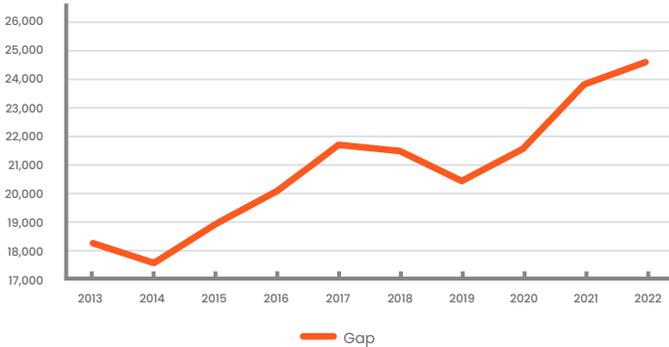


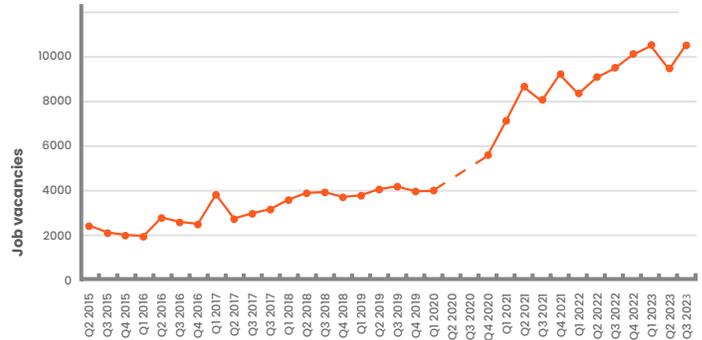
# The nursing crisis and the experiences of Black nurses

## Snapshot of the nursing crisis in Ontario

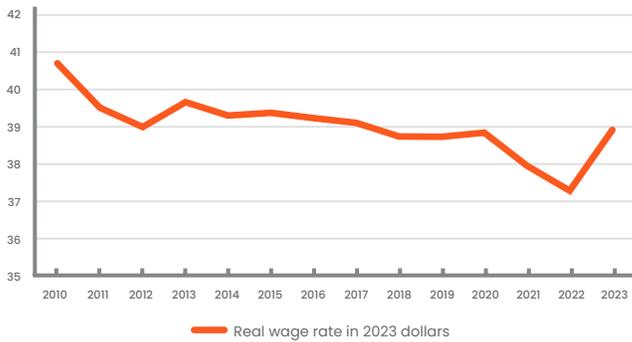
**Ontario RN deficit relative to the rest of Canada on a per capita basis**



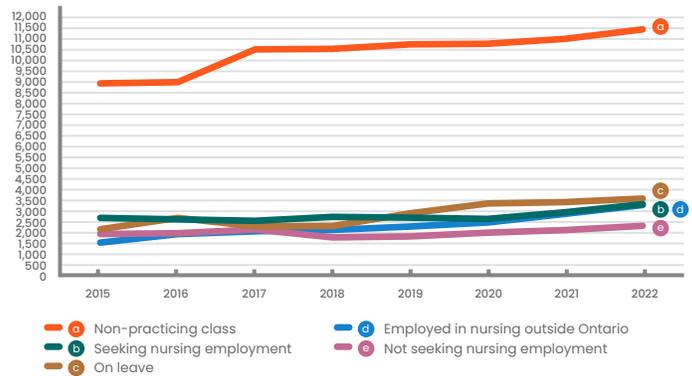
**Ontario RN vacancies**



**ONA hospital RN year 1 real wage rate in 2023 dollars**



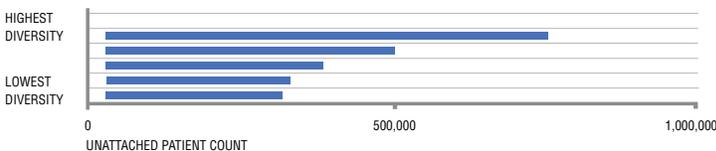
**CNO RN registrants who are not practising in Ontario**



