

2014 CONFERENCE FOR IENs



North York Novotel, Toronto

Welcoming Reception:
Wednesday, November 26th

Full-day Conference:
Thursday, November 27th

The first conference “for IENs, by IENs” with networking, professional development, and a full program of insight and learning.

Internationally Educated Nurses: Enhancing Canadian Healthcare

presented in partnership with



Volunteer Thanks

A Message from CARE Centre

Welcome to the Conference!

CARE Centre is a bridge training program funded by the Ontario Government and the Government of Canada. Founded in 2001, we have been honoured to work with thousands of internationally educated nurses pursuing their dream of nursing in this country. This conference has been created by our member IENs and other friends from the community. It would not have been possible without their vision, enthusiasm, dedication and countless volunteer hours. Many other IENs gave whatever time they could, juggling family, school and work responsibilities, but we would like to particularly recognize the members of the steering committee, the program committee, the fundraising committee and the marketing and mobilization committee for making this gathering a reality. IENs wanted a forum for their voices to be heard, to share their experiences, their knowledge and their hopes for the future. We're so glad you're joining us today in this, all our volunteer IENs' great achievement.



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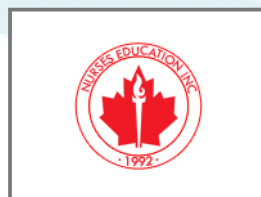
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AHMADREZA BAKI-JAFARZADEH | CO-CHAIR



Ahmadreza Baki-Jafarzadeh, RN, BSN, MIN, has more than 23 years of professional experience including critical care nursing, staff development, clinical instruction, diabetes education and oncology nursing. He earned his undergraduate Bachelor of Science in Nursing with High Distinction from the University of Tehran, Iran. He is actively involved in Oncology and research and has served as an RN in different countries over 10 years. He was awarded the 2013 Gerlard Kirsh Humanitarian Award at Princess Margaret Hospital where he has worked for the last six years. He continues to be active in assisting student nurses at Tehran University of Medical Science and Health Care in Iran.

ZUBEIDA RAMJI | CO-CHAIR

Zubeida has extensive experience in planning, evaluation and organizational development in community, healthcare and settlement services. She was a co-founder of CARE Centre for IENs and is currently a PhD student in Nursing at the University of Ottawa. Zubeida has worked in diverse settings in Canada and in developing countries, where professionals, volunteers and consumers have been jointly involved. She was the founding Director of the Regional Women's Health Centre at Women's College hospital and has international development expertise as part of review teams for CIDA-funded projects. She brings a strong community-based philosophy to her work as well as a firm grasp on issues related to access to services for marginalized groups including women, refugees, new immigrants, and ethno-racial communities.



ADELA BELISARIO | Co-MC



Adela Belisario previously worked as an operating room nurse in Peru, a top-tier nursing position in her home country. Her desire to expand her career led her to Canada, but she encountered many obstacles in returning to nursing. After much struggle and perseverance, Adela received her license and became the first Peruvian Registered Practical Nurse (RPN) in Ontario. She began work at Dorothy Ley Hospice and is now a complex continuing care RPN at Baycrest Health Sciences. Adela has obtained several certificates from Canada and the USA and is currently pursuing her registered nurse designation.

EDSEL MUTIA | Co-MC

Edsel Mutia was the 2013 recipient of the CARE Centre Joan Lesmond IEN of the Year Award. Edsel was educated in the Philippines, where he worked in community nursing, and he also served as a charge nurse in an Intensive Care Unit in Saudi Arabia. He is currently a RN and Charge Nurse in the Critical Care Unit at North York General. Edsel is well-known for being a seasoned professional who has mentored many new nurses and nursing students and is recognized by his colleagues for being passionate about patient care and his professional development.





**FROM THE ONTARIO
MINISTER OF CITIZENSHIP,
IMMIGRATION AND
INTERNATIONAL TRADE**

NOVEMBER 27, 2014

*1st Annual Conference for
Internationally Educated Nurses*

I would like to extend warm greetings to everyone attending the 1st Annual Conference for Internationally Educated Nurses.

