



# ADVANCING NURSES AND NURSING STUDENTS'

*Knowledge, Care and Connections*

ANNUAL REPORT 2024

Canadian  
Nurses  
Foundation



Fondation des  
infirmières et  
infirmiers du Canada

[Cnf-fiic.ca](http://Cnf-fiic.ca)



We acknowledge that Canadian Nurses Foundation is on the traditional unceded and unsurrendered Algonquin Anishinaabe territory.

**OUR VISION**  
Excellence in nursing care.

**OUR MISSION**  
To advance nursing knowledge and improve health care by providing scholarships, awards, and research grants to nurses and nursing students in Canada.

**Building a stronger Canadian healthcare system together.**

**CANADIAN NURSES FOUNDATION BOARD OF DIRECTORS**

*as of June 2023*

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**CHAIR'S MESSAGE**

On behalf of the Board of Directors and staff of the Canadian Nurses Foundation (CNF), I want to recognize and thank all nurses and nursing students across Canada in every area of practice, education, and research. Each of you plays a critical role in shaping the landscape of healthcare in our country. I would like to recognize the CNF Board of Directors and our dedicated staff team for their unwavering commitment to our mission of advancing nursing knowledge and improving healthcare. Their efforts in providing scholarships, awards, and research grants to nurses and nursing students in Canada are truly commendable.

To our donors, partners, and friends, our deepest thanks. As you will see as you read this report, your investment in our endowed funds, programs, or events has positively impacted thousands of nurses and students across Canada.

We had an incredible year of impact on nurses, nursing students, and healthcare in 2023. CNF provided 8 additional scholarships and certification awards this year, bringing our total funding to 138 recipients, including 67 scholarships awarded to Indigenous and underrepresented community members. We invested more than \$470,000. Additionally, CNF research grants continued to support the Canadian Consortium on Neurodegeneration in Aging and Indigenous nursing.

We are also excited to welcome our new CEO, Rob Gottschalk. Rob's experience will help lead CNF in growing our impact through awards, partnerships, and expanded programs.

**Thank you for your ongoing support and dedication. Together, we are making a significant difference in the lives of nurses and the health of our communities.**



**DR. CLAIRE BETKER**  
Scientific Director, Saint Francis Xavier University, Antigonish Nova Scotia

# HEALING HEALTHCARE

## Supporting the Future of Nursing

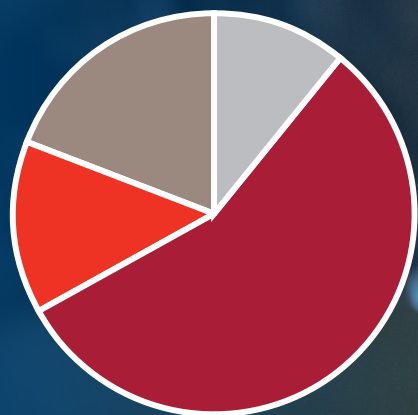
As we navigate the challenges facing our healthcare system, there has never been a more critical time to come together and support positive change for nurses and nursing students. At the heart of every thriving healthcare system lies a dedicated and committed nursing community.

It is with great pride and determination that Canadian Nurses Foundation (CNF) introduces to you our transformative initiative: "Healing Healthcare"

Through strategic investments and targeted programs, we are committed to addressing the needs faced by nurses and nursing students along with improving healthcare outcomes for all Canadians.

### FUNDS INVESTED IN 2023

In 2023, CNF was proud to invest more than \$700,000 in education, research and programming. Thanks to CNF and its donors positively impacted more than 2,500 nurses and nursing students from across Canada.



- Scholarships & Awards - 56%
- Research - 19%
- Mental Health - 14%
- Mentorship - 11%

### HEALING HEALTHCARE IS BUILT ON FOUR KEY OUTCOMES:

- 1
**ADVANCING NURSING EDUCATION**  
 By increasing scholarships and bursaries, we aim to support nursing students at all levels of education, ensuring equitable access for underrepresented populations in nursing.
- 2
**PROMOTING HEALTHY MINDS, HEALTHY NURSES, HEALTHY COMMUNITIES**  
 Partnering with leading organizations, we fund programs prioritizing mental health and well-being among nurses, providing support services, training, and resources to cope with the pressures of their profession.
- 3
**SHAPING THE FUTURE OF NURSING**  
 Through mentorship and collaboration, we empower nurses in their professional growth and development, while also addressing systemic barriers in nursing practice.
- 4
**SUPPORTING HEALTH RESEARCH**  
 Investing in nurse-led research initiatives to drive innovation, improve patient care, and address key healthcare challenges.



