

# Using BPSO to advance equity, diversity and inclusion: BPG Professionalism in Nursing as a Framework for Women's College Hospital Clinical Scholar Program (CSP)

Jacqueline Follis, MSN, RN, APN Professional Practice

July 26, 2024



## Aims:

- Utilize the BPG of Professionalism in Nursing to increase mentee nurses' confidence in autonomy, a domain of professionalism.
- Increase Clinical Scholar Nurses confidence in mentoring.
- Develop leadership and precepting skills.



## Change Ideas:

- Provide mentors with education related to preceptorship and delivering culturally safe mentoring.
- Each mentee will complete a CNO learning plan.
  - Guides focus of support
  - Identifies specific learning gaps or needs
- Provide each mentee with a mentor who is specific to them.
- Engaged manager support to provide the connection between mentee and mentor.
- Formal mentor-mentee agreement.



## Participation Breakdown

Start of program participation	End of program participation
2 Clinical Scholar Nurse mentors <ul style="list-style-type: none"> <li>• 1 RPN</li> <li>• 1 RN, APN</li> </ul>	7 Clinical Scholar Nurse mentors <ul style="list-style-type: none"> <li>• 2 RPNs,</li> <li>• 3 RNs</li> <li>• 2 APN RN</li> </ul>
<ul style="list-style-type: none"> <li>• 16 clinics</li> <li>• 31 mentees                             <ul style="list-style-type: none"> <li>○ 7 RPNs</li> <li>○ 19 RNs</li> <li>○ 2 APNs</li> <li>○ 3 NPs</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• 18 clinics and</li> <li>• 48 mentees                             <ul style="list-style-type: none"> <li>○ 12 RPNs</li> <li>○ 29 RNs</li> <li>○ 2 APNs</li> <li>○ 5 NPs</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>• 30 % of WCH clinics with nursing staff employed participated</li> <li>• 12 % of total Nursing FTE received mentorship</li> </ul>	

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## Clinical Scholar Nurse Mentorship Development:

### Community Resource Utilization

- Nurse Mentoring Package/Education Resource from Public Health Ontario
- CASN Preceptor Modules
- Indigenous Cultural Safety Training--Saanyas & Indigenous Canada Certification from University of Alberta
- RNAO Best Practice Guideline Champion Certification

### Ministry of Health Resources

- Monthly Mentor Education sessions Oct-March
- Monthly Community of Practice Provincial Meetings

### Women's College Hospital Resources

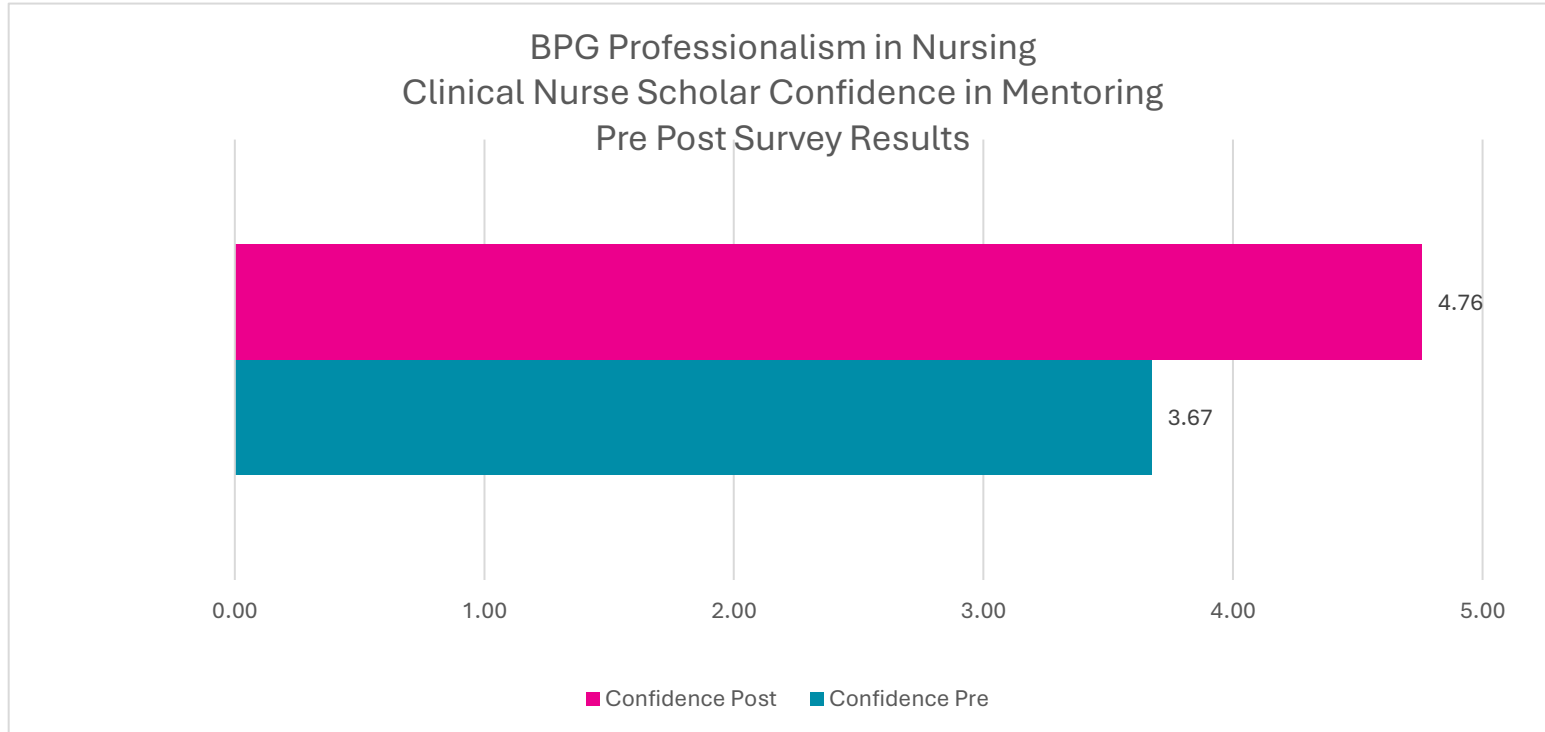
- Office of Equity--2 sessions with Director of Equity
- Ganawishkadwe--Center for Wise Practices in Indigenous Health (G-CWP-IH)--3 sessions with manager of education
- Weekly mentoring from Professional Practice APN Lead Clinical Scholar Program