This is a wonderful opportunity for internationally educated nurses to meet and talk informally with one another, share experiences and best practices, and celebrate successes.

Our government has been proud to partner with CARE Centre for Internationally Educated Nurses through our bridge training program to help internationally trained nurses become registered in Ontario. When newcomers settle and succeed in our province, everyone benefits.

I would also like to congratulate the recipients of the 2014 Joan Lesmond IEN of the Year Award, Ahmad Baki and Adela Belisario. Your commitment and dedication to providing quality health care in Ontario is admirable, and I applaud your efforts.

Thank you to all the volunteers involved in organizing this important conference. Please accept my best wishes for a successful and memorable event.

Sincerely,

A handwritten signature in blue ink, appearing to read "Michael Chan".

Michael Chan
Minister

**Ministry of Health
and Long-Term Care**

Office of the Minister

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**CARE Centre for Internationally Educated Nurses:
Enhancing Canadian Healthcare
2014 Conference for IENs**

November 27, 2014

I am pleased to send warm greetings to the many internationally educated nurses attending the 2014 Conference for IENs.

This conference provides a wonderful opportunity for you to meet colleagues with similar experiences, share information and learn from one another.

I am proud of the strong relationship between our government and CARE. Together we will continue to build a Nursing Strategy that supports nurses at each stage along their career path. And I am pleased that the addition of qualified, safe and competent IENs to Ontario's health care workforce supports our government's Action Plan by promoting timely access to care.

My sincere thanks go to our internationally educated nurses for choosing to work in Ontario and for contributing your skills and training to keep our province healthy.

My warmest congratulations go to the winners of this year's Joan Lesmond IEN of the Year Awards: Ahmad Baki, RN and Adela Belisario, RPN. As a doctor who has worked as a member of the health care team both in Canada and abroad, I deeply value your commitment and dedication to Ontario patients.

I wish you all a very successful and enjoyable conference and award presentation.

Sincerely,

A handwritten signature in black ink, appearing to read 'Eric Hoskins'.

Dr. Eric Hoskins

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Schedule

November 26, 2014

Date	Time	Event or Session
November 26	5:30-8:30PM	Welcoming Reception (5:00pm – 9:00pm for hotel) Supporting Sponsor: “Connecting Nurses”
November 26	5:30-6:45PM	Initial Conference Registration - volunteers Displays/Booths/Poster Presentations Light Refreshments and Networking
November 26	6:45-7:45PM	Official Conference Opening and Greetings: Ahmad Baki, RN, CARE Centre member and Conference Co-Chair
November 26	7:45-8:30PM	Speaker: Tilda Shalof, RN, BScN, CNCC (C), author of <i>Bringing it Home: A Nurse Discovers Healthcare Beyond the Hospital</i> . Networking

November 27, 2014

Date	Time	Event or Session
November 27	7:30-8:15AM	Registration and Breakfast Buffet Displays/Booths/Poster Presentations/Silent Auction
November 27	8:15-8:30AM	Greetings and Introductions by: Zubeida Ramji, Executive Director, CARE Centre for IENs Conference Opening Address: Josette Roussel, RN, MSC, Med, GNC, Nurse Advisor, Professional Practice, Canadian Nurses Association
November 27	8:30-9:30AM	Armchair Interview Panel: <i>Future Trends and Challenges in Nursing: A Nursing Vision</i> Panel of experts representing education, regulation, professional associations and employers.
		<p><u>Panelists:</u></p> <ul style="list-style-type: none"> • Rani Hajela Srivastava (Moderator) RN, MScN, PhD, Chief of Nursing & Professional Practice at the Centre for Addiction & Mental Health (CAMH), Assistant Professor at the Lawrence Bloomberg Faculty of Nursing, University of Toronto • Janet Anderson, RN, BScN, MEd, Director, Professional Practice Department, College of Nurses of Ontario • Dianne Martin, RPN, RN, BScN, MA, Executive Director, RPNAO • Irmajean Bajnok, RN, MSN, PhD, Director, RNAO’s International Affairs and Best Practice Guidelines Programs, Co-Director, Nursing Best Practice Research Centre (NBPRC) • Daniela Beckford, RN, Project Manager, HHS Internationally Educated Nurse and English as a Second Language Nurse Integration Project • Elaine Santa Mina, RN, BA, BAAN, MSc, PhD, Associate Director, Post Diploma Degree Program, Daphne Cockwell School of Nursing, Ryerson University

