

# ONP UPDATE

FEBRUARY-  
MARCH  
2004

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The real voyage of discovery  
consists not in seeking new  
landscapes, but in having  
new eyes.

*Marcel Proust*

## QUICK HITS

**Unearthing Ethel  
John's "Buried"  
Commitment to  
Racial Equality,  
1925**

**Meet Nurse Leaders  
in Your Provincial  
Governments**

**Ginette Lemire  
Rodger Seeks  
Presidency of the  
International  
Council of Nurses**

**Dame Nita Barrow:  
From Staff Nurse  
to Governor  
General. The  
Original Canada-  
Barbados  
Connection**

**RNAO Best Practice  
Guidelines Update**

## ETHEL JOHN'S PIONEERING WORK ON RACE ISSUES IN NURSING

"In 1925, Canadian nurse leader Ethel Johns was hired by the Rockefeller Foundation to study the status of black women in nursing in the USA. Despite the acknowledged excellence of the report, the study was shelved. It remained "buried" in the basement of the Rockefeller headquarters for almost 60 years until American historian Darlene Clark Hine discovered it there in the 1980s."

Grypma, 2004

Sonya Grypma's new article explores Ethel John's commitment to social equality "by highlighting the 1925 report that perceived and articulated the racist character of relations between white institutions and black nurses in an era when few others would do so." Grypma goes on to note that, given the racial conflicts of the time, it is easy to accept the "tacit charge that the 'burial' of Ethel John's report represented a racist attempt to ignore the

deplorable status of black women in 1925. Indeed the ongoing lack of attention to this particular report in an era when Canadian and American nursing leaders were engaged in national analyses of nursing programs for standardization and improvement supports the notion that those in authority were not prepared to address the discrimination.

Sonya Grypma is a doctoral candidate at the University of Alberta. Read her fascinating exploration of Ethel John's work in the current issue of *Nursing Leadership*.

Grypma, S. (2004). Profile of a leader: Unearthing Ethel John's "buried" commitment to racial equality, 1925. *Nursing Leadership*, 16(4), 39-47.

## MARK YOUR CALENDARS!

The ONP will mark Nursing Week 2004 with a celebration in Ottawa during the morning of Monday, May 10. Details to follow soon!

## CONFERENCE UPDATE

### **Critical Leaders for Organizational Success**

Mississauga ON  
April 22 - 23, 2004  
[www.cchse.org/middlemanagement](http://www.cchse.org/middlemanagement)

### **Altogether Better Health: Progress in Interprofessional Education and Collaborative Practice**

UBC Vancouver  
May 6-7, 2004  
[www.health-disciplines.ubc.ca](http://www.health-disciplines.ubc.ca)

### **2004 Canadian Nursing Research Conference**

London, Ontario  
May 12 - 15, 2004  
<http://publish.uwo.ca/~maandrus/nncr/Abstract3.htm>

### **5th International Neonatal Nursing Conference**

Ottawa, Ontario  
13-16 May 2004  
[www.innconference2004.com](http://www.innconference2004.com)

### **National Primary Health Care Conference - Moving Primary Health Care Forward: Many Successes, More to Do**

Winnipeg Convention Centre  
May 16-19, 2004  
[www.phcconference.ca](http://www.phcconference.ca)

### **Call for Papers: Issues in Women's Health: Diversity in Research (Centre for Research in Women's Health)**

Toronto ON  
May 20, 2004  
Contact: [crwh.education@sw.ca](mailto:crwh.education@sw.ca)

### **The 1st Conference of the Canadian Association for Health Services and Policy (formerly CHERA)**

Hyatt Regency, Montreal  
May 26-28  
[www.cahspr.ca](http://www.cahspr.ca)

### **The 25<sup>th</sup> Anniversary Faye Fox Education Day. Expanding Nursing Roles: Implications for Practice.**

Montreal QC  
May 29, 2004  
[aredman@nurs.igh.mcgill.ca](mailto:aredman@nurs.igh.mcgill.ca)

### **Academy Health Annual Research Meeting**

San Diego  
June 6-8, 2004  
[www.academyhealth.org/arm/abstracts/brochure.htm](http://www.academyhealth.org/arm/abstracts/brochure.htm)