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## Results:



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### BPG Professionalism in Nursing Clinical Nurse Scholar Confidence in Mentoring Pre Post Survey Results



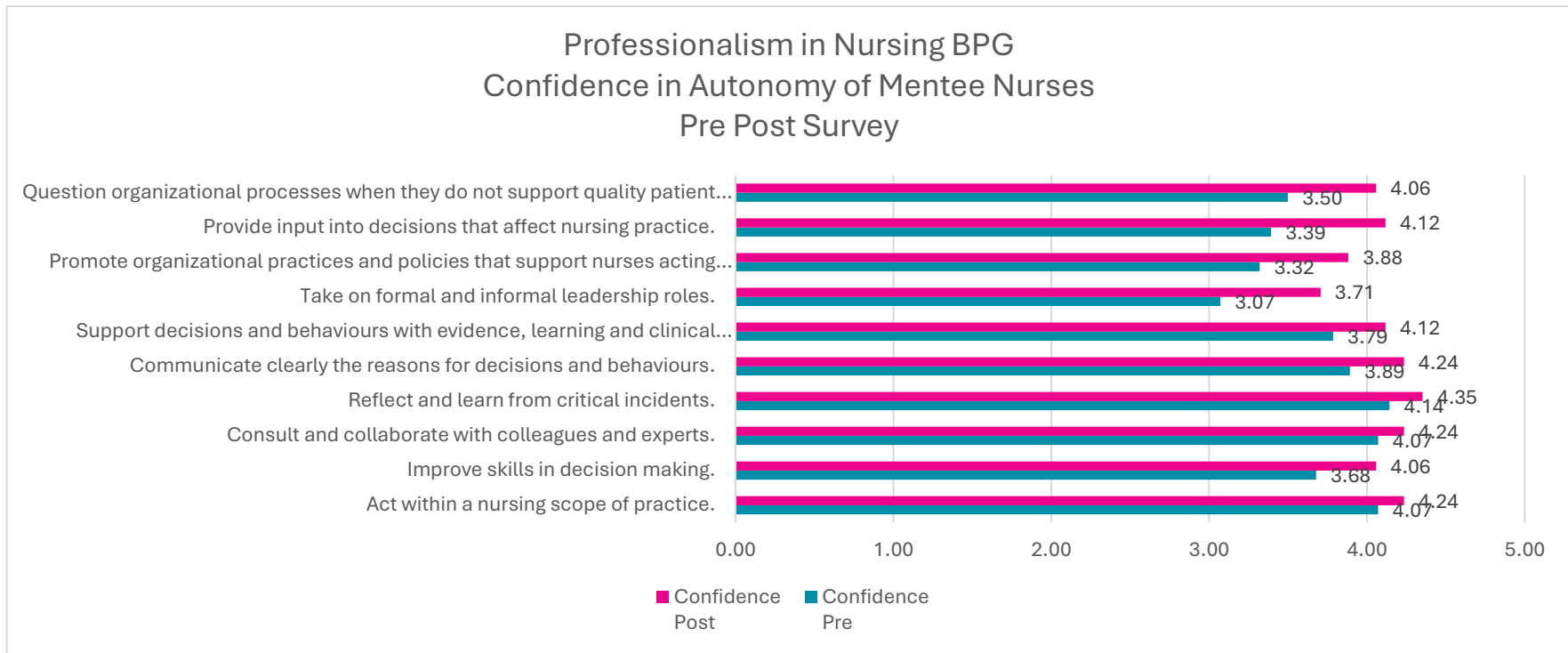
Clinical Scholar Nurse Mentor feedback on the CWP-IH education  
“I am hopeful to learn more. I feel what I learned only touches the surface and I would like to understand more at a deeper level or meaning.”