November 27, 2014

Date	Time	Event or Session
November 27	9:30-10:15AM	Coffee Break/Displays/Poster Presentations/Door Prizes/Silent Auction
November 27	10:15-11:00AM	Three Concurrent Sessions (see page 15)
November 27	11:00-11:30AM	Keynote Speaker: Office of the Fairness Commissioner: Agenda for Change The Hon. Jean Augustine, Fairness Commissioner
November 27	11:30-12:45PM	Lunch/Displays/Poster Presentations/Silent Auction
November 27	12:00-12:30PM	CARE Centre Joan Lesmond IEN of the Year Award Sponsored by PRINTBRAIN Board members Ella Ferris and Omar Taladua present awards to Ahmad Baki, RN and Adela Belisario, RPN
November 27	12:45-1:45PM	Nursing in an Epidemic: Panel Discussion <u>Panelists:</u> <ul style="list-style-type: none"> • Melissa Di Constanzo (Moderator) Communications Officer and Staff Writer, Registered Nurse Journal, Registered Nurses Association of Ontario • Andy Summers, RN, Vice-President, Region 3, Ontario Nurses' Association (ONA), responsible for Occupational Health and Safety • Nataly Farshait, MN, Director of Infection Prevention and Control, Humber River Hospital • Katie Connolly, RN, Community Programs, Casey House • Hemiksha Christian, CARE Centre Member, Internationally Educated Nurse • Sharla Bonneville, Logistician and Water and Sanitation Specialist, Medecins Sans Frontiers
November 27	1:45-2:30PM	Three Concurrent Sessions (see page 15)
November 27	2:30-3:00PM	Coffee Break/Displays/Poster Presentations/Door Prizes/Silent Auction
November 27	3:00-4:00PM	<i>JOBS: Casting Your Nursing Net: How Far and How Wide?</i> Five IENs in diverse, non-traditional jobs: Panel Discussion <u>Panelists:</u> <ul style="list-style-type: none"> • Brenda Lewis (Moderator) RN, IEN Champion • Ivana Freitas, RPN – Chartwell • Raymonde Degbey, RN – Collins Bay • Athena Minerva Mina, RPN – Centre for Addiction & Mental Health • Maya Ramdhanie, RN
November 27	4:00-4:30PM	Silent Auction Finishes, Conference Closes

Welcoming Reception



The conference begins with a special evening with Tilda Shalof, RN, BScN, CNCC (c), Registered Nurse and Best-Selling Author of six books. Tilda has extensive International experience in ICU nursing and recently moved into community nursing, the topic of her latest title.

Find out more about Tilda and her work at www.nursetilda.com



Tilda's memoir *A Nurse's Story* was translated into several languages and sold around the world. She will talk about her new book, *Bringing It Home*, recounting her adventures working as a visiting VON nurse, "from mansions to shacks to the streets, all across the country".

Praise for A Nurse's Story

A cracking good read... this is undoubtedly a strong memoir. I hope it's not the only story Shalof has to tell.

— *Quill & Quire*

There are genuinely heart-rending, disturbing and thought-provoking stories to be found in the pages of *A Nurse's Story*. If this book doesn't give you pause, you're made of stone.

— *Education Journal*

[It is] difficult to put down, so compelling and beautifully written are these stories... Shalof's stories are naked and vulnerable.

— *Wandering Fine Print*

In a post-BARS world where nurses are finally being recognized for the heroes they always were, *A Nurse's Story* is the best-seller no one can put down.

— *Murdoch Gazette*

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Speakers & Panelists

Opening Remarks

JOSETTE ROUSSEL | RN, MSc, MEd, GNC (C)



Josette Roussel is currently working as a senior nurse advisor at the Canadian Nurses Association. Some of her responsibilities include promoting new roles for registered nurses such as positions in advanced nursing practice. She began her nursing career more than 25 years ago and has worked in various nursing roles such as clinician, educator and manager. For almost a decade, she worked in an advanced nursing practice role as a clinical nurse specialist. She has always been a strong advocate for the advancement of nursing knowledge and the profession.

