

December 9, 2025

RE: An Urgent Call to the Legislature: Bill 13 Threatens Equity, Ethics, and Safe Care

Dear Member of the Legislative Assembly,

We are writing to provide an urgent update on Bill 13: *The Regulated Professions Neutrality Act* – currently before the Alberta Legislature – and to outline its profound implications for nursing practice, education, research, and public protection. With a vote imminent, it is essential to consider the Bill’s impact on public safety, professional competence, and the ability of nurses to meet the needs of all Albertans.

Although introduced in Alberta, Bill 13 may influence policy directions across the country. We are seeing parallels to developments in the United States where similar measures have weakened health-equity initiatives and deepened disparities. Canada must not repeat these mistakes.

Overview of Bill 13 and its Implications

Bill 13 places new limits on the authority of regulatory bodies to respond to harmful “expressive conduct” occurring outside professional duties. It restricts the ability of regulators to require cultural safety, equity, diversity, inclusion, anti-racism, or related training—unless such training can be proven strictly necessary for competence. It also mandates regulator “neutrality” in ways that risk impeding long-standing public-protection functions.

These constraints conflict with the foundational principles of the [Code of Ethics 2025 - Canadian Nurses Association](#), which affirms nurses’ ethical obligations to promote justice, provide safe, compassionate, competent, and ethical care, build trusting relationships free from discrimination, and uphold cultural safety and respect for diversity. Regulators depend on these ethical principles to set standards, define competencies, and hold professionals accountable.

1. Implications for Nursing Practice

- By narrowing the scope of off-duty conduct that regulators can address, Bill 13 may limit action on racist, discriminatory, stigmatizing, or harmful behaviour that directly undermines public trust.
- The CNA Code of Ethics requires nurses to “do no harm,” to avoid discrimination, and to act in ways that promote dignity and human rights. Weakening regulatory oversight compromises these ethical mandates.

- Cultural safety is central to reconciliation with Indigenous Peoples—explicitly supported within the Code of Ethics and widely recognized as essential to safe care. Bill 13 would restrict regulators’ ability to uphold these critical standards.

2. Implications for Nursing Education

- Nursing education is guided by regulatory competencies derived from the CNA Code of Ethics or other Codes (i.e., conduct, ethics), including cultural safety, ethical decision-making, and respect for diversity.
- If regulators cannot require these competencies, academic programs may face misalignment between ethical obligations, licensure expectations, and population health needs.
- Students may graduate without essential skills for providing safe, ethical, patient-centred care in a diverse society—contrary to both public expectations and the Code’s directives.

3. Implications for Nursing Research

- Research on racism, discrimination, cultural safety, and health inequities is grounded in ethical commitments to justice and advocacy identified in the CNA Code of Ethics.
- Bill 13 may chill or restrict research using identity-informed frameworks, undermining evidence-based strategies to reduce disparities.
- Research is a key tool for fulfilling the Code’s requirement that nurses advance knowledge and contribute to improved health outcomes for marginalized and underserved groups.

4. Implications for Nursing Policy & Leadership

- The CNA Code of Ethics obligates nurses—and regulators—to identify and address social inequities, advocate for improved health conditions, and support reconciliation with Indigenous Peoples.
- Bill 13 risks preventing regulators from adopting or sustaining equity-oriented frameworks essential to these ethical responsibilities.
- As a result, gaps may emerge between what nurses are ethically bound to uphold and what regulators are legally permitted to require—creating confusion, inconsistency, and risks to public safety.

Why We Urge the Government to Vote Against Bill 13

Bill 13 represents a significant departure from established regulatory practices that protect the public. While framed around neutrality, the Bill would restrict the ability of regulatory bodies to uphold the ethical standards that Alberta, and all Canadian jurisdictions rely upon to ensure safe, competent, culturally appropriate nursing care.

The Canadian Nurses Association Code of Ethics is clear: nurses and regulators share responsibility to address inequities, foster culturally safe care, promote human rights, and



prevent discrimination. Bill 13 weakens the very mechanisms that allow regulators to fulfill these ethical and public-protection obligations.

Canada is at an important crossroads. We must decide whether to replicate policy directions that have harmed equity efforts elsewhere, or to remain committed to reconciliation, inclusion, and evidence-informed care.

For the health and safety of Alberta's residents – and to maintain the integrity of nursing regulation across the country – we respectfully and strongly urge the Government of Alberta to vote against Bill 13.

We welcome further dialogue and stand ready to support solutions that strengthen, rather than compromise, public confidence and patient care.

Thank you for your attention to this matter,



Dr. Kimberly LeBlanc
President, Canadian Nurses Association



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CEO, Canadian Nurses Association

