RNAO Registered Nurses' Association of Ontario
L'Association des infirmières et infirmiers autorisés de l'Ontario
Speaking out for nursing. Speaking out for health.

Region 7 newsletter

Fall

2021

Issue # 5

In this issue:

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- National Day for Truth and Reconciliation
- Self Care for You
- Pamper Yourself – Recipes
- Did you know this about RNAO and Region 7?
- Wishing Everyone a Happy Holiday Season
- Get to know the Region 7 Executives

Taking the time to celebrate nurses with words:

Achievement Action Advocate Assess Attitude Accountable	Being present	Collaboration Creative Communicate Communities Cooperate Coaching Change Culture Critical Thinking	Discipline Diagnosis Discuss
Empathy Evidence-based Emotional Ethical Efficient Effective Economic Education Environment	Friendship Families	Gratitude Genetics Genomics	Health Holistic
Ingenuity Incorporate Intervention Individual Implement Informatics	Joyful Judgement	Knowledge	Learning Listen
Motivation Manage Mobile Technology Monitor	Nurturing	Openness	Positive Physical Prevention Plan Priority
Questioning	Relentless Research Report Reassess Responsible Restore Reflect	Service Social Sensitive Spiritual Safe Story Skills	Timeliness Trusted Teach Telehealth Telemedicine Theory
Urgent Understand	Values Variety Virtual	Wisdom	Yearning
Zest			

National Day for Truth and Reconciliation

The City of Toronto marked its first National Day for Truth and Reconciliation on Thursday, September 30, 2021. On this day, we recognize the ongoing trauma caused by residential and day schools, and remember those who were lost, survivors and their families. It is also an opportunity to commit to the process of truth, reconciliation and justice with First Nations, Inuit and Métis in Toronto and across Canada, as well as take action to heal and build a better future together.

The Registered Nurses' Association of Ontario (RNAO) responded immediately calling on the federal government to support and fund the report's calls to action in a timelier way through its position statement on residential schools and the tragedies associated with them. The blatant atrocities suffered by Indigenous people spurred RNAO to continue its long-standing partnership with Indigenous communities to address the impacts of racism and discrimination on their health and wellness. The association's Indigenous Health Program is growing and includes: partnerships with provincial and national Indigenous groups; best practice guidelines (BPG) for Indigenous communities; and the expansion of the Best Practice Spotlight Organization (BPSO) program across Indigenous communities and Indigenous-focused health organizations in Ontario.

What can I do?

Reconciliation is the responsibility of every Canadian. It means acknowledging the past and ensuring history never repeats itself by respecting Indigenous treaties and rights, and letting go of negative perceptions and stereotypes to work towards solidarity. Reflect on how you can work towards reconciliation in your own life and create your own personal reconciliation plan.

Visit the RNAO website and the City Of Toronto website for resources:
https://rnao.ca/in-focus/indigenous-health
https://www.toronto.ca/explore-enjoy/festivals-events/indigenous-events-awards/national-day-for-truth-reconciliation/

Celebrate indigenous culture with the Native Child and Family Services of Toronto at their 24th Annual Community Pow Wow, livestreamed at https://www.facebook.com/nativechildandfamily/

Upcoming events:

Queen's Park on the Road

“I know that the amount of school work that I have to do cannot compare to how swamped, overwhelmed, and overworked nurses in Ontario are these days. I am hoping that with RNAO's advocacy, nurses can have a better work-life balance by the time I graduate. For now, I am using the rest of the ten-day hot yoga pass that my sister got for me three years ago (and yes, it is expiring really soon!)”

- RNAO Region 7 Nursing Student

Self Care for You

By: Paula Manual, President, Peel Chapter

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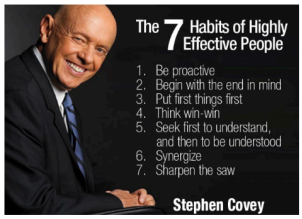
Pandemic Habits What’s Up? (Becker, 2021)

- Screen time has increased
  - 41 h per week (avg.)
  - Up ~ 30%
- Online spending doubled since pandemic began
- Video game usage up 50%
- 76% of North Americans since March 2020 gained weight (The Q 15 lbs.)