Panel Discussion - Future of Nursing

RANI HAJELA SRIVASTAVA | RN, MScN, PhD - MODERATOR

Dr. Rani Srivastava is the Chief of Nursing & Professional Practice at the Centre for Addiction & Mental Health (CAMH), Assistant Professor at the Lawrence Bloomberg Faculty of Nursing, University of Toronto, and Adjunct Professor at York University. Her expertise includes cultural competence and health equity, knowledge transfer, organizational dynamics and professional practice. She is the author/editor of *The Healthcare Professional's Guide to Clinical Cultural Competence* and has written on the influence of religion and ethics on healthcare. Her latest work focuses on cultural competence from a leadership and organizational perspective as well as approaches for inter-professional education and collaboration.



JANET ANDERSON | BSN, MEd



Janet Anderson is Director Professional Practice at the College of Nurses of Ontario. Her nursing experience includes a variety of roles in clinical practice, education and administration. At the College of Nurses of Ontario, she has fulfilled Manager Roles to support the development and application of practice standards and the Quality Assurance Program. In her role as Director, she works with the standards, quality assurance and entry to practice teams at the College. Janet has a Bachelor of Science Degree in Nursing from Ryerson University and a Master of Education Degree from University of Toronto (Ontario Institute of Studies in Education).

November 27

IRMAJEAN BAJNOK | RN, MSN, PHD



Dr. Irmajean Bajnok currently oversees the development, dissemination, support for implementation, and evaluation of the RNAO Best Practice Guidelines in both clinical nursing and healthy work environment areas. Irmajean brings a wealth of knowledge from her extensive career spanning practice, academic, administrative, and research roles. She has had considerable experience in teaching about knowledge based practice, and in conducting workshops related to all areas of evidence based nursing. She has developed a number of creative approaches to support knowledge transfer activities, in particular in relation to healthy work environment best practice guidelines and implementing clinical guidelines. Irmajean has worked with number of professionals and organizations around the world to advance the nursing practice for better patient outcomes.

DANIELA BECKFORD | RN

Daniela is an Internationally Educated Nurse from Romania who immigrated to Canada in 2001. She took the New Start Nursing Program at Mohawk College, and received the Dianne Smithson Memorial Award for outstanding student in 2001. She was recruited to Hamilton Health Sciences in 2003 as a Site Administrative Coordinator, then worked as a Clinical Manager in Emergency Trauma at Hamilton General. In 2009 Daniela became the Project Manager for Hamilton Health Sciences' International Educated Nurse and English as a Second Language Nurse Integration Project, which won the 2012 HR Summit Award for the Employer Champion of Internationally Educated Professionals.



DIANNE MARTIN | RPN, RN, BScN, MA



Dianne Martin graduated first as an RPN and then in 1998, she graduated as an RN with a diploma in nursing and is currently dually registered. In 2007 she completed a BScN from York University and in 2010 completed a Master of Arts in Health Leadership from Royal Roads University. Recently Dianne was named a Georgian College Alumnus of Distinction for her work in the field of nursing and was nominated for a Premier's Award. Dianne has experience working in several Ontario hospitals predominantly in the field of Perinatal Care. Prior to her role as Executive Director of RPNAO, her leadership roles have included professional practice coordinator in an Ontario hospital and senior policy analyst with the Nursing Secretariat.

ELAINE SANTA MINA | RN, PHD

Dr. Elaine Santa Mina is Associate Director of the Post Diploma Degree Program in the Daphne Cockwell School of Nursing, Ryerson University. Elaine leads the academic program for three cohorts of students: post diploma RNs to BScN; RPNs to BScN, and Internationally Educated Nurses (IENs) to BScN. Elaine contributes to the Council of Ontario University Programs in Nursing (COUPN), and the Canadian Association of Schools of Nursing (CASN) interest groups for Internationally Educated Nurses. Elaine has extensive teaching experience with internationally educated nurses from around the world who seek to be RNs in Ontario.



