

BC Immunization Forum 2023

Updates to the BC Immunization Competency Course/Skills Checklist

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THE UNIVERSITY OF BRITISH COLUMBIA
Continuing Professional Development
Faculty of Medicine



BC Centre for Disease Control



Provincial Health
Services Authority



ImmunizeBC



BC Centre for Disease Control
Provincial Health Services Authority

Immunization Competency Course: Culturally Safe Care Considerations

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BC Immunization Forum 2023 Presenter Disclosure

Presenter: Katharine Chilton

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



BCCDC Immunization Competency Course



Intended audience:

Health care professionals including:

- Nurses (RNs, RPNs, LPNs)
- Pharmacists
- Naturopathic Physicians
- Community Paramedics


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)

	Self-assessment		Assessor	
	C	N	C	N
Clinic Setup and Vaccine Management				
• 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
• Demonstrates appropriate knowledge of the management of anaphylaxis and describes emergency plan to manage anaphylactic event or fainting episode	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
• Sets up clinic space, supplies and equipment to promote proper body mechanics for client and immunizer safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
• Aware of protocol for managing and reporting a needle stick injury	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
• Communicates considerations for delivering immunizations outside of traditional clinic settings (e.g. mass clinic or outreach clinic)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
• 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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
• Demonstrates appropriate knowledge for Cold Chain Incident reporting process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assessor Comments: _____				

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

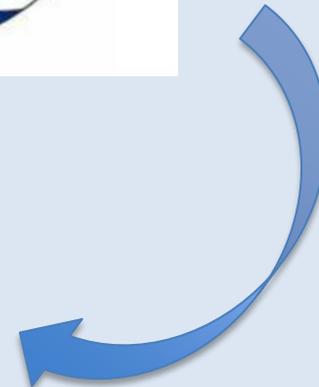
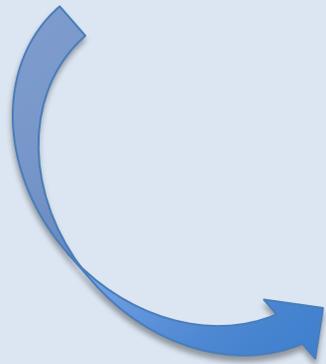
Immunization communication & vaccine hesitancy

Reducing Immunization Injection Pain

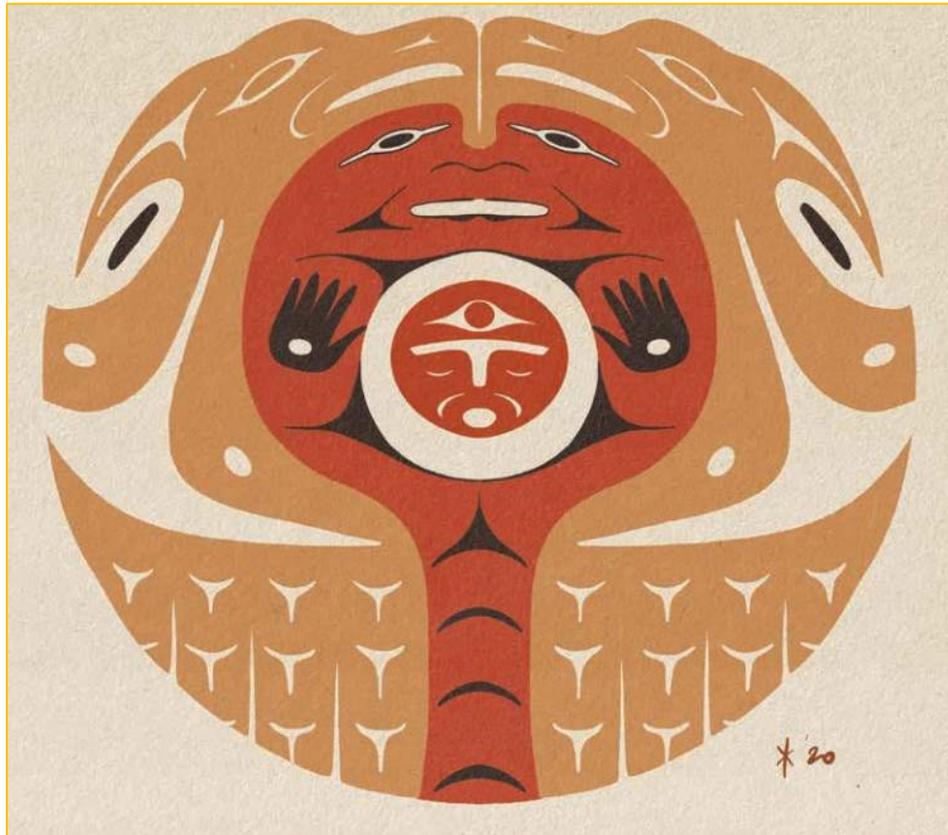
Culturally safe care considerations

Revised Immunization Skills Checklist

Working together



In Plain Sight



Source: [In Plain Sight Addressing Indigenous-specific Racism and Discrimination in B.C. Health Care](#)