WCH RPN “[My Mentor] was able to help me create an effective action plan to achieve my goals”

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### Learnings:

- BPG of Professionalism provided a framework of activities and areas of focus for strengthening nursing autonomy, which we felt was a key component to nurse retention.
- Pair existing College of Nurse license requirements to participation outcomes is integral to success.
- Leverage internal and external resources to support new program development.

### Future Directions:

- Formally expand mentoring opportunity to any nurse requesting support.
- Expand program to include mentoring program for health disciplines.
- Expand use of the Healthy Work Environment BPGs to further internal program development (ie. Clinical Extern program)
- Build on our partnership with GCWP-IH to expand cultural safety in our organization.

### Resources:

<https://www.canada.ca/en/health-canada/news/2022/08/government-of-canada-announces-chief-nursing-officer-for-canada.html>

<https://www.canada.ca/en/health-canada/news/2022/11/health-canada-announces-coalition-for-action-for-health-workers.html>

<https://www.canada.ca/en/health-canada/news/2023/06/government-of-canada-and-chief-nursing-officer-hosted-the-nursing-retention-forum-to-address-health-workforce-challenges.html>

<https://www.fao-on.org/en/Blog/Publications/health-2023>

<https://www.cbc.ca/news/canada/toronto/fao-health-care-report-1.6771824>

<https://www.cbc.ca/news/canada/toronto/nurses-ontario-report-employment-1.6886244>

<https://www.newswire.ca/news-releases/government-of-canada-announces-support-to-improve-health-workforce-planning-for-nurses-at-the-international-council-of-nurses-congress-835782872.html>

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<https://rnao.ca/bpg/leading-change-toolkit>

<https://rnao.ca/bpg/guidelines/professionalism-nursing>

[https://neltoolkit.rnao.ca/sites/default/files/Caring\\_Connecting\\_Empowering\\_%20A%20Resource%20Guide%20for%20Implementing%20Nursing%20Mentorship%20in%20Public%20Health%20Units%20in%20Ontario.pdf](https://neltoolkit.rnao.ca/sites/default/files/Caring_Connecting_Empowering_%20A%20Resource%20Guide%20for%20Implementing%20Nursing%20Mentorship%20in%20Public%20Health%20Units%20in%20Ontario.pdf)

Pressley C, Garside J. Safeguarding the retention of nurses: A systematic review on determinants of nurse's intentions to stay. Nurs Open. 2023 May;10(5):2842-2858. doi: 10.1002/nop2.1588. Epub 2023 Jan 16. PMID: 36646646; PMCID: PMC10077373.

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC10077373/>

Kim HJ, Park D. Effects of nursing professionalism and self-efficacy on job embeddedness in nurses. Heliyon. 2023 Jun 3;9(6):e16991. doi: 10.1016/j.heliyon.2023.e16991. PMID: 37332913; PMCID: PMC10272478.

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC10272478/>

de Vries N, Boone A, Godderis L, et al. The Race to Retain Healthcare Workers: A Systematic Review on Factors that Impact Retention of Nurses and Physicians in Hospitals. INQUIRY: The Journal of Health Care Organization, Provision, and Financing. 2023;60.

doi:10.1177/00469580231159318

<https://journals.sagepub.com/doi/full/10.1177/00469580231159318>