### **CNA Biennial Convention**

St. John's  
June 20-23, 2004  
[www.cna-aicc.ca](http://www.cna-aicc.ca)

### **2<sup>èmes</sup> Journées Nationales d'Études des Directeurs des Soins**

Dijon France  
Septembre 14-16, 2004

### **Health, Work & Wellness Conference**

8<sup>th</sup> Annual Health, Work & Wellness Conference  
*Transforming the Organization*  
Vancouver BC  
October 28-30, 2004  
[www.healthworkandwellness.com](http://www.healthworkandwellness.com)

### **The 8th Nursing Research Conference**

Seville Spain  
November 17-20, 2004  
[www.isciii.es/investen](http://www.isciii.es/investen)

### **Fifth National Canadian Rural Health Research Society Conference and Fourth International Rural Nursing Congress. Rural Health: Celebrating Diversity and Strength**

Sudbury, ON  
October 21-23, 2004  
NOTE: Abstract deadline extended to April 2, 2004  
[www.crhrrs-scrrs.usask.ca/sudbury2004](http://www.crhrrs-scrrs.usask.ca/sudbury2004)

## VACANCY NOTICE FOR CHIEF SCIENTIST NURSING AND MIDWIFERY WHO

The Vacancy Notice for the Chief Scientist Nursing and Midwifery WHO has now been released and can be found by using the following link on the WHO website:  
[www.who.int/employment/vacancies/en/](http://www.who.int/employment/vacancies/en/)

## FUNDING ANNOUNCEMENT

Strategic Research Training Fellowship Opportunities in *Gender, Women and Addictions Research* for: PhD (\$20K/year), Masters (\$18K/year), Post Doc Fellow (\$40K/year), Clinical Researchers (\$45K/year)  
Application Deadline: March 31, 2004. For more information:  
[www.addictionsresearchtraining.ca/](http://www.addictionsresearchtraining.ca/)

## NOTES ON NORTHERN NURSES

Karen Scott's excellent book, "Northern Nurses," is now in its third printing. We hear that a second edition has received submissions (stories) that will make it larger than the first book. An excellent read and a perfectly Canadian gift. Scott can be reached at:  
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## ONTARIO GOVERNMENT INVESTS IN NURSES' HEALTH AND SAFETY

The McGuinty government is improving patient care and working conditions for nurses by investing \$14 million in modern hospital equipment, Health and Long-Term Care Minister George Smitherman and Labour Minister Chris Bentley announced on February 10, 2004.

"When we invest in new patient lifts, electric beds and safety alarms, we are protecting the health of patients and the safety and well-being of the dedicated professionals who care for patients," said Smitherman.

"This is part of a new strategy to reduce workplace injury and illness," said Bentley. "The high number of nurses on long-term disability because of on-the-job injuries is a tremendous waste of talent and money. It has to end."

In 2002, nurses filed 1,481 Workplace Safety Insurance Board claims, totaling 52,105 lost days of work and costing \$5.1 million in that year alone. Between 1990 and 1998, lost time claims submitted by nurses in Ontario's hospitals increased by 10 per cent, while lost day claims by other health sector workers decreased by 11 per cent.

"There are human stories behind these statistics. We face a shortage of nurses, so when we lose a hard-working nurse to injury or illness, we risk the quality of the care we are providing

patients, and we simply cannot allow that to happen," Smitherman said.

"Our people's health is our most precious resource. That means we have a responsibility to protect it from harm, and to protect those who share this responsibility with us. That's why this announcement is so important. It means we can take better care of patients - and protect those who provide that front-line care."

"Last week I launched an Action Group to spearhead a comprehensive strategy to reduce workplace injury and illness," said



Labour Minister Chris Bentley. "Today's announcement is the beginning of a collaborative effort between the Ministries of Health and

Long-Term Care and Labour and labour leaders and health employers to make the health sector healthier."

New equipment for hospitals includes ceiling-mounted patient lifts, electric beds and safety alarms.