“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)

Indigenous Cultural Safety, Cultural Humility and Anti-Racism Practice Standard



College of Pharmacists
of British Columbia

PRACTICE STANDARD FOR ALL BCCNM

Indigenous¹ cultural safety, cultural humility, and anti-racism

Practice standards set out requirements related to specific aspects of nurses' and midwives' 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

In Plain Sight: Addressing Indigenous-specific Racism and Discrimination in B.C. Health Care provides evidence of Indigenous-specific racism in the B.C. health care system. Indigenous-specific racism and discrimination negatively affects Indigenous clients' access to health care and health outcomes. These impacts include lower life expectancy, higher infant mortality, and the increased presence of chronic health conditions.²

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

This standard is organized into six core concepts. Within these concepts are the principles to which nurses and midwives are held.

Core concepts & principles

1 SELF-REFLECTIVE PRACTICE (IT STARTS WITH ME)

Cultural humility begins with a self-examination of the nurse or midwife's values, assumptions, beliefs, and privileges embedded in their own knowledge and practice, and consideration of how this may impact the therapeutic relationship with Indigenous clients. Cultural humility promotes relationships based on respect, open and effective dialogue, and mutual decision-making.

Practice Standard

Indigenous Cultural Safety, Cultural Humility and Anti-racism

Effective: February 25, 2022

Last revised: May 6, 2022

Version: 1.1

Next review: February 2025

Related topic(s): [Access to Medical Care Without Discrimination](#); [Indigenous Cultural Safety, Cultural Humility and Anti-racism Learning Resources](#); [Indigenous Cultural Safety, Cultural Humility and Anti-racism FAQs](#)

A **practice standard** reflects the minimum standard of professional behaviour and ethical conduct on a specific topic or issue expected by the College of its registrants (all physicians and surgeons who practise medicine in British Columbia). Standards also reflect relevant legal requirements and are enforceable under the [Health Professions Act](#), RSBC 1996, c.183 (HPA) and College [Bylaws](#) under the HPA.

Registrants may seek guidance on these issues by contacting the College or by seeking medical legal advice from the CMPA or other entity.



Eagle flies up so high, nations or small differences, Eagle just sees us as one people. When we hold a feather, we remind ourselves of that perspective, and can speak with respect and honesty to each other like the family that we all are.
— Aaron Nelson-Moody / Tawx'sin Yexwulla, Artist

CNPBC adopts Indigenous Cultural Safety, Humility, and Anti-Racism standard of practice

Context

Eleven BC health profession regulatory colleges, including the College of Naturopathic Physicians of BC (CNPBC), have adopted an Indigenous cultural safety, humility, and anti-racism standard of practice. The standard sets clear expectations for how registrants of each college are to provide culturally safe and anti-racist care for Indigenous clients and patients.

In November 2020, the [In Plain Sight 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 policy-makers, health authorities, health regulatory bodies, health organizations, health facilities, patient care quality review boards and health education programs in B.C. 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 registrants of their colleges. The colleges pledged to collaborate with each other to promote consistency, as recommended in the [In Plain Sight report](#).

Indigenous Cultural Safety, Cultural Humility and Anti-Racism



INDIGENOUS CULTURAL SAFETY, CULTURAL HUMILITY AND ANTI-RACISM

QUICK LINKS

- [Introduction to Indigenous Cultural Safety, Cultural Humility and Anti-Racism](#)
- [Practice Standard - Indigenous Cultural Safety, Cultural Humility and Anti-Racism](#)

The College's Cultural Safety and Humility Journey

- [Declaration of Cultural Safety and Humility in Health Services Delivery for First Nations and Aboriginal People in British Columbia](#)
- [In Plain Sight: Addressing Indigenous Specific Racism and Discrimination in BC Health Care](#)
- [Racism in Health Care: An Apology to Indigenous People and a Pledge to be Anti-Racist](#)

Self Education for Health Professionals

- [Cultural Safety and Humility Read-Links Series](#)
- [BCCNM & CPSBC Cultural Safety and Humility Learning Resources](#)
- [Challenging Racism: "British Columbia" – 150 Years and Counting](#)
- [Shan'Yas Indigenous Cultural Safety Course](#)
- [Additional Policies and Resource](#)

INTRODUCTION TO INDIGENOUS CULTURAL SAFETY, CULTURAL HUMILITY AND ANTI-RACISM
Systemic racism and intolerance toward Indigenous worldviews and traditional approaches to health, as well as the enduring legacy of colonialism all present as persistent barriers and poorer health outcomes for Indigenous people when accessing health services in British Columbia and Canada.

