

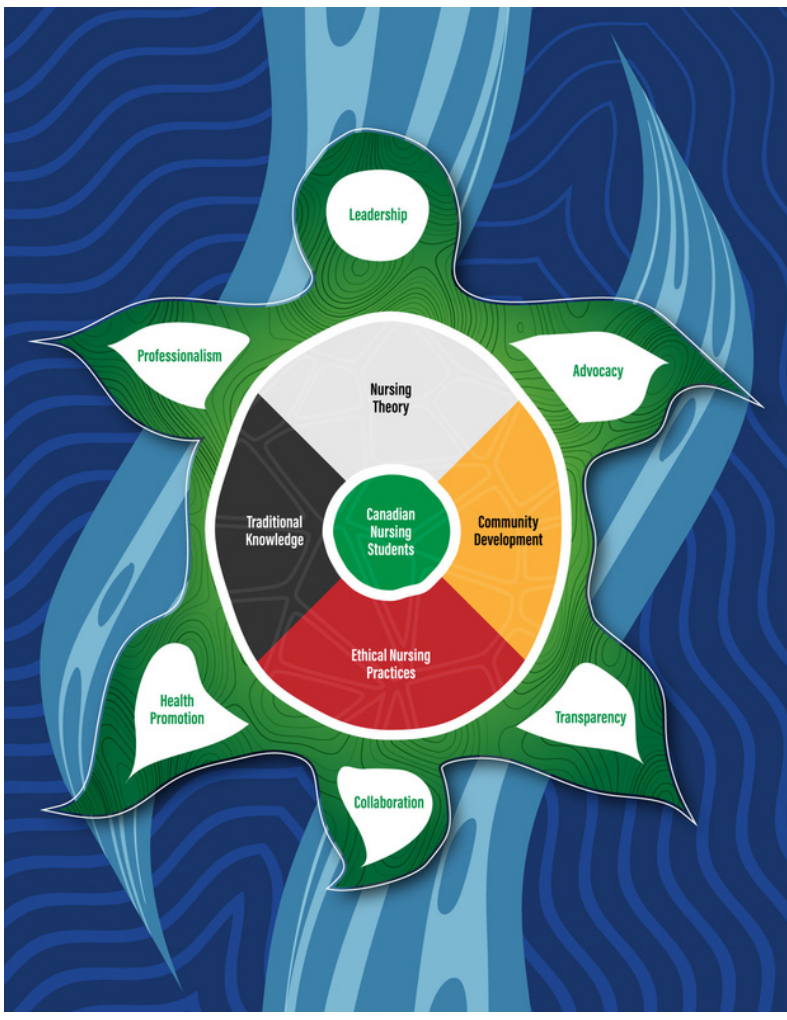


# STRATEGIC PLAN 2022-2026



CNSA  
AEIC

**CANADIAN NURSING STUDENTS' ASSOCIATION**



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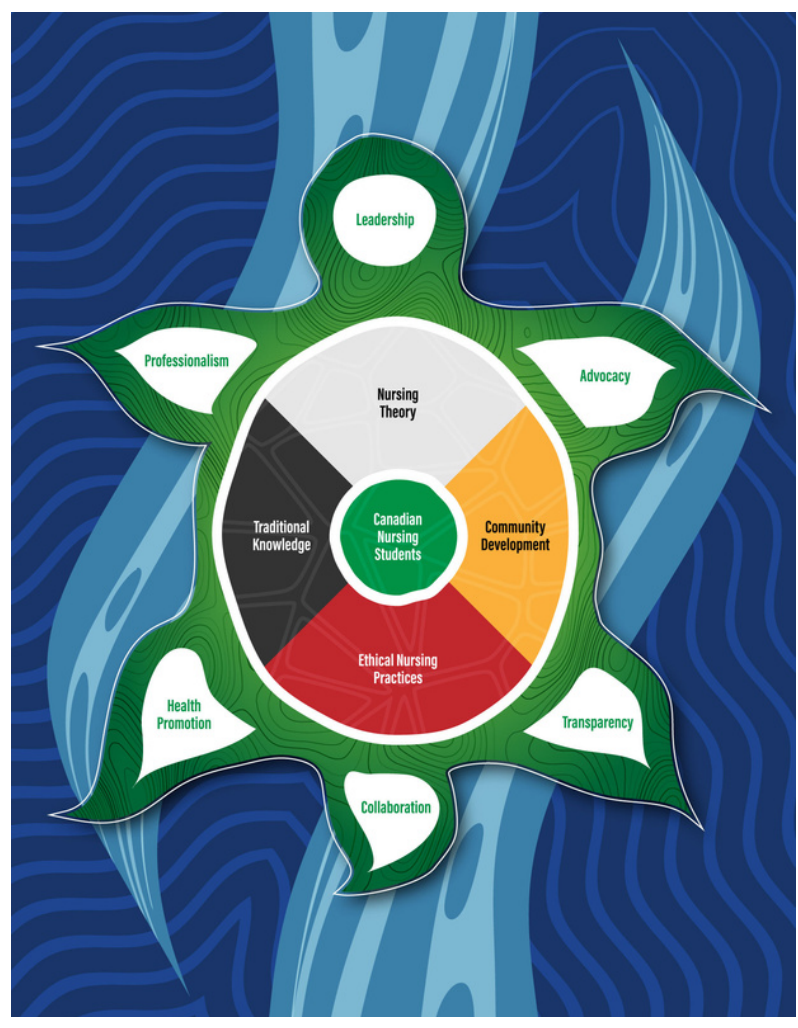
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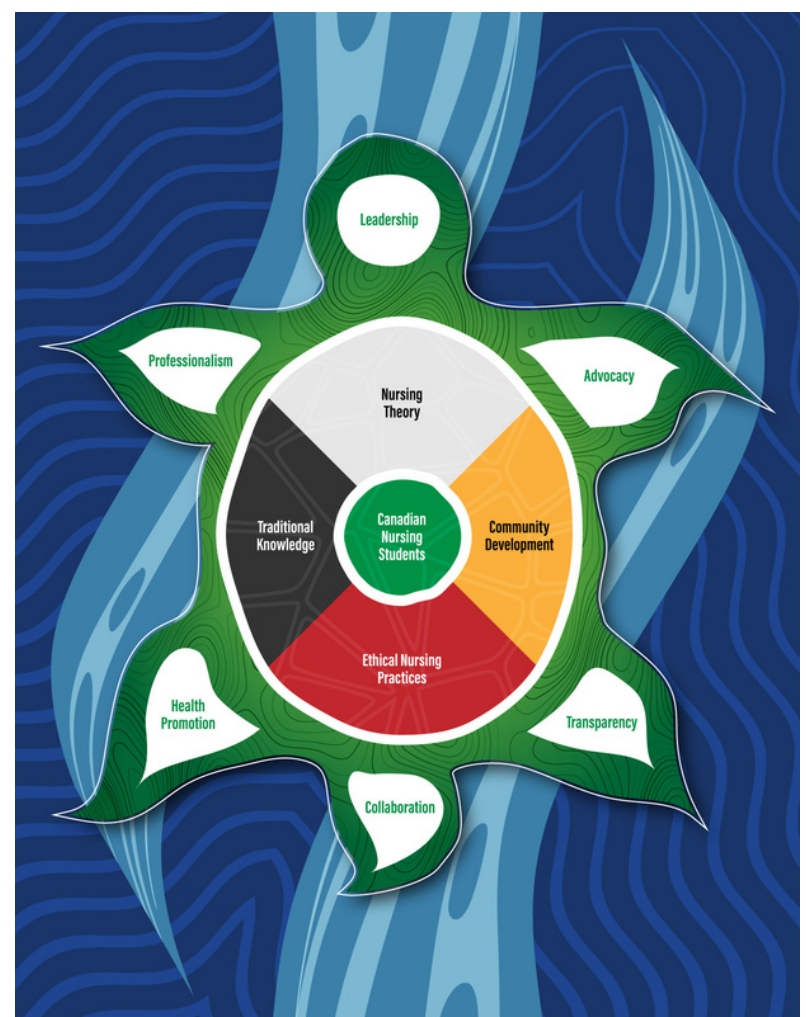
# FOREWORD