"This investment in nurses' health and safety is outstanding news," said Mary Ferguson-Paré, Chief Nursing Officer, Toronto General Hospital. "Nursing is physically demanding and many nurses suffer disability due to lifting patients. This investment will lower the risk of on-the-job injury and raise the level of safety in our hospitals."

The \$14 million is part of the federal Diagnostic/Medical Equipment Fund from the 2003 First Ministers' Accord on Health Care Renewal. Ontario's

allocation is \$193 million for each of three years, starting in 2003/2004 for diagnostic, therapeutic, surgical and safety equipment in all Ontario hospitals.

"The Diagnostic/Medical Equipment Fund is the result of federal-provincial cooperation to enhance patient care," said Smitherman. "With the new medical and diagnostic equipment we will be able to identify and treat diseases faster, and shorten waiting times for patients across Ontario."

## NOVA SCOTIA HEALTH HUMAN RESOURCES STUDY

The report, *A Study of Health Human Resources in Nova Scotia*, began in 2001 and profiles Nova Scotia's health workforce, identifies human resource issues and recommends priorities for future human resource planning. The report also provides a detailed analysis of the emerging trends and issues in Nova Scotia's health care sector. Link: [www.gov.ns.ca/health/hhr/](http://www.gov.ns.ca/health/hhr/)

## THE DOROTHY WYLIE NURSING LEADERSHIP INSTITUTE

The Sixth offering of the *Dorothy Wylie Nursing Leadership Institute*, being held May 31-June 5 and Sept 17-19, 2004, was completely sold out four months in advance! Don't miss your chance to participate in the Seventh Institute, which will be held October 12-17, 2004 and January 14-16, 2005. For information, contact: [Info.leader.institute@firststageinc.com](mailto:Info.leader.institute@firststageinc.com)

## GINETTE LEMIRE RODGER SEEKS PRESIDENCY OF THE INTERNATIONAL COUNCIL OF NURSES

Innovative nursing leader Dr. Ginette Lemire Rodger has announced that she will seek the presidency of the International Council of Nurses (ICN). The announcement was made during a reception hosted by the Canadian Nurses Association (CNA) at the 2004 International Nurses Conference on Managed Migration in Barbados.



“Dr. Lemire Rodger is an influential nursing leader in Canada and internationally,” said CNA President Rob Calnan. “CNA heartily endorses Dr. Lemire Rodger’s candidacy. She is a well-respected colleague with a proven track record in spearheading initiatives that contribute to improving domestic and global population and public health, enhancing work life environments for nurses and advancing the nursing profession. She truly embodies ICN’s beliefs and goals.”

Dr. Lemire Rodger has made a lifelong commitment to advancing the quality of nursing in Canada. Her leadership and innovation span all areas of nursing including administration, education, clinical practice and research.

She is currently the chief of nursing at The Ottawa Hospital, The Ottawa University Heart Institute and The Rehabilitation Centre. Her initiatives have enhanced the work environment

of nurses at The Ottawa Hospital and have made it one of the most stable work environments for nurses in Canada.

Dr. Lemire Rodger’s achievements have been recognized with numerous prestigious awards and honours including the Queen’s Jubilee Award (2003), the Prix Vigor (1981), Honorary Membership for Life in the Ontario Public Health Association and four doctorates (honoris causa) in Science, Law and Nursing from the University of New Brunswick, Queen’s University, Université de Sherbrooke and the University of Calgary.

Dr. Lemire Rodger was in Barbados for the International Nurses’ Conference on Managed Migration, just one of the events marking 2004 as the Year of the Caribbean Nurse. She also co-presented with Dr. Judith Shamian a plenary session on the role of policy and leadership in nursing education and practice

Dr. Lemire Rodger served as CNA’s executive director from 1981 to 1988 and as president from 2000-2002. CNA will celebrate ICN’s 100<sup>th</sup> anniversary during the 2005 quadrennial, which will run until 2009. As such, Dr. Lemire Rodger’s candidacy has special meaning for Canadian nurses. ICN will hold its election in Taipei, Taiwan in 2005.

