



Did You Know?

CNO is the authoritative source of province-wide data about nursing registration, application and employment in Ontario?

Collecting and analyzing data about nursing in the province is one way CNO achieves its purpose in protecting the public by promoting safe nursing practice.

Next Steps

As a result of these findings, we are committed to taking meaningful actions that will make experiences with CNO more equitable for all nurses. These actions include:



continuing to collaborate and build partnerships with equity-deserving groups, Indigenous Peoples and our health system partners to share knowledge and promote a dialogue to address systemic issues



developing knowledge translation plans to support integrating these findings into CNO’s work



exploring the addition of data collection points to the complaints process to gain deeper insight into complainant demographics



championing equitable, inclusive and Indigenous perspectives in all aspects of our work



broadening gender identification choices during registration



implementing the [equity impact assessment tool](#) across CNO to help staff strengthen their understanding on how to apply equity principles to their work



continue to encourage nurses to report any equity-related issues impacting their practice to CNO during investigations



implementing a new policy that supports nonbinary/gender non-conforming nurses in updating their legal names under the public register, to protect their gender identity and expression



Data Considerations

The report offers valuable insights into how individuals experience our regulatory processes and equity initiatives across diverse communities. Although the survey was voluntary and self-reported, the feedback offers important perspectives to help inform CNO's work.

There are a few important points to consider about this report:



While we received a large sample of respondents, the 31,000 do not reflect the entire nursing population in Ontario. There are differences between the composition of nurses who completed the census and the nurse population in Ontario. The results are useful as they highlight the diverse lived experiences of Ontario nurses. However, the findings cannot be used to generalize about the nursing population. The results reflect what we heard from the individual survey respondents only.



We recognize participation bias exists, and some groups are underrepresented in the sample (such as internationally educated nurses, and nurses under the age of 45).



These findings are drawn from unweighted data. That is raw data where each response is treated equally, without adjustments. The results are based on raw data only, because there wasn't a reliable reference point we could use to adjust the findings or apply them to the broader nursing population.

Questions?

For media inquiries about the *Workforce Census: Experiences with CNO Report*, please contact:

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