The Canadian Nursing Students' Association (CNSA), is the national voice of Canadian nursing students operating on the traditional and ancestral territories of Indigenous Peoples across Turtle Island. Founded in 1971 after being first proposed at the 1964 CNA Biennial Conference, CNSA became the first national organization for nursing students from all provinces and territories to convene and discuss nursing education, initiatives, research, and liaison with other professional nursing organizations. In 1992, CUNSA, the Canadian University Nursing Students' Association, officially voted to drop "University" to become the Canadian Nursing Students' Association, after efforts to recruit and include diploma nursing students as part of the organization were successful.

This change acted as a turning point from a competition to a collaboration between nursing students across Canada in all programs, and a significant step for the positive influence students could have on the Canadian healthcare system. For over 50 years, CNSA has been advocating for the needs and interests of nursing students and the nursing profession on a local, provincial and national level. CNSA continues to strive for collaboration among our members and our partnerships.

Since the establishment of our past strategic plan five years ago, CNSA has continued to recruit and establish relationships with nursing schools, with over 80,000 members across Registered Nursing (RN) programs, Licensed Practical Nursing (LPN) programs, and Registered Psychiatric (RPN) programs. We have developed and strengthened partnerships with other professional nursing organizations, including the Canadian Nursing Association (CNA), the Canadian Association of Schools of Nursing (CASN), the Canadian Federation of Nurses Union (CFNU), and the Canadian Nurses Foundation (CNF). More recently, we have developed partnerships with the Canadian Association of the Deaf (CAD), and the Canadian Association of Nurses for the Environment (CANE). CNSA has had an incredibly successful 50 years, and we cannot wait to see what future nursing students achieve in the next 50 years.



# OPENING REMARKS



## *President's Message*

It is with great pleasure and excitement that we present our Canadian Nursing Students' Association (CNSA) 2022-2026 Strategic Plan. This strategic plan has been worked on by a dedicated team of CNSA Board of Directors, CNSA alumni, and nursing leaders in human rights and equity-seeking for two years. Our strategic plan will guide the organization over the next five years towards supporting Canadian nursing students, upholding Truth and Reconciliation, and advocating for systemic changes within nursing across the nation. We have built this Strategic plan on a foundation that will support this organization and its members through a constantly changing world. In the last 5 years, CNSA has worked hard to increase its presence in nursing politics at a local, provincial and national level and raise the voice of nursing students from across Canada.

CNSA acknowledges that systemic racism is and has been present within this association. This strategic plan is our commitment to learning from our mistakes, and how to dismantle colonial structures and toxic behaviors within the organization. This is a process that will take time, effort, humility, and trust to come to a place of healing, and this strategic plan is our first step in that direction.

## *Vice-President's Message*

Pushing for meaningful and attainable change must always begin from the foundation of an organization; starting from the foundation ensures that all aspects of an organization adapt in accordance to what its members envision. Our current board has worked extremely hard to set a path forward for the CNSA 2022-2026 membership. We hope that the changes proposed in this strategic plan provide a framework for the next coming years, promoting works dedicated to pressing issues that impact nursing students, the nursing profession, and healthcare as a whole in Canada. No single individual or small collective group holds all the answers to fix the issues that continue to disadvantage and disparage various vulnerable peoples. However, in working with various individuals who come from various walks of life to develop this strategic plan, we hope this plan provides CNSA members the resources necessary to tackle current and future challenges that exist on local, provincial/territorial, national, and international levels.

We are all treaty people or live in unceded territories on Turtle Island, it is of utmost importance that our current and future members prioritize relationship building, empowerment of, and reconciliation with Indigenous peoples across Canada. This comes by using the tools, such as this strategic plan, and other works including but not limited to the Missing and Murdered Indigenous Women and Girls (MMIWG) final report, TRC's Calls to Action, the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

With hope and support, continue stoking the fire that gives our organization life so CNSA can continue being a light for those that need it through unforeseeable times ahead.

