



March 2011

2011 RNAO Annual General Meeting and RNIG AGM

The **RNAO AGM** is April 7-9, 2010 at the Toronto Hilton, 145 Richmond Street West. If you are attending, we would welcome your participation to help staff the RNIG display on Friday April 8 in conjunction with another RNIG member at morning and afternoon break and after lunch. This is a great way to meet other RNIG members! If you can help for at least one of those times, please contact Dianne at DRoedding@regionofwaterloo.ca.

The **RNIG AGM** will take place on Saturday, April 9, from 9:00 to 11:00 a.m. Please join us... our meetings are always inspirational and invigorating!

- **Guest speaker:** Jennifer LaFontaine will speak on "Digital Storytelling". Jennifer teaches a community media program on digital storytelling, where participants make their own 2-5 minute videos sharing stories from their lives. Based at the Centre for Community Learning & Development, the digital storytelling division works with organizations to tell their story, hear each other and create connections. She has worked with diverse communities for over ten years to use media and storytelling as tools for education and awareness, bridging difference, and social justice.
www.storycentre.wordpress.com
- **Elections:** Elections will be held at the AGM. Please consider becoming involved with this dynamic group. See "Call for Nominations and Notice of Elections" at the top of page 2 for more information.
- **Registration:** There is no charge for this meeting, but you [must register](#).
- **Refreshments** will be served.

RNAO keynote: Following the RNIG AGM, there will be an RNAO keynote presentation (no charge) from 11:30 to 12:30: "Florence Nightingale: Nursing, Health Care and Social Reform" by Dr. Lynn McDonald (Director of the Collected Works of Florence Nightingale, University Professor Emerita at the University of Guelph).

A Lunch Date: Join us for lunch after the RNAO keynote presentation. We will decide on the location at the end of the RNIG AGM. Some of our best ideas seem to hatch over a shared meal!

Follow-up Meeting: A meeting will be held after lunch for those interested in further planning for the digital storytelling project. Location to be determined. There may also be a surprise short (5-10 minutes) dramatic presentation!

Call for Nominations and Notice of Elections: The following positions on the RNIG executive need to be filled at the April 9 AGM:

Communication Executive Network Officer – one position

Membership Executive Network Officer(s) – two positions

Policy and Political Action Executive Network Officer – one position

Student Representative ENO – one or two positions

All members are invited to consider this opportunity to become involved in the Rainbow Nursing Interest Group. Terms are for 2 years. There are usually 2 face-to-face four-hour meetings a year, and 2 to 4 one-hour long teleconferences. There are also opportunities to work on projects – currently we are working on digital storytelling and developing a best practice guideline for LGBT health.

Please note the following **requirements for nominations**, as indicated in the RNIG Bylaws:

- 1.) Notice of election and call for nominations will be communicated prior to the Annual General Meeting.
- 2.) Candidates for office shall be nominated in writing, and nominations shall be delivered to a Co-chair until one week prior to the RNIG Annual General Meeting (April 2, 2011).
- 3.) Candidates for office may be nominated from the floor provided they are present or have submitted a candidate's statement in writing.
- 4.) Nominations must be accompanied by the signatures/e-mail support of at least two RNIG members who support the nomination.

If you don't know any other RNIG members, don't let that stop you. Just send a brief bio and why you want to get involved with RNIG. We'll find members to support you.

RNIG Priorities

At our most recent face-to-face meeting RNIG members and executive focused on the themes identified in the Member Survey. The information collected through the Member Survey is providing the direction for RNIG's next steps.

Priorities include:

- communication within RNIG
- spreading the message (through the use of digital storytelling)
- development of Nursing Best Practice Guidelines

RNIG Projects to Address Priorities

We have some very exciting projects underway to address these priorities, and we'd like to invite you to participate!

Communication within RNIG

Distance options such as videoconferencing, teleconferencing and development of a member list serve are being explored to encourage increased participation by members near and far.

Communicating our message - The age of the digital story

If you are looking for an opportunity to critically examine one of the many ways in which health service provision to LGBT communities needs to get better; or you want to describe what it's like living as a trans nurse in gender normative space, a queer nurse living with the heterosexist assumptions of your straight colleagues, or you can pin point that ah-ha moment when you really understood what social exclusion and 'invisibility' means, you have the raw material for a digital story that could potentially open the hearts and minds of nurses across Ontario.

