



ONTARIO CORRECTIONAL NURSES' Interest Group



Speaking out for correctional nursing.

SPRING EDITION 2019

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A MESSAGE FROM THE PRESIDENT...

Greetings OCNIG members!

Spring has sprung, as the cliché goes. As the weather gets warmer, I hope the sunshine and fresh air is inspiring to you all.

There have been many successes for OCNIG since our last newsletter.

Even when progress seems to be slow and we encounter barriers to our goals, being a part of OCNIG is like a wave that ebbs and flows. Sometimes it seems we take leaps forward, like with the Transformation and Segregation Coalitions, and then we are placed on pause.

This is a natural evolution and we must persist and remain strong as a team.

At the local level, the Executive continues to encourage all members to look at your own goals. Identify gaps and address them so that we gain skills and confidence in our tool boxes and we are positioned to act in solidarity. The time to prepare is now!

The AGM report will provide details of the great work that is being done by the Executive and by all of you. In future years, the Executive will look at ways to boost attendance and to assist more members to dismantle barriers and to attend in person. Thank you to all who attended; the meeting was inspirational, and we felt strong team spirit.

Executive elections will soon be on the horizon. Starting early June, nominations will be accepted, and vacant positions will need to be filled to sustain our group's momentum.

Thank you for all the good work that you do; even when we seem to be moving slowly, it takes a lot to steer a boat. Thanks to WH, an esteemed colleague for that expression! It really does provide sound rationale for continuing to move forward.

Angela Di Marco
OCNIG President

OCNIG Annual General Meeting 2019

The Ontario Correctional Nurses' Interest Group's Annual General Meeting (AGM) was held on April 13, 2019 at the Toronto Hilton.

We met for breakfast and had the chance to network as we shared Members' voices. Some of the Member's Voices themes included improving our work processes, advocating for those who cannot advocate for themselves, and ensuring that we have the necessary resources to do our important work. All agreed we need to address gaps in research and to continue to collaborate with community partners in order to provide seamless care. All in attendance agreed, this is not a typical practice setting and we need to address and change what we can. This takes strong voices, strong leaders and strong teams.

Erin Boudreau, Lead for the Segregation Coalition, provided insight into the issues of mental illness in the Justice System and how the Coalition came to be. There has been progress made as the Coalition members position themselves as subject matter experts for the future. The group was so grateful to have the chance to hear about the progress of this group.

Members in attendance were provided with the annual report outlining OCNIG's achievements of the past year. Our social media efforts this past year showed improvements in the numbers of nurses we engage by both Facebook and Twitter. Social media users visited us from very far away! Our group attracts attention as leaders in our sector.

Our new and innovative "Wanted" poster will help to boost our membership, which continues to grow. The budget numbers are strong and the more members we have, the more resources and support we will gain. This includes providing incentive for more to attend our AGM next year. Our group members are strong mentors for Nursing students, which are our future. Please ensure that you continue to spread the word and help our membership to continue to grow.

We were able to sponsor one OCNIG member to attend the AGM and opened the teleconference line for those that could not be physically present. The option to participate by teleconference was well received and will be offered at future membership meetings!



Queen's Park Day 2019

By: Angela DiMarco

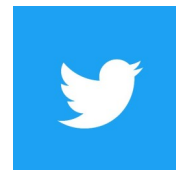
I attended Queen's Park Day and had breakfast with my local MPP. I spoke with the Members of Provincial Parliament to ensure that OCNIG's key messages continue to grow from seeds planted over the years, and that continued progress is made to our OCNIG initiatives and Ends. Even in this new and unpredictable political climate, the RNAO platform brings clarity and insight into the future of health care. The afternoon brought light to Premier and Minister of Health and the Opposition Party Leaders and Opposition Health Critics views on health care and the environmental and social determinants of health. Some documents related to topics discussed can be found by clicking the banner below. Documents on specific interest items include: [An Evidence-Based Response to Overdose Deaths](#), [Reclaiming the Role of the RN](#), and [Indigenous Health](#).

Click banner
for more info!



Follow us on
Facebook and
Twitter!