Sincerely, Gilakas'la,  
Emma Hill, RN BScN



CNSA President 2021-2022

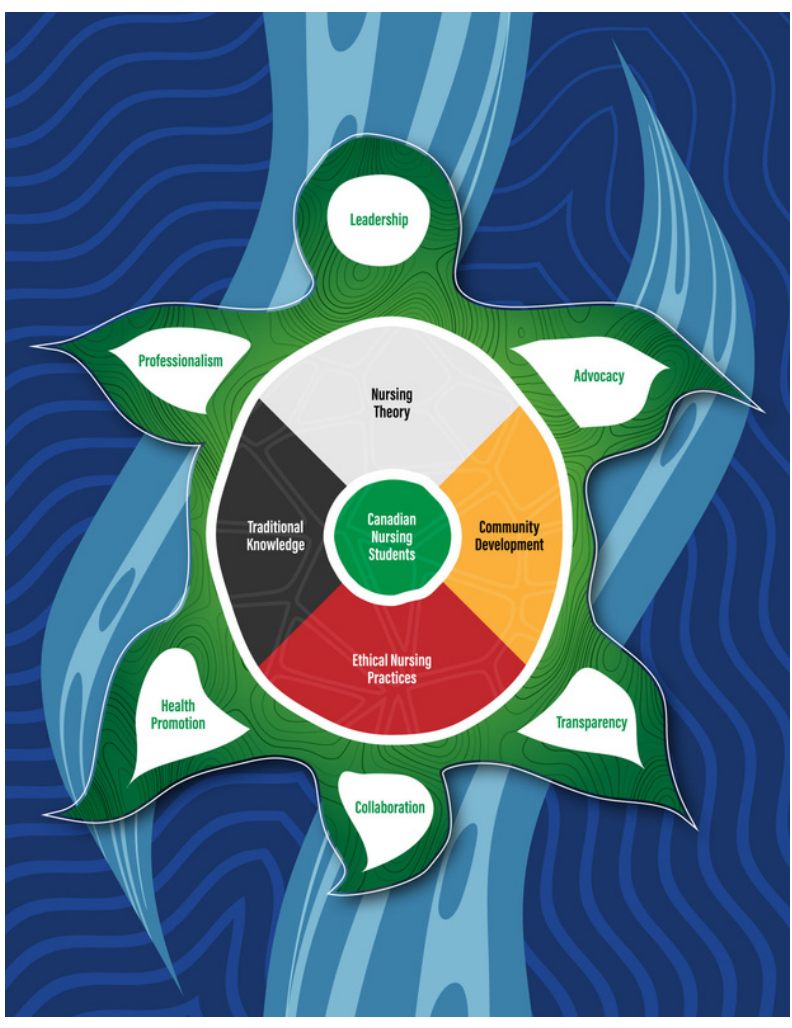
Co-chair of Strategic Planning Committee 2020-2022

Kihci-mīkwēc, Kinanâskomitin,  
Cole Woytiuk, RN BScN



CNSA Vice President 2021-2022

Co-chair of Strategic Planning Committee 2020-2022



# MISSION STATEMENT, VISION & VALUES



## *Mission Statement*

The Canadian Nursing Students' Association (CNSA) is the national voice of all Canadian Nursing students. Our goal is to promote social justice, advocacy, and student excellence from all legal, ethical, professional, and educational aspects of the nursing profession. CNSA is actively dedicated to positively promote and empower both nursing students and the nursing profession as a whole.

## *Vision*

To empower and uplift the voices of nursing students across Canada.

## *Values*

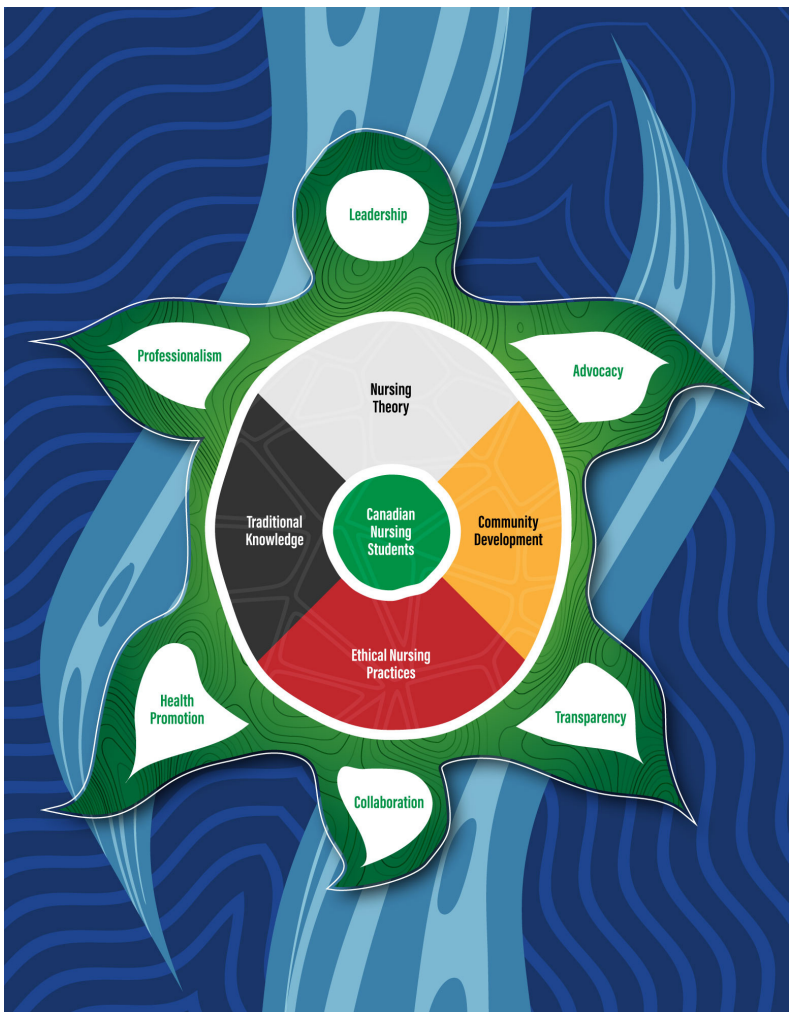
The values of CNSA stem from our dedication and service to all Canadian nursing students. Heavily-based on four core principles:

*Traditional Knowledge;*  
*Nursing Theory;*  
*Ethical Nursing Practices; and,*  
*Community Development.*

In addition, CNSA embodies six guiding values:

*Leadership;*  
*Professionalism;*  
*Transparency;*  
*Advocacy;*  
*Collaboration; and,*  
*Health Promotion.*