- Likely cause
  - Anxiety
  - Rational decision making part of brain is less active when we are affected by stress
  - Impulses become irresistible
- Healthy habits require focus & intentionality
- Be kind to yourself; think global and act local

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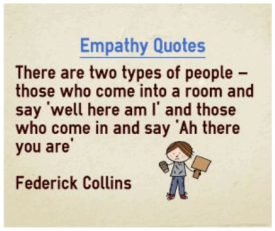
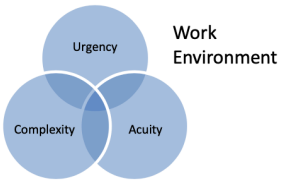
What's Going On With Nurses? Importance before COVID-19



- Typical week 7% RNs in Canada ~137,000 were absent from work due to injury, illness, disability, or burnout (CNAC, 2002)



- Nurses absent from work 15.8 days/year
  - Shift work
  - Overtime
  - Exposure to infection
  - 29% **physically assaulted**
  - 44% **emotionally abused**
  - 3 in 5 health care workers have high levels of **work overload**

Sun Life 2013

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What's the Significance?

Did you Know:

>30% of hospital nurses report feeling highly burned out.*

Only 1 in 5 five hospitals currently have supportive environments for nurses.*

It costs $60,000 to $80,000 to recruit and train a new nurse.* *(2018, Linda Aiken, PhD, RN Center for Health Outcomes and Policy Research, U of Penn.)

Health Care Leaders need to cultivate healthy work environments

- Evidence-based practices
- Role model nurturing, inclusivity, empathy
- Participatory management

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What Do You Need?

Some Solutions

- Believe that before you can nurse others; you need to nurse yourself—body, mind, soul
- Be accountable for your practices professionally and personally
- Seek out and utilize best practices
- Understand and demonstrate leadership, caring, and advocacy

We need holism related to

- Workload
- Scheduling
- Autonomy
- Exquisite self-care practices
- End of life care principles, manage ethical dilemmas
- ***Patient satisfaction occurs within the context of staff satisfaction***
- Professional Association membership i.e. RNAO

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Caring, Healing, Sustaining

Toolkit Contents

Mindful
Truthful
Listen more
Sacredness

The 7 C's of Caring

- *Compassion,*
- *Competence,*
- *Conscience,*
- *Confidence,*
- *Commitment,*
- *Comportment,*
- *Creativity* (Sister Roach)

Knowledge Skills Attitude

- Need work life balance
  - ***Nurse heal thyself***
- Access Resources
  - Acquire knowledge & use it
  - Family and friends have to step up their contribution to the community
  - Professional Resources RNAO, CNO, BPGs, education, counsel

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How Do You Achieve Self-Care

Assess

- What are your strengths, where do you have challenges?
- Ask yourself "How am I"?
  - Body
  - Mind
  - Emotions
  - Spiritual
  - Relationships
  - School/Work Life Balance

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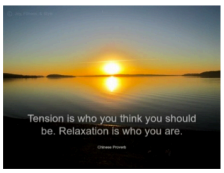
After the Assessment



You have an assessment a snapshot of **now**

- **What needs to be changed?**
  - **Fitness, sleep, family time, relationships, profession, school**
- **Create Your Own Care Plan**
  - **SMART**
  - **Realistic about time & motivation**
- ***Commit to yourself & share within your circle***
  - **Be flexible**
  - **Life Happens**

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To Thrive As A Nurse (Insights)

What to Know?

We are a work in progress

- "I'm not perfect I'm human"

Reflect On What Are Your Priorities?