## 1 ADVANCING NURSE EDUCATION

In 2023, CNF provided 138 scholarships and certification awards totaling more than \$470,000. There are 18 Indigenous and 49 People of Colour awards granted with a total investment of \$251,600. A huge Thank You to our award supporters once again for their commitment to nurses and nursing students across Canada.




### SPOTLIGHT ON INDIGENOUS SUPPORT

DESIREE TURNER | *Anita George Award*

My name is Desiree Turner. I strongly identify with my Indigenous roots. I was born and raised in northern Manitoba where I learned how to respect and live off the land through growing, harvesting, hunting, and fishing. I am a sole parent to 3 amazing children aged 20, 15, and 5, they are my strength and the reason I strive to achieve my life goals. I want them to understand that individual choice determines how much one learns in life and that the best things in life are not free but result from determination, hard work, and dedication.

Throughout life, I dealt with most challenges alone and always wished I had someone to support me through these times. Therefore, I want to be that person that I never had, who supports people where they are in their most vulnerable times. I want to provide the best therapeutic healthcare possible to each client despite age, gender, or ethnicity. My short-term goal is to work closely with the Indigenous populations and my long-term goal is to become a nurse practitioner.



**“ I decided to pursue nursing later in life as I wasn't happy with my career at the time and wanted to achieve my dream career as a healthcare provider before it was too late to do so.”**

DESIREE TURNER  
*Anita George Award*



### SPOTLIGHT ON SUPPORT IN DIVERSITY, EQUITY AND INCLUSION

JOYCE TSU | *Tylenol® Fund to Advance Diversity in Nursing and Health Equity Research Scholarship*

My motivation to pursue nursing began as a young adult when my grandmother was admitted into a long-term care home, and I wanted to learn ways to support her complex medical needs. My grandmother's experience motivated me to understand, value, and demonstrate the importance of a client-centred care approach for older adults. I value the complex medical needs, personalities, and life experiences of my clients as essential to my nursing philosophy when caring for them, especially those clients with dementia.

In my current role as a nursing faculty member, I have had the opportunity to share my knowledge and passion in caring for older adults with undergraduate nursing students. I have also witnessed barriers for students with academic

accommodation needs, especially those who have faced 'mental health challenges.' While my practice remains rooted in Gerontology, these more recent teaching experiences have influenced my research focus and motivated me to undertake research in this area.

As a Ph.D. student in the School of Nursing at York University, my research explores academic accommodation in nursing and health education to further support greater inclusiveness. Despite balancing many roles, I fully embrace this opportunity to pursue my doctoral education and this important research. I am honoured and grateful to be the recipient of the *Tylenol Fund to Advance Diversity in Nursing and Health Equity Research Scholarship* in support of my doctoral journey.

## 2 HEALTHY MINDS, HEALTHY NURSES, HEALTHY COMMUNITIES

Partnering with leading organizations, CNF funds programs that prioritize mental health and well-being among nurses. We invest in providing support services, training, and resources to help nurses and nursing students cope with the pressures of their profession.

At CNF, we recognize the importance of equipping nurses with the knowledge and skills to address mental health challenges in the workplace effectively.

Through strategic partnerships with leading organizations such as the Mental Health Commission of Canada, University of Calgary and Nurses and Nurse Practitioners of British Columbia, CNF has been able to fund initiatives specifically designed to reduce stigma and discrimination surrounding mental health for nurses and nursing students. These programs not only challenge stereotypes but also foster a culture of acceptance and support within healthcare organizations. Our investment in mental health training programs extends to aspiring nurses as well, ensuring that future generations of healthcare professionals are equipped to promote mental well-being in their communities.

By focusing on mental health, life skill development, and support services, CNF aims to create healthier and more accommodating environments for all. In 2023, more than 1,000 nurses and nursing students were supported through this funding.



### “ WHAT NURSE LEADERS ARE SAYING



“After hosting several full-capacity sessions, we received encouraging feedback from all of our participants - many of whom voiced their appreciation for the subject material, and encouraged their colleagues to sign up as well.