Click the pictures to see our social media!



Any OCNIG member who recruits three new members (not including students) will receive an OCNIG fleece jacket!

Please print off the poster on the page 10 and display in your office!

ONTARIO CORRECTIONAL NURSES' INTEREST GROUP FLEECE JACKETS NOW AVAILABLE FOR PURCHASE

Coal Harbour © colour-blocked fleece jackets made of 7.6 ounce, 100% polyester anti-pill, micro-fleece with contrast panel at shoulders and sides are embroidered with the RNAO/OCNIG logo!

Available in both men's (J7503) and ladies' (L7503) sizes XS-4XL (see sizing charts below) with two colour options:

1. black/graphite
2. white/graphite (shown here).

If you are interested in ordering one, please call **Mullers' Work Wear at 905-358-9626**. Ask for the RNAO/ Ontario Correctional Nurses' Interest Group fleece jacket in the size and colour that you prefer.

You can save on shipping costs by picking up your jacket at Muller's Niagara Falls location; 5823 Ferry St., Niagara Falls!



\$39.95 + tax
(shipping extra)

L7503 - Coal Harbour® Everyday Ladies' Colour Block Fleece

GARMENT MEASUREMENTS									
Size	XS	S	M	L	XL	2XL	3XL	4XL	
Chest - Half Measure	35"	37"	39"	41 1/2"	43"	45 1/2"	48 1/2"	51 1/2"	54 1/2"
Chest - Full Measure	36"	38"	40"	43"	45"	48"	51"	54"	57"
Body Length from NPS	26"	26 1/2"	27"	28"	29"	30"	30 1/2"	31"	
Sleeve Length from CB	32 3/4"	33 1/4"	33 3/4"	34 1/2"	35 1/4"	36"	36 1/4"	36 1/2"	

Female measurements in inches. Refer to "How to Measure" guide for detailed information on measurement instructions.

LADIES' General Sizing Guide									
Size	XS	S	M	L	XL	2XL	3XL	4XL	
Numeric Size	2	4-6	8-10	12-14	16	18-20	22	24	
Bust	32"-34"	34"-36"	37"-38"	39"-41"	42"-44"	45"-47"	48"-51"	52"-55"	
Waist	24"-26"	26"-28"	28"-30"	30"-32"	32"-34"	34"-36"	37"-39"	40"-43"	
Hip	32"-35"	35"-37"	37"-39"	39"-41"	42"-44"	45"-47"	48"-51"	52"-55"	
Sleeve Length - CB	30"-32 1/2"	30 1/2"-31"	31 1/2"-32"	32 1/2"-33"	33 1/2"-34"	34"-34 1/2"	34 1/2"-35"	34 1/2"-35"	

J7503 - COAL HARBOUR® Everyday Fleece Colour Block Jacket

GARMENT MEASUREMENTS									
Size	XS	S	M	L	XL	2XL	3XL	4XL	
Chest - Half Measure	34 1/2"	37"	39 1/2"	42"	44 1/2"	47"	49"	51"	
Chest - Full Measure	36"	40"	42"	46"	50"	54"	58"	62"	
Body Length from NPS	28 1/2"	29 1/2"	30 1/2"	31 1/2"	32 1/2"	33 1/2"	34"	34 1/2"	
Sleeve Length - CB	33 1/4"	34 1/2"	35 1/4"	36"	36 3/4"	37 1/2"	38 1/4"	39"	

Female measurements in inches. Refer to "How to Measure" guide for detailed information on measurement instructions.

MENS' General Sizing Guide									
Size	XS	S	M	L	XL	2XL	3XL	4XL	
Chest	34"-36"	36"-38"	38"-40"	42"-44"	44"-46"	48"-50"	52"-54"	54"-56"	
Waist	30"-32"	32"-34"	34"-36"	38"-40"	40"-42"	44"-46"	48"-50"	52"-54"	
Sleeve Length - CB	31"-33"	32"-33 1/2"	33"-35"	35"-36"	36"-37"	37"-38"	38"-39"	38 1/2"-39"	

If you have any questions, please contact us at: ontariocorrectionalnurses@gmail.com

Call for Nominations!