## Impacts of the nursing crisis on the health system

**2.29 million** Ontarians unattached to primary care provider in 2022. Unattached patient count increases when ethnic diversity increases

**Unattached patient count by ethnic diversity quintile**

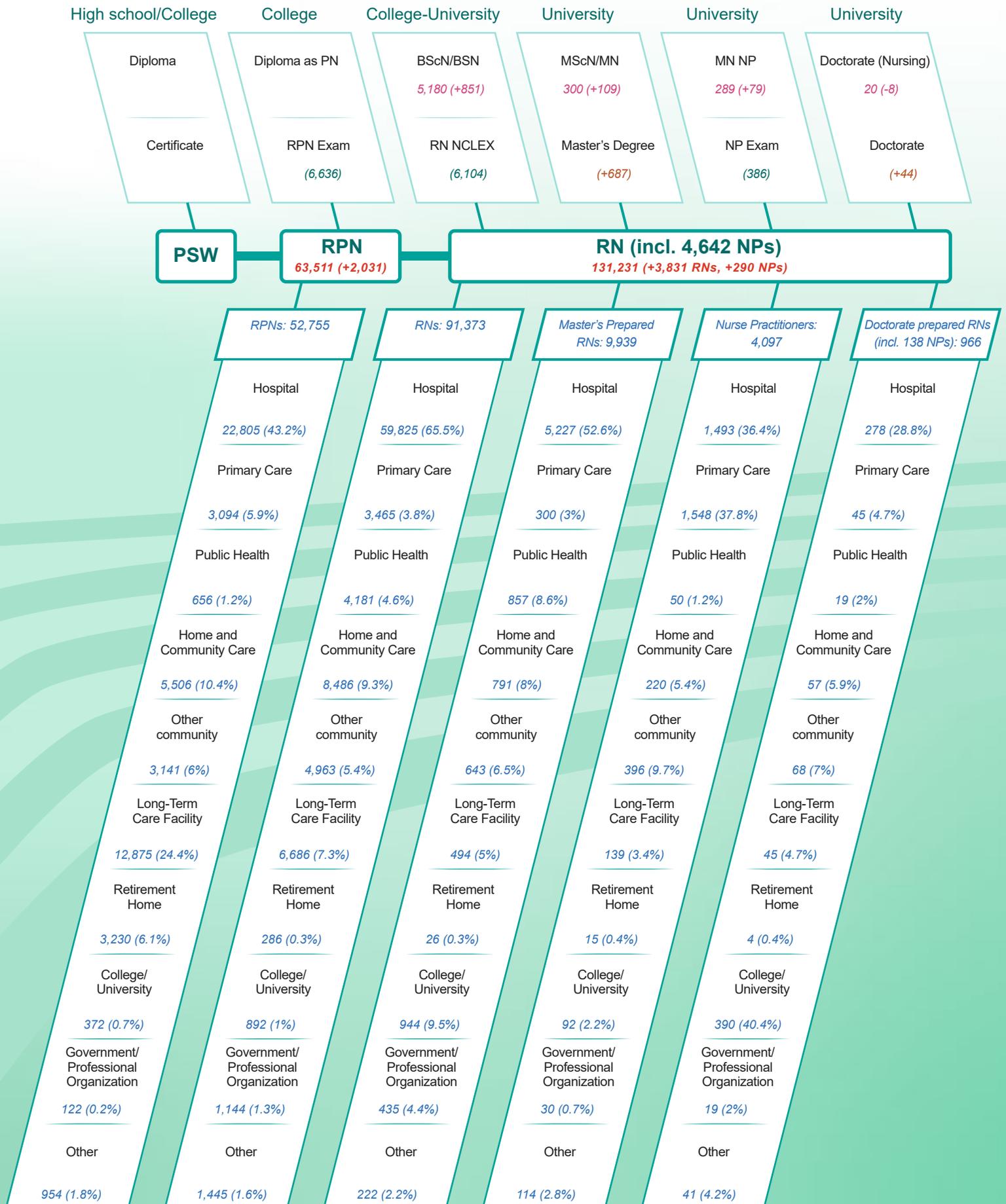


**203** ER closures in 2022–23

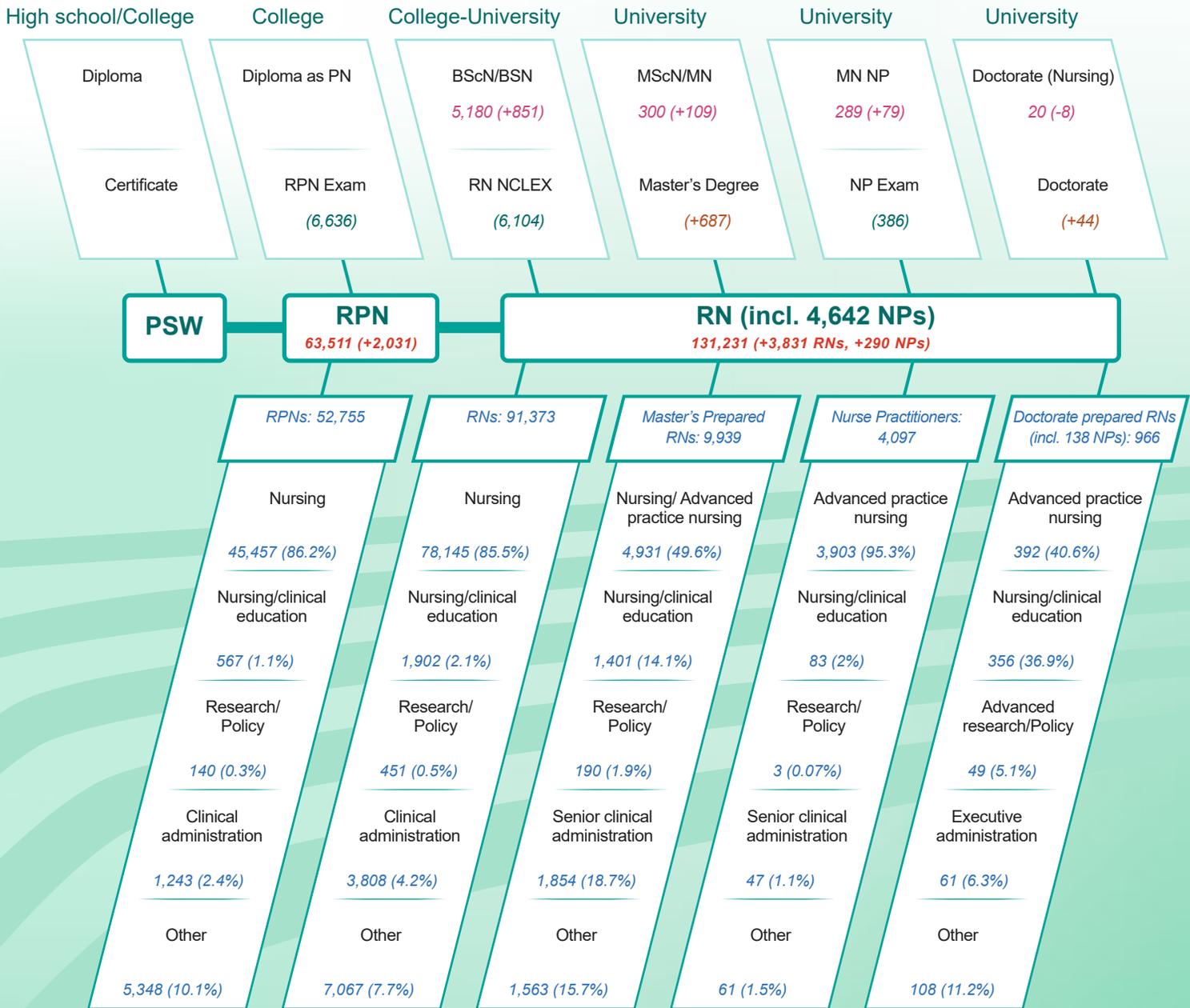
**22 per cent** increase to a record high in hallway health care in 2023, compared to 2017