Scarborough Health Network is pleased to be able to offer this education for our staff and leaders, thanks to our partnership with both the Mental Health Commission of Canada and the Canadian Nurses Foundation. Our people are everything. And we know it's better for all of us when we are there for each other.”

#### ANN SIDERIS

*Director, Workplace Health and Safety, Scarborough Health Network*



“Safer patient care can only be provided by clinicians and staff who feel safe and looked after by the complex care systems we all work in. It is our moral obligation to look after ourselves so we can carry on the bigger work caring for others.

The Working Mind Healthcare is the work prior to the work. It gives us clinicians the framework and language to articulate the trauma that the recent pandemic brought us all, help develop insight and perhaps a way forward so we can all begin to heal. So show up and walk the talk on Mental Health. The next generations will thank us for this.”

#### VICTORIA CASAS-ALCUAZ

*Clinical Nurse Specialist for the Frail Elderly-Older Adult Network, Fraser Health*

### 3 SHAPING THE FUTURE OF NURSING

Through mentorship, networking and collaboration, nurses are empowered in their professional growth and development, while also addressing systemic barriers in nursing practice.

In 2023, CNF continued to partner with organizations like Nursing The Future to ensure new nurses received the support they need to thrive in their careers. Through the generosity of our donors, CNF is proud to support Nursing The Future (NTF).

#### SPOTLIGHT ON NURSING THE FUTURE (NTF)

The program is creating solutions to help keep newly graduated nurses engaged and supported through the first 24 months of transition into their nursing careers and that is important for all Canadians.

#### NTF WAS DEVELOPED TO:

- **Retain newly graduated nurses in the profession**
- **Create a support network for newly graduated nurses**
- **Build knowledge and share about newly graduated nurses' professional role transition for healthcare educators and employers**
- **Assist as a trusted source in growing the understanding of practice patterns and workplace issues being faced by newly graduated nurses and their senior nursing colleagues**

#### SUCCESSES FOR NTF IN 2023 INCLUDE

- Launched **newly designed website** in October
- **1000+ subscribers**
- **Built a library of** regional, national and global **resources for new grads**
- **Created a network for newly graduated nurses** moving into professional practice for the first time
- **Built an information-sharing platform** about newly graduated nurses' professional role transition for healthcare educators and employers
- **15 podcasts** – including PTSD support, transition to practice, IEN, accessing services for Indigenous women in Canada
- Established a **National Speaker Series**
- Developed a **100+ FAQ** – how to transition a new nurse into practice
- Hosted **9 face-to-face connect sessions** to talk about coping with stress, certification in specialty programs, transition to practice
- **4 newsletters** distributed



Scan the QR code to learn more about Nursing The Future (NTF) and watch NTF episodes.

[www.nursingthefuture.ca](http://www.nursingthefuture.ca)





## 4 SUPPORTING HEALTH RESEARCH

Investing in nurse-led research initiatives helps drive innovation, improve patient care, and address key healthcare challenges. In 2023, CNF supported PhD research, and Canadian Health Research Institute through the Canadian Consortium on Neurodegeneration in Aging (CCNA).

CCNA provides the infrastructure and support that facilitates collaboration amongst Canada's top dementia researchers and clinicians. CCNA is the premier hub for Alzheimer's disease and dementia research in Canada, and a global leader in research on all aspects of neurodegenerative diseases from prevention to treatment to improving the quality of life of those living with the disease.

The Canadian Nurses Foundation (CNF) is the only national non-profit charitable nursing organization committed to promoting quality health care for Canadians by supporting nursing research and education.

CNF has partnered with CCNA and helped fund the Quality of Life theme in Phase 1 as it aligns with CNF's mission and vision. In Phase 2, funding was directed to support nurse research trainees with a specific focus on Indigenous dementia-related research that falls within the theme of Quality of Life.



### Hear how CNF's funding has impacted Dr. Shirin Vellani's research

Since receiving the funding, a stakeholder consultation meeting was held to share the findings of the scoping review and also seek their feedback and priorities in the areas for further work in relation to practice and research. A total of 28 stakeholders attended the virtual meeting.

The consolidated synthesis of literature and stakeholders' perspectives have been summarized in the manuscript which is now shared with all the authors. Once their feedback is incorporated, it will be submitted for publication in a peer reviewed journal.

I have participated in CGNA conference to present the findings of this scoping review.

