

Acute Care Hospital (ACH) Infection Prevention Course

ACH IP Course, 2022

Infection Prevention Training for ACH
Healthcare-Associated Infections Program
Center for Health Care Quality California
Department of Public Health



Program Orientation



Course Access

- Infection Preventionist (IP) Training for Acute Care Hospital (ACH) Online Course is accessed through the landing page

[IP Training for ACH Online Course Landing Page](https://reg.learningstream.com/view/view_month.aspx?as=76&wp=908&aid=HAIP)

(reg.learningstream.com/view/view_month.aspx?as=76&wp=908&aid=HAIP)



Office Hours

- Office hours (optional)
 - Opportunity for students to review course material and ask questions
 - Tuesdays from 10:00am – 11:00 am via Zoom
 - Available for course attendees only
 - Office hour sessions are moderated by expert HAI Program IPs
 - Sessions may feature course review, case studies, or guest speakers



How to Complete the ACH Online IP Course

- Proceed through courses A – T
 - Must complete each module in order and pass post test to move onto following module
 - May go back and access any completed module while enrolled in the course
 - Copies of slides are available on [HAI Program Webpage](http://www.cdph.ca.gov/Programs/CHCQ/HAI/Pages/IP_TrainingForACHs_OnlineCourse.aspx) (www.cdph.ca.gov/Programs/CHCQ/HAI/Pages/IP_TrainingForACHs_OnlineCourse.aspx)
- 20 contact hours (CEU) Approved by the California Board of Registered Nursing (BRN)



Infection Preventionist Training for Acute Care Hospital Online Course Landing Page

(reg.learningstream.com/view/cal10a.aspx?ek=&ref=&aa=&sid1=&sid2=&as=76&wp=908&tz=&ms=&nav=&cc
=&cat1=&cat2=&cat3=&aid=HAIP&rf=&pn=)



December 01, 2022 - December 31, 2023

Please review the objectives for Module B - The Role of the Infection Preventionist and Core Infection Prevention Practices

Click Module Registration below to watch the Course View and take post test.

The registration period has not yet opened for this event. Registration starts 12/1/2022.

Objectives

The Role of the Infection Preventionist Objectives:

- Describe the role of infection preventionists (IP) in health care
- Discuss relationships important to success in performing the IP roles

Core Infection Prevention Practices Objectives:

- Review how a care practice becomes an infection prevention recommendation
- Describe the core infection prevention practices that must be used in all care settings, all the time

About Us

The [Healthcare-Associated Infections \(HAI\) Program](#) in the California Department of Public Health [Center for Health Care Quality](#) oversees the prevention, surveillance, and reporting of HAI and antimicrobial resistance (AR) in California's hospitals and other healthcare facilities. Unfortunately, infections acquired as a result of receiving health care remain a public health problem; most HAI are preventable by following infection prevention care practices. Since 2010, the HAI Program:

Register

Registration open through 12/31/2023 8:59 PM Pacific Time (US & Canada)

(Registration confirmation emails can take up to 20 minutes to receive depending of browser)

Use the [Registrant Access Portal](#) to Reset Login ID, Email Address or Password

Time Length

Video Time 28:33 minutes
Module Time 45:00 minutes



All questions marked by an asterisk are required

Event Name: A-Course Orientation and Introduction to Implicit Bias ACH

***First Name:** Jennifer

***Last Name:** Tuesday

***Email Address:** Jennifer.Tuesday@cdph.ca.gov

***Retype Email Address:** Jennifer.Tuesday@cdph.ca.gov

RN/LVN License Number: 12345678

***What is your role?** Other Public Health Professional

***Local Health Department Name:** CDPH

Submit Registration

Cancel

Module Completion and Post Test

- Narrated Modules for each topic
 - Review of course content
 - Includes examples and scenarios
 - References and resources are listed throughout the presentations
 - Timing
 - Self-paced program
 - The course content, post-tests, and references will take at least twenty hours to complete
 - Designate calendar time to complete the modules
 - CDPH Technical assistance
 - Contact CDPH if your account is frozen due to inactivity

Module Completion and Post Test

- Post Test
 - Play entire video for each presentation
 - Multiple choice test taken online
 - Passing grade 80%
 - Access to Post test requires review of module from beginning to end
 - Modules may be paused or restarted
 - Any time missed will result in need to restart the module



Need Assistance?