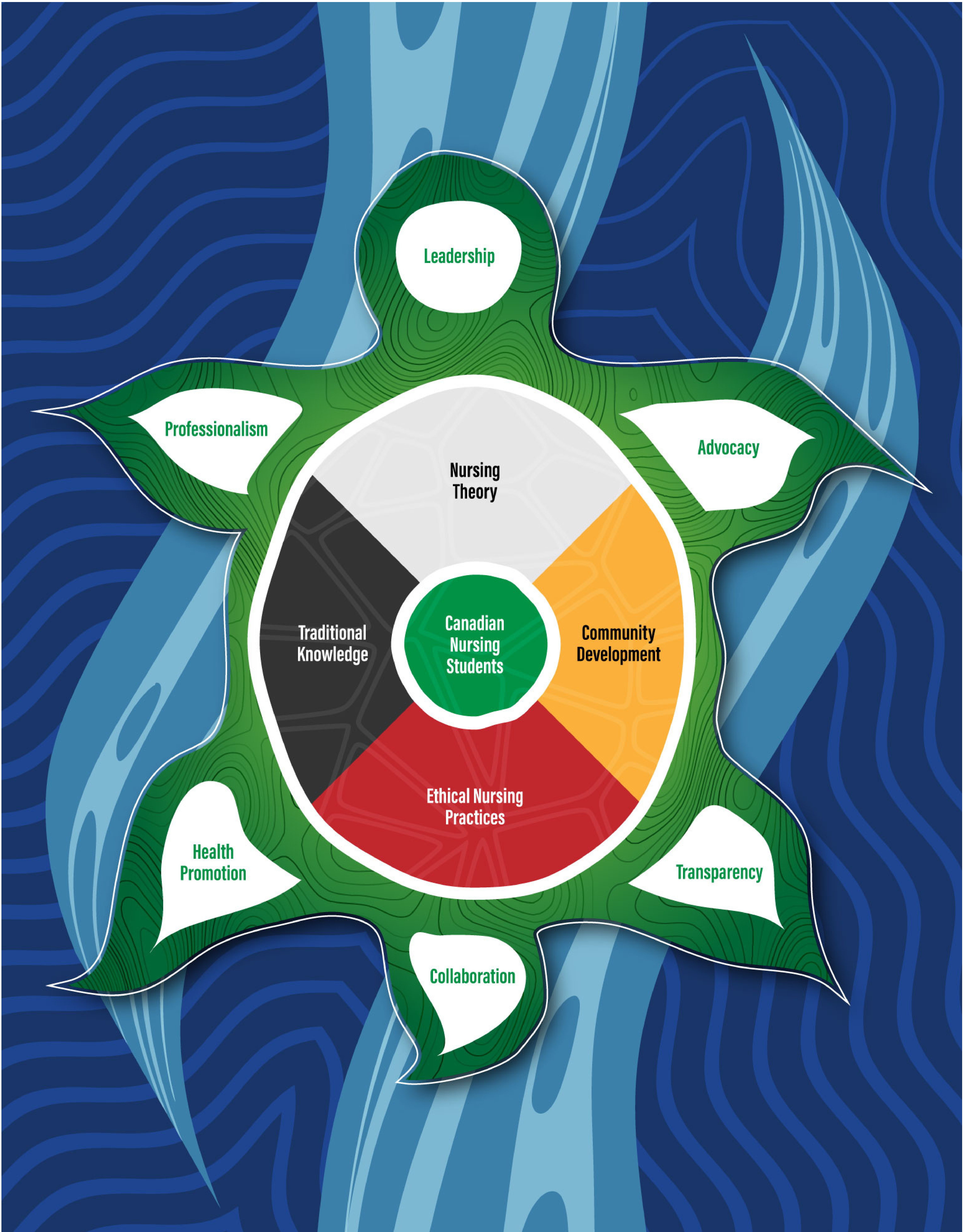
By using these four core principles to guide our values and decision-making, all members of CNSA ensure the empowerment and elevation of all Canadian nursing students.