Keynote



JEAN AUGUSTINE | PC, CM



Hon. Jean Augustine was appointed as the first Fairness Commissioner for Ontario in March 2007.

Ms. Augustine was born in Grenada and came to Canada in 1960. She attended the University of Toronto, where she earned bachelor of arts and master of education degrees. She became an elementary school principal with the Metropolitan Separate School Board in Toronto.

From 1988 until 1993, she was chair of the Metro Toronto Housing Authority.

Ms. Augustine was the first African-Canadian woman to be elected to the House of Commons. She was elected in the riding of Etobicoke-Lakeshore in 1993 and sat in Parliament until 2006. During this time, she served as parliamentary secretary to the prime minister, minister of state for multiculturalism and the status of women and was a deputy Speaker.

She has shared her expertise and enthusiasm with others as a member of several community boards, including those of York University, the Hospital for Sick Children, the Stephen Lewis Foundation and Harbourfront Corporation. She is a former national president of the Congress of Black Women of Canada.

Every year, she makes a better future for young women through the Jean Augustine Scholarship, a fund that helps single mothers attend George Brown College and Centennial College in Toronto.

Dr. Augustine donated her archival and parliamentary materials to York University's Faculty of Education, thus creating the opportunity to establish an innovative academic position, the Jean Augustine Chair in Education in the New Urban Environment.

She has been honoured by many organizations for her leadership and community involvement. In 2009 the Women's Executive Network named her as one of Canada's Most Powerful Women: Top 100 Awards winners. The Girls' Leadership Academy of the Toronto District School Board bears her name.

She was awarded the Luminary Award by the University of the West Indies in 2006, and has received honorary doctor of laws degrees from the Universities of Toronto, Guelph, McGill and York.

In December 2009 she was appointed as a Member of the Order of Canada and in 2012 received the Queen's Diamond Jubilee Medal.

Concurrent Sessions

Morning

Organization	Presenters	Topic
Southlake Regional Health Centre	Guanxia Meng, RN, MN	<i>Adaptation of East Asian IENs Into Canada's Diverse Nursing Workforce</i>
Canadian Institute for Health Information	Andrea Porter-Chapman Julie Goulet	<i>A Snapshot of IENs Working in Ontario</i>
Office of Fairness Commissioner	Edward Cruz, RN, BN, MEdM, MScN, PhD (C) Sharon Vanin	<i>Where Do We Go From Here</i>

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Afternoon

Organization	Presenters	Topic
CARE Centre Member IEN	Derrick Ntungwe	<i>Soccer & Sex Education: A Community Based Nursing Approach</i>
Centre for the Evaluation of Health Professionals Educated Abroad	Andrea Strachan	<i>Language Test "Washback": A Support for Integration and Retention</i>
Nursing Health Services Research Unit, McMaster University	Dina Idriss-Wheeler Dana Ross	<i>Hiring IENs: Employer & Stakeholder Resources</i>

Poster Presentations

Posters

Nursing Health Services Research Unit, McMaster University	Ruth Lee, RN, PhD Daniela Beckford, RN Andrea Bauman, RN, PhD Jennifer Blythe, RN, PhD	<i>The Path to a Healthy Work Environment</i>
CARE Centre Member	Pravin Ignas, RN	<i>IENs: An Essential Link in the Canadian Healthcare System</i>
Hamilton Health Sciences	Livia Jakabne, RN Michelle Barnard, RN, BScN, MEd	<i>Integration into Canadian Hospital Culture: Reflection of IENs</i>
Mohawk College Hamilton Health Sciences	Nancy Brown-Fellows Ruth Lee Daniela Beckford	<i>IENs: What Do You Need to Succeed in Critical Care?</i>

CARE Centre for Internationally Educated Nurses

Hossein Khalili, CARE Centre Employment Engagement Lead

Success in the Workplace: Transition Supports for IENs

Ruth Wojtiuk, CARE Centre Professional Practice Lead

Return on Investment: Internationally Educated Nurses Are Worth It

Norma Tomlin, CARE Centre Case Manager

RPN Journeys of Discovery



**Yee Hong Centre
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CONGRATULATIONS

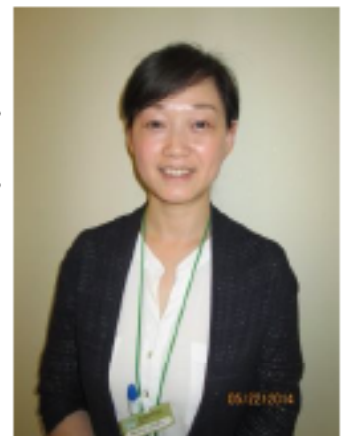
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on your First Annual Conference for
Internationally Educated Nurses**

