Updates to the BC Immunization Competency Course/Skills Checklist

Kathy Chilton and Bhavna Sharma
Immunization Competency
Course:
Culturally Safe Care
Considerations

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Relationships with financial sponsors:
  • This speaker has received honoraria from UBC for past webinar presentations

I have no conflicts of interest or further disclosures.
History of the BC Immunization Competency Course

- PHAC Immunization Competencies
- BC Immunization Competencies 2010
- Immunization Competency Course developed in 2012
- Regular updates align with changes to the BC Immunization Program 2012 - 2022
- Advancement of online learning
BC Centre for Disease Control

Provincial Health Services Authority

BCCDC Immunization Competency Course

Intended audience:
Health care professionals including:

- Nurses (RNs, RPNs, LPNs)
- Pharmacists
- Naturopathic Physicians
- Community Paramedics
Key updates to the course

- Modern interactive learning platform
- Complete review and update
- Incorporation of the Anaphylaxis course
- One course for all HCPs
- Connection to the BC Immunization Manual
- Enhanced informed consent content
- Immunization communication & vaccine hesitancy
- Reducing Immunization Injection Pain
- Culturally safe care considerations
- Revised Immunization Skills Checklist
Working together
“B.C. remains in the midst of a transition from this colonial legacy of segregation, disempowerment and dehumanization of Indigenous peoples, to an equitable system that is culturally safe, based on the recognition of the basic human rights of Indigenous peoples, including the right to access services without discrimination or profiling.” (p.11)

Source: In Plain Sight Addressing Indigenous-specific Racism and Discrimination in B.C. Health Care
Indigenous Cultural Safety, Cultural Humility and Anti-Racism Practice Standard

Practice Standards set out requirements related to specific aspects of nursing and midwifery practice. They link with other standards policies, and bylaws of the BC College of Nurses and Midwives, and all legislation relevant to nursing and midwifery practice.

Introduction

The purpose of this standard to set clear expectations for how BCCNM registrants are to provide culturally safe and anti-racist care for Indigenous clients.

Core concepts & principles

1. Self-Aware Practice (Practice with Me)

Cultural humility begins with a self-examination of the nurse’s or midwife’s values, assumptions, safety, and preconceptions involved in their knowledge, practice, and consideration of how this may impact the nurse’s or midwife’s relationships with Indigenous clients. Cultural humility promotes relationships based on respect, openness, and effective collaboration and mutual decision making.

2. Access to Medical Care Without Discrimination

Indigenous Cultural Safety, Cultural Humility, and Anti-Racism

Policy: Indigenous Cultural Safety, Cultural Humility, and Anti-Racism Standard of practice

Context:

Seven BC health professions regulatory colleges, including the College of Naturopathic Physicians of BC (CNPNBC), have established Indigenous cultural safety, humility, and anti-racism standard of practice. The standard sets clear expectations for how registrants of each college to provide culturally safe and anti-racist care for Indigenous clients.

In November 2020, the CNPNBC’s ‘Right to Health’ report by Dr. Mary Ellen Turpel-Lafond was published. The report found widespread systemic racism against Indigenous peoples in the BC health care system that Indigenous communities in this province have long reported experiencing. It also found that requirements for cultural safety and humility and addressing Indigenous-specific racism were not adequately embedded throughout policy and standards. The report recommended that all health-care providers, health authorities, health regulatory bodies, health organizations, health facilities, and other quality assurance boards and health education programs in BC adopt an accreditation standard for achieving Indigenous cultural safety through cultural humility and eliminating Indigenous-specific racism that has been developed in collaboration and cooperation with Indigenous peoples.

The BC College of Nurses and Midwives (BCCNM) and the College of Physicians and Surgeons of BC (CPSBC) collaboratively developed and launched their Indigenous Cultural Safety, Cultural Humility, and Anti-Racism standard of practice in February 2022. Development of the BCCNM and CPSBC standard included engagement and consultation with Indigenous registrants, Indigenous members of the public, and Indigenous partners and organizations such as the First Nations Health Authority.

Between January 2022 and September 2022, 11 other BC health professions regulatory colleges met to follow up on their commitments to address Indigenous-specific racism in health care and move forward with developing a standard of practice on Indigenous cultural safety, humility, and anti-racism to guide their clients. The colleges pledged to collaborate with each other to promote consistency, as recommended in the CNPNBC’s Right to Health report.
Providing Culturally Safe Care as Immunizers

What is Culturally Safe Care?

The Provincial Health Services Authority defines culturally safe care as an outcome based on respectful engagement that recognizes and strives to address power imbalances inherent in the health care system. It results in an environment free of racism and discrimination, where people feel safe. The terms ‘Culturally Safe Care’ and ‘Cultural Safety’ are used interchangeably throughout the course.