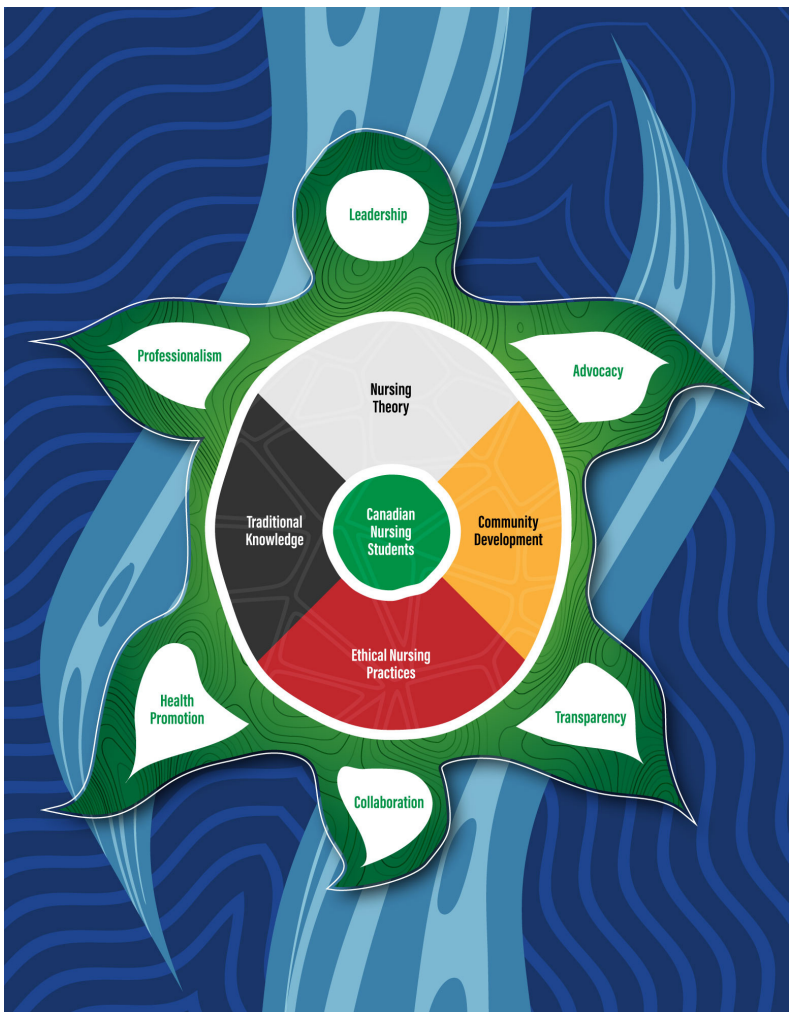


# VALUE SYSTEM



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AEIC





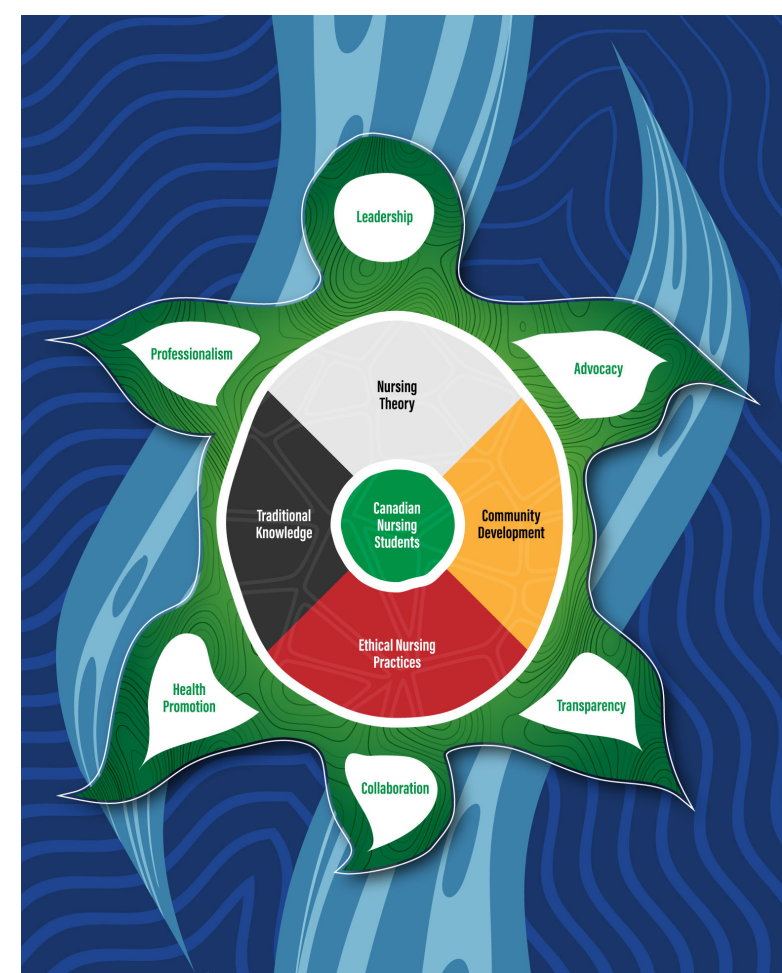
# EXECUTIVE SUMMARY



This strategic plan was developed by the dedicated strategic planning committee with help from the association's members as well as CNSA alumni, representatives from our national nursing partners, and human rights and equity-seeking nurse leaders from across Canada. This plan was built off the recommendations from the Strategic Direction, which included: addressing systemic racism within CNSA; engaging in consultation with CNSA members, alumni, partners, and other nursing leaders, and continuing the work of dismantling colonial structures while implementing Indigenous values and two-eyed seeing within CNSA governance (CNSA, 2021).

The process of developing the strategic plan involved six key steps:

1. The Strategic Direction was passed at the January 2021 National Assembly Meeting.
2. The CNSA Strategic Planning committee was formed, and we consulted with our CNSA Alumni and Nursing Leaders in Human Rights and Equity.
3. We created a survey that was sent out to the Official Delegates (OD)'s and Associate Delegates (AD)'s to gain feedback from the members on the direction of our organization to ensure we are reflecting on their values and beliefs.
4. We worked continuously over the last year, holding monthly and bi-monthly meetings with our strategic planning committee members, CNSA Alumni, and nursing leaders in human rights and equity consultants.
5. Consultation of Indigenous Graphic Design company to create graphic design of our value system.
6. Final draft completed, voted on by Board of Directors to be presented at the 2022 National Assembly in January.



# COMMITTEE MEMBERS AND CONSULTANTS



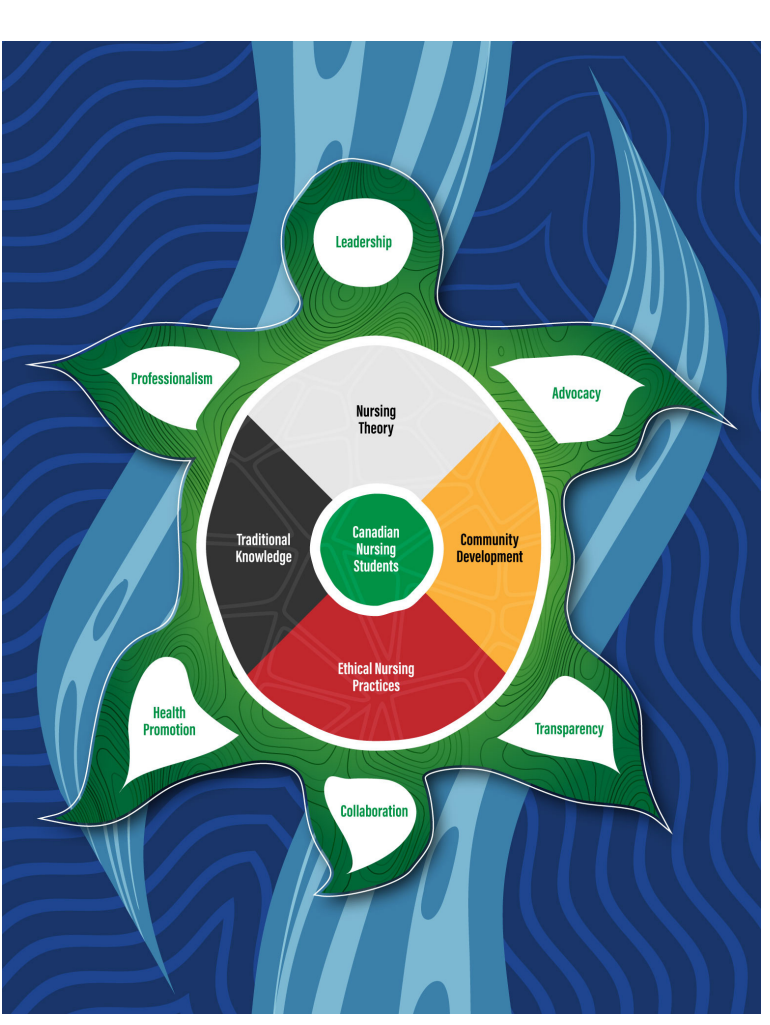
## *Strategic Planning Committee Members*

Emma Hill, President | Co-chair of Strategic Planning Committee;  
Cole Woytiuk, Vice President | Co-chair of Strategic Planning Committee;  
Jessica Wingfield, Director of Communications;  
Zach Sokolan, Men's Caucus Chair;  
Abby Jarrett, Ontario Regional Director;  
Lora Sliman, Director of Membership Development; and,  
River Martin, Black Caucus Chair.

## *Consultants*

Geraldine Abumbim, Human Rights and Equity in Nursing Leader  
Lystra Beausoleil, Human Rights and Equity in Nursing Leader;  
Tania Dick, Human Rights and Equity In Nursing Leader;  
Caitlin Fenton, CNSA Alumni;  
Latitia Pelley-George, BSCN, RN, CNSA Alumni  
Nadia Prendergast, Human Rights and Equity in Nursing Leader;  
Linda Silas, Canadian Federation of Nursing Unions (CFNU); and,  
Dawn Tisdale, Human Rights and Equity in Nursing Leader.