- Values

Choose and Permit Yourself to Pursue Wellness

- **Adversity** equals choices

Be bitter or connect to one's highest and best self

Grace, honour, integrity, vulnerability

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Reconnect to Self ➡ Sustain Self

Compassion, gratitude, authenticity, calm spirituality with humility

- To be a positive, ***purposeful*** force; balance strived for, intentions of love, guided by wisdom. **Mindfulness**
- Use authentic power to intervene, to make a difference
- Professional Help & Personal Network/Social Network (family & friends)

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Pamper Yourself – Recipes

Maple Salmon
By: Starflower

Prep: 10 mins
Cook: 20 mins
Additional: 30 mins
Total: 1 hr

Servings: 4
Yield: 4 servings

Ingredients

¼ cup maple syrup

2 tablespoons soy sauce

1 clove garlic, minced

¼ teaspoon garlic salt

⅛ teaspoon ground black pepper

1 pound salmon

Directions

Step 1
In a small bowl, mix the maple syrup, soy sauce, garlic, garlic salt, and pepper.

Step 2
Place salmon in a shallow glass baking dish, and coat with the maple syrup mixture. Cover the dish, and marinate salmon in the refrigerator 30 minutes, turning once.

Step 3
Preheat oven to 400 degrees F (200 degrees C).

Step 4
Place the baking dish in the preheated oven, and bake salmon uncovered 20 minutes, or until easily flaked with a fork.

- Pairs well with mashed potatoes and baked asparagus

Hot Apple Cider

By: Angel

Prep: 5 mins
Cook: 10 mins
Total: 15 mins

Servings: 6
Yield: 6 servings

Ingredients

6 cups apple cider

¼ cup real maple syrup

2 cinnamon sticks

6 whole cloves

6 whole allspice berries

1 orange peel, cut into strips

1 lemon peel, cut into strips

Directions

Step 1

Pour the apple cider and maple syrup into a large stainless steel saucepan.

Step 2

Place the cinnamon sticks, cloves, allspice berries, orange peel and lemon peel in the center of a washed square of cheesecloth; fold up the sides of the cheesecloth to enclose the bundle, then tie it up with a length of kitchen string. Drop the spice bundle into the cider mixture.

Step 3

Place the saucepan over moderate heat for 5 to 10 minutes, or until the cider is very hot but not boiling.

Step 4

Remove the cider from the heat. Discard the spice bundle. Ladle the cider into big cups or mugs, adding a fresh cinnamon stick to each serving if desired.

Coconut Cake
By: Pearl Alexander

This Coconut Cake is one of the best cakes you'll ever make! It's light and fluffy, it's brimming with sweet coconut flavor and it's finished with a rich and creamy cream cheese frosting. It's been a reader favorite recipe for years and it's one of my my families favorites!

Servings: 16 Servings
Prep: 40 minutes
Cook: 20 minutes
Cooling: 2 hours
Ready in: 3 hours

Ingredients

- 3 cups (360g) cake flour
- 1 Tbsp baking powder
- 1/2 tsp salt
- 2 cups (400g) granulated sugar*
- 3/4 cup unsalted butter, at room temperature
- 1/4 cup vegetable oil or canola oil
- 1 1/3 cups unsweetened canned coconut milk, well shaken, at room temperature*
- 2 large eggs, at room temperature, yolks and whites separated
- 1 tsp coconut extract
- 1/2 tsp vanilla extract
- 4 large egg whites, at room temperature
- 1/8 tsp cream of tartar

Coconut Cream Cheese Frosting

- 12 oz cream cheese, nearly at room temperature
- 3/4 cup unsalted butter, at room temperature
- 1 tsp coconut extract
- 5 cups (590g) powdered sugar
- 1 1/2 cups shredded coconut

Notes: If you like the cake a little less sweet you can use 1 3/4 cups granulated sugar. Then you can even use 2/3 the frosting amount which I've done but you'll only have a thin layer of frosting.

