Implementation Science Using a Culturally Responsive and Racial Equity Lens

Summer Institute on Implementation Science
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A Michigan-based, nationally engaged, non-profit public health institute - advancing population health through public health innovation and collaboration.

**Workshops**
Offering dialogue-based workshops for public health and other professionals that illuminate racism, classism, and other types of oppression as root causes of health inequity.

**Assessments & Evaluation**
Providing a dialogue-based, health equity assessment tool to help organizations examine readiness and capacity to address health equity and social justice. Offering technical support on culturally responsive and empowerment evaluation.

**Policies**
Partnering with organizations to help develop and transform practices and policies to reduce the number of young children of color who are expelled or suspended from early childhood education programs.

*Working with You To Make Tomorrow Healthier Than Today*
Objectives

- Make the case for using a culturally responsive and race-conscious approach in your work.
- Begin the discussion on how the intentional inclusion of a culturally responsive and racial equity lens changes your work process and the composition of your team.
- Share strategies and tools for accessing the use of a culturally responsive and racial equity lens in your work.
AMID FEARS THAT WHITE PEOPLE ARE BEING REPLACED IN AMERICA—FROM ITS COLLEGES TO CONGRESS—
WE INTERRUPT WITH A SPECIAL BROADCAST OF FACTS:

44 of 45 U.S. presidents have been white men.

83% of college presidents are white.

90 out of 100 U.S. senators are white.

339 of 435 members of Congress are white.

75% of college professors are white.

75% of public flagship institutions are white.

82% of teachers are white.

80% of school principals are white.

63.4% of students enrolled were awarded to white students.
Adopt a Race-Conscious Approach

Foundations, grantees, evaluators and community change agents must adopt an explicitly race-conscious approach to their work.

• They must factor race into their analysis of causes to the problem they seek to address.

• It is not enough to address the disparity between races.
Process to Assess Structural Racism in Systems

- Involve Community Agents Early and Often
- Consider the Relevance of Race
- Identify Root Causes of Inequity in Current Context
- Acknowledge Historical Legacies of Structural Racism
- Employ Culturally Responsive Tools
- Empower Stakeholders at Every Stage

Culturally Responsive and Racial Equity Lens Process
How Do You See the World?
Racial Equity

Both an outcome and a process.

• As an outcome, we achieve racial equity when race no longer determines one’s socioeconomic outcomes; when everyone has what they need to thrive, no matter where they live.

• As a process, we apply racial equity when those most impacted by structural racial inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.

*Center for Social Inclusion*
Racial Equity

When we achieve racial equity:

• People, including people of color, are owners, planners, and decision-makers in the systems that govern their lives.

• We acknowledge and account for past and current inequities, and provide all people, particularly those most impacted by racial inequities, the infrastructure needed to thrive.

• Everyone benefits from a more just, equitable system.
Cultural Responsiveness

The ability to learn from and relate respectfully with people from other cultures.
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>
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<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>
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<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>
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<td>Multicultural training</td>
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Overview of Culturally Responsive and Racial Equity Lens

“Always place the people who are most impacted at the center of conversations which seek to find solutions to problems affecting them.”
Diversity, Inclusion, Equity

Issues that must be considered in order for engagement to be conducted through a diversity-inclusion-equity lens; to acknowledge the persistence of inequities in America due to historical institutional racism and discrimination; and to strategically account for these inequities in engagement, design and implementation processes.

What are some ways to assess these issues in your work?
Inclusion: Power Map

- Who holds the power that influences policies and outcomes?
- Who was engaged and empowered in the decision-making process?
- Who is missing?
# Partnership Continuum

## IAP2 Spectrum of Public Participation

IAP2's Spectrum of Public Participation was designed to assist with the selection of the level of participation that defines the public's role in any public participation process. The Spectrum is used internationally, and it is found in public participation plans around the world.

<table>
<thead>
<tr>
<th>INFORM</th>
<th>CONSULT</th>
<th>INVOLVE</th>
<th>COLLABORATE</th>
<th>EMPOWER</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PUBLIC PARTICIPATION GOAL</strong></td>
<td>To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions.</td>
<td>To obtain public feedback on analysis, alternatives and/or decisions.</td>
<td>To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.</td>
<td>To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.</td>
</tr>
<tr>
<td><strong>PROMISE TO THE PUBLIC</strong></td>
<td>We will keep you informed.</td>
<td>We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision.</td>
<td>We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.</td>
<td>We will look to you for advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.</td>
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Polling

• I seek feedback from stakeholders about how I relate to others with different cultural identities.
  – Never
  – Rarely
  – Sometimes
  – Often
  – Always
Assessing Equity

• Who and what was changed or affected, and how?
• What can be seen using a culturally responsive and racial equity lens that might not seem relevant without its use?

What were the unintended consequences given the racial/cultural context?
Self-Assessment

How do you know if you have a team that uses a culturally responsive and racial equity lens?
Overarching Tenants

Culturally Responsive and Racial Equity Lens Process

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

Priority Population Input
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.
Partners

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