

Rainbow Nursing Interest Group (RNIG)

Annual Report

April 1, 2009 – March 31, 2010

Prepared for: **RNIG AGM – 17 April 2010**

Rainbow Nursing Interest Group (RNIG)

Mission

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

Vision

“Every space a POSITIVE SPACE*.”

Values

We value: Evidence-informed, inclusive, reflective, respectful, safe and supportive care and environments for people of all sexual orientations and gender identities.

Goals

- ∇ Challenging invisibility and silencing faced by Lesbian, Gay, Bisexual, Transsexual, Transgender, Two-Spirit, Intersex, Queer, Questioning, Asexual, and Ally (LGBTTTIQQAA) people.
- ∇ Facilitate evidence-informed nursing care that reflects the needs of LGBTTTIQQAA clients.
- ∇ To provide resources, support and knowledge for registered nurses, their community, and each other.

(*POSITIVE SPACE refers to an agency that is open and welcoming, equitable and accessible, to persons of all sexual and gender identities, including clients and employees. It also refers to an agency in which all staff have been trained to understand the issues around sexual and gender diversity and are familiar with human rights, diversity, and resources. POSITIVE SPACE is a program developed by the University of Toronto.)

Rainbow Nursing Interest Group (RNIG)

Annual Report: 1 April 2009 – 31 March 2010

RNIG Executive:

Co-Chairs: Judith MacDonnell and Dianne Roedding

Communications ENO*: Leanne Powell and Karla Stewart

Finance ENO: Elaine Hampson

Membership ENO: André Boisvert

Policy and Political Action ENO: Jean Clipsham and Lisa Connolly

Student Liaison ENO: Sarah Benbow and Susana Caxaj

*Executive Network Officer

RNIG Accomplishments

- ▽ 2 face-to-face meetings for all members
- ▽ 3 teleconferences for all members
- ▽ 2 newsletters sent to all members
- ▽ increase in members - 126 as of March 31, 2010; up from 95 in 2009, 73 in 2008, 10 in 2007
- ▽ developed an online survey to assess the needs of our members, in conjunction with Rainbow Health Ontario
- ▽ advocating for RNAO to develop Best Practice Guidelines (BPGs) for the care and support of clients and co-workers who identify as LGBTTTTIQQAA
- ▽ mission statement revised
- ▽ RNIG members, colleagues and students marched with RNAO on Sunday, June 28 in the Toronto Pride Parade. The RN Journal (July/Aug 09) included a photo in "Nursing in the News"
- ▽ a member presented at University Health Network's Pride events. Topic: "Nurse in Boots: Lesbian Health Advocacy as a Career?"
- ▽ several members have partnered with Rainbow Health Ontario to explore current opportunities for developing LGBT research capacity
- ▽ members attended a Skills-Building workshop focused on LGBT health sponsored by Rainbow Health Ontario

Policy and Political Action**Submitted by Jean Clipsham & Lisa Connolly**

Again in 2009, RNIG was involved in organizing a contingent to march in Toronto's annual Pride Parade on June 29. Nurses and nursing students joined together on that day to show support for diverse sexual orientations and gender identities.

Our main focus this past year was to work towards having RNAO develop Best Practice Guidelines (BPGs) for the care and support of clients and co-workers who identify as LGBTTTTIQQAA (Lesbian, Gay, Bisexual, Transsexual, Two Spirit, Transgender, Intersex, Queer, Questioning, Asexual and Allies). Since RNAO's BPGs have an international reputation, the RNIG Executive believes that we can have a positive impact on equity, accessibility and inclusivity for people of diverse sexual orientation and gender identities by gaining support for the development of these guidelines. We have contacted RNAO staff who work to develop BPGs to encourage them to start the process; we also had an e-mail campaign asking all of our nursing colleagues in the province to complete a questionnaire that RNAO has posted about topics for BPGs, encouraging the development of a BPG for the care and support of diverse sexual orientation and gender identity clients and co-workers.

We have recently surveyed our members and plans for Political Action for the coming year will be based on the results of the survey.

**RNIG Financial Statement
April 1, 2009 to March 31, 2010**

| | | | | |
|------------------------------|--------------------------------------|---------------|---------|---------|
| Opening Balance | | | | 1269.64 |
| Credits | | | | |
| | RNAO membership fees | Feb 1, 2009 | 130.00 | |
| | | Sept 29, 2009 | | |
| | | Mar 24, 2010 | 1250.00 | 1380.00 |
| Debits | | | | |
| | Bank fees | 2 x 4.95 | 59.40 | |
| | Teleconference fees | | | |
| | | June 12, 2009 | 185.12 | |
| | | Nov 20, 2009 | 6.80 | |
| | | Feb 22, 2010 | 71.42 | 263.34 |
| | Other expenses: photocopying, videos | | 35.53 | |
| | Pride materials | | 89.33 | 124.86 |
| | | | | 447.60 |
| Balance as of March 31, 2010 | | | | 2202.04 |

Respectfully Submitted by Elaine Hampson, Financial ENO