

**TOGETHER  
TOGETHER  
TOGETHER  
TOGETHER  
TOGETHER  
we got this**

**Canadian Federation of Nurses Unions**

## **2023 CFNU Biennial Convention Education Days**

**June 6-7, 2023**

### **Course Outlines and Learning Objectives**

**Workshop #1.**      *Professional responsibility: making the link between your workplace and your standards of nursing practice*

**Facilitators:** DJ Sanderson (ONA), Danusia Moreau (UNA), Tim Langlois (CNPS)

**Course description**

Did you know that as a nurse, you have the professional responsibility to identify and report workload concerns that impact your ability to provide safe quality patient care? Some nurses have difficulty in recognizing these types of issues or are unsure of how to deal with them. Nurses are often frustrated when these issues are not resolved. In this session, discover the link between your union's professional responsibility processes and your standards of nursing practice. Identify strategies to address these issues and hear success stories about how others have implemented positive changes in their workplace.

**Objectives**

During this interactive workshop, you will:

- Gain an understanding of what a professional practice issue is and the potential impact to your nursing licence
- Understand how to connect a “workload Issue” to your professional standards of practice
- Reflect on the desired and achievable behaviours of the nurse, related to professional practice issues
- Understand the difference between violations of the collective agreement, and when to apply the professional practice process in the workplace
- Understand how participating in your professional responsibility process can help alleviate moral distress experienced during your shift
- Have knowledge of your collective agreement clause as it relates to professional responsibility
- Discuss the professional responsibility process

**Target audience:** Any member who wants to learn more about professional practice

## Workshop #2.      *Psychological health and safety for nurses*

Facilitators: Marie Dancsok (UNA), Tara Peel (CLC)

### Course description

Research and experience have demonstrated working and living through a pandemic has had serious effects on the mental health of nurses. In 2021 Stats Canada reported that “7 in 10 health care workers reported worsening mental health”.

This course will explore systemic and individual approaches to promoting good mental health and preventing mental health disorders.

The workshop is grounded in evidence-based practices and utilizes experiential learning activities, so be ready to explore personal well-being.

### **\*\* TRIGGER WARNING \*\***

Information and activities in this workshop may be triggering for members. Information regarding professional resources will be made available during the workshop.

### Objectives

During this interactive workshop, you will:

- Understand the purpose of the CSA Psychological Health and Safety Standard
- Identify strategies in getting the standard implemented in your workplace
- Understand workplace risk factors that can lead to psychological injury
- Take home a toolkit of mental health resources

**Target audience:** All are welcome.

### **Workshop #3.     *Human rights and equity***

**Facilitators:** Meera Chander, Barb Byers

#### **Course description**

This workshop will provide you with the tools required to bring an equity lens to your union. Participants will explore language and practices that can be incorporated into their workplace in order to be more inclusive. Building equity and unlearning oppression are central to the content and objectives of the workshop. Participants will be challenged to consider the ways they can address oppression and become better allies to members of equity-deserving groups. You can expect to engage with all participants and learn from each other and your individual experiences as the day progresses.

#### **Objectives**

Upon completion of this course, you will be better able to:

- Understand the concepts of equality and equity and what inclusion looks like
- Recognize the impact of various forms of discrimination experienced by historically excluded equity groups
- Recognize the strength of diversity in our activism and in our unions
- Use the tools in the CFNU equity toolkit to introduce equity work within your workplace and in your unions.

**Target audience:** All are welcome.

**Workshop #4.      *Protecting and advancing public health care***  
**(back by popular demand)**

**Facilitators:** Canadian Health Coalition team (Steven Staples, Tracy Glynn and Anne Lagacé Dowson)

**Course description**

Health care is consistently rated as Canada's most valued public program. But the pandemic has put a terrible strain on the system, burning out nurses and exposing underfunding that has gone on for many years. Now Canada's health care system may be at risk if private corporations are allowed to provide a for-profit system in Canada.

Despite many challenges, there are many things nurses can do to strengthen public health care and lead the discussion in this country. Learn how to work with allies to lobby and use the media to win more funding for Medicare and win new enhancements like a national Pharmacare plan that could save billions of dollars, and how we could use the savings to build a better health care system overall.

**Objectives**

Upon completion of this course, you will be able to:

- Describe the implications of the *Canada Health Act* and federal/provincial/territorial funding agreements and their impact on the sustainability of public health care
- Identify threats to public health care, including legal threats, privatization and underfunding
- Understand the current political climate, including a national Pharmacare plan, and consider its potential as part of the unfinished business of public health care
- Identify effective political action strategies, including legal tools, public actions, lobbying, traditional media and social media
- Advocate for public Medicare at all government levels as nurses and in coalitions
- Develop a personal political action plan

**Target audience:** Anybody interested in preserving and expanding public health care

## **Workshop #5.      Together we act**

**Facilitators:** Jane Sustrik, Debbie Forward, Alexandre Silas (PSAC), Chad O'Brien (NSNU) as moderator

### **Course description**

To understand the activism, we must first understand the power of membership. Union activism is more critical now than ever before. It's time for nurses from coast to coast to take their power back. In this workshop, attendees will learn how to take both small steps and large to support their fellow members. They will hear engagement success stories from across the country and will be invited to imagine the power we could channel if we all worked together. Most importantly, attendees will leave this workshop feeling ready to stand together because as we know, the power of many is greater than the power of one.