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**Michelle Wang, CARE Graduate and
Assistant Director of Resident Care, Yee
Hong Ho Lai Chi Wai Center**



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The late Dr. Joan Lesmond
BSN, MSc, PhD

Joan Lesmond IEN of the Year Award 2014 Winners

Congratulations to our Member IENs



Ahmad Haki, IEN, Pelocess Margaret
Hospital, 2013 Gerald Kirsh
Humanitarian Award-winner



Adela Belisario, RPN, Baycrest 2013
Fela and Saul Lichtblau Excellence in
Caring and Leadership Award-winner

CARE Centre would like to thank all the members of the
Joan Lesmond IEN of the Year Award Selection Committee:

Andrea Baumann, Dianne Martin, Doris Grinspun
Edsel Mutia, Ella Ferris, Elaine Santa Mina
Lucia Yiu, Omara Taladua, Zubeida Ramji



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St. Michael's

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Panel Discussion

Nursing in an Epidemic: Nurses' Rights and Responsibilities

RICK MERCER'S RANT

COURAGE IN THE FACE OF CONTAGION



MELISSA DI COSTANZO | STAFF WRITER, RNAO - MODERATOR



Melissa Di Costanzo is a communications officer/writer at the Registered Nurses' Association of Ontario (RNAO), the professional association representing registered nurses, nurse practitioners, and nursing students in the province. Melissa has worked at RNAO for three years. Prior to that, she worked as a journalist in community newspapers in eastern Ontario for two years. Melissa is a graduate of the University of King's College in Halifax, N.S, where she completed a double bachelor (honours) in journalism and political science. She is working on her Masters of health policy at York University. She lives in Toronto, where she also volunteers at the Centre for Addiction and Mental Health.

HEMIKSHA CHRISTIAN | RN, CARE CENTRE MEMBER, IEN

Hemiksha Christian is an advanced IEN from India with extensive experience in the diagnosis and treatment of patients from pediatric to geriatric, with a clinical background in diabetes management, chemotherapy care, ICU, CCU, and Surgical/Medical nursing. She has practiced in India for six years and over ten years in the United Arab Emirates and has additional experience in management and staff supervision, and is multilingual speaking English, Hindi, Gujarati and Arabic. Her current focus is on preventive care and health education after working during endemics of SARS, swine flu and tuberculosis, through which she gained a specialization in infection control standards. Hemiksha passed the NCLEX RN exam in California and is currently awaiting licensure in Ontario.



SHARLA BONNEVILLE | LOGISTICIAN AND WATER AND SANITATION SPECIALIST, MEDECINS SANS FRONTIERS



Sharla Bonneville has over 16 years of experience in the television industry, working on a variety of television series. Her specialties include all aspects of production, from development to location management to financial reporting. Since 2008, she has done eight missions as a Project Logistician with Médecins Sans Frontières in Turkmenistan, Bangladesh, South Sudan, Democratic Republic of Congo, the Philippines, and most recently, Sierra Leone. In an interview with Global News Bonneville stated that, “In the past, outbreaks have been contained within three months. It’s evident this isn’t the case here. We’re setting a new path. There’s nothing to follow at this point, there’s nothing that was done to this extent and size. It’s making history in a way.”

KATIE CONNOLLY | RN, COMMUNITY PROGRAMS, CASEY HOUSE

Katie Connolly, RN, has worked in the Community Program at Casey House since 2006, providing home-based nursing care to individuals living with HIV. Katie completed her Bachelor of Science in Nursing at the University of Toronto in 2006, and is a Certified Community Health Nurse. Katie provides HIV education to community organizations in her role as a Community Educator, and does outreach nursing on the Sherbourne Health Bus.