**340,000 fewer** nursing visits in home care in 2022–23 than 2021–22

# Snapshot of the nursing profession by sector



# Snapshot of the nursing profession by nursing domain



## Acronyms:

**Exams for RPNs in Ontario:** Regulatory Exam – Practical Nurse (REx-PN)

**Exams for RNs in Ontario:** National Council Licensure Examination – Registered Nurses (NCLEX-RN)

**Exams for NPs. The NP candidate writes one of the following:**

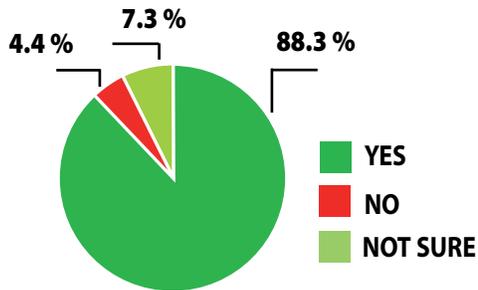
- Adult-Gerontology Primary Care Nurse Practitioner Exam
- Pediatric Primary Care Nurse Practitioner Exam
- Canadian Nurse Practitioner Examination: Family/All Ages (CNPE:F/AA)

## LEGEND

Education	Functional specialities
Number of nurses registered with the CNO in 2023 <i>Represented in orange: 194,742</i>	Number of nurses employed in Ontario in 2023 <i>Represented in blue: 159,130</i>
Number of graduates with nursing degrees in the latest reported year, 2021 (and change over previous reported year) <i>Represented in pink: 5,789 (+1031)</i>	
Number of CNO applicants who passed the licensing exam (in the latest reported year, 2021) <i>Represented in teal: 13,126</i>	Change in graduate-prepared RNs (incl. NPs) working in Ontario (over previous reported year) <i>Represented in brown: +731</i>

# Takeaways from lived experiences of Black nurses and nursing students

As a Black nurse in Ontario, do you believe you have experienced racism and/or discrimination?



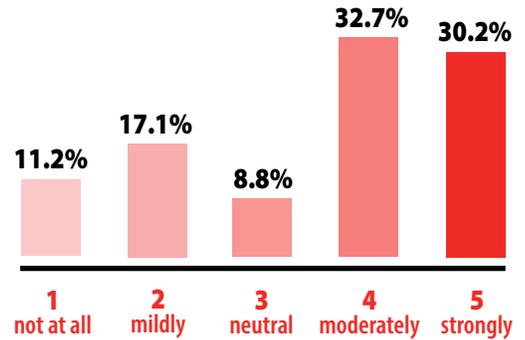
*“Let us stop pretending that racism is dead...it’s alive and strong.”*

Have you addressed or raised the issue of racism to your employer, professor, human resources, management or nursing union?

Type of individuals the issues were raised with	YES	NO	Prefer not to say
Employer	66	129	10
Manager/director	75	121	9
Professor	49	146	10
Human resources staff	48	149	8
Nursing union	47	151	7

*“When we go into nursing, being a Black nurse a lot of times we are told by others that we just have to put up with it. I always feared speaking about it because I did not want to create any unnecessary conflict, plus, I didn’t feel management, the union, or professors would understand me. They are all White, what can they possibly understand?”*

On a scale of 1 to 5, to what degree has experiencing systemic discrimination and racial microaggressions affected your mental health?



*“Racism in the academic setting affected my mental health resulting in depression. I had to seek mental health support from external sources.”*

Based on lived/personal experience or observations, what is the primary barrier for pursuing further education?

Financial resources	52
Family responsibilities	14
Education application process	2
Previous negative experiences in the education system	47
Work-life-school balance	15
Lack of peer support and mentorship	50
Lack of knowledge or awareness for educational options (for example, distance learning)	10
Other	15

*“There is no issue with hiring Black nurses at my workplace. The issue is the lack of opportunity of career advancement for Black nurses.”*