

A strong three point plan with three pillars of focus:

- 1) Nursing Leadership
- 2) Indigenous
- 3) Chief Nursing Officers

1. Nursing Leadership Pillar

Goal: To establish a comprehensive Canadian hub of leadership development, support and rewards for all regulated nurses to educate, empower and support them to lead, advocate, innovate, influence public policy and create sustainable change.

Activities:

1. Establish Canada's first national nursing leadership association (2019) hosting communities of leadership practice to develop and support:
 - o Novice/emerging/developing nurse leaders;
 - o Executive nursing leadership;
 - o Nursing leadership in science, research, and data; and
 - o Nursing leadership in policy (e.g. regulations and legislation) and advocacy

2. Establish the Canadian Academy of Nursing (2020) to honour the most accomplished nurses in Canada and globally in leadership and the other four domains of nursing practice:
 - o Install the first Fellows of the Academy on Nightingale's 200th birthday in 2020;
 - o Develop a comprehensive awards program for nurses in all domains of practice; and
 - o Implement a leadership ambassador and mentorship program to strengthen leadership in all domains of nursing practice.

3. Develop a comprehensive inventory of leadership programs in graduate schools and post-licensure professional development programs.

4. Work with stakeholders nationally to identify and promote leadership competencies for the Canadian nurse of the future.
5. Encourage Canadian employer champions to support the Nightingale Challenge.

2. Indigenous Pillar

Goal: To enable and support the current and future nursing and midwifery workforce to provide culturally safe care across Canada.

Activities:

1. Design, develop, and promote cultural safety competencies in nursing (and midwifery) curricula across Canada.
2. Promote an increase in the number of Indigenous nurses and midwives across Canada.
3. Develop an Indigenous nursing (and midwifery) recruitment and retention strategy.

3. Chief Nursing Officers (CNOs) Pillar

Goal: To establish federal, provincial and territorial chief nursing officers (CNOs) reporting to the Deputy Minister of Health in each of their respective governments to provide strategic and technical health policy advice (including the social determinants of health); health human resources planning policy advice; and clinical advice to the Minister of Health, Ministry of Health and the government as a whole. This would support a coherent 'health in all policies' approach. Each of these CNO positions would participate at the Executive Leadership Table with ADMs in their respective health departments. They would also be supported by an office and budget that enables enactment of their role and mandate.

Activities:

1. Develop a business case for CNOs across Canada.
2. Promote the creation of CNOs with governments.

For more information or provide comments, please contact us at:

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