Instructions

1. Preheat oven to 350 degrees. Butter 3 9-inch round cake pans and line bottom of each with a round of parchment paper, butter parchment paper and set pans aside.
2. Sift cake flour into a large mixing bowl, then add baking powder and salt and whisk mixture. In the bowl of an electric stand mixer, fitted with the paddle attachment, blend together granulated sugar, butter and canola oil on medium speed until well combined. Scrape down bowl.
3. Add in egg yolks one at a time and mix until combined after each addition (reserve 2 egg whites), then mix in coconut and vanilla extracts. Scrape down bowl.
4. Add 1/3 of the flour mixture, blend just until combined. Add half of the coconut milk, mix just until combined. Mix in another 1/3 of the flour mixture followed by remaining coconut milk. Finish by mixing in last 1/3 of the flour mixture.
5. In a separate mixing bowl, using an electric hand mixer, whip 6 egg whites with cream of tartar on medium-high speed until stiff (but not dry) peaks form.
6. Using a rubber spatula, carefully fold 1/3 of the egg whites into cake batter at a time and fold just combined after each addition (don't over-mix and deflate egg whites).
7. Divide batter among prepared cake pans. Spread batter into an even layer and bake in preheated oven until toothpick inserted into center of cake comes out clean, about 19 - 22 minutes.
8. Allow to cool in cake pan 5 - 10 minutes then run a knife along edges of cakes and invert each onto a wire rack to cool. Cool completely the cut tops to even as needed.
9. Frost top of one layer, add another layer and frost then top with last layer and frost top and sides. Place cake stand over a rimmed baking sheet and sprinkle cake evenly with shredded coconut (pressing gently on sides to adhere.
10. I just did it over a rimmed baking sheet for easier clean up - not a must). Store in an airtight container in refrigerator (let rest at room temp until no longer cold before serving).

For the Coconut Cream Cheese Frosting:

11. In the bowl of an electric stand mixer fitted with the paddle attachment, whip butter with cream cheese until smooth and fluffy. Mix in coconut extract. Add powdered sugar and whip on medium speed until smooth and fluffy.
12. Chill as needed if frosting seems runny (slightly runny is fine, once you get it frosted the coconut will help it stay in place).

Ginger Crinkle Cookies

Dry ingredients:
2 cups flour
3 tsp ginger
2 tsp baking soda
½ tsp salt

Cream together:
¾ cup butter
1 cup sugar
1 egg
¼ cup molasses

Directions:
Mix dry ingredients with butter mixture.
Divide dough into 4 balls.
Divide each ball into 12 balls. (4 dozen cookies)
Roll each ball in sugar prior to placing on cookie tray
Bake at 350 degrees for 13 minutes

Did you know this about RNAO?

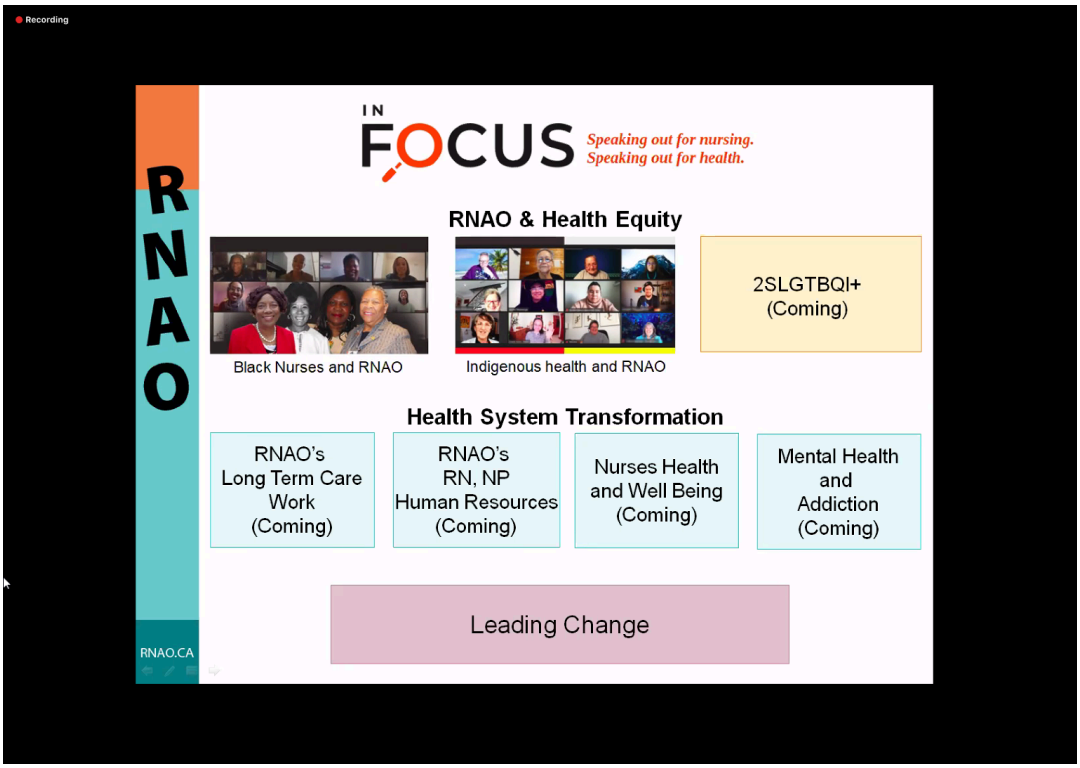
Thanks to a newly added membership benefit, all RNAO members now have the opportunity to show off their RNAO pride with style.