Do you wish to have an active part in advocating for correctional nurses, correctional health and correctional health care? Are you looking for an opportunity to be mentored by seasoned correctional nurses or to develop your leadership skills? The Ontario Correctional Nurses' Interest Group is looking for members to join the OCNIG executive committee. The following positions are up for election this year:

President

The President-Elect shadows the current President for one year in preparation to take on the role of President for a two year term. After the two year term, the President remains on the executive as the Past President to support the current president.

The President is responsible for the following key functions to support the mission and values of OCNIG: Maintaining the unity of OCNIG while advancing the reputation, values and objectives of the interest group;

Participation in RNAO activities, including the AGM, action alerts, media events, interest group meetings, Queen's Park Day, Take Your MPP To Work and Queen's Park on the Road initiatives;

Promoting RNAO membership and volunteer opportunities in workplaces and nursing schools;

Chairing regular meetings of the executive committee and a minimum of one membership meeting per year;

Ensuring regular communications, meetings, reporting and managing funds and property;

Policy and Political Action Executive Network Officer

responsible for the group's advocacy efforts and the point person for political action activities including: meetings with politicians as part of Queen's Park Day, Queen's Park on the Road (QPoR) and Take Your MPP To Work;

acting on and disseminating action alerts to members and engaging them on issues of concern to nurses and nursing students; and

providing a strong voice for nursing during elections, by connecting with candidates and organizing health-care all-candidates debate

Communications Executive Network Officer

Responsible for putting together the group's quarterly newsletter

Collecting information about OCNIG's involvement in various events, including political and educational conferences, to share with members.

Liaising with the President to ensure relevant group announcements and important information is communicated to members

Finance Executive Network Officer

Maintain the bookkeeping and financial records & make them available to the executive & RNAO Home Office

Prepare budget for interest group annual activities or special events as required

Acts as Treasurer, maintaining the accounts on behalf of the Interest Group

Submits an updated current financial report at each executive meeting

Keeps an accurate account of all funds received and expended

Call for Nominations!

Member at Large – Provincial Correctional Nursing

keeps the interest group informed of nursing trends and issues in the provincial correctional environment

Member at Large – Federal Correctional Nursing

keeps the interest group informed of nursing trends and issues in the federal correctional environment.

Candidates must be members in good standing of Ontario Correctional Nurses' Interest Group and agree to serving for a two year term starting November 1, 2019 if elected.

To submit your nomination please complete the nomination form, include a brief statement outlining your interest in the position (max 250 words) and send the nomination form and statement to ontariocorrectionalnurses@gmail.com by June 8, 2018.

Now is the time to join this award winning team!

Please fill out the nomination form located at this link!

https://myrnao.ca/OCNIG_cfn_2019



NURSING INSIDE

You are a Courageous Nurse!

By: Lorry Schoenly

Did you know you were courageous in accepting the challenge to work with our incarcerated patient population and in our locked-in work environment? Many nurses are not that bold. They do not seek out experiences that involve security escorts, the clanging of automatic barred doors, or the need to have their personal belongings searched when entering and leaving the workplace. Yes, you are a courageous nurse!

Three Types of Courage

Courage is key to effective correctional nursing. Bill Treasurer, in his book *Courage Goes to Work: How to Build Backbones, Boost Performance, and Get Results*, describes three types of courage we need to develop.

TRY Courage

TRY Courage is described by Treasurer as “the courage of initiating an action— making first attempts, pursuing pioneering efforts, and stepping up to the plate”. TRY Courage motivates us to act when needed – even if it is hard. Have you had to advocate for the needs of one of your patients? Have you had to confront cruel or disrespectful actions of a staff member? Have you had to address inappropriate patient behavior? It takes courage. You are a courageous nurse.

TRUST Courage

TRUST Courage is described by Treasurer as “the courage of confidence in others— letting go of the need to control situations or outcomes, having faith in people, and being open to direction and change”. TRUST Courage allows us to let go of controlling the outcomes of what we do. We are responsible for right action, but can’t control the outcomes of those actions. Do you have the courage to take a right action and let go of the outcome? You are a courageous nurse.