### **Objectives**

During this interactive workshop, you will:

- Understand the basics of union executive positions
- Understand the impact and support that the union can offer
- Inspire a feeling of unity amongst members across the country
- Learn how to take steps to be more involved
- Build a mental toolbox of possible strategies
- Listen to campaign success stories

**Target audience:** All are welcome.

**Workshop #6.      *Retirement – the next chapter: a practical guide for all nurses***  
**(back by popular demand)**

**Facilitator:** Jim Yih

**Course description**

Choosing to retire is one of our most important life decisions, yet many nurses feel unprepared for the transition and lack the financial literacy required for retirement. Can you maintain your lifestyle in retirement? How will decisions you make impact your retirement?

In this course, we will examine the financial aspects of retirement, including the role of CPP, OAS, pensions, RRSPs, RRIFs and other income sources. We will discuss other considerations in transitioning to retirement, including maintaining our mental, physical and psychological well-being.

**Note:** Pre-course preparation: know what type of pension plan you have (i.e., defined benefit, defined contribution, RRSP, collective agreement language, etc.). If you are unsure, please contact your union.

**Objectives**

Upon completion of this course, you will be able to:

- Identify the role of pensions, including defined benefit, defined contributions and others
- Understand approximately how much money you need to retire, including the impact of investments, RRSPs, RRIFs, CPP and OAS
- Understand the direction that can be provided by your collective agreement
- Know the implications of working beyond retirement age or retiring early
- Set realistic expectations for retirement, that recognize the non-financial factors supporting a successful and independent transition

**Target audience:** All are welcome.

## **Workshop #7.      *Truth & Reconciliation: the blanket experience***

**Facilitators:** Rodger Ross, Alan Kakakaway

### **Course description**

During this interactive workshop participants will walk through history to gain a better understanding on how colonization of Turtle Island, now known as Canada, has impacted the people who lived here long before settlers arrived. Through this exercise participants will explore the nation-to-nation relationship between Indigenous and non-Indigenous peoples in Canada, how this relationship has been damaged over the years, and how they can work toward reconciliation.

The Blanket Exercise explores the major themes and recommendations of the Royal Commission on Aboriginal Peoples (RCAP), examines how federal policies and programs impact the lives of Indigenous peoples in Canada, and identifies what Indigenous peoples and their allies are doing to bring about positive change.

### **Objectives**

During this workshop you will have the opportunity to:

- Deepen the understanding of the denial of Indigenous peoples' nationhood
- Learn how the colonization impacted those who were here long before settlers arrived
- Gain appreciation for our shared history as Indigenous and non-Indigenous peoples in Canada
- Recognize roles in working towards reconciliation

**Target audience:** All are welcome.



**Workshop #8.      *The social determinants of health tour* (limit of 32 participants)  
(back by popular demand)**

**Facilitator:** Ainsley Kendrick

**Course description**

Nurses and nursing unions have endorsed the fundamentals of the social determinants of health. We know health is influenced by the social factors which affect our everyday life. This workshop will examine what supports are available to community members in need. Participants will explore the mosaic of the Charlottetown area to gain insight into supports that could be implemented in your community.

This course is a bus and walking tour. Please dress appropriately with comfortable shoes. Be prepared for moderate physical activity, and note that some locations may not be easily accessible by all participants.

**Objectives**

Upon completion of this course, you will be able to:

- Understand the history of the social determinants of health (including housing, income, social status, education, environment, etc.)
- Identify how the Charlottetown community has met the social needs of various populations and compare it to your experiences in your own communities
- Lead and advocate for change in your community

**Target audience:** All nurses interested in taking a lead to advocate for change in their community. 32 participants maximum.

**Workshop #9.**      *Our resilient selves: rediscovering vitality, strength and joy through movement and dance*

**Facilitator:** Patricia P. Capello

**Course description**

This experiential workshop will guide participants to recognize and appreciate their resilient selves as we explore simple individual and communal creative dance/movement practices. The action of our moving bodies will revitalize our physical and emotional spirits. Moving and dancing in community with each other will reaffirm our strength and endurance as members of the healing profession. Finally, the inherent joy of the rhythmic expressions of music and dance will allow us to experience the shared satisfaction of trusting and supportive connections with one another.

**Objectives**

During this interactive workshop, you will:

- Learn how practice observing and moving with peers will challenge your innate abilities to be flexible and resilient while building communication and fostering positive relationships
- Learn to identify strategies to become aware of actions/reactions while experiencing creative movement-based problem solving
- Practice simple activities to strengthen self-care and self-awareness while renewing vital sensations through pursuing “playful fun”

**Target audience:** All are welcome. Please dress appropriately with comfortable shoes. Be prepared for moderate physical activity.

## **Workshop #10.     *The power of story: conversations that count***

**Facilitator:** Gerard Murphy

### **Course description**

A story is a powerful bonding and unifying tool that connects people, breaks down barriers and heals wounds. By sharing our stories, we heal the collective.

Stories can help us learn about others. They can help us find understanding and empathy for others and their situations. And by listening to others' stories, we are reminded that we are not alone in the world.

During this interactive conversation, we will create a safe space to reflect upon and move beyond recent events. It is all about coming together, speaking our truths and moving forward with optimism. We will acknowledge, share and gather the stories we've lived over the past few years, as we make sense of our lived and living experiences.

### **Objectives**

During this workshop, you will:

- Discover insights into the universal life experiences of colleagues across the country
- Harness the power of story to help you build connections and understanding between yourself and others
- Strengthen your feeling of solidarity by validating the experiences of colleagues across the country
- Embrace your strength, hope and courage as you look ahead in the face of difficulty

**Target audience:** All are welcome.