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## F/P/T GOVERNMENT NURSES MEET IN VANCOUVER

On Feb. 12-13, 2004, Canada’s federal and provincial/territorial Chief Nurse Executives and Senior Nursing Policy Advisors met in Vancouver, British Columbia to discuss a broad agenda of issues of mutual interest.

The group is made up of the senior nurses within the FPT governments, some appointed officially as “Chief Nurses” and others serving in advisory and consultant positions.

The meeting included a mix of group discussions and roundtables to share information, as well as more formal updates and presentations. Key topics fell under two streams:

### Federal/Provincial/Territorial Initiatives and Issues

- Health Accord 2003 – Health Human Resources activities
- Public Health – including public health education for nurses, protective equipment
- Patient Safety and Care Quality
- F/P/T Structures and Relations
- Primary Health Care, Home Care, End-of-Life/Palliative Care

### Nursing Professional Practice Issues

- Scope of Practice and Skill Mix
- Assessment of Credentials
- Nurses’ Health, Absenteeism and Overtime
- Nursing Education

No other structure exists to bring the senior nurses in Canada’s governments together to share information or collaborate on

issues of mutual or national interest. Collectively the group is especially concerned about issues of scope of practice, the need for a more seamless, national system of assessment of credentials, and the need to consider the kinds of nursing education that will be needed to meet the needs of a transformed health care system in the future. To inform its own policy work, the group will commission a small study to provide a synthesis of the literature on scope of practice and skill mix. Ongoing, high rates of overtime and absenteeism among Registered Nurses remains a serious issue and the group is supportive of Health Canada's lead on a national survey of nurses' health to determine the causes of the high absentee rates.

The meeting provided a rich discussion within the group and was so useful to the members that it was decided to meet four times annually – twice in person and twice by teleconference. The group's next in-person meeting will take place in conjunction with the CNA Biennial Convention in St. John's in June 2004.

## MEET NURSE LEADERS IN YOUR PROVINCIAL GOVERNMENTS

### **Anne Sutherland Boal, Chief Nurse Executive and Assistant Deputy Minister**

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## DAME NITA BARROW: FROM STAFF NURSE TO GOVERNOR GENERAL

It is not sufficient for us to be able to speak each other's language or visit each other's capitals. It is far more crucial to understand how we think and why. A clear understanding of every culture's pressures, its history and the way its people view themselves and the world is essential to the maintenance of peace. Every conflict has its deepest roots in a people's view of themselves and their neighbors.

*Dame Nita Barrow RN*

The 2004 *International Nurses' Conference on Managed Migration* and subsequent partners meeting in Barbados in February marked another achievement in the ongoing and positive collaboration between Canada and our Caribbean partner nations. The conference took place in the heart of *The Year of the Caribbean Nurse*, and as we celebrate Black History Month. The conference was a timely reminder of the work of one of the great nurse leaders of the 20<sup>th</sup> century - Dame Nita Barrow. More than 50 years ago, she pioneered the idea of the Canada-Barbados partnership when she came to study nursing at the University of Toronto.

### **Her Story**

With the appointment in September 1986 of Dame Nita Barrow as its Permanent Representative to the United Nations, the government of Barbados chose one of the most distinguished women of the Caribbean to oversee the country's interests on the global stage.

Dame Nita, an outspoken and articulate foe of social injustice, had but recently returned from South Africa as the lone female on a seven-member team of Commonwealth dignitaries assigned to take a first-hand look at the system of apartheid. The team, known as the Commonwealth Group of Eminent Persons, had as its mandate the reduction of the rapidly rising levels of tension in the strife-ridden country and the initiation of fruitful dialogue between the Botha government and leaders of the African majority. Dame Nita's membership of the Group was proposed by the Prime Minister of the Bahamas in recognition of the Barbadian's outstanding leadership in the International Council for Adult Education, the World Council of Churches and the World YWCA.

Extensive interviews with leaders on both sides of the South African confrontation left an inspired impression on Barrow, who singled out Nelson Mandela as "a man whose vision would transform South Africa from the pariah which it is to a state which could be a paragon of multi-racial harmony." Committed to the elimination of apartheid, she spent much of her spare time lecturing and raising public awareness of the bizarre intricacies of Pretoria's racial formula.

