IS MY IMPLEMENTATION PRACTICE CULTURALLY RESPONSIVE?

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Welcome

- **Part 1**
  - Overview of IS and implementation specialist competencies
  - A cultural competence lens for implementation practice
  - Self-assessment

- **Part 2**
  - What are you thinking about now?
  - How does this impact your work?
  - How will you move your practice further?
Part 1

Cultural Competence and Implementation Practice: Overview and Self-Assessment
Key Considerations of Quality Implementation

- Is more an iterative rather than strictly linear process
- Does not occur “in a vacuum” but involves multiple determinants happening simultaneously
- Is therefore more than a prescribed sequence and requires guiding principles rather than rigid steps
Implementation Stages

**Exploration**
- Assess needs
- Examine fit and feasibility
- Understand operationalization of model
- Involve stakeholders
- Make decisions

**Installation**
- Acquire resources
- Make necessary structural and instrumental changes
- Develop implementation supports
- Prepare staff

**Initial Implementation**
- Initiate new services
- Manage change
- Develop data systems
- Create improvement cycles

**Full Implementation**
- Skillful implementation
- Implementation & innovation outcomes realized
- Practice standardized

**Sustainability**
- Secure funding streams
- Established infrastructure
- Ongoing training and coaching
- Data-driven decision making
- Supportive policies and procedures

Implementation Specialist Practice Profile

**Principles**
- Empathy
- Curiosity
- Commitment
- Methodical
- Transdisciplinary

Implementation Specialist Practice Profile

Core Components

- Co-Creation
- Ongoing Improvement
- Sustainability

Core Components

Co-Creation
- Co-learning
- Brokering
- Address Power Differentials
- Co-Design
- Tailored Support

Ongoing Improvement
- Assess Need & Context
- Apply and Integrate Implementation Science Approaches
- Conduct Improvement Cycles

Sustaining Change
- Grow and Sustain Relationships
- Build Capacity
- Cultivate Leadership
- Facilitation
Co-Creation

- Co-learning
- Brokering
- Address power differentials
- Co-design
- Tailored support
Cultural Responsiveness

- Make the case for using a culturally responsive and race-conscious approach in our work.
- Begin the discussion on how the intentional inclusion of a culturally responsive and racial equity lens changes our work processes and the composition of our teams.
- Share strategies and tools to intentionally include a culturally responsive and racial equity lens our work.
# Culturally Responsive and Racial Equity Lens

<table>
<thead>
<tr>
<th>Diversity</th>
<th>Assessment</th>
<th>Inclusion</th>
<th>Community Engagement</th>
<th>Equity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diversity among team</td>
<td>Awareness of cultural differences among priority population</td>
<td>Priority population input in design and decision-making process</td>
<td>Use of community navigators to understand priority population</td>
<td>Who and what was changed or affected, and how?</td>
</tr>
<tr>
<td>Personal awareness of cultural frameworks, assumptions and biases</td>
<td>Shared background/life experiences with the priority population</td>
<td>Process appropriate to participant’s culture</td>
<td>Use of team members with prior diversity, inclusion, and equity work</td>
<td>Were there unintended changes or consequences because of culture or context?</td>
</tr>
<tr>
<td>Multicultural training</td>
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</tbody>
</table>

Who and what was changed or affected, and how? Were there unintended changes or consequences because of culture or context?
Tenants for achieving equity

Culturally Responsive and Racial Equity Lens Process

- Integration of Community Context
- Community Engagement
- Shared Background
- Personal Awareness
- Priority Population Input
- Instrument Development
- Interviewers Knowledge
- Diversity of Governing Body
- Organizational Equity
- Training in use of Instruments
- Data Collectors Identified
Aligning Equity with Implementation

- Co-learning
- Brokering
- Address power differentials
- Co-design
- Tailored support

Culturally Responsive and Racial Equity Lens Process

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Part 2

Cultural Competence and *Your* Implementation Practice
Poll

☐ Which of the following equity areas are you most focused on now?

- Demographics/diversity of background of the organization’s governing board.
- Hierarchical dynamics between and among the governing board and staff that have the potential to impact project success.
- The extent to which community stakeholders were actively involved in the planning and implementation of program activities.
What is the challenge?
What strategies have you tried to address this?
What has worked well? What has not?
What puzzles you about how to move forward?
How are stakeholders engaged in your problem solving?
What are you most worried about? What keeps you up at night?
Case Example

Identifying and Reducing Disproportionate Minority Contact in the Child Welfare System

- Many individuals and organizations helped to successfully carry out the review
  - MDHHS staff (central office and main office)
  - Parents, caretakers, youth, and service providers
  - Praxis International
  - Casey Family Programs
  - Annie E. Casey Foundation
  - Skillman Foundation
  - Center for the Study of Social Policy
  - Public Policy Associates, Inc.
What’s Next?

- How does this move your practice further?
- What questions do you still have?
- What will you do next?

**Culturally Responsive Engagement Checklist**

- Identify racial disparities.
- Understand racial historical legacy.
- Examine institutional and inter-institutional aspects of structural racism.
- Assess diversity of team, service provider, and funder.
- Reflect on cultural competence of team.
- Ensure community voices are heard and valued.
- Reach out to community leaders/agents.
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