¹ In this standard, "Indigenous" refers to First Nations, Métis, and Inuit Peoples in Canada.
² Turpel-Lafond, M.E. (2020). *In plain sight: addressing Indigenous-specific racism and discrimination in B.C. health care*. Queen's Printer, Victoria, BC, pg. 37.

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)

A YouTube video player showing a video titled "Cultural Safety: Respect and Dignity in Relationships" from a regional public health authority. The video thumbnail features a hand-drawn illustration of a person carrying a banner that says "UNDERSTANDING and CHANGE" and a signpost that says "CULTURAL awareness". The words "Cultural HUMILITY" are written in a stylized font above the banner. The video player shows a progress bar at 2:36 / 5:03.

Cultural Safety: Respect and Dignity in Relationships

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 peoples' 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 (6:07 mins)

A YouTube video player showing a video titled "Compassion Informed Care" from a regional public health authority. The video thumbnail features a hand-drawn illustration of a person in a white coat standing next to a white rabbit in a doorway. The video player shows a progress bar at 2:36 / 5:03.

Compassion Informed Care

Indigenous Health, Northern Health and the National Collaborating Centre for Indigenous Health (NCCIH) present this short animated video on the topic of Compassion-Informed Care for health care professionals. This resource is intended to aid health care practitioners in their ongoing journey to create respectful relationships with the people whom they serve, specifically Indigenous communities.

[VIEW ON YOUTUBE >](#)

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



Print **Reset**
Immunization Competency
Immunization Skills Checklist
January 2023

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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)

	Self-assessment		Assessor	
	C	N	C	N
Clinic Setup and Vaccine Management				
<ul style="list-style-type: none"> 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. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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<ul style="list-style-type: none"> Sets up clinic space, supplies and equipment to promote proper body mechanics for client and immunizer safety 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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<ul style="list-style-type: none"> 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 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<ul style="list-style-type: none"> Demonstrates appropriate knowledge for Cold Chain Incident reporting process 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assessor Comments: _____				

Accessing the BCCDC Immunization Competency Course

- BCCDC Immunization Competency Course
- LearningHub account

The screenshot shows the BCCDC website page for the Immunization Competency Course. The page includes a navigation menu with options like 'Our Services', 'Health Info', 'Our Research', 'About', 'Contact', 'Health Professionals', 'Donate', and 'Careers'. The main heading is 'Immunization Competency Course'. Below the heading, there is a 'Purpose' section explaining the course's goal to equip new immunizers. An 'Intended Audience' section specifies all health professionals in BC. A 'Website' section points to the LearningHub. A 'Related content' section lists various immunization courses such as 'Influenza Immunization Competency Course', 'Seasonal Influenza Update', 'COVID-19 Immunization Competency Course for Nurses (RNs, RPNs, LPNs)', 'COVID-19 Immunization Competency Course for Non-Nursing Health Professionals', 'COVID-19 Immunization for Older Children and Adolescents', 'COVID-19 Immunization for Children 5-11 Years of Age', 'COVID-19 Immunization for Infants and Children 6 Months to 4 Years of Age', 'Immunization Communication Course', 'Vaccine Storage and Handling Course', and 'Pearls for Immunization Practice'.

This [Learning Plan template](#) is a tool that can be used as a supplementary resource to the Immunization Skills Checklist.

Immunization and Professional Practice

Immunization is a restricted activity under the Health Professions Act. Restricted activities are considered high risk activities that have been legally restricted through the Health Professions Act and assigned to specific health professions who have the education/competency to do them. Restricted activities are unique to each health professional designation, and listed in the health professional's regulatory scope of practice which include limits and conditions on this practice.

Health professional groups in BC which have autonomous immunization practice within their regulatory scope of practice are included here, along with the limits and conditions placed on their practice by their respective regulatory colleges.

Select the appropriate health professional designation below for more information.

- I am a Registered Nurse +
- I am a Registered Psychiatric Nurse +
- I am a Licensed Practical Nurse +
- I am a Pharmacist +
- I am a Naturopathic Physician +
- I am a Midwife +
- I am a Community Paramedic +
- I am a Nurse Practitioner or Physician +
- I am an Alternate Immunizer per PHO Order +

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Thank You!