# STRATEGIC PRIORITY #1



## *Supporting Quality Nursing Education and Entry to Practice; and, Be a Trusted and Reliable Source of Information for Canadian Nursing Students*

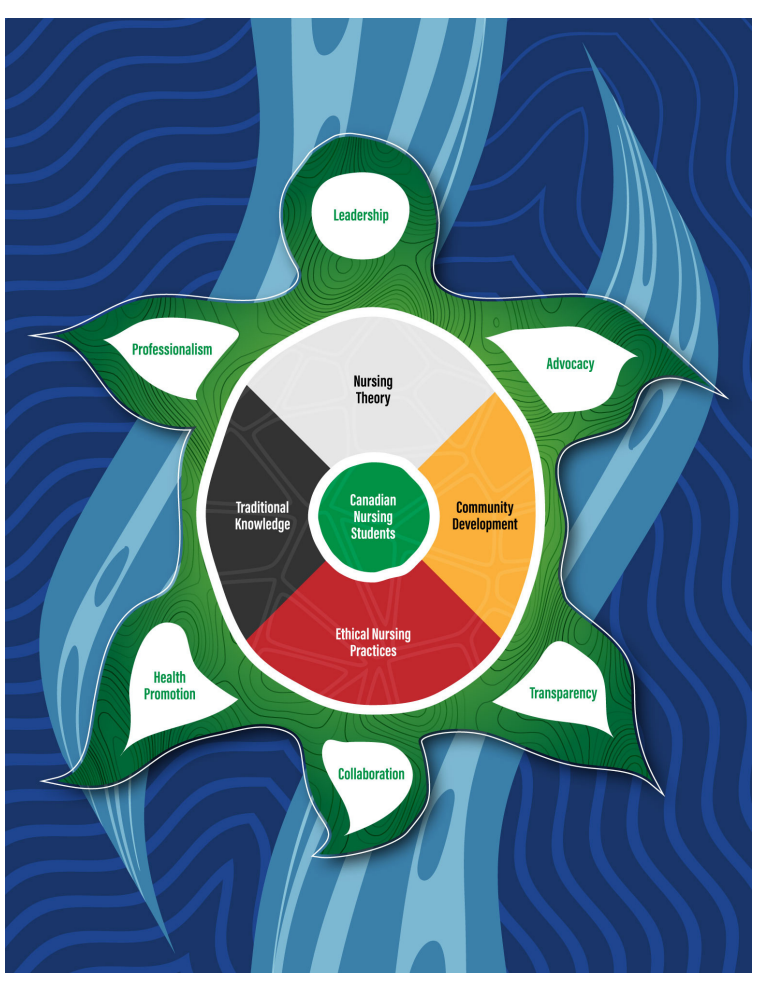
### **Actions:**

- Increase accessibility to current and relevant nursing research and entry to practice educational resources for all CNSA Members.
- Encourage CNSA members to enlist in both internal and external leadership events through sharing, creating, or facilitating such leadership-building opportunities.
- Reevaluate or create a distribution system for educational resources and support that focuses on CNSA members' needs based on their individual stage in undergraduate nursing education.
- Create a platform within CNSA that increases accessibility for/to educational resources and supports that focuses on CNSA members' needs based on their individual stage in undergraduate nursing education.
- Prioritize student-led research at conferences.
- Review internal organizational structures annually and create opportunities for increased recruitment of members.

### **Desired Outcomes:**

- The CNSA membership collectively expresses that the educational resources provided by CNSA are relevant, accessible, applicable, and beneficial to their education across the continuum of nursing education.
- CNSA members feel supported in using their voice and knowledge base to advocate at a local, provincial and national level on nursing interests.
- CNSA has increased its presence within nursing research, and continues to support relevant and applicable nursing research.
- CNSA has strong relationships with professional nursing bodies across Canada.
- CNSA is a safe place for nursing students' voices to be heard about their concerns.
- CNSA promotes research and education that is leading edge and critically evaluative.
- CNSA sees an increase in recruitment of members.

Values encompassed within this strategic priority include transparency, advocacy, leadership, collaboration, health promotion, and professionalism. To be trustworthy and a reliable support towards Quality Nursing Education and Entry to Practice, an emphasis on all CNSA values is important.



## STRATEGIC PRIORITY #2



### *Advocate for the Increased Incorporation of Indigenous Health and Social Policies, within the Nursing Context and Profession*

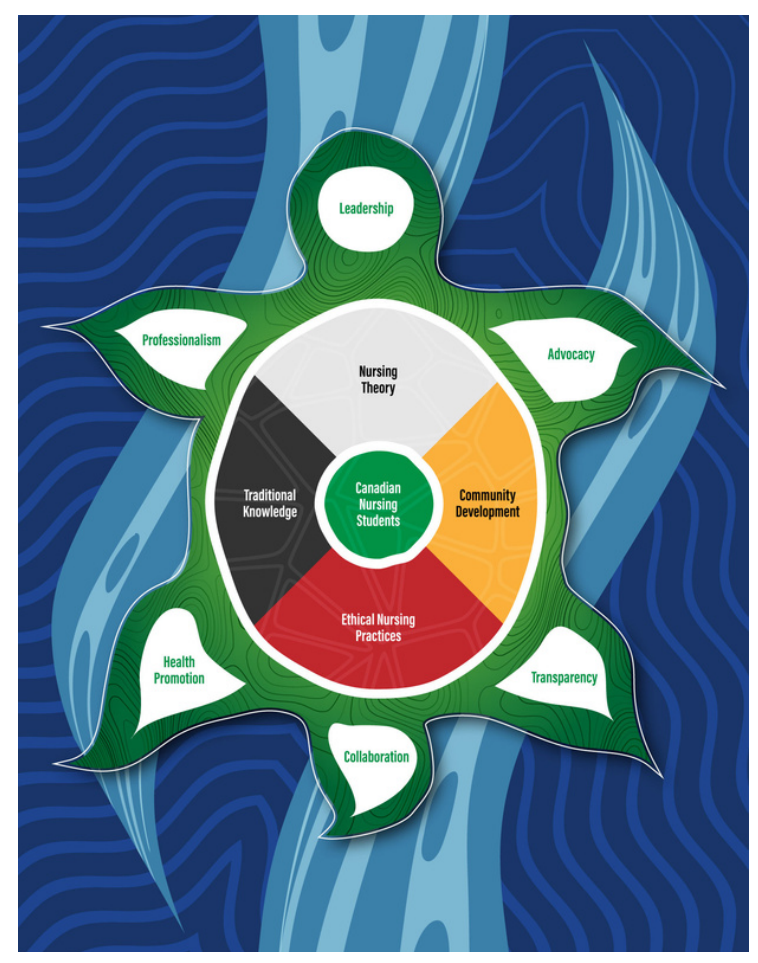
#### **Actions:**

- Research, recognize and utilize empirically-based declarations, reports, articles, and frameworks developed by and/or created in collaboration with Indigenous peoples, researchers, and leaders: This includes but is not limited to the United Declaration on the Rights of Indigenous Peoples (UNDRIP), the Final Report on the Missing and Murdered Indigenous Women and Girls Inquiry (MMIWG Final Report), Jordan's Principle, the Truth and Reconciliation Commission's Calls to Action (TRC's Calls to Action), the Final Report of the Royal Commission on Aboriginal Peoples (RCAP Final Report).
- Better incorporate Indigenous Ways of Knowing within CNSA through the utilization of Indigenous-based (Elders, Indigenous nursing leaders, etcetera.) resources.
- Share Indigenous-focused resources that provide students an understanding of what reconciliation is and what role they play in the process of reconciliation as both a Canadian citizen and future healthcare worker.
- Provide students with the tools to evaluate their institutions' actions based on reconciliation so that they can advocate for and work alongside their educational institution to promote a nursing environment that actively works towards reconciliation.
- Work collaboratively with Indigenous nursing students to determine resources that are tailored to their needs, while promoting access to pre-existing and readily available student resources that may also support Indigenous students. Working with Indigenous students to collate resources they deem as practical and necessary to them could better ensure their success from the beginning of their nursing education to their entry-to-practice as a nurse.
- CNSA continuously oversees the Board of Directors and CNSA membership to ensure that each member of CNSA is upholding Cultural Safety and competent practice. CNSA oversees the Board of Directors is upholding Cultural Safety and competent practice, by completing yearly cultural safety training through an accredited program and disseminating their learning to the CNSA membership.
- CNSA to advocate and work alongside partners (e.g., CASN) to decolonize the nursing curriculum in Canada.

#### **Desired Outcomes:**

- CNSA has strengthened partnerships with Indigenous-led organizations.
- CNSA encourages all partners to recognize the importance of fostering relationships with Indigenous peoples/organizations.
- CNSA members exhibit increased engagement and awareness of Truth and Reconciliation at their chapters, particularly calls 18 through 24 under "Health," in the Truth and Reconciliation Calls to Action (2015).
- Students have a deeper understanding of how colonialism has and continues to impact the delivery of healthcare and the role of nursing in de-colonization and addressing anti-Indigenous racism within health care systems.
- Indigenous CNSA members experience increased welcomeness, comfortability, and support within their educational institutions.
- Nursing schools across Canada have begun a process in which to decolonize nursing school curricula from a systematic lens, aiding in reworking and creating educational frameworks that promote and incorporate Indigenous healing practices; and, increase academic/professional support for Indigenous students.
- Having regular meetings to address colonization within the nursing curriculum and work together to provide decolonization strategies and resources.

Values encompassed within this strategic priority include transparency, advocacy, leadership, collaboration, health promotion, and professionalism. Remaining transparent and working collaboratively with both Indigenous and non-Indigenous nursing students to meet this strategic objective will aid in meeting the values of leadership, advocacy, professionalism, and ensure quality health outcomes across the nursing student context.



## STRATEGIC PRIORITY #3



*Promote Social Justice as it Relates to Gender, Sexuality, Anti-Oppression, and Anti-Racism*

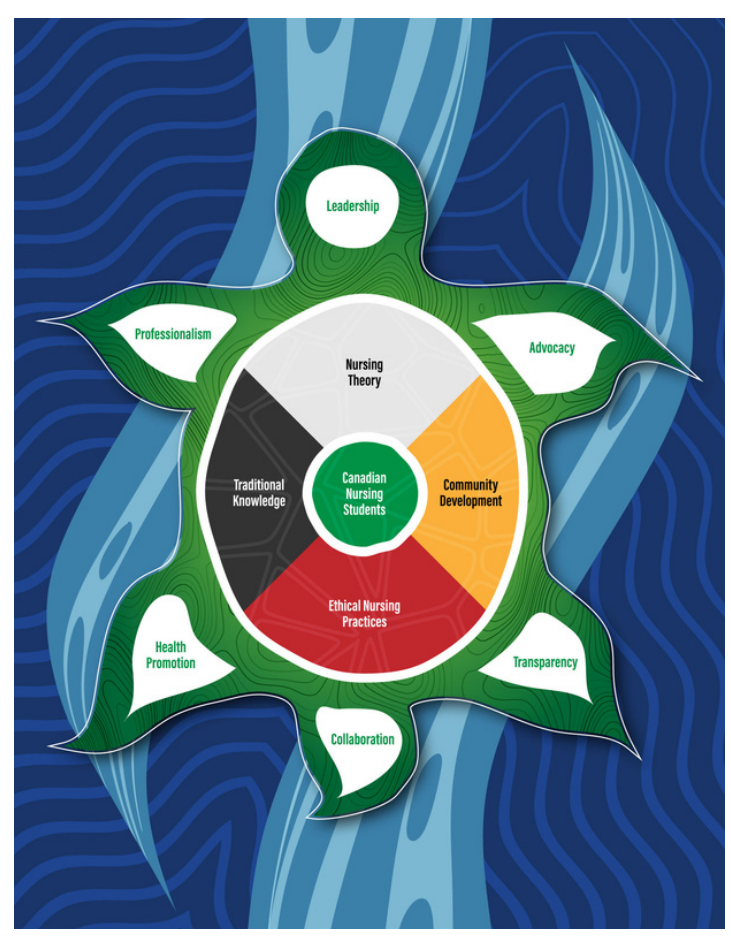
### **Actions:**

- Advocate for increased Social Justice and Awareness as it relates to Gender and Sexuality, Anti-Oppression, and Anti-Racism education in the nursing curriculum.
- Ensure CNSA conferences include educational information about Social Justice, Gender and Sexuality, Anti-Oppression, and Anti-Racism.
- Prioritize supporting and partnering with businesses run by equity-seeking populations.
- Seek out and promote speakers with diverse backgrounds with respect to regional and national conferences.
- CNSA's intentions in all association decisions remain focused on promoting Social Justice as it relates to Gender and Sexuality, Anti-Oppression, and Anti-Racism.

### **Desired Outcomes:**

- CNSA's Board of Directors, membership, employees, and events uplift diversity and inclusion.
- Students are empowered to acknowledge and address systemic injustices and oppression in their nursing institutions and communities and within themselves.
- CNSA accepts all feedback and criticism and continuously works to dismantle oppressive organizational structures.
- CNSA conferences embody inclusion and diversity, representing a safe space for all members, guests, speakers, and sponsors.

Values encompassed within this strategic priority include transparency, advocacy, leadership, collaboration, health promotion, and professionalism. Working to advocate alongside diverse student populations to aid in this strategic priority will require CNSA members to reflect and alter held biases to ensure our membership remains transparent, professional, and positively collaborative. By taking a professional, collaborative approach, CNSA and diverse student populations aforementioned in this strategic priority will ensure values of leadership and health promotion are met.



## STRATEGIC PRIORITY #4



### *Support the Enactment of Measures that Improve Nursing Commitment to the Advancement of Climate Health in Nursing Practice*

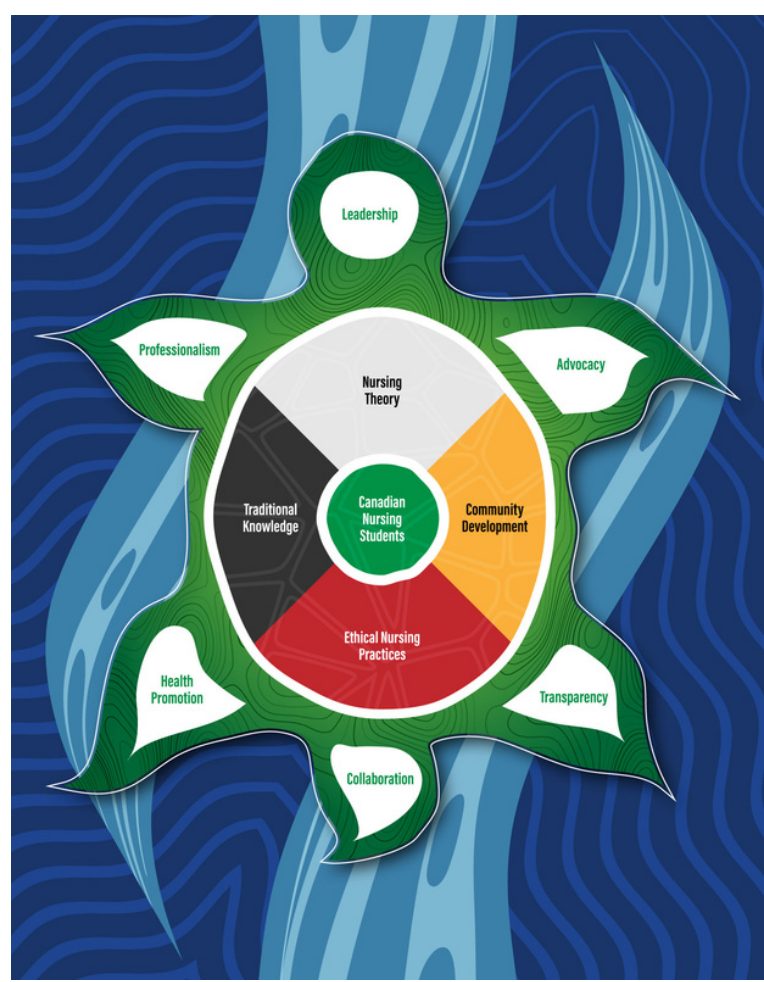
#### **Actions:**

- Share information about the health impacts of climate change, including both individual and systemic implications.
- Ensure CNSA events are environmentally responsible.
- CNSA supports evidence-informed nursing research, education, and policy related to climate health and its effect on population health.
- CNSA encourages our sponsors and partners in their efforts to reduce carbon emissions, and seeks out partnerships that are actively working towards this goal.
- CNSA is to promote ways that the healthcare system - as a whole - can reduce carbon emissions.

#### **Desired Outcomes:**

- CNSA members understand the significant negative implications of climate change and its impact on individual and population health.
- CNSA members implement carbon-reducing measures in their personal and professional lives as well as advocate for their implementation in the institutions they are part of.
- CNSA partners are striving to reduce carbon emissions within their organizations.

Values encompassed within this strategic priority include transparency, advocacy, leadership, collaboration, health promotion, and professionalism. Collaborative advocacy and nurturing leadership within CNSA is vital to meeting this strategic priority. Climate action requires both professionalism and transparency, as the CNSA membership is accountable for meeting the climate action goals they advocate for both internally and externally to the organization. Thus, by meeting the desired outcomes of this strategic priority, positive health outcomes will be experienced by all impacted by climate change.



# REFERENCES



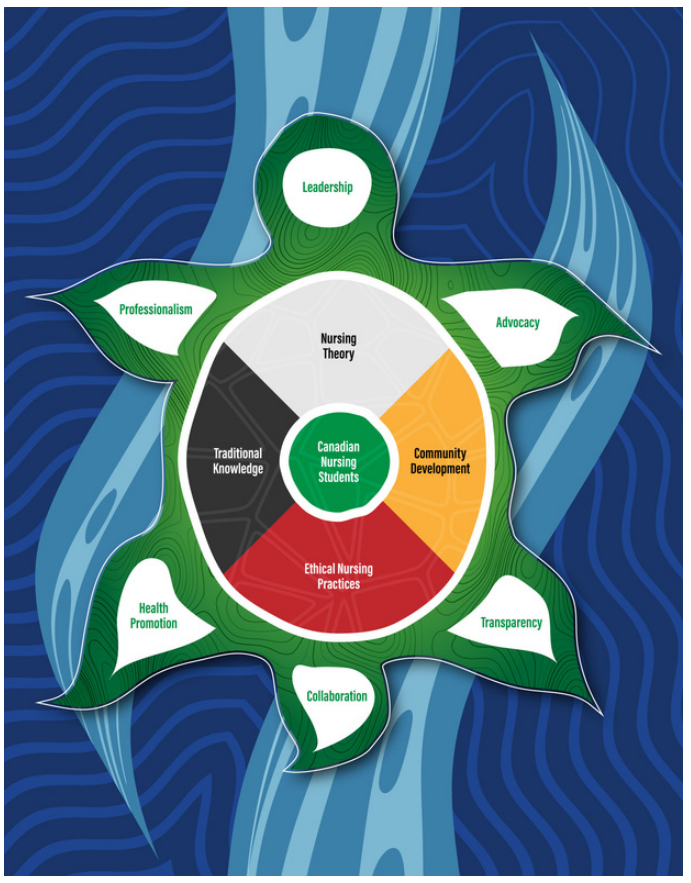
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