Ambassador Barrow was born into a family of civic activists. Her father, an Anglican priest, was removed from his pulpit in the Caribbean island of St. Croix after his ministry was considered too socially progressive for the

island's local leaders. Despite warnings from the establishment and less courageous colleagues, he refused to temper the tone of the blistering sermons he delivered against the island's racially delineated social system. Her maternal uncle, Dr. Charles Duncan O'Neal, sacrificed a successful medical practice to take up the cause of the underprivileged masses of Barbados. In 1924 he founded the Democratic League of Barbados and set in motion the social forces that would wrest political control of the island from the planter class and transform Barbados into a modern democracy.

Her younger brother, Errol, donned the mantle of his uncle, and in 1966 led Barbados to full political independence. As Barbados' first Prime Minister, Errol Barrow introduced a program of reforms that gave the nation one of the developing world's most stable economies.

Dame Nita was a practicing adult educator throughout a long professional career that spanned half a century. She worked or resided in almost every territory of the Caribbean. Her family had its roots in St. Vincent-and-the-Grenadines, Tobago, and St. Croix in the U.S. Virgin Islands.



Motivated by the humanitarian values of her father and uncle, Dame Nita chose nursing as a profession from among the limited number of careers then available to women. She completed her basic training at the Barbados General Hospital and immediately after undertook training in midwifery at the Port-of-Spain General Hospital in neighboring Trinidad. A graduate

in nursing from Columbia University, New York, Dame Nita was also a Rockefeller Foundation Fellow, holding graduate degrees from the University of Toronto and the University of Edinburgh.

In 1964 her career took a significant turn when she became Nursing Adviser for the Caribbean Area with the Pan American Health Organization. In this capacity she served as principal adviser to sixteen Caribbean governments. She initiated and coordinated an extensive research program on nursing education that culminated in a comprehensive revision of nursing education in the region.

In 1975, Dame Nita became Director of the Christian Medical Commission of the World Council of Churches. She was considered one of the world's leading authorities on public health and health education, and published numerous papers on subjects related to those fields. Dame Nita regarded health care as more than a medical concern. She considered it a political force intended to free individuals from the liabilities of nature and direct their energies toward social and economic development. She recognized that all development depends, finally, on the efforts of those persons whose physical well being is crucial to any concern for material improvements or any vision of the future. Dame Nita was a strong advocate of the coordinating function of the UN and the part to be played by that organization in awakening an interest in improving the human condition. She believed, however, that unless the principles and priorities of the UN were reflected at every level of society, its focus and performance would, inevitably, be irrelevant to the

needs and aspirations of humankind.

Ambassador Barrow believed that if the UN were to succeed in the preservation of peace it must always be a people-oriented organization, working to eradicate those conditions that give rise to the frustrations and anxieties from which armed conflict is spawned. Thus, she consistently promoted the active engagement of non-governmental organizations--"grass-roots," people's organizations--in the work of the UN and in all spheres of international relations.

From the Canadian Arctic to the South Seas; from Tashkent to Harare, Dame Nita visited more than 80 destinations in Africa, Asia, Europe and North, South and Central America. She traveled by river and other means to the interior of every continent, working and studying the social organization and customs of indigenous communities. She was equally familiar with the Inuit of the Canadian North and Amazon villagers of the Brazilian forests.

Dame Nita was president of the International Council of Adult Education (ICAE) from 1982 until 1990. In 1983, she traveled to six provinces of the People's Republic of China, with a team from the ICAE, seeking to evaluate Chinese approaches to workers' education. During this visit she co-chaired, with Chinese officials, a series of seminars on adult education.

As with most people of international stature, Dame Nita was a study in superlatives and contradictions. A woman, whose career though rooted in compassion, is described by associates as "a powerful manager who has the combative

spirit of a freedom fighter." With the presidencies of three major international bodies to her credit she recalled with special satisfaction, her challenging appointment in 1983 as Convenor of the Non-Governmental Organization (NGO) Forum for the Decade of Women in Nairobi, Kenya. Her management of 17,500 delegates from 177 organizations and almost every known culture earned her international acclaim.