NATALY FARSHAIT | MN, DIRECTOR OF INFECTION PREVENTION AND CONTROL, HUMBER RIVER HOSPITAL



Nataly Farshait, MN, is a Director of Infection Prevention and Control at Humber River Hospital. She has been leading the team since 2005. Prior to that, she served as a faculty at the department of Health Science at Seneca College. Nataly completed her Certification Board of Infection Control & Epidemiology, CPN(C) national perioperative certification; MN degree from Ryerson University and Masters Certificate in Healthcare Administration from the Schulich School of Business. Nataly has over twenty years of leadership and clinical expertise in Epidemiology and Infection Prevention, Pandemic Planning, Emergency Preparedness and patient and workplace safety. She frequently shares her expertise in infection Prevention and Control at various national and international meetings and conferences.

ANDY SUMMERS | RN, VP OCCUPATIONAL HEALTH AND SAFETY, ONA

Andy Summers, RN, has been the Vice-President, Region 3, on the Ontario Nurses’ Association (ONA) Board of Directors since 2004, responsible for Occupational Health and Safety. Summers has been a health care worker since 1985, and for more than two decades has been working in the emergency department at a large hospital in downtown Toronto. He came to Canada from the United Kingdom in 1991 and has been an active ONA member since that time. As an ONA Board member, Summers is committed to improving the working conditions of the health care workers ONA represents, and believes that ONA has a role to play in improving the health care and living standards of all Canadians.



Panel Discussion

JOB'S: Casting Your Nursing Net — How Far and How Wide?

BRENDA LEWIS | BSN - MODERATOR



Brenda Lewis is an Internationally Registered Nurse (IEN) who completed a Psychiatric Nursing program in Trinidad and Tobago and is a graduate of Ryerson's BSN program. After graduating from this program she was hired in 1988 by the College of Nurses as the Manager of Registration. She initiated the offering of the first Nursing in Ontario course offered by George Brown College and developed a booklet, "Nursing in Ontario", that was distributed to Canadian embassies. She has been a member of several advisory bodies and since retirement she has continued her involvement with IENs including as a selection committee member on the CARE Centre Joan Lesmond IEN of the Year Award.

RAYMONDE DEGBEY | RN, MPA, LLB

Raymonde Degbey received her law degree from her home country of Benin, and then went to the US to obtain her Master's Degree in Public Administration in 1997. She worked in several managerial positions before returning to school to earn a nursing degree. She graduated from the Washtenaw Community College Nursing School and worked as an acute care nurse at University of Michigan Hospital. After her arrival in Canada in 2009, she worked as a community nurse, as a complex care nurse, and as a director of care in a long term care facility before securing her current employment as a correctional nurse at a medium security prison in Kingston.



IVANA FREITAS | RPN



Ivana Freitas is the Health and Wellness Manager for Chartwell Retirement Residences. She received her nursing diploma in Serbia at the age of 19 then worked in various nursing fields including ICU neurology, ophthalmology and pediatric nursing for eight years before immigrating to Canada in January, 2005. She received her RPN registration 2010 and joined CARE Centre as Case Manager. She previously worked at Revera as a staff nurse, and worked as a supervisor at Chartwell before beginning her present role overseeing health and wellness.

ATHENA MINERVA MINA | RPN



Athena Minerva Mina is a RPN at the Center for Addiction and Mental Health's Medium Forensic Unit. She completed her nursing education in her native Philippines in 1994, working in acute care, before moving to Saudi Arabia, specializing in oncology for five years. She came to Canada as a live-in caregiver and received her RPN license in 2012.

MAYA RAMDHANIE | RN

Maya Ramdhanie received her original nursing education in her native Yugoslavia and received her RN designation in 1992. Upon coming to Canada, she completed a refresher program and obtained her RN diploma in 2004 and subsequently completed a Bachelor of Science in Nursing in 2010. Previously she was a field supervisor with more than 70 direct reports, and later managed a team of six supervisory staff including a large team of the field employees. Currently she oversees clinical aspects of Revera Home Health's nursing and personal support worker programs in the Greater Toronto Area as a Branch Manager.





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