- General program content: HAI Program via HAIProgram@cdph.ca.gov
- Program instructors:
 - Tracy Lanier, MSN, RN, CIC, FAPIC
at Tracy.Lanier@cdph.ca.gov
 - Margaret (Maggie) Turner, M.Ed., BSN, RN, FAPIC (CIC)
at Margaret.Turner@cdph.ca.gov
- Registration or technical assistance: Myesha Febres
at Myesha.Febres@cdph.ca.gov
- [CDPH HAI Program Website](http://www.cdph.ca.gov/Programs/CHCQ/HAI/Pages/HAIProgramHome.asp)
(www.cdph.ca.gov/Programs/CHCQ/HAI/Pages/HAIProgramHome.asp)



Course completion and Certificate of Completion/CEU

- Complete all the modules at your own pace
- Contact the HAI Program if you need support
- Join the Program Office Hours!
 - Additional learning and discussion
 - Apply knowledge solving case scenarios
 - Ask questions
- Certificate of Completion with CEU
 - Certificate indicates completion of a CDPH approved fundamentals IP Course
 - Available after completing the final post-test
- Enjoy your studies!



Implicit Bias

Objectives

- Define the term “implicit bias”
- Discuss how implicit bias affects a real-world situation by completing a case study
- Describe how implicit bias affects infection prevention programs

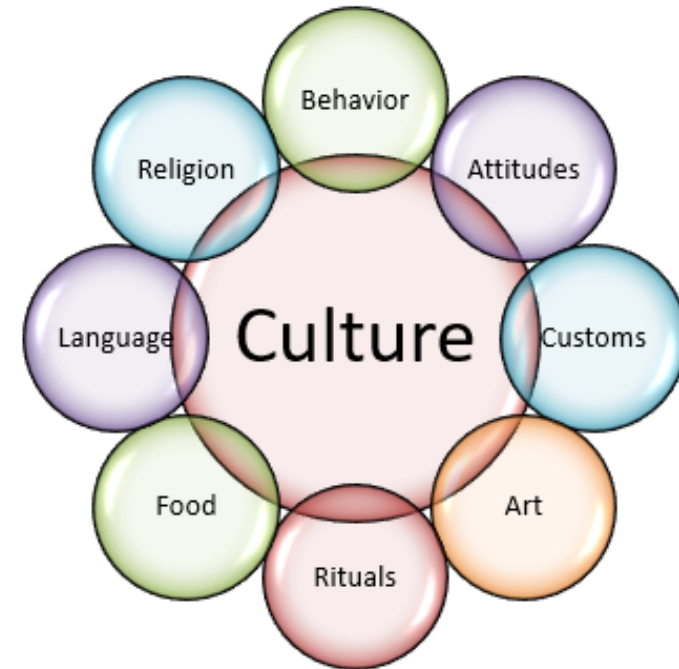
What is Implicit Bias?

- Involuntary, unintentional attitudes, perceptions, and judgements
 - Made without awareness
- Can influence our thoughts, decisions, or actions
- Occurs as our brains sort information and perceive data to understand our world



Why Understand Implicit Bias?

- Implicit bias can influence our perceptions of individuals based on their personal characteristics
 - For example: race, gender, ethnicity, sexual identity, ability, or language
- Personal implicit bias can be positive or negative:
 - Affected by factors such as one's culture or life experience
- Affects our decisions or actions
 - Contributes to societal disparities



What Can I Do About Implicit Bias?



Learn about your own implicit bias



Be aware of how personal biases affect your judgment or decision making



Mitigate negative implicit bias



Promote healthcare diversity and equality through self awareness

How Do I Recognize Implicit Bias?

We all have our own implicit biases

- They help us perceive or understand our world
- We fill in the gaps with learned assumptions

Here are a few examples:

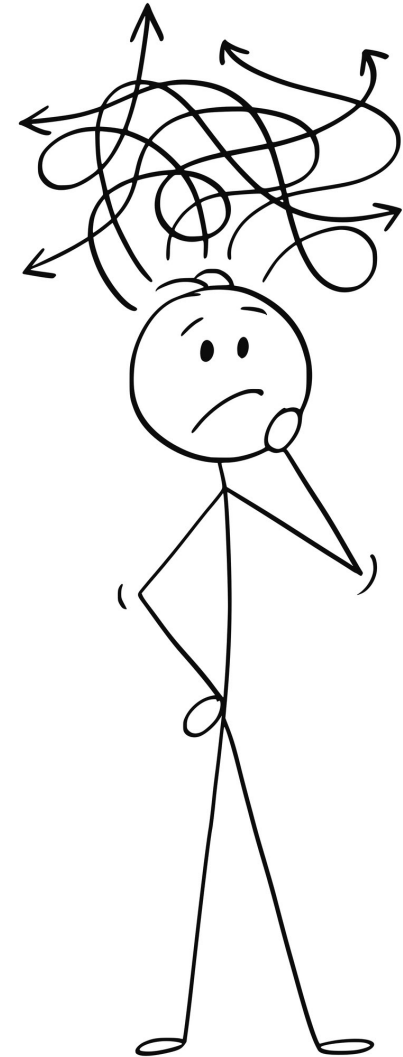
- Referring to a nurse as “she”, based on an assumption nurses are female
- Assuming a homeless person is mentally ill
- Presuming a female patient’s spouse is a man
- Anticipating a Spanish speaker does not understand English

How Can I Address My Own Implicit Bias?

To address personal implicit bias:

- Recognize we all have some implicit biases
- Be open to learning about yourself
- Actively learn about your own biases
- Observe how personal biases unconsciously affect your decisions or actions

Mitigate negative implicit bias by making conscious efforts to understand and show respect for commonalities and differences in others



Scenario

- You are the manager of an Infection Prevention and Control (IPC) department at a 200-bed acute care facility.
- You are the sole IP at your facility and are overwhelmed by the current workload.
- Your manager informs you that Pat, a licensed vocational nurse (LVN), will be working with you two days per week.
- Pat sustained a foot injury at work and uses a cane to walk.
- Due to the return-to-work policy at your facility, Pat will work up to six hours per day.

What Do You Think?

- Assuming you haven't met Pat before, describe how you picture Pat.
 - Be specific, include details about any expectations for Pat's age, gender, background, etc.
- As the IPC Manager, what contributions do you see Pat providing to the department?
- Do you have any reservations about Pat joining your department?

How Did You Picture Pat?



- Did you assume he was a female nurse?
- Did you think Pat was older, due to the cane?
- What did you think about Pat's race or culture?
- Did you assume Pat would be a benefit or liability to the program due to his injury?
- Did you have any reservations about Pat joining your department?

Do My Answers Show Implicit Bias?

- Our judgements and perceptions often reflect our biases
- **There were no right or wrong answers to the exercise about Pat**
 - Each person's experience and biases are unique
 - We create unconscious interpretations of people, places or situations based on what we learn or experience

Implicit bias varies between people due to many factors, including:

- Age/generation
- Gender / gender identity
- Culture
- Race or Ethnicity
- Family dynamics
- Education
- Body perception
- Socioeconomics

How Can I Counter Negative Implicit Bias?

- Identify the effect of implicit bias
- Practice mindfulness
 - Be compassionate
 - Be aware of your thoughts, emotions and your effect on others
 - Consider the perspectives of others
- Become aware of unconscious beliefs and be open to new ideas
- Engage with people from backgrounds that differ from your own

How Can I Counter Negative Implicit Bias?

Counter Negative Implicit Bias:

- Encourage the identification and awareness of implicit bias
- Utilize an Implicit Bias Test to learn about your unconscious associations

Optional Activity: To learn more about your implicit bias, pause the video and click on the link below to take the Harvard Implicit Association Test:

Project Implicit Test

(implicit.harvard.edu/implicit/takeatest.html)

How does Implicit Bias relate to Infection Prevention?

- Implicit bias can affect our choices and strategies when we design an infection prevention program
 - Impedes open, effective engagement and communication
 - Negatively impacts IPC goals for underserved, minority, or stigmatized groups
 - Promotes inappropriate or impaired decision-making

How Does Overcoming Implicit Bias Improve Infection Prevention?