TELL Courage

TELL Courage is described by Treasurer as “the courage of voice— raising difficult issues, providing tough feedback, and sharing unpopular opinions”. TELL Courage is the courage to speak up when the issue is difficult or you are the only one in the situation who is disturbed. Correctional nurses are sometimes put in situations where there are no other health professionals available for consultation. Social pressure might be applied to ‘go along’ with the situation. Have you spoken up in a difficult situation? You are a courageous nurse.

What Are You Afraid Of?

Navy SEAL, Brent Gleesen, knows a bit about overcoming fears and addresses some [common fears of leaders in a Forbes article](#). Using this list as a basis, here are my suggestions for common fears correctional nurses may need to face.



NURSING INSIDE

Most people have some concern over being criticized, even if the criticism is delivered gently. Correctional nurses can find themselves working in a very negative work culture where any new idea is ‘shot down’ before it can even take flight. Nurses can also work in facilities where any act of care or concern gets labeled by colleagues as ‘Inmate Loving’ or ‘Hug a Thug’ activity. Overcoming fear of criticism is necessary to fully engage in professional nursing activity behind bars.

Fear of Consequences

The militaristic organizational structure of some correctional settings makes the negative consequences of words and actions very real. Correctional nurses have been banned from facilities for questioning an unethical practice or taking action on behalf of a patient. Words and actions need careful consideration in light of this possibility.

Fear of Failure

Sometimes it is just easier not to try at all rather than risk the chance for failure. Like fear of criticism, this fear is concerned with the acceptance of others whose regard we value. Fear of failure can cause correctional nurses to avoid addressing system issues that are affecting health care delivery.

Fear of Responsibility

Surprisingly, the possibility of success can also lead to fear. What if an idea is accepted and now needs implemented? The responsibility for making a change often rests on the one who suggests it. Like fear of failure, fear of responsibility can lead to inaction.

Take the First Step

Are you afraid to be courageous? The good news is, you have the capacity for gaining more courage. Fear is an invitation to courage – accept that invitation! Yes, you can build your courage. It is a learnable skill like all your other nursing abilities. *“The important thing is to take the first step. Bravely overcoming one small fear gives you courage to take on the next” – Daisaku Ikeda*

EDUCATIONAL OPPORTUNITIES

CNO NURSES HEALTH PROGRAM

Check out the College of Nurses of Ontario's new Nurse's Health Program! This program was developed alongside RNAO, and supports nurses with personal assistance for substance use and mental health disorders.

Click the image below for more information:

[Click for more information!](#)



[Click for more Information!](#)



London:
Liver Logic (May 21, 2019)

Ottawa:
Shock and Sepsis (May 28, 2019)

Toronto:
Shock and Sepsis (May 27, 2019)



EDUCATIONAL OPPORTUNITIES

RNAO Upcoming Events

**Nursing Best Practice Guidelines Clinical Institute
(Foundational Stream) 2019**

Sunday, June 9, 2019 - 15:00 - Friday, June 14, 2019 - 12:30

RNAO Online Courses

Best Practice Champions eLearning Course

Addictions eLearning Course

Client Centered Care

Delirium, Dementia, Depression in Older Adults

Engaging Clients with Substance Use Disorders

Engaging Indigenous People Who Use Substances

Engaging Youth Who Use Substances

Nurses and other Health Professionals Supporting Tobacco Use Cessation in Clients with Mental Illness and Concurrent Addiction

Applying the Social Determinants of Health in Practice

Nurses and Other Health Professionals Who Smoke



**CLICK HERE
TO ACCESS
UPCOMING
EVENTS!**



**CLICK HERE
TO ACCESS
UPCOMING
EVENTS!**

WANTED

ARE YOU A REGISTERED NURSE OR NURSE PRACTITIONER?
ARE YOU INTERESTED IN CORRECTIONAL NURSING?



Join our team today!
The Ontario Correctional Nurses'
Interest Group (OCNIG).
Find us on Twitter and Facebook!



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