Storytelling is, as we all know, an ancient art. What the nursing community is beginning to learn is that digital storytelling (the use of computer-based art, voice recordings, photography, and music) is an exciting and powerful new communication tool, educational opportunity and community building exercise.

RNIG wants to create an opportunity for its members to work on their own digital stories in a workshop format, focusing on the importance of LGBT cultural competence in nursing.

If you have iMovie editing skills, or expertise in delivering arts-based, creative workshops or have any interest in attending a digital storytelling workshop specifically for RNIG members, please email Robin at rfern@mac.com.

We will learn more about digital storytelling from our guest speaker, Jennifer LaFontaine at the RNIG AGM.

Developing LGBT Competence in Nursing

We are actively pursuing strategies to improve LGBT competence in nursing through the development of Nursing Best Practice Guidelines.

The development of Nursing Best Practice Guidelines that promote LGBT positive health care environments will:

- 1) Support health care organizations to create and sustain LGBT positive environments for nurses and clients;
- 2) Contribute to reducing cultural barriers to health care;
- 3) Make health services more LGBT 'friendly' by developing guidelines and policies for clinical interactions and healthy workplace practices, and,
- 4) Help to reduce the disproportionate burden of poor health experienced by LGBT people.

If you are interested in becoming involved in this initiative please contact Lisa at connollyandluke@execulink.com or Robin at rfern@mac.com

In the News – Bill C-389

Bill C-389: Bill C-389 is a private member's bill which adds gender identity and gender expression as prohibited grounds of discrimination to the Canadian Human Rights Act, and amends the hate crimes and sentencing provisions of the Criminal Code.

RNAO sent a [letter to Senators](#) in February asking them to support this bill, and issued an [action alert](#) urging nurses to "*let our elected leaders know nurses support full human rights protection for all Canadians!*"

On February 9th Parliament passed Bill C-389 at Third (and final) Reading by a vote of 143 to 135. In celebrating the passage of his bill, Mr. Siksay said, "this is an important victory for the trans community and another very significant step towards the full human rights and equality of transsexual and transgender people".

It is now up to the Senate to pass Bill C-389 so it can receive Royal Assent and become law.

Private member's bills don't often become law, so **if you have not already sent an email** in support of this bill, go to the [action alert](#) – it only takes a couple minutes to send the prepared email directly from the RNAO website.

Weblink: [Bill C-389, An Act to amend the Canadian Human Rights Act and the Criminal Code \(gender identity and gender expression\)](#).

Request for Housing Stories

RNIG received a letter from Maureen Cava, Member-at-Large for Socio-Political Affairs. She wrote,

"Our Board committee has decided to focus its efforts on the key strategy of healthy and affordable housing. We do know that many groups and individuals face many barriers in finding and sustaining affordable housing. It is our hope that we can get a picture from our members across the province of how this is affecting the people they work with on a daily basis.

We are asking for you to send a communication to your members and ask them to send us a short story explaining the impact that the issue of housing has had on their clients/patients. Without disclosing any identifying information, it would be helpful to know which community or geographical area is the setting for the story so it can be linked with waiting list times.

If writing the story is problematic, I would be happy to interview the member and draft the story for them to review. We will use these stories to get our message out as we approach the October election.

If I can be of any assistance with this request please don't hesitate to contact me at mcava@toronto.ca. Please have the stories sent by March 15th to Kayla Scott at kaylas@RNAO.org" (Maureen has extended this deadline if RNIG members are not able to reply before March 15 – please contact her for further information.)

Annual Campaigns in 2011

April 13 - Day of Pink: “Day of Pink is the International Day against Bullying, Discrimination and Homophobia in schools and communities. We invite everyone to celebrate diversity by wearing a pink shirt and by organizing activities in their workplaces, organizations, communities and schools.” (from the website) **Posters, bookmarks and stickers** as well as a guidebook of suggested activities can be downloaded from the website for free.

www.dayofpink.org .

May 17 – International Day Against Homophobia: The **theme** for 2011 is “Same-sex couple: a story of love”. The **goal** of this campaign is to change some simplistic perceptions on gay and lesbian relationships.

“The prejudice that fuels homophobia specifically comes from a restricted idea of gay and lesbian relationships that cuts them down to their sexual dimension. Now, just as for heterosexual relationships, they are based on feelings of love, affection, and tenderness” says Fondation Émergence President Laurent McCutcheon.

Posters and pamphlets can be ordered free of charge (though they do request a small donation to cover shipping). www.homophobiaday.org.

