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Director (Programs and Projects): Baljinder Sidhu RN, BScN, CIC, MPH
Public Representative: Stephen Palmer

MEMBERSHIP SERVICES OFFICE

Executive Director: Gerry Hansen BA
Administrative Assistant : Kelli Wagner

CONTACT US

info@ipac-canada.org
www.ipac-canada.org
T: 204 897 5990
Toll-Free: 1 866 999 7111
F: 204 895 9595

VISION

A world without preventable infections.

MISSION

To advance infection prevention and control by advocating for our members and providing access to evidence-based resources, education and networking opportunities.

VALUES

To act with Integrity: To be principled, ethical and respectful in all our activities
To be Inclusive: To be active in promoting positive and diverse healthcare environments that are free from bias and discrimination.
To be an Advocate: To champion member needs and advance evidence-based infection prevention and control practices to all stakeholders.
To be Accountable: To be an effective and responsible leader while achieving IPAC Canada's strategic goals.

IPAC CANADA - The smart way to advance infection prevention and control.

TABLE OF CONTENTS

IPAC 2021 ANNUAL REPORT

OFFICER REPORTS

President.....	2
Past President.....	4
President-Elect.....	5
Secretary/Membership Director.....	6
Treasurer.....	8

STANDING COMMITTEE REPORTS

Education.....	10
Standards and Guidelines.....	14
Membership Core Committee.....	15
Programs and Projects.....	16
Chapters and Interest Groups.....	19
Director MD.....	20
Public Representative.....	21
Canadian Journal of Infection Control.....	21
Operations Report.....	22

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PRESIDENT'S REPORT

Zahir Hirji, RN BScN MHS c CIPP/c CIC

It has been inconceivable that, in 2022, the pandemic is in its third year. The ability of healthcare workers to cope with the unprecedented burden has been astonishing as well as awe-inspiring. Infection Prevention and Control Professionals have borne that burden in the capacity of carers and educators. Despite these professional obligations, members of IPAC Canada have continued to give their unhesitating support to the work of our association through volunteer leadership and initiative support. For that, the Board of IPAC Canada is grateful.

There are several highlights of work that occurred in 2021 that deserve special mention. It is impossible in this concise document to succinctly list all the members and Board members who worked on these various projects. Needless to say, we could not have done this without them.

1. Strategic Plan 2022-2024 – Through focus groups, member surveys and key informant interviews, we took a look at the goals of IPAC Canada and developed new Mission, Vision, Values Statements and Value Proposition. The objectives of the new plan are twofold: Supporting our Members, and Brand Awareness. The Board is currently working on the action plans for those objectives.
2. I have the pleasure of representing IPAC Canada at meetings of the Certification Board of Infection Control (CBIC). A significant initiative is the development of a new certification for Long Term Care with the certification examination to be launched in 2023. Recertification through continuing education has been eagerly received by certificants.
3. With the support of the Board, a Diversity, Equity and Inclusion (DEI) Working Group was launched with the mandate to bring awareness of biases in healthcare to our members and colleagues and to strengthen the understanding of the diversity within our members their colleagues, patients, residents, staff and the healthcare system. See the report of the DEI Working Group below.
4. IPAC Canada was represented at the Roundtable hosted by the Canadian Thoracic Society and the Canadian Society for Respiratory Therapists on the contribution of aerosols to the transmission of COVID-19. The two societies asked for clarification on our role in the initiative, recommended action, and anticipated outcome.
5. Following a recommendation by the IPAC Canada Healthcare Facilities Design and Construction Interest Group, discussion was held with the Ontario Ministry of Health (OMOH) regarding the implementation of new technologies in healthcare, especially in construction and renovation, and the verification of evidence supporting their mandate. The OMOH was supportive of our request and discussions will continue in 2022.
6. Discussion was also held with the OMOH and the New Brunswick Adult Community Resources on the qualifications of ICPs in Long Term Care. Both organizations were receptive to our recommendations for strong education, training and certification criteria. Discussions are continuing. Similar recommendations will be made to all provincial health authorities.
7. Hill Day 2021 was held in February (and March and April!). Our Board and members-at-large were inundated with ministries and staff asking to meet with us to discuss infection prevention and control (IPAC) during the pandemic. As we have for several years, we again advocated for better allocation of healthcare resources to IPAC and for a robust national surveillance platform. We are grateful for the support of Impact Public Affairs for their coordination and follow up.
8. We acknowledge the work of the Pan Canadian Advisory Committee for the Measurement and Surveillance of Healthcare Associated Infections which IPAC Canada co-chairs with Healthcare Excellence Canada in partnership with AMMI Canada, the Public Health Agency of Canada, and Patients for Patient Safety Canada. They have taken on

the task of development and acceptance of pan-Canadian case definitions and the implementation of a HAI surveillance system.

9. With a focus on Long Term Care (LTC), many of our members have been appointed to committees providing guidance and support to LTC facilities. Among them is our collaboration with the Health Standards Organization for the IPAC Recognition in LTC project and the IPAC Simulation Training project, as well as the Canadian Standards Association development of standards for LTC. We also acknowledge the work of the IPAC Canada Standards & Guidelines Committee, and Long Term Care Interest Group, for development of position statements and practice recommendations for LTC. We also acknowledge the Surveillance and Epidemiology Interest Group for development of workshops to guide surveillance in LTC.

10. IPAC Canada applied, and was accepted, to join the Global Infection Prevention and Control Network of the World Health Organization. The first meeting of this group since the start of the pandemic is scheduled for January 2022.

11. With great disappointment, our 2021 in-person conference was cancelled because of the ongoing safety concerns of the pandemic. The Scientific Program Committee and our staff were able to quickly set in place a virtual conference, held in May 2021. The conference was extremely successful in terms of education, virtual networking, and financial result. IPAC Canada thanks BUKSA Associates Inc. for their support and their role as Conference Coordinators.

It is extremely heartening to see the work that the Board, our members, and our staff have been able to accomplish during another difficult year. I personally thank our chapters, interest groups, and various committees for their diligence and dedication during the year. You are appreciated!

In closing this report, I would like to thank and acknowledge Barbara Catt for her successful term as President of IPAC Canada, for mentoring me as I took on the role in 2021, and for continuing to be a friend to so many. Many, many thanks, Barb!

Diversity, Equity and Inclusion Working Group:

Chair: *Dan Dimacuha RN BScN, Co-Chair: Murtuza Diwan BSc MSc CIC*

Working Group Members: *Meghan Engbretson, Amber Haw, Hibak Mahammed, Marianna Ofner, Stephen Palmer, Jessica Pedersen, Karmjit Kaur Sandhu, Adelia Santos*

During the pandemic, the Diversity, Equity and Inclusion (DEI) Working Group meetings were held virtually through Zoom. During 2021, the DEI Working Group hosted seven meetings, in which discussions such as membership engagement, DEI resources, webpage accessibility and other DEI related topics were discussed.

- June 8 2021 topics: DEI webpage and DEI resources to be added to webpage
- July 22 2021 topics: Multicultural event calendar 2021, DEI Core Competency (CC) discussion and DEI Distance education course discussion
- August 12 2021 topics: DEI CC review, PHAC coverage on COVID-19 and vaccinations
- September 21 2021 topics: creation of DEI poster contest and Learning Series
- October 14 2021 topics: IPAC Canada's strategic plan 2022-2024, multicultural event calendar 2021
- November 18 2021 topics: finalizing DEI Learning Series, DEI Distance Education
- December 8 2021 topics: finalizing DEI CC

Highlights:

- The development of DEI Core Competencies for Infection Prevention and Control Professionals and Healthcare Workers
- The development of the DEI Learning Series for 2022
- The development of the DEI Poster Contest
- The development of the DEI module for the distance learning education course
- DEI Calendar 2022
- The DEI webpage with a list of DEI related resources for IPAC Canada members



PAST PRESIDENT'S REPORT

Barbara Catt, RN BScN MEd CIC

The COVID-19 pandemic has really changed the landscape for a virtual world. Throughout the pandemic, many IPAC Canada leaders have demonstrated flexibility and creativity through virtual discussions. The responsibilities of the Past President likewise continued, with some interesting additions to the role. Following is a summary of my IPAC Canada activities in 2021.

Mentorship of new incoming President:

In May, June, and July, I was able to spend time with Zahir Hirji to provide direction and answer any questions and/or concerns that he had pertaining to the president role.

IPAC Canada Activities:

Core Competencies for Infection Control Professionals:

This document was scheduled for review in 2020 but was tabled to 2021. Since October 22nd 2021, and subsequently, I have chaired eight meetings with the review committee (eight members) of the document Core Competencies for ICPs. The document will be sent out for review, comments, and feedback.

Short Surveys:

The Short Surveys Committee, comprised of myself, directors Jennifer Happe and Kim Allain, and Executive Director Gerry Hansen, continued with development, review and feedback for several short 'pulse' surveys sent to members. These surveys asked for member input into the following topics:

- Audit tools
- Review of the Standards and Guidelines feedback from their survey
- Mental Health survey and results

Strategic Plan Initiatives:

As the IPAC Canada Past President, I continue to promote IPAC Canada membership as well as encourage my work colleagues to join the various interest groups. One example is the Long-Term Care Interest Group (IG); particularly, encouraging the many homes to join and participate this IG. This also speaks to the IPAC Canada mission statement: "To advance infection prevention and control by advocating for our members and providing access to evidence-based resources, education and networking opportunities." I also participated on the many strategic planning discussions.

Antimicrobial Awareness Week Nov 18-24:

I was able to provide feedback on a document for the general public called "What's Bugging You?"

National Collaborating Centre for Infectious Diseases Member until May 2023:

There were no activities.

IFIC Board Trustee:

I was elected to the IFIC Region B Board Trustee with, meetings scheduled to begin in January 2022.

Finally, I would like to acknowledge the support of the IPAC Canada Board of Directors, our strong association leadership, and our staff. Finally, I thank you, our members, for your support of IPAC Canada in the past year and your dedicated care of patients, residents and staff.



PRESIDENT ELECT'S REPORT

Colette Ouellet, RN BN MHA CIC

In my first official year as President-elect for IPAC Canada, I have had the distinct pleasure of meeting, learning from and working with the skilled professionals currently sitting on the Board to understand the role and oversight responsibilities that we hold for our national association. I am eager to have a voice in the current and future state of IPAC Canada and look forward to the planning and discussions that are to come.

In February, I was offered an opportunity to participate in "Hill Day" where members of IPAC Canada's leadership community speak directly with key Members of Parliament to support strategic directions that embody our national presence in the prevention of infection. Our focus this year was on promoting the use of federal health transfers to dedicate monies for infection prevention and control activities; to lobby for an accelerated delivery of planned funding to protect people in Long Term Care; and to raise awareness of the need for a true national infectious diseases surveillance system, particularly for nosocomial infections across the health system.

On September 15, to support our members with pre-election education, IPAC Canada shared a live webinar entitled "A Stronger and More Prepared Canada" to discuss our election priorities and other emerging health care related issues that were top of mind during the federal election campaign. Moderated by Zahir Hirji, President of IPAC Canada, Jennifer Happe, IPAC Canada Secretary and Membership Director and I were fortunate to have been joined by Éric Grenier, political commentator and author of "The Writ" who brought his analysis of the parties' platforms as they impacted health care. This was a well-received effort intended to help our members sort through the rhetoric and political-speak that we all faced while making our own electoral decisions.

As part of the Strategic Planning for IPAC Canada, and to continue the work already started with Impact Public Affairs, two teams have been struck to address the priority themes of Brand Awareness for our association, and Member Support. In both cases, our progress has been somewhat delayed by the emergence of Omicron and its unprecedented impact on our health system, but we are looking forward to getting back at it and sharing our thoughts and plans with the membership at large. On behalf of IPAC Canada, I have become involved with an exciting project being launched through Health Standards Organization (HSO) in association with Simulation Canada on "Improving Providers Competencies in Infection Prevention and Control Through Simulation-based Learning". The target of this effort is the long-term care sector, and IPAC Canada has provided some limited access to our Routine Practices education module to support the development of this program. We are committed both on the oversight committee as well as the operational working group and look forward to a strong partnership to improve IPAC education at the front line of the long-term care sector.

To celebrate Infection Control Week 2021, I was invited to write a guest blog for HEALTHPRO Procurement. This piece focussed on the work of the Infection Control Professional. What an interesting opportunity it was to reflect on the myriad tasks faced every day, and the extensive and broad-based knowledge of the ICP, and then share some of that with others. Discussions are taking place behind the scenes on harmonizing the approach to use of N95 respirators for Aerosol Generating Procedures. As we all know, there is currently great heterogeneity across the country in recommendations concerning N95 use for emerging organisms and for use in AGMPs. Zahir Hirji, Gerry Hansen and I participated in an open and robust exchange in a meeting with representatives from the Canadian Thoracic Society and the Canadian Society for Respiratory Therapy to discuss aerosols and PPE. This gave us an opportunity to clarify IPAC Canada's role and the role of the ICP in applying science-based recommendations in our daily work. We will continue to represent our profession at subsequent meetings, and have strongly encouraged the group to bring key members of the bodies that provide our recommendations such as Health Canada, PIDAC, BCCDC and Alberta Health, among others. We were pleased to offer the contact information for appropriate representatives of these expert groups, many of whom are also members of IPAC Canada.

It has been an eventful year, punctuated with important initiatives at the Board of IPAC Canada, and defined by the multiple challenges presented by COVID-19 in its various forms. The year 2021 will be remembered as a second demanding pandemic year squarely faced by Infection Control Professionals across the country, all of us united by our national association which supports our efforts and champions our role and impact on the care of clients, patients and residents.

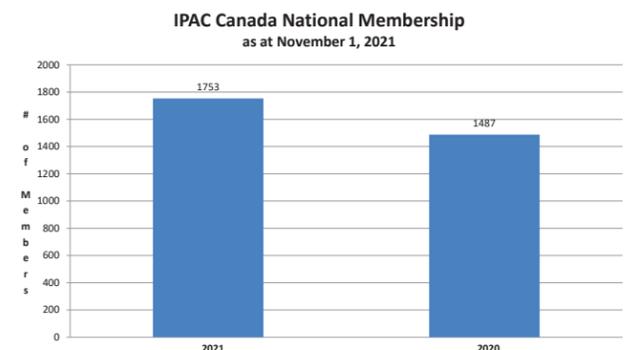
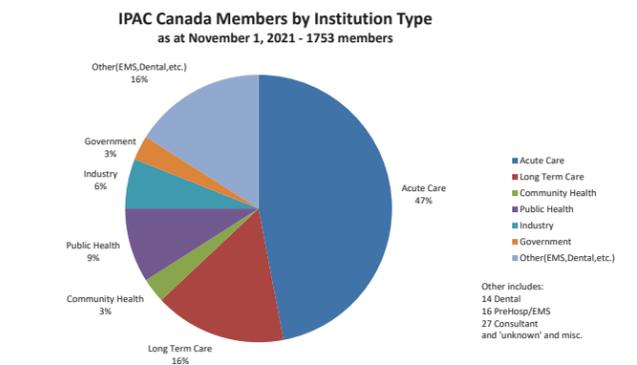
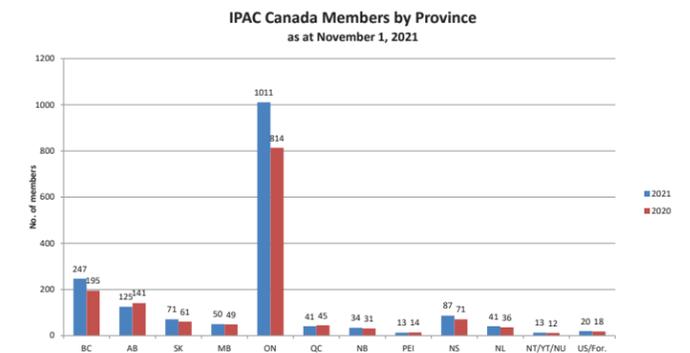
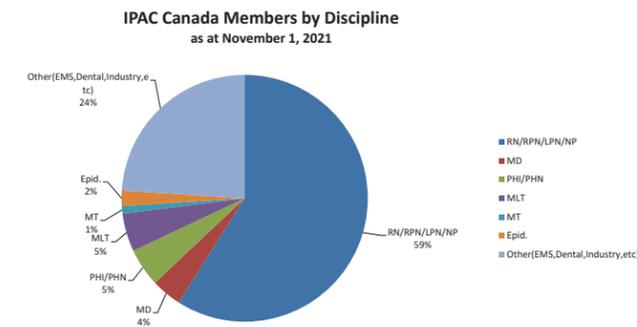


SECRETARY AND MEMBERSHIP DIRECTOR REPORT

Jennifer Happe, BSc MSc

It has been a pleasure serving as Membership Director and Secretary this past year to assist in the development of our organization and to watch the progress we have made, despite the pandemic. Volunteers across our organization worked tirelessly to help meet fellow members' needs and to maintain IPAC Canada as a valued and respected organization by members and external partners. I want to thank all those who worked to advance our organization during an unprecedented time of competing professional, volunteer and personal priorities. Here are some of our achievements:

- We welcomed over 500 new members and doubled our membership from the continuing care sector.
- A federal election was held in 2021 and, in collaboration with our public relations partner, we launched the Strong and Prepared campaign which monitored each party's platform and developed an analysis of how their platform commitments related to IPAC Canada's priorities. Members were afforded the opportunity to send a letter to their local candidates to ensure that robust support is provided for IPAC to protect all Canadians from infectious diseases.
- During the 2021 Parliament Hill Day we met with over two dozen federal and provincial ministers including Patty Hajdu, then federal Minister of Health, to advocate for more resources for provinces and territories to fund IPAC activities and an integrated national surveillance system to improve patient safety in Canada.
- We strove to increase our brand awareness and address vital areas of concern including publishing an article on immunization in Health Insight, the need for additional IPAC resources in Hospital News, and media releases encouraging COVID vaccination and protecting oneself during flu season.
- We revised our approach to the annual in-person conference and delivered a wholly virtual experience to ensure continued opportunities for member education and networking.
- We launched the Accelerated IPAC Essentials course, in addition to the regular IPAC Essentials course offering, to support large numbers of new infection control staff to build competency and capacity to support the pandemic response and beyond.
- We began collaborating with the Health Standards Organization (HSO) on development of an IPAC Recognition Program in the Long-Term Care sector which includes a pilot IPAC Simulation Training Program.



- A Diversity, Equity and Inclusion (DEI) Working Group was established to increase member awareness of health care bias and ensure diversity in our programs, committees and activities for a more inclusive organization.
- Our Routine Practices e-Learning course was updated to include content on prevention, identification and control of COVID in healthcare settings.

As always, I encourage you to make the most of your IPAC Canada membership. You are a member of a highly skilled and knowledge community. Take full advantage of your membership with IPAC Canada:

- Have your say. Respond to quarterly Pulse Surveys as a timely feedback mechanism to share your needs and opinions on issues that will help our organization move forward and shape our programs and events.
- Share your knowledge. Volunteer for a committee, lead an initiative for your Chapter or Interest Group, or sign up to be a mentor. Seek opportunities on the Volunteer Opportunities webpage.
- Gather new knowledge and strategies at a webinar or workshop. Register for current offerings on the Education webpage.
- Share your work through a Canadian Journal of Infection Control (CJIC) or Association News publication.
- Take advantage of free, exclusive member resources. Use the Audit tools (over 50 to choose from!), Guidelines, Standards and Practice Recommendations, and CJIC and Industry Innovations publications to improve local IPAC practices.

As part of my role as Secretary, I coordinate the election process with the Executive Director and Administrative Assistant at the Annual General Meeting (AGM). For a second year, the pandemic prevented an in person AGM and elections. My heartfelt thanks go to Gerry and Kelli who helped register members for the 2021 virtual AGM and for supporting a smooth virtual election process.

My sincere thanks go to all those whose diligent efforts served to increase member value and engagement in 2021!



EDUCATION

Kim Allain, BScN RN MHS CIC, Director

And just like that...another year has passed. At times I felt like 2021 would never end, and yet, it quickly has. As I reflect the past year, I am in awe of what we have accomplished despite the challenges. Even as guidance transformed, epidemiology shifted, and literature emerged...as professionals, and as an organization, we have persevered. As a Director on the Board, 2021 was a year where my learning was endless, and my resiliency was tested as I continued to act as liaison for IPAC Canada's education-related matters. Against all odds, the IPAC Canada education portfolio remained extremely busy during 2021.

- My role on the Education Core Committee continued in 2021. The ECC continues to advance the education of our membership and beyond, by offering timely and relevant information through webinars.
- The Endorsement Review Committee has continued its work to validate the endorsement of infection prevention and control courses that meet IPAC Canada educational criteria.
- Embracing my excitement (and fear!) around advocacy, I participated in IPAC Canada's Virtual Hill Day 2021. I had the opportunity to engage with three Members of Parliament to discuss IPAC Canada, the value of IPAC professionals and our recommendations to government to advance the IPAC agenda.
- As IPAC practitioners we have certainly mastered our capacity to 'pivot'. In 2021, the ongoing pandemic meant we needed to pivot our IPAC Canada National Education Conference to a virtual format. From May 3-5, 2021, over 700 attendees participated, shared new ideas, networked within a virtual setting, and visited virtual booths in the exhibit hall! While I missed seeing everyone in person, the conference evaluations told us it was a huge success.
- As Director, I continue to actively participate on the conference Scientific Program Committees. (SPC). Kudos to the 2021 SPC who worked steadily to shift gears to deliver another informative and enlightening program- just in a new format. The 2022 and 2023 SPCs also continued our work in brainstorming the scientific programs for these oncoming educational events. While the 2022 conference 'Connecting People Science Practice' will be delivered virtually, we hope to see everyone in person in Vancouver in 2023 (fingers crossed!).
- Essentials in IPAC Course continues to evolve as we respond to unprecedented inquiries and demand. In April, we offered an Accelerated program format (5 months) to target students already in the field of IPAC as well as a Regular program format in Fall 2021.
- Acting as a consultation role, the Essentials in IPAC Advisory Committee (AC) continues to offer guidance and recommendations on course development and implementation. In 2021, AC played a crucial role in reviewing and providing recommendations to curriculum and assessment changes for the Accelerated program and reviewing new course content for diversity, equity, and inclusion.
- Finally, this past year, I was extremely proud to be involved in a collaborative partnership between IPAC Canada and Queen's University to develop Canada's first Masters' level training program in IPAC. The Queen's University MPH-IPAC track was approved in November 2021 combines foundational graduate-level training in public health competencies with technical training and experiential learning in IPAC.

Once again, I need to provide a heartfelt thank you to the dedicated group of professionals on IPAC Canada's Board of Directors. Special thanks to Gerry and Kelli who worked tirelessly in 2021 to support not only me but the entire Board, committees and interest groups, in meeting our deliverables of our strategic plan. I would also like to extend my gratitude to the education committee chairs Natalie Bruce, Devon Metcalf and Trevor Johnson for their continued leadership and resiliency. To Heather Candon, Jane Van Toen & Angela Thomas, I extend my thanks for continuing to drive the innovation and accomplishments of the Essentials in IPAC course. Of course, none of this is possible without the commitment of committee members, course coordinators, instructors, facilitators who worked tirelessly in 2021 to drive the success of the education portfolio of IPAC Canada. Please refer to the education committee reports for details on their incredible and much appreciated work in 2021.

"The beautiful thing about learning, is nobody can take it away from you." – B.B. King

Education Core Committee:

Committee Members: *Natalie Bruce (Chair), Kim Allain (Co-chair) Barb Catt, Lisa Buchanan, Eleanor Elston, Trevor Johnson, Alex Kusiewicz, Gwyneth Myers, Kishori Naik, Heidi O'Grady, Amanda Preachuk*

The purpose of the IPAC Canada Education Core Committee (ECC) is to ensure the educational needs of the members are addressed. This committee is made of both the Educational Core Committee and all Chapter Education Representatives.

Like many in infection prevention and control (IPC), the IPAC Canada ECC was significantly impacted by the competing demands of the pandemic. Despite this, the committee continued to meet throughout 2021, and strive to ensure the educational needs of the IPAC Canada members were met.

In keeping with one of the 2021 objectives, the ECC convened in the spring of 2021 to complete the analysis of the 2020 educational survey. From this review the committee finalized the draft proposal for an Advanced ICP webinar series. This proposal outlined the future webinar series to include four webinars focused on the advanced ICP. The proposed topics include: Leadership, Change Management, Advanced Statistics, and Adult Education. The original timeline was to launch during 2022 though given the competing demands this will be reconsidered for 2023.

At the September meeting IPAC Canada ECC members recognized long-time serving ECC member Dr. Gwyneth Meyers. Gwyneth has been a leader in ECC for many years and has led countless educational offerings for the benefit of IPAC Canada members. She generously provided mentoring to new and senior members of the ECC alike.

The ECC provided support in the development of several webinars in 2021 including organizing:

- Pandemic Related Challenges and Approaches to Maintain Mental Wellbeing
- Dentistry and Infection Prevention and Control: A review and A New Beginning for 2021 and Beyond

A special thanks to all the ECC members for their time and dedication during the very difficult year of 2021. We are looking forward to a very productive year ahead. The following are the ECC goals for 2022:

1. Seek final IPAC Canada Executive Board approval for the Advanced ICP Webinar Series with the intent to launch in 2023
2. Re-establish the Education Matters Newsletter by June 2022
3. Continue to support webinar offerings and ensure there are a broad range of topics to meet the needs of all IPAC Canada members
4. Convene a IPAC ECC meeting with Chapter education representatives by July 2022

Education Endorsement Review Committee:

Chair: Devon Metcalf, Infection Prevention and Control Specialist, Public Health Ontario, Cambridge, ON

The goal of the committee is to assess basic education courses in Infection Prevention and Control for endorsement or acknowledgement in accordance with IPAC Canada's Policy and Procedures.

Current Committee Members:

- Eric Devine, Infection Control Practitioner, University Health Network, Toronto, ON
- Murtuza Diwan, Infection Control Practitioner, The Scarborough Hospital, Scarborough, ON
- Deb Paton, Occupational Health and Infection Control Specialist, Stephenson Memorial Hospital, Alliston, ON
- Lorinda Stuber, Infection Control Professional, Alberta Health Services, Red Deer Regional Hospital Centre
- Robin Johnson, Infection Control Practitioner, Saskatchewan Health Authority, Long Term Care
- Katherine Bell, Thunder Bay Regional Health Centre, Thunder Bay, ON
- Robin Harry, IPAC and Occupational Health Coordinator, North York General Hospital, North York, ON
- Maryam Salaripour, Infection Control Consultant, Toronto, ON
- Stacey Del Castillo, IPAC Practitioner, Toronto, ON
- Kelvin Yu, Infection Control Practitioner, Edmonton, AB

The committee welcomed two new members who were provided with an orientation to the activities of the committee and are now active members. The committee also developed a checklist to support a review of a course applying for acknowledgement and recommended acknowledgement for one course for the first time.

For the 2021 calendar year, the Education Endorsement Review Committee granted continued endorsement for the following courses:

- IPAC Canada – Annual Review
- Queen's University - Full Review
- University of British Columbia – Annual Review
- Centennial College – Full Review started (to be completed in January 2022)
- Bay River College – Annual Review

The following courses were granted acknowledgment:

- Centennial College (Preventing and Controlling Infections in Non-Acute Settings)

The committee will continue to review education programs for their annual or full endorsement or acknowledgement in 2022. The committee will complete the endorsement review of the Centennial College course and will develop a checklist to review practicum-based courses.

Distance Education Advisory Committee (AC)

Trevor Johnson, Chair

Mandate/Goal of Committee: To ensure that the Online Essentials in Infection Prevention and Control course remains current and based on best-practices and meets the educational needs of novice Infection Prevention and Control Professionals.

Membership of Committee: Merlee Steele-Rodway, Erica Susky, Sindhu Pillai, Lori Jessome-Croteau, Angela Thomas (associate course coordinator), Heather Candon (course coordinator), Jane Van Toen (course coordinator), Kim Allain (Education Director)

Committee Membership and Meetings:

- There have been changes to the membership of the committee with the unanticipated departure of Michelle Varty, the Committee welcomed Lori Jessome-Croteau.
- Chair and Course Coordinators meet as required to review student evaluations and any issues related to staffing, course management and content. Meeting summaries are sent to the AC membership and the Executive Director, IPAC Canada.
- The Advisory Committee meets quarterly and as required. On-going work continues through the use of email.

Course Instructors/Facilitator contract renewals:

- There were numerous changes to faculty including the addition of Angela Thomas as an Associate Course Coordinator and module one Facilitator; Bridget Maxwell as the module three Facilitator; Alice Simniceanu as the module three Instructor; Madeline Ashcroft as the Projects Coordinator; Alex Kusiewicz as the module 5 Instructor; Erica Susky as the Facilitator for module two and three for the accelerated course and Instructor for module two of the regular course; and Dana Finnegan-Lee as the Facilitator for module 1.

Course Management and Content:

- The course name was changed to the Online Essentials in Infection Prevention and Control Course
- The course was successful in its Program Review and continues to receive support from the Board
- An additional intake was created (September to March) in an accelerated format at the request of the Board for Northwest territories Health and Social Service Authority (NTHSSA). This was considered a success and resulted in the permanent adoption of an accelerated intake in addition to the regular intake.
- Business case was submitted to the Board of Directors for approval to hire a technical expert to develop interactive content. Content is on track and being implemented into the regular cohort starting with Module 4, and accelerated content will be fully implemented in all modules.

Goals for the coming year:

- Continue to explore and implement other options and functions available in Open LMS
- Use the improved reflection/survey format to collect and summarize student feedback. Summaries are reviewed at the end of each module. With the increased submission compliance, anonymous submissions and ease of generating reports, meaningful information can be collected to assist in our efforts to continue to improve the course and student experience.
- Continue to encourage students to become members of IPAC Canada, their local chapter, to attend the annual conference and to pursue their CIC designation.
- Explore the implementation of a Digital Badge by Credly
- Modernize and standardize the hiring process for new faculty
- Continue to work with the Diversity, Equity, and Inclusion working group to incorporate a new module



STANDARDS AND GUIDELINES

Madeleine Ashcroft, RN BScN MHS CIC, Chair, Director
Lisa Snodgrass, BN RN GNC(C) CIC, Co-Chair

In my role as a Director of IPAC Canada, I serve as liaison with the Standards and Guidelines Committee. Until the end of 2021, I concurrently served as Co-Chair of the Standards and Guidelines Committee, along with Lisa Snodgrass who will become the Chair effective January 2022. In 2021, the committee met four times by teleconference and communicated via email as we continued to navigate the challenges of the COVID-19 pandemic in our workplaces and lives. As the Core Committee report below describes, existing position statements and practice recommendations are to be reviewed at least every three years and opportunities to collaborate with interest groups and external partners with shared interests have been actively sought. We continue to strive to ensure our documents reflect scientific rigor with standardized process and templates.

A streamlined process for Board review and approval has facilitated timely finalization of resources, with dissemination to members and external stakeholders, and supports alignment of materials coming forward from interest groups with the IPAC Canada mission, vision, values, and strategic and operational plans. In 2021, I participated in all five board meetings via webinar, as well as Hill Day, and strategic planning initiatives.

Standards and Guidelines Core Committee:

Core Committee: *Clare Barry (ON), Anne Augustin (ON), Fred Cundict (AB), Lisa Young (BC), Tara Donovan (BC), Ewelina Dziak (SK), France Nadon (QC), Tara Ferguson (PEI), Dione Kolodka (AB), Katherine Paphitis (ON)*

Mandate/Goal of Committee: To recommend to the IPAC Canada Board of Directors an official position on standards and guidelines which have an impact on infection prevention and control, and to promote IPAC Canada representation on expert panels and liaison with other professional organizations.

Membership of Committee: Core members from practice sites across the country and 1 representative from each Chapter (President or designate).

Activities during the year:

Networking meetings via teleconference on April 12, June 14, August 9, and November 1.

2021 Initiatives:

- Completed review and update of existing Position Statement (PS) on Medical Gels
- Created new Position Statement on IPAC Program Components for Long-Term Care Homes and ICPs with Multi-disciplinary Backgrounds in Infection Prevention and Control (IPAC) Programs
- Refresh and Renew: In response to member survey in July, began a quality improvement initiative for all Standards and Guidelines materials on the IPAC Canada website, while recognizing challenges for interest group members to update their documents during the pandemic



MEMBERSHIP CORE COMMITTEE

Jacqueline Hlagi, RPN BPH CIPC, Chair

Committee Members: *Jacqueline Hlagi (Chair), Jeffrey Eruvwetaghware, Jennifer Happe, Annie Lord-Stephens, Kavitha Ramaraj*

The mandate of the committee is to develop and promote communication methods and offerings to increase and maintain IPAC Canada membership. At the request of the Board or the Executive Director, the committee also provides input on new initiatives and projects. The committee meets online eight to ten times per year.

In 2021, IPAC Canada launched its new Group Membership category, replacing the former Institutional Membership category. With Group Membership, members do not necessarily have to work at the same physical site. This well received new category resulted with many new members joining the association.

When a new member joins IPAC Canada, the membership application form includes a space asking them to indicate how they heard about us; a strong majority of new members tell us that another member was the reason they joined!. Thank you to all of you who talk to your colleagues about IPAC Canada and promote the benefits of membership. The Membership Core Committee is working with the Programs and Projects Committee to revise and update the current New Members Package. The new e-document will be a useful guide summarizing some of the benefits of membership, with links to access all kinds of information on our web site.

There were a record number of new First Time Individual Members who joined IPAC Canada in 2021, particularly from the long-term care sector. As the global pandemic continued throughout the year, healthcare workers across the continuum of care sought out the resources, education, and networking opportunities afforded to our members. Those benefits, along with our Mentorship Program, chaired by Jeffrey Eruvwetaghware, assisted many new members in accessing the guidance and resources they were seeking.

Thank you to all committee members for finding the time during the pandemic to continue your invaluable service to this committee.

Mentorship Program Committee

Jeffrey Eruvwetaghware MPH CIC, Chair

The IPAC Canada Mentorship Program continues to be a valuable resource for our members especially infection control professionals entering the profession or taking on a new role and those looking at leadership role in IPAC Canada. Below are some highlights:

- We are now into the 5th year of the Mentorship Program and as part of plans to mark the anniversary, we did a case study publication in IPAC Canada's Association News to exemplify the benefits of the mentorship program.
- The mentorship program usually receives around 12 applications yearly but in 2021 this number tripled to a record high, with over 60% of applicants successfully paired.
- As the number of mentees applying to the Mentorship Program continues to grow, the Mentorship Program Committee will be exploring new ways to encourage and support qualified IPAC Canada members to participate as a mentor to allow us to meet the demand and to achieve our target of pairing 95% of mentees.
- It is worth mentioning that we had success collaborating with chapters and interest groups to recruit mentors for our mentorship program and will continue to leverage on this success.



PROGRAMS AND PROJECTS

Baljinder Sidhu. RN BScN CIC MPH, Director

Programs & Projects Core Committee (PPCC)

The role of the member of the Director (Programs & Projects) is to act as Board liaison with the Programs & Projects Core Committee. Currently the Director is also chairperson of the committee.

Committee Members:

Kasey Gambeta (note taker), Karrie Yausie, Sam MacFarlane, Bal Sidhu (Director and Chair), Vicky Willet, Yvette Gable, Mandy Deeves

2021 Activities:

- Updated and finalized the Hand Hygiene - How to Wash Hands poster on the website.
- Provided ideas to IPAC Canada on marketing ABHR and hand hygiene posters.
- IPAC SASKPIC hosted the 2021 Ecolab poster contest with the theme of UNITE AND CONQUER! The winner was Melody Cordoviz RN BSc CIC from Edmonton, Alberta. Melody's poster conceptualizes that IPAC has been left with the incredible task to UNITE AND CONQUER the COVID 19 pandemic. Healthcare workers have been doing an outstanding job working around the clock to ensure people affected by the virus are supported and society is doing their best to try to "flatten the curve". We can accomplish anything if we UNITE AND CONQUER!
- The committee webpage was updated with recent contact information, and minutes from committee meetings were organized.
- Produced a recipe book to help IPAC Canada members connect across the country. The theme of the book is "My Go-to Recipe for 2020" and it is filled with over 100 recipes submitted by members across Canada.
- The book was available by donation in April 2021. To date the book has raised \$1680.00! The money raised will go towards IPAC Canada initiatives, including adding to the new CIC Scholarship and compensating an IPAC Canada 2022 membership.

Future Planning:

- Deferred from 2021: after the IPAC Canada 2021-2024 Strategic Plan is finalized, the committee will work with the Executive Director to develop an 'Our Story' link from the home page. We will engage members.
- Work with the Membership Core Committee on New Member Protocol: Standard Strategies for Welcoming a New Member to IPAC Canada
 - o The Programs and Projects Core Committee will identify several strategies with the Membership Core Committee to help welcome and acquaint new members into the organization.
 - o The aim is to develop a standardized, simple set of strategies for IPAC Canada and individual chapters to employ upon enrollment of a new member.

Audit Toolkit Committee:

Chair: *Paul Chisholm*; **Secretary:** *Amanda Dennis*

Membership of Committee: Securing a robust, diverse, and creative membership has been one of our priorities, to ensure a continuation and increased productivity of the group. Our committee is fortunate to have had the following members during 2021: Carly Rebelo, Kasey Gambeta, Margaret Cameron, Amanda Brizard, Leanne Wyman, Zu Wang Tang and Alyssa Baade.

Mandate/Goal of Committee: I think everyone would agree it has been a challenging year! In all honesty, our committee has had very limited capacity to review audit tools. We all remain committed and passionate about providing user-friendly, evidence based and effective tools. Out of necessity to find some balance in our lives, we have focused on maintaining group membership, developing internal structure and process and responding to urgent requests.

Activities during the year:

- Revised 'Use of Personal Protective Equipment (PPE)' audit tool.
- Developed a process document on 'Reviewing an Audit Tool' for committee members
- Developed instructional document, 'Instructions for Using the Audit Tools, for IPAC members
- Developed instructional document, 'A Quality Process' for IPAC members
- Revision of the Audit Process (information, instruction, forms).
- Review of the Footcare Audit tool

The following toolkits have been published in 2021:

- Use of Personal Protective Equipment (PPE)
- Foot Care Audit Tool

Goals for the coming year:

- Write an article based on the short survey
- Continue to develop internal process documents for our work, e.g., a process algorithm to track audit development
- Revise and update the most regularly used audit tools.
- Strive to design pragmatic, user-friendly, action orientated audit tools.
- Deliver a presentation on the work of the committee to the Northern Network
- Develop a partnership with the Northern Network to develop tools for their unique needs, e.g., Homecare Tool
- Deliver a webinar on the work of the committee for IPAC Canada

Web Communications Manager and Webmaster: *Tanya Denich and Pamela Chalmers*

New/Ongoing Initiatives:

- Website Review with OSM (our website host) with complete website revitalization to occur in 2022 with attention to items identified by IPAC Canada membership survey
- Key areas of focus for website revitalization are site search, site login, IPAC chat, data storage, managing files, modernization of URLs and website design

- Continued yearly training of all new Chapter Webmasters, engagement of webmasters in website revitalization
- Streamlining of webpages to increase visibility of resources and enhance functionality
- Expansion and maintenance of COVID-19 resources
- Revision of Quick Links Resources and Publications, CNISP, AMR Resources webpages
- Continued review and improvements to Audit Tool Webpages and Guidelines and Standards Webpages in progress
- Improved synchronization between website, email and social media platforms
- Supported event/webinar registration by creating registration platforms and evaluations for 38 events/webinars

Future Planning:

- Revamp of Standards and Guidelines Webpage planned to enhance searchability and end user experience
- Addition of One Health Webpage as a new focus in IPAC
- Re-engagement/re-vitalization of chapter websites through use of social media and other tools

Social Media Manager: *Kelsey Houston BScH MPH*

Though it seems like déjà vu, I must once again start this annual report by noting that COVID-19 dominated the news cycle and represented the bulk of our newsfeed content. This year saw rapidly evolving information with respect to vaccination efficacy/uptake/equity, re-infections, variants of concern, and heavily debated control measures. Despite this, IPAC Canada remained committed to also sharing pertinent information with respect to influenza season, food safety issues and recalls, and sharing minimum two recent peer-reviewed articles from the literature per week.

As with any social media feed, IPAC Canada was not spared from threads and comments regarding COVID-19 and vaccination conspiracy theories. IPAC Canada maintained a professional stance and did not engage with any such rhetoric. All conversations thankfully died out, and the majority of our engagements remained positive, on-topic, and related to evidence and best practice. We also experienced wonderful and thoughtful engagement during our coverage of the IPAC Canada virtual 2021 conference.

IPAC Canada currently has 3,399 followers on Twitter as of the publication of this report, and increase of over 350 members from last year. We have also increased our followers by over 100 individuals on Facebook, currently standing at 2,033 followers.

I would like to thank Gerry Hansen and Kelli Wagner for their continued support, and I look forward to 2022, new hope, new content, and a wonderful IPAC Canada 2022 Conference!



CHAPTERS & INTEREST GROUPS

Stephania Cloutier, BES BASc CPHI(c) CIC, Director

As Director, Chapters and Interest Groups, I understand how important it is for IPAC Canada’s various groups to remain active and engaged. The pandemic continues to create challenges for our membership and the time commitment needed to participate in chapters and interest groups has been disrupted by the daily workloads of busy ICPs across the country.

Despite these challenges I am happy to say that our membership has persevered and groups continue to find creative ways to engage with one another and to share knowledge. The incredible efforts put forth by our chapters and interest groups continue to be highlighted in IPAC Canada’s Association News ‘IPAC Inspired’ where we celebrate outstanding and creative group activities.

Events such as education days and networking meetings have moved to online forums where ICPs can conveniently and safely meet while continuing the important work that chapters and interest groups do to further the field of Infection Prevention and Control.

As we move forward we will continue to learn, grow and adjust to the new IPAC landscape. I believe that active participation in chapters and interest groups will help us to propel the IPAC field into the future. We can shape what infection prevention and control in Canada looks like through our hard work and collaboration.

I will continue my dedication and commitment to IPAC Canada’s chapters and interest groups by providing support and mentorship as an active and engaged member of interest groups, my local chapters and as an active IPAC Canada Board member.

A huge thank you to all of the membership who remain committed to the field of infection prevention and control by dedicating your time and by sharing your knowledge with us every day. Stay safe.



DIRECTOR (MD)

John Embil, BSc(Hon) MD FRCPC FACP

The COVID-19 pandemic has turned everyone's life upside down. This has been particularly true for professionals in Infection Prevention and Control. Unfortunately, most activities have been focused on issues pertaining to COVID-19 and many of our association activities and events have been restructured for a virtual world. The annual conference, the annual general meeting, and the majority of all committee meetings were on a virtual platform. This included discussions with various governmental and organizational bodies, most especially Hill Day 2021. The organization has made every effort possible to remain active and vibrant and the voice of Infection Prevention and Control Professionals in Canada.

It is my role to provide a physician's perspective during meetings. I have done so as much as possible since coming to the Board in May 2021. I would like to thank and acknowledge my predecessor, Dr. Joseph Kim, who was a strong and passionate voice for infection prevention and control. He is thanked for his support of the association through Hill Day meetings, media interviews, delivering education sessions, and being instrumental in the development of the new CIC® Certification Award.

Hopefully 2022 will be more vibrant year for the organization and its members.



PUBLIC REPRESENTATIVE

Stephen Palmer

As Public Representative for IPAC Canada, my role is to provide input on various matters, with specific interest in issues that have a public impact. Of utmost concern is the voice of the patients, their families and those impacted by the challenges IPAC Canada personally works to address.

As I draw to the end of my term, I want to take this opportunity to give thanks and express my awe at the unselfish and heroic efforts I see each of you, individually and collectively, making daily. I have been blessed to be a founding member of the IPAC Canada Diversity, Equity and Inclusion working group, an important value-add group that has created a platform for these emerging issues within our healthcare community. I want to thank my fellow board members for their collegial work ethic which has allowed us to make our best efforts to serve you, our members. The process of Strategic Planning and delivering on that to our members has been invigorating.

Last but far from least, is my unrestricted admiration for our Executive Director, Gerry Hansen and our admin, Kelli Wagner. Each of you are a priceless asset to IPAC Canada, and I am eternally grateful for all your help and support.

The last six years have been amazing. Thank you for your trust and confidence in me. It has been such an honour to be your Public Representative. Thank you.



CANADIAN JOURNAL OF INFECTION CONTROL

Jim Ayukekbong, BMLS PhD CIC, Editor-In-Chief

Devon Metcalf, MSc PhD CIC, Associate Editor

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Jocelyn Srigley, MD, MSc, FRCPC, Vancouver, British Columbia

Mandate of Committee:

Continue to develop the CJIC as an indexed peer review journal.

Activities:

- 20 manuscript submissions compared to 17 in 2020 with 60% acceptance rate. Fourteen (70%) Canadian authorship, compared to 38% in 2020. CJIC was able to attract more submissions from abstracts reviewed from the 2021 Educational conference.
- Increased social media presence; the visibility of our LinkedIn and Twitter page was increased. CJIC now has 207 followers on LinkedIn and 81 on Twitter.
- Expansion and internalization of editorial team by considering external reviewers to review manuscripts. There is also an ongoing call for international experts in the field of infection prevention and control and epidemiology to join the editorial board. An application has been received and is under review.
- An independent CJIC website has been created to provide an optimal resource for readers and authors. It is expected to be operational in mid-2022. We are currently working with a third-party provider to integrate an editorial manager tool.



OPERATIONS REPORT

Gerry Hansen, Executive Director

The following is a summary of operational activities as related to the 2019-2021 Strategic Plan.

Inspire Brand Awareness:

In 2020, IPAC Canada's national profile increased in the first year of the pandemic as a result of being recognized as the voice of infection prevention and control (IPAC) in Canada to the public, media and government. In 2021, this trend continued as IPAC Canada demonstrated its scientific and practice expertise. The result was an increase in membership, communication, and providing input at national tables of discussion and development.

In 2021, membership increased from 1483 to 1757 members (November 1, 2021). Return-to-work regulations prescribed completion of various competency modules, including the IPAC Canada Routine Practices e-Learning Modules and the Hand Hygiene e-learning modules. Distance education opportunities were increased through the addition of an accelerated program (April-August) in addition to the regular Essentials in Infection Prevention and Control program (September-June). The former program was directed to those already in IPAC and the latter to those entering the field. The greatest membership increase came from practitioners in Long Term Care and those in the Dental setting. Educational resources for the additional settings have been developed and both the Long Term Care Interest Group and Reprocessing Interest Group have addressed these settings in their education and networking. It will be a function of the 2022-2024 Strategic Plan to determine plans to retain this increased membership.

IPAC Canada continued to publish various articles, of specific note being Hospital News and MediaPlanet. IPAC Canada representatives spoke to media on various topics, including flu season, vaccines and PPE.

Contributing to the increase in membership was the success of the first virtual conference. Attracting over 600 attendees, the conference was able to provide the quality education expected of this organization and ensure access to attendees who would otherwise not be able to attend an in-person conference.

Nurture Member Value and Engagement:

Efforts were ongoing to give members a voice in the affairs of IPAC Canada and to address the means to improve their professional lives. Quarterly pulse surveys gave members an opportunity to provide input on various topics, including Advocacy, Standards & Guidelines, Audit Tools, and Mental Health/Wellbeing. Many of our chapters and interest groups polled their members with a Needs Assessment Survey to identify the means to move forward successfully.

Investigation into the composition of multi-disciplinary IPAC teams drew the conclusion that this diversity is varied across Canada with some union influences as to hirings. The importance of multi-disciplinary teams has been advocated to

provincial health authorities and to various provincial and federal ministries.

Collaboration with Queen's University commenced in the development of an IPAC track in the Masters in Public Health program. The program was expected to launch in January 2022.

A Diversity, Equity and Inclusion (DEI) Working Group was established in 2021, with the mandate to increase member awareness of healthcare bias. The committee has been very enthusiastic and active with several projects including drafting of DEI content in the core competencies documents, the strategic plan, and in the distance education programs.

A new CIC® Certification Award has been launched. Supported by the IPAC Canada Corporate Relations Committee, the award will reimburse members for examination fees after successful certification or recertification. Several conference and other scholarships have been provided by our industry partners.

Advance Advocacy and Partnership:

In the 2021 election year, IPAC Canada, with the support of Impact Public Affairs, took several steps to advocate for a national HAI surveillance platform, increased PPE stockpiles, and increased IPAC human resources and education. A stand-alone website, 'strongerandprepared.ca', captured election activities including analyses of party commitments relevant to IPAC, analyses of debates, and a Push Politics platform to assist members in contacting their local candidates in support of IPAC election priorities.

A 2022 Pre-Budget submission recommended federal investment in a national, integrated surveillance system to respond quickly to all healthcare-associated infections and emerging pathogens, and investment in resources for IPAC programs to better support Canada's systems of care, minimize future healthcare costs, and improve pandemic preparedness. This includes providing additional support for Long Term Care, education, training, wage top-ups, and staffing.

Health Standards Organization (formerly Accreditation Canada International) requested IPAC Canada's collaboration on development of an IPAC Recognition Program in Long Term Care, and a pilot IPAC Simulation Training Program. IPAC Canada partnered with Healthcare Excellence Canada and other partners in the development of 2020 Clean Your Hands Day (May 5). The Global Infection Prevention and Control Network of the World Health Organization accepted IPAC Canada's membership.

Solid relationships have been formed with industry partners, resulting in 27 Corporate Members. In addition, many business partners are amongst our active membership. Industry supports IPAC Canada and its members through education, expertise and financial sponsorship. We are grateful for their unwavering support.

Despite the burdens of the pandemic, IPAC Canada is still a strong volunteer organization. Many members have come forward to volunteer their time and expertise on several committees and projects. Their support is of the utmost importance to the workings of this association but also contribute to a strong community.