Barrow was recipient of many honors and awards. In 1980 she was invested with the Order of Dame of St. Andrew in recognition of outstanding service to the people of the Caribbean and the Commonwealth. In 1987 she was awarded the CARICOM Women's Award for her personal accomplishments and the stature she brought to women of the Caribbean. In her honor, the ICAE created the prestigious Dame Nita Barrow Award that recognizes and supports regional or national adult education organizations that have made a significant contribution towards the empowerment of women. Dame Nita Barrow brought great wisdom and experience to the field of adult education, her legacy informed by a lifelong commitment to people's struggle for learning, justice, and democracy.

Dame Nita Barrow was appointed Governor General and Head of State of Barbados in 1990. She died while in office on December 18, 1995, at the age of 80, in Barbados.

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We are grateful to  
*National-Louis University*  
for this profile ([www3.nl.edu](http://www3.nl.edu))

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## RNAO NURSING BEST PRACTICE GUIDELINES (BPGs) UPDATE

### **BPG Workshops**

Wow! Interest in the RNAO's BPGs is soaring across the country. By the end of February, RNAO had completed seven BPG Workshops with 13 more scheduled for March. Good news is that total registration is now 2162. The total waiting list for all sessions is 1027 nationwide, with representation from every province outside Ontario and the three territories. There are only 65 total spaces remaining available across the country (Quebec and Yellowknife only). Every other workshop is completely full and has a waiting list!

### **RNAO Partners With two Quebec Health-Care Organizations to Implement and Evaluate Ontario's Nursing Best Practice Guidelines**

The RNAO has announced new partnerships with two Quebec health-care organizations to implement and evaluate nursing best practice guidelines (NBPG).

"These dynamic partnerships will develop and share creative strategies to implement and evaluate nursing best practice guidelines," said RNAO executive director Doris Grinspun. "We have selected two well-respected organizations committed to providing nurses with current, comprehensive guidelines based on the latest evidence in specific clinical areas and giving patients and the public an understanding of the quality of care they should expect to receive."

The two spotlight organizations are **Hôpital Charles LeMoine** and **McGill University Health Centre**, bringing the

total number of RNAO NBPG spotlight organizations to nine:

- Hôpital Régional de Sudbury Regional Hospital
- Niagara Health System
- Royal Victoria Hospital Barrie
- Saint Elizabeth Health Care across Ontario
- University Health Network Toronto
- Victorian Order of Nurses Canada – Peterborough, Victoria, Haliburton
- West Park Healthcare Centre Toronto

These organizations have committed the financial and human resources necessary to ensure successful implementation of multiple guidelines and a positive impact on patient care. Funding is provided by Health Canada with matching funds provided by the spotlight organizations.

"The challenge is to ensure that the latest research in nursing practice is lifted from the page and embedded into daily nursing care in health-care facilities and agencies across the province," said NBPG project director Tazim Virani. "Ultimately if these guidelines are implemented they could be the catalyst to achieving a more consistent, higher level of health care for Canadians."

One of the strengths of the guidelines, added Grinspun, is that they take into account the context of the individual work place. They clearly outline the work environment and educational supports nurses need to provide the best possible care to patients, she said. Spotlight organizations are expected to dedicate staff to support nurses as they incorporate guideline recommendations into practice.

To date, Ontario's NBPG Project, led by RNAO and funded by MOHLTC, has completed 21 guidelines focusing on elder health and elder

care, home health care, mental health care, emergency care and primary health care as well as an implementation tool kit to help nurses and organizations use the guidelines. And development of four new guidelines is in progress. Health education fact sheets have been developed to supplement the guidelines and increase the public's knowledge and involvement in making decisions about their health.

Thousands of expert nurses from across Ontario and all sectors of the profession – staff nurses, advanced practice nurses, researchers, administrators, academics and policy experts – have been developing, pilot testing, implementing and evaluating guidelines that flow from the latest research in nursing practice. Forty-seven health-care sites across Ontario and about 4,600 stakeholders – patients and families, employers, nurses and other health-care professionals – are participating in the project. And thousands of additional nurses are starting to use the best practice guidelines in their daily practice to enrich patient care.

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