As health care providers, we can approach culturally safe care with cultural humility. The First Nations Health Authority defines cultural humility as a process of self-reflection to understand personal and systemic biases and to develop and maintain respectful processes and relationships based on mutual trust. Cultural humility involves humbly acknowledging oneself as a learner when it comes to understanding another’s experience.

Activity: Click on the image below to learn more about Cultural Safety and Cultural Humility (5:03)

Trauma-Informed Care

Trauma or Compassion-Informed care in health care is having knowledge of different kinds of trauma and how previous experiences of trauma may impact a person’s current experience in health care. Trauma-informed care focuses on the strength and resilience clients have and involves actively working to build trusting relationships by creating safe environments and listening to people’s stories. Supporting clients to know they are in control of their own care is key.

In immunization practice, a trauma-informed lens can support every interaction with clients, particularly when discussing informed consent, having conversations to understand reasons for vaccine hesitancy, and supporting strategies to reduce immunization injection pain.

Activity: Click on the image below to learn more about different types of trauma and how health care providers can actively prevent re-traumatization and provide the best possible care (6:37 min)
Key Messages

Culturally Safe Care Considerations

Historic and ongoing impacts of colonization continue to disproportionately impact Indigenous communities and have led to inequities related to the social determinants of health. Historically, communicable diseases, such as measles, smallpox, influenza, whooping cough and tuberculosis spread easily throughout Indigenous communities and left devastating impacts including dramatic population decline. Loss of traditional land, crowded and poor living conditions, food insecurity, and lack of access to safe drinking water due to colonial policies, such as the Indian Act, reservation system and residential schools have significantly impacted Indigenous communities and contributed to inequities in health.

“Infectious diseases have resulted in immense loss and devastation of not only people, but also culture, language and knowledge, which has contributed to the intergenerational traumas experienced in many Indigenous communities.”

- (Ward & MacDonald from There is no vaccine for stigma, 2021, p. 9)
**Immunization Skills Checklist**

IMMUNIZATION SKILLS CHECKLIST

The Immunization Skills Checklist is based on the Immunization Competencies for BC Health Professionals and has incorporated aspects of the Indigenous Cultural Safety, Cultural Humility, and Anti-Racism Practice Standard outlined by certain BC health profession regulatory colleges. Immunizers can utilize the Immunization Skills Checklist to self-assess and create a plan for improvement as needed. The checklist includes columns that indicate C for Competent and N for Needs Improvement/Review. Complete the checklist with an immunization-competent assessor.

**Note for Assessors:** Selecting N in the Assessor column indicates sign-off is incomplete and the immunizer should formulate a learning plan and arrange a follow-up assessment.

For immunizer to complete:

- Immunizer Name & Designation (e.g., RN, RPN, LPN, Pharmacist, ND):
- Date exam completed: □ Basic or □ Renewal

For assessor to complete:

- Assessment type: ○ In-person – Site:
  - Virtual (refer to organizational policies)

<table>
<thead>
<tr>
<th>Clinic Setup and Vaccine Management</th>
<th>Self-assessment</th>
<th>Assessor</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Ensures anaphylaxis kit is complete and accessible. Ensures the epinephrine vials are not expired and are protected from light. Demonstrates awareness of process to replenish kit contents as needed.</td>
<td>C N C N</td>
<td>C N C N</td>
</tr>
<tr>
<td>• Demonstrates appropriate knowledge of the management of anaphylaxis and describes emergency plan to manage anaphylactic event or failing episode.</td>
<td>C N C N</td>
<td>C N C N</td>
</tr>
<tr>
<td>• Sets up clinic space, supplies and equipment to promote proper body mechanics for client and immunizer safety.</td>
<td>C N C N</td>
<td>C N C N</td>
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<tr>
<td>• Aware of protocol for managing and reporting a needle stick injury.</td>
<td>C N C N</td>
<td>C N C N</td>
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<tr>
<td>• Communicates considerations for delivering immunizations outside of traditional clinic settings (e.g. mass clinic or outreach clinic).</td>
<td>C N C N</td>
<td>C N C N</td>
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<tr>
<td>• Demonstrates appropriate knowledge of provincial guidelines for cold chain management for receiving, storing, handling, or transporting vaccines and demonstrates appropriate packing of vaccine in a cooler.</td>
<td>C N C N</td>
<td>C N C N</td>
</tr>
<tr>
<td>• Demonstrates appropriate knowledge for Cold Chain Incident reporting process.</td>
<td>C N C N</td>
<td>C N C N</td>
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Assessor Comments:
Accessing the BCCDC Immunization Competency Course

- BCCDC Immunization Competency Course
- LearningHub account
Thank You!