- Acknowledging and overcoming negative implicit bias can:
 - Improve understanding, trust, and communication
 - Facilitate diversity and convey respect
 - Encourage different perspectives
 - Improves problem solving
 - Empower stakeholders to promote or participate in IPC practices

Summary

- Implicit bias refers to a bias or prejudice outside conscious awareness that can influence our perceptions of individuals based on their personal characteristics
 - We all have implicit bias.
- Identifying and mitigating negative personal bias allows IPs to demonstrate respect for diverse perspectives, cultures, and viewpoints
- Consideration of implicit bias allows IPs to create an inclusive, comprehensive IPC program

Implicit Bias Online Education Series

UCLA Office of Equity, Diversity and Inclusion: Implicit Bias Online Education Series
@equity.ucla.edu:

- [Preface: Biases and Heuristics](#)
(www.youtube.com/watch?v=BwYFhJO9t50) (Kang, J. YouTube Presentation, 5:13 minutes)
- [Implicit Bias: Lesson 1: Schemas](#)
(www.youtube.com/watch?v=OQGlgohunVw) (Kang, J. YouTube Presentation, 3:12 minutes)
- [Implicit Bias: Lesson 2: Attitudes and Stereotypes](#)
(www.youtube.com/watch?v=7FgqGAXvLB8) (Kang, J. YouTube Presentation, 4:12 minutes)
- [Implicit Bias: Lesson 3: Real World Consequences](#)
(www.youtube.com/watch?v=8SIb97tZSpl) (Kang, J. YouTube Presentation, 3:44 minutes)

Implicit Bias Online Education Series (Continued)

UCLA Office of Equity, Diversity and Inclusion: Implicit Bias Online Education Series
@equity.ucla.edu

- [Implicit Bias: Lesson 4: Explicit v. Implicit](https://www.youtube.com/watch?v=5S7Je6kbGDY)
(www.youtube.com/watch?v=5S7Je6kbGDY) (Kang, J. YouTube Presentation, 2:48 minutes)
- [Implicit Bias: Lesson 5: The Implicit Association Test \(IAT\)](https://www.youtube.com/watch?v=hr9xAcWv790)
(www.youtube.com/watch?v=hr9xAcWv790) (Kang, J. YouTube Presentation, 5:13 minutes)
- [Implicit Bias: Lesson 6: Countermeasures](https://www.youtube.com/watch?v=RIOGenWu_iA)
(www.youtube.com/watch?v=RIOGenWu_iA) (Kang, J. YouTube Presentation, 5:22 minutes)

Online Resources

- [CDPH Office of Health Equity](http://www.cdph.ca.gov/Programs/OHE/Pages/OfficeHealthEquity.aspx) (www.cdph.ca.gov/Programs/OHE/Pages/OfficeHealthEquity.aspx)
Provides resources to understand California's demographics, climate, health, and Reducing Disparities Project
- [County of Los Angeles Public Health Center for Health Equity](http://publichealth.lacounty.gov/centerforthequity/resources.html)
(publichealth.lacounty.gov/centerforthequity/resources.html) Provides links to educate readers on a variety of topics including disability rights, health equity, language justice, racial equity, sexual orientation and gender identity
- [Project Implicit](http://www.projectimplicit.net/) (www.projectimplicit.net/)
Source for testing, education, and consultation on implicit bias, diversity and inclusion, leadership, applying science to practice, and innovation

References

- CDC Train. [Implicit Bias: Using Brain Science to Understand, Recognize and Counter It](http://www.train.org/cdctrain/course/1094627) (www.train.org/cdctrain/course/1094627) Webcast.
- CDC Train. [Implicit Bias: The Influence of your Unconscious Mind](http://www.train.org/cdctrain/course/1085676) (www.train.org/cdctrain/course/1085676) Webcast.
- Greenwald, T., Banaji, M., & Nosek, B. (2011). [Project Implicit](http://www.projectimplicit.net) (www.projectimplicit.net)
- Sukhera, Javeed MD, DABPN, FRCPC; Watling, Chris MD, PhD, FRCPC A Framework for Integrating Implicit Bias Recognition Into Health Professions Education, Academic Medicine: 93(1), p 35-40. doi: 10.1097/ACM.0000000000001819
- Sykes, T. [Got Bias?](http://www.phoenix.gov/humanservicessite/Documents/Got%20Bias.pdf) (PDF) (www.phoenix.gov/humanservicessite/Documents/Got%20Bias.pdf)

Questions?

For more information,
please contact

HAIProgram@cdph.ca.gov

Include “ACH IP Training Course” in
the subject line

Post Test

Now that you have completed this
module,
Click on the “Post Test” link when it
pops up

To Return to
Learning Stream
and take the post test

*If the Post Test link does not pop up,
you will be sent a link via e-mail*