs:

- Dr. Angela Cooper Brathwaite, RN, BN, MN, PhD, Immediate Past President RNAO

- Chantal Sorhaindo, NP(PHC-GH), BScN, MN, *Nurse Practitioner*, St. Michael's Hospital

Panel Members:

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RNAO Staff Support:

- Brittany Groom, *Nursing and Health Policy Analyst*
- Kyle Dieleman, *Nursing and Health Policy Coordinator*

Member Responsibilities:

- Accountable to attend and participate in at least 70 per cent of task force meetings (either in person or via teleconference) in the one year term
- Read and provide feedback, if necessary, on preparatory materials provided by RNAO staff
- Commit to fostering and maintaining a safe space for all members to engage in conversation during meetings and related project work
- Actively contribute to discussion and decision making at task force meetings utilizing preparatory material provided
- Participate in the planning, implementation, and evaluation processes of various projects
- Identify areas for policy development to combat anti-Black racism in the nursing profession
- Participate in a consensus development process to finalize recommendations
- Provide feedback on a final report for the Black Nurses Task Force

Term of Task Force:

The Task Force will carry out its work over a time period of approximately 12 months

Frequency of Meetings:

There will be monthly meetings held, either face-to-face or via teleconference. Members will be provided with the necessary materials in advance of the meetings by RNAO staff members.

Meeting dates are set as follows:

- Meeting #1 TBD

Decisions:

The Task Force will strive to make decisions via consensus. Where a consensus cannot be obtained, a majority vote will determine the decision outcome.

Timeline: TBD

Task Force Activities	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	July
	2020	2020	2020	2020	2020	2020	2020	2021	2021	2021	2021	2021	2021	2021
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Task Force



Member Involvement