In partnership with Dixie Uniforms, members are able to receive 15% off scrub tops, scrub pants and face masks.
The discount is applied automatically when you place your order.

Take advantage today by visiting RNAO.dixieuniforms.ca.

Check out our video that highlights the variety of uniforms you can buy.

RNAO's Next Phase



Coming soon to Region 7
– The Scarborough Subway Extension

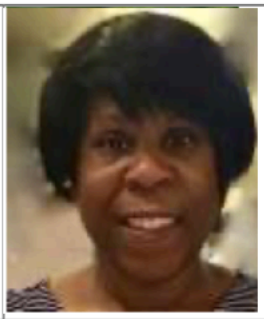
3 new stations:

- *Lawrence Avenue and McCowan Road*
- *Scarborough Centre*
- *Sheppard and McCowan Road*

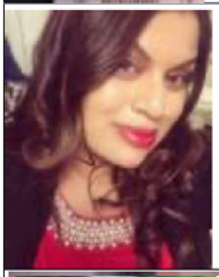
Wishing Everyone a Happy Holiday Season!

Get to know your Region 7 Executives

So-Yan Seto
Region 7 Board of Directors Representative, Public Health Administrator



Michelle Simpson, BScN, RN, MSN, CCHN(c)
Region 7 President, Public Health Nurse

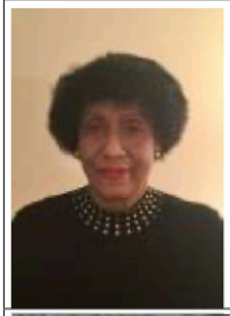


Selvi Krishnadasan, RN, BScN, MN
Assembly Representative, Long Term Care Manager

Ramesh Venkatesa Perumal, RN, M.A, M.Sc.N, CCNE, CNCC©, PhD(C)
Finance Executive Officer, Asst. Professor

Lhamo Dolkar,
Finance Executive Network Officer

Janson Chan, RN, MHSc. (Candidate)
ATP Lead
Public Health



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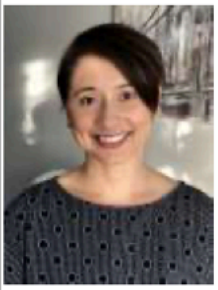
Paediatric Nurse, Advanced Practice Nurse Educator

Emily Soares, MScN, RN
Policy and Political Action ENO,
Public Health Nurse, Nurse Researcher



Erin McPherson, RN, BSN, MSN
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Leeping Tao, RN(EC), MN
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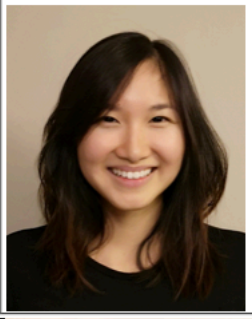
Stephanie Sarmiento, BScN, RN
Social Media Executive Network Officer

Thea Tan Durago, RN, BScN
Student Liaison Executive Network Officer,
Cardiology Nurse



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