Per the knowledge transfer and exchange plan, I have connected with a long-term care home that is 2SLGBTQI+ inclusive for establishing an advisory group for working with them on implementing a 2SLGBTQ+ affirming palliative program.

I am also working with an undergraduate student on designing a qualitative study exploring experiences of 2SLGBTQI+ older adults living in LTCHs and their care partners around integration of an inclusive palliative approach to care.

## JOIN US IN MAKING A DIFFERENCE

Together, we can create a healthcare environment that prioritizes mental health awareness and support for nurses. Your support is crucial to our efforts to promote a culture of well-being in the nursing profession and ensure healthy communities for all. **Please give generously today.**

*You can support an outstanding student like...*



**ROBYN SOULSBY** | *UOttawa, 2023 Saint Elizabeth Home and Community Care Award, Baccalaureate*

My decision to pursue a career in nursing has been inspired by the endless personal and professional advancements the profession offers. Becoming a Registered Nurse allowed me to blend my passion for travel and education with my desire to help others. My nursing background started in Nova Scotia where I worked bedside in various nursing departments including spinal cord and neurology rehabilitation, orthopedics, and cardiology.

Being a nurse is a rewarding career choice that has allowed me to experience leadership roles including volunteering as a camp nurse and becoming a clinical instructor for nursing

students. I am happy to have chosen a profession that offers the flexibility to work and travel across Canada while learning about different cultures and meeting many like-minded people along the way. After four years of bedside nursing, I decided to pursue a master's degree in nursing, which includes a research thesis co-currently with my Nurse Practitioner degree. My research focuses on how new graduate nurses in Ontario spoke about nursing in a socio-political context during their transition into nursing practice. I am so thankful to the Canadian Nurses Foundation and the Saint Elizabeth Home and Community Care Award for granting me this award and supporting my ongoing studies.

## CEO'S MESSAGE

As a recipient of this report, you join tens of thousands of past supporters who have made a difference in Canada and the Canadian health system by investing in our nursing community. Thank you for helping the Canadian Nurses Foundation (CNF) invest in nurses and nursing students through your donations. Your support is vital to maintaining a healthy nursing community.

With new leadership and programs, 2023 was a positive year of transition and impact for CNF. Nurses across the country continue to enhance health outcomes of those they care for because of the support they receive for scholarships, certification, and research programs. Our annual report includes highlights of donor-funded programs from 2023, showcasing just a fraction of the outstanding nurses and initiatives your support has impacted. We hope you share our pride in the nurses and nursing students who have benefited from your generosity.

As I conclude my first year at CNF, I have had the pleasure of meeting with nurses, nursing students and nursing leaders across the country to

understand how the Canadian Nurses Foundation can best address the needs of Canadians through targeted programming for nurses. The new reality of "virtual" meetings and conferences has enabled us to collaborate with more partners, helping us amplify the impact of our support of nurses by providing more opportunities to them.

We are pleased to report that, thanks to your support, we awarded more scholarships, certifications, and program funding than ever before.

### Thank you.

**I am thrilled to be part of the CNF team and to build upon the incredible foundation established by our past leaders and supporters. I hope you share this excitement as you read the highlights from 2023.**



**Rob Gottschalk**  
CEO,  
Canadian Nurses Foundation

## Thank you...

to all of our award supporters once again for their commitment to nurses and nursing students across Canada. Thanks to your investment and commitment CNF provided scholarships and bursaries in support of nursing and nurse research at all levels including:

- **Baccalaureate programs**
- **Master's programs**
- **Ph.D. programs**
- **Practical Nursing**
- **Indigenous Nursing**
- **Internationally Educated Nurses**
- **Nurse Practitioners**
- **Psychiatric Nursing**

## YOU CAN SUPPORT NURSES AND NURSING STUDENTS THROUGH HEALING HEALTHCARE

**DONATE** Your financial contributions will directly support scholarships, research grants, and programs enhancing nursing support, education and practice.

**SPREAD THE WORD** Help raise awareness about the "Healing Healthcare" campaign and the vital work being done by CNF to support nurses across Canada.

**PARTNER WITH US** Collaborate with CNF to develop and implement initiatives that address the unique needs of the nursing community and promote positive change in healthcare,

**Your support is crucial in ensuring the success of the "Healing Healthcare" campaign and the well-being of our nursing community. Together, let's build a healthier and stronger future for all Canadians.**

**Invest in nurses. See the difference in healthcare.**

