

Key Takeaways:

- Equity requires a deeper understanding of diversity.
- Equity-mindedness requires an understanding of personal context, and it applies to patients and colleagues.
- Initial considerations when beginning DEI efforts:
 - Understanding the “WHY” – individual, departmental, organizational, and community
 - Advocating for resources - defined needs lead to a more refined budget
 - Data should drive decisions and inform practices
 - Connection to Mission, Vision and Values is key
- A basic infection prevention program for healthcare providers should include: Pre-employment health assessment, immunity, fit testing, protocols for sickness, protocols for return to work, protocols for potential exposure and known health conditions, and guidance on managing emerging risks
- All medical facilities that provide direct patient care should have a comprehensive immunization policy which describes diseases by job description, provides recommendations for immunization based upon exposure risk, and ensures a focus on caring for patients.

Further Reading:

Health Equity	American Hospital Association, Health Equity Resource Series: https://ifdhe.aha.org/health-equity-resources
	The danger of silence (video): https://www.ted.com/talks/clint_smith_the_danger_of_silence?utm_campaign=tedsread&utm_medium=reference
	EXECUTIVE SUMMARY, The Inclusion SCORECARD™ for Population Health: https://static1.squarespace.com/static/60ca8496338a101847ebf5b8/t/60da57a7bf0e3846dad53f81/1624922020
Infection Prevention and Control	Bolyard et. al. Guideline for infection control in health care personnel, 1998 . Published simultaneously in AJIC: Am J Infect Control (1998;26:289-354) and Infection Control and Hospital Epidemiology (1998;19:407-63)
	Centers for Disease Control and Prevention. Updates for Infection Control in Healthcare Personnel
	Centers for Disease Control and Prevention. Infection Control in Healthcare Personnel: Infrastructure and Routine and Control Services . 2019.
	Centers for Disease Control and Prevention. Operational Guidance for K-12 Schools and Early Care and Education 2022.