IS MY IMPLEMENTATION PRACTICE CULTURALLY RESPONSIVE?

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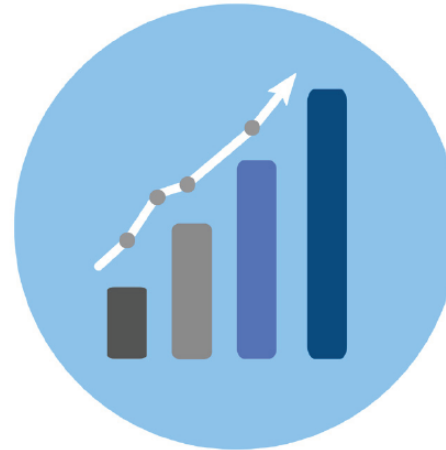
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Summer Institute on Implementation Science

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?
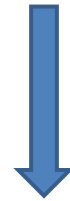 - How will you move your practice further?

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

2-4 years

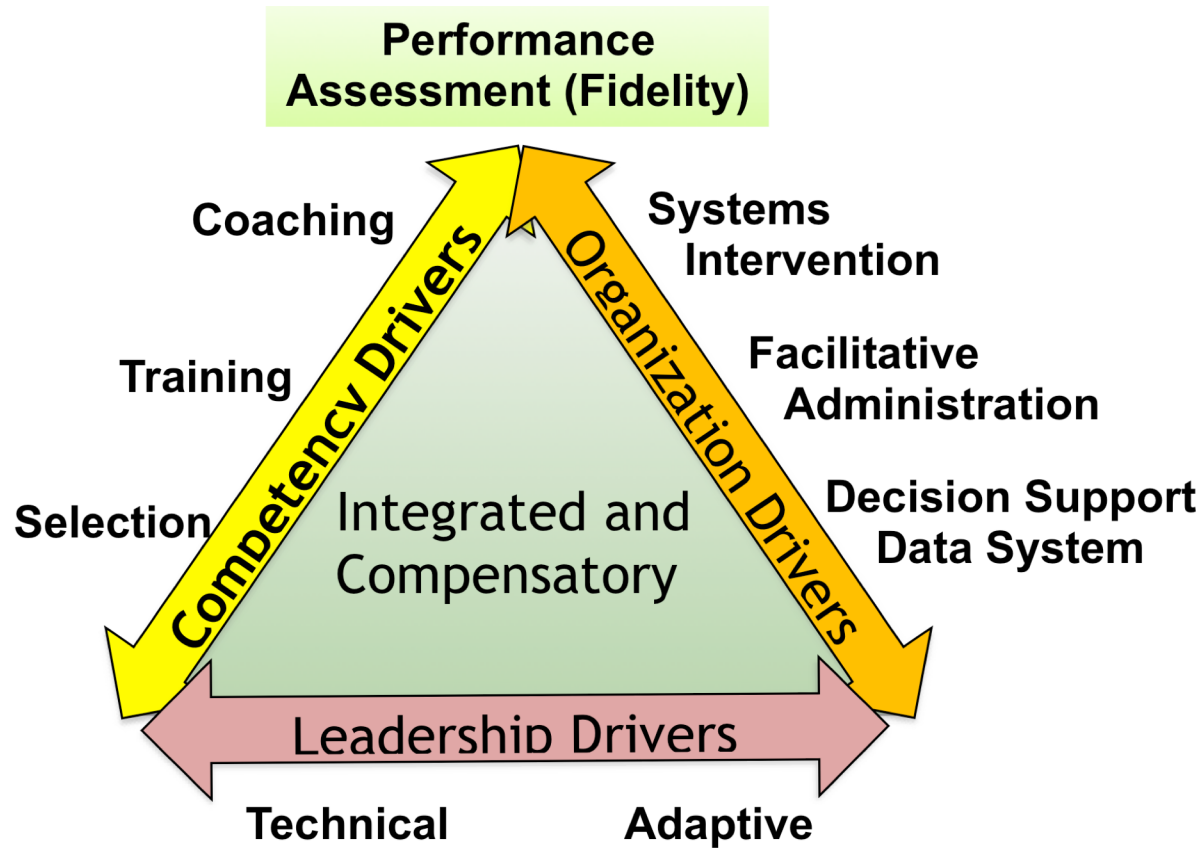| Exploration	Installation	Initial Implementation	Full Implementation	Sustainability
• Assess needs • Examine fit and feasibility • Understand operationalization of model • Involve stakeholders • Make decisions	• Acquire resources • Make necessary structural and instrumental changes • Develop implementation supports • Prepare staff	• Initiate new services • Manage change • Develop data systems • Create improvement cycles	• Skillful implementation • Implementation & innovation outcomes realized • Practice standardized	• Secure funding streams • Established infrastructure • Ongoing training and coaching • Data-driven decision making • Supportive policies and procedures

NIRN NATIONAL IMPLEMENTATION RESEARCH NETWORK
AT THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

Source: Metz, A., Halle, T., Bartley, L., & Blasbert, A. (2013). The Key Components of Successful Implementation. In Halle, Metz, & Martinez-Beck (Eds.)*Applying Implementation Science in Early Childhood Programs and Systems*. (pp,21-42).

Implementation Drivers

Implementation Specialist Practice Profile

Principles

- ☐ Empathy
- ☐ Curiosity
- ☐ Commitment
- ☐ Methodical
- ☐ Transdisciplinary

Source: Metz, A., Louison, L., Ward, C., & Burke, K. (2018). Implementation Specialist Practice Profile: Skills and Competencies for Implementation Practitioners.

Implementation Specialist Practice Profile

Core Components

☐ Co-Creation

☐ Ongoing Improvement

☐ Sustainability

Source: Metz, A., Louison, L., Ward, C., & Burke, K. (2018). Implementation Specialist Practice Profile: Skills and Competencies for Implementation Practitioners.

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.

Considerations for Engaging in Implementation Science Using a Culturally Responsive and Racial Equity Lens
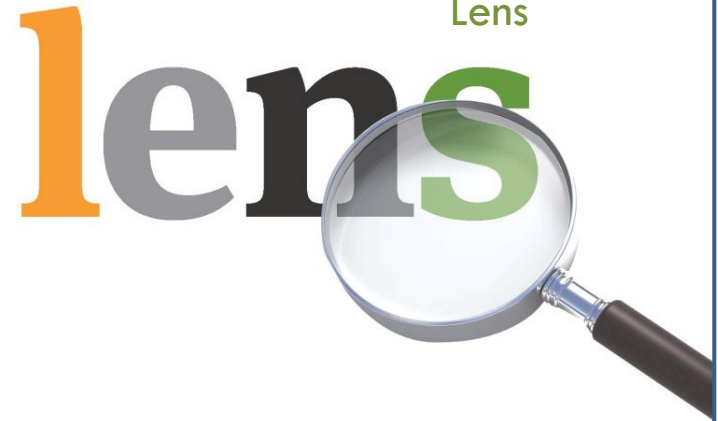
lens

Culturally Responsive and Racial Equity Lens

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

Tenants for achieving equity