September 23 – Celebrate Bisexuality Day: “Started by bi activists in 1999, Celebrate Bisexuality Day puts bisexuality on the map with its call to promote bi visibility and celebrate the wonderful diversity of bisexual lives. Events are held all over the world on and around this date to raise the profile of bisexuality and bring people's attention to the uniqueness of our lives.” (from www.torontobinet.org)

October 20 – Day of Purple: This LGBT spirit day was started in 2010 in remembrance of teens who had taken their lives because of anti-LGBT bullying

November 20 - Trans Day of Remembrance: commemorates those who have died as a result of violent attacks caused by fear and hatred of transgendered and transsexual persons. www.transgenderdor.org

Events

For a listing of events throughout Ontario: Visit Rainbow Health Ontario's events calendar at <http://www.rainbowhealthontario.ca/events.cfm>.

“The B Side: Exploring Bisexuality”: A 10 week group for people who are exploring their attraction to more than one gender or struggling with what their bisexuality means to them and their lives.

When: Mondays, 6:30-9:00pm, March 14 - May 16, 2011

Where: Sherbourne Health Centre, 333 Sherbourne Street, Toronto

Registration: Space is limited and pre-registration is required. To register, or for more info please contact Fatema Mullan at (416) 324-4100 x5256 or thebside@sherbourne.on.ca

“Racism and LGBT Healthcare – a Forum for Service Providers”: How do racism, transphobia and homophobia affect racialised LGBT people when they seek healthcare and other public services? What initiatives would make public services safer and more inclusive? You are invited to a panel discussion focussing on the above two questions.

When: Monday, March 21 from 7:00 to 8:30 pm. Registration starts at 6:30 pm.

Where: OPSEU Regional Office, 31 Wellesley Street East, Toronto

This event is organized by the Rainbow Health Network (RHN) in collaboration with the Ontario Public Service Employees Union (OPSEU). For more information, visit www.rainbowhealthnetwork.ca.

Resources

Rainbow Health Ontario: Rainbow Health Ontario (RHO) is a province-wide program that works to improve the health and well-being of lesbian, gay, bisexual and trans people in Ontario through education, research, outreach and public policy advocacy.

Their website provides health information, news and events that promote the health and well-being of lesbian, gay, bisexual and trans people in Ontario. www.rainbowhealthontario.ca.

The Rainbow Health Network (RHN): RHN is a volunteer-run non-profit network, which acts as a catalyst and a resource for activities promoting the health and wellness of people of diverse sexual orientations and gender identities, in Toronto and beyond.

The main activities include networking, advocacy, education and working towards equity in healthcare. www.rainbowhealthnetwork.ca

Information on Sex Reassignment Surgery (SRS) and Trans Health Care in Ontario: This is a fact sheet put out by The SRS and Trans Health Policy Group. It is available to download at www.rainbowhealthontario.ca/resources

“Put This on the {Map}” www.putthisonthemap.org This 34-minute documentary film speaks to the goal of reteaching gender and sexuality. “Fed up with a lack of queer visibility, twenty-six young people in Seattle’s eastside suburbs weave together this ground-breaking narrative of shifting identities and a quest for social change.”

Opportunities

The Spirit of Will Munro Award: The Lesbian Gay Bi Trans Youth Line has announced a \$10,000 award available to Ontario LGBTTTQI2S youth (under 27), or an Ontario LGBTTIQ2S youth led organization to establish an event, project, organization or business at the local level that uses the arts and provides youth- friendly, sustainable community growth for LGBTQ people. Visit www.youthline.ca/thespíritofwillmunro.php for information and to download an application. Application deadline is April 30, 2011.

About the 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 LGBTTTTIQQAA people.
- Facilitate evidence-informed nursing care that reflects the needs of LGBTTTTIQQAA clients.
- To provide resources, support and knowledge for registered nurses, their communities, and each other.

Your RNIG Executive Officers

Co-Chairs:	Judith MacDonnell jmacdonn@yorku.ca Dianne Roedding DRoedding@regionofwaterloo.ca
Financial:	Elaine Hampson Elaine.Hampson@york.ca
Membership:	André Boisvert aboisvert19@hotmail.com
Communication:	Karla Stewart Karla.Stewart@smdhu.org Laura Hanson lauraelisehanson@hotmail.com
Policy/Political Action:	Robin Fern rfern@mac.com Lisa Connolly lconnolly@kdchc.org
Student Liaison:	Position currently vacant