

## Call for Nominations for the CARE Centre Joan Lesmond IEN of the Year Awards 2022

(revised May 2022)

***Submission Deadline: Monday September 12, 2022***

### Background

Dr. Joan Lesmond was a nursing leader who championed diversity and inclusion in Canadian healthcare and worked tirelessly to promote IENs' full integration to nursing in Ontario. Joan passed away in October 2011 at the age of 59. As a nurse, educator, advocate and mentor, Joan had a profound and widespread impact on the nursing profession and community-based healthcare. She was active in many nursing associations and was an early advisor to CARE Centre, which founded the IEN of the Year Awards in her name, with her blessing, for the organization's 10th anniversary.

The CARE Centre Joan Lesmond IEN of the Year Awards celebrated 10 years in 2022 as part of CARE Centre's 20<sup>th</sup> anniversary. To build on CARE Centre's organizational mandate, we have updated the nomination process for the submission criteria to reflect CARE Centre's core values:

**Respect, Teamwork, Accountability, Professionalism, Compassion, Diversity**

### Nomination Process & Selection Criteria

CARE Centre's Joan Lesmond IEN of the Year Awards are presented each year to one member RN and one member RPN. The process for selection of the recipients for CARE Centre's Joan Lesmond IEN of Year Awards is as follows:

#### Nominator(s):

Any one of the following can submit a nomination:

- The nominee's direct supervisor, Manager and/or Administrator
- Team Leader, Clinical Educator or Preceptor
- Peers (nurses, a member of the inter-professional healthcare team - physicians and allied health professionals)
- Patients/Clients and Families
- CARE Centre Case Manager
- Self Nomination

The IEN may self-nominate by submitting two endorsements from any of the following:

- Direct supervisor, Nurse Manager and/or Administrator
- Team Leader, Clinical Educator or Preceptor
- Peers (nurses, a member of the inter-professional healthcare team, physicians, and allied health professionals)
- Patients/Clients and Families
- CARE Centre Case Manager

#### Criteria for Selection:

To be eligible for the award, the IEN who is being nominated has to:

- be currently registered with the College of Nurses of Ontario [RPN or RN or NP(RNEC)] and will submit their candidacy at the higher designation
- have worked as a nurse in Ontario for at least one year at the higher designation or will submit at current nursing designation employment

- consistently demonstrate professionalism in nursing practice as defined by the College of Nurses of Ontario
- submit a 500-word essay with the application detailing her/his personal story or experience. This essay should demonstrate the nominee's personal commitment to nursing and courage, resilience, and passion as an IEN
- submit two signed endorsements or completed nomination form

**Review Process:**

A sub-committee of the Board of Directors that consists of a panel of 4-6 individuals including the Executive Director, Board Members, the previous year's award recipients and representatives from professional associations and academic partners will review and recommend the selected winners to CARE Centre's Board of Directors. CARE Centre's Board of Directors will make the final selection of the award winners.

**Submission:**

Submit nominations before September 12, 2022, via any of the following:

Email: [ienaward@care4nurses.org](mailto:ienaward@care4nurses.org)

Mail: CARE Centre for Internationally Educated Nurses  
128A Sterling Road, Suite 202  
Toronto, Ontario. M6R 2B7

**Deadline:**

Monday September 12, 2022

**Inquiries:**

Please call Cory Leblanc at 416-226-2800, ext. 228

or e-mail [cleblanc@care4nurses.org](mailto:cleblanc@care4nurses.org) with the subject line Joan Lesmond IEN Awards Nominations

*This is a self-nomination* Yes \_\_\_ No \_\_\_

Name of Nominee: \_\_\_\_\_  
 Name of Nominator(s)/ Endorser(s): \_\_\_\_\_  
 Role and Relationship of Nominator(s) with Nominee: \_\_\_\_\_  
 Nominee's Current Place of Employment: \_\_\_\_\_  
 Is the Nominee currently registered in Ontario as an RN or RPN or RN(EC)? \_\_\_\_\_  
 How long has the Nominee been working at the current place of nursing employment? \_\_\_\_\_  
 If less than one year, please list previous employer(s): \_\_\_\_\_  
 Is the Nominee a member of CARE Centre for Internationally Educated Nurses? Yes \_\_\_ No \_\_\_

**Joan Lesmond Award Nomination Form Rating Scale - May 2022 (revised)**  
**Categories are based on CARE Centre's organizational values and the**  
[College of Nurses of Ontario Professional Standards](#)  
**(to be completed by the Nominee, Nominator or Endorser)**

Name of Nominee: \_\_\_\_\_ Name of Nominator/Endorser: \_\_\_\_\_  
 Category of nomination: Please check one: RN \_\_\_ RPN \_\_\_

*Please rate the six criteria ( any choice of 2 from within each of the 3 categories for a total of six criteria) on a scale from 1 to 5 and provide comments.*

▪ 1-still acquiring proficiency ▪ 2-adequate, fair ▪ 3-competent, good ▪ 4-very good ▪ 5-exceptional

CRITERIA	1	2	3	4	5
<b>Category One</b> Respect, Teamwork  <i>Showing <b>Respect</b> in all of his/her dealings with his/her colleagues and clients.</i>  <i>Encouraging <b>Teamwork</b> that clearly values collaboration &amp; input towards organizational success.</i>					
<b>Category Two</b> Accountability, Professionalism  <i>Emphasizing <b>Accountability</b> at both the client and team level.</i>  <i>Focusing on <b>Professionalism</b> in all he/she does.</i>					
<b>Category Three</b> Compassion, Diversity  <i>Showing understanding and <b>Compassion</b> to all those he/she works with and those he/she serves.</i>  <i>Championing <b>Diversity</b> of his/her clients by contributing to the building of a culturally competent care provision and working environment.</i>					

Total Scores \_\_\_\_\_ /30

**Comments:**

*Please provide comments (or attach a letter of reference) containing examples of how the IEN being nominated demonstrates the above criteria. Including supporting information or feedback from Peers, Patients/Clients or Families would be helpful.*

If **self-nominating**, two (2) endorsements are required in the form of signatures from any of the following:

Manager and/or Administrator

Team Leader, Clinical Educator or Preceptor

- Peers (nurses, health care discipline team members - physicians and allied health professionals)

Patients and Families

CARE Centre Case Manager

**Endorsement(s) from: (name, role, organization)**

By putting your name to this document you are acknowledging that you have read the examples (1-7) above and agree the nominee has demonstrated each in an exemplary manner.

1. Endorser #1

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Organization: \_\_\_\_\_ Position: \_\_\_\_\_

Signature: \_\_\_\_\_ Phone: \_\_\_\_\_

2. Endorser #2

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Organization: \_\_\_\_\_ Position: \_\_\_\_\_

Signature: \_\_\_\_\_ Phone: \_\_\_\_\_

**Are you willing to participate in an evaluation about this Award Process in the future?**

No \_\_\_ Yes \_\_\_

Telephone #: \_\_\_\_\_ Email address: \_\_\_\_\_

## PERSONAL ESSAY BY NOMINEE

Please include a personal essay about your experiences. This essay should demonstrate your personal commitment to nursing. Your own “story” will also be assessed as part of this nomination. The reviewers will be looking at your story for indicators of courage, resilience, passion. The essay should be copied into the page(s) below.

**Essays over 500 words will not be read. THE ESSAY MUST BE INCLUDED WITH THE FORM FOR A COMPLETE SUBMISSION.**

**Please feel free to discuss with your CARE Centre Case Manager for assistance or ask your colleagues/manager/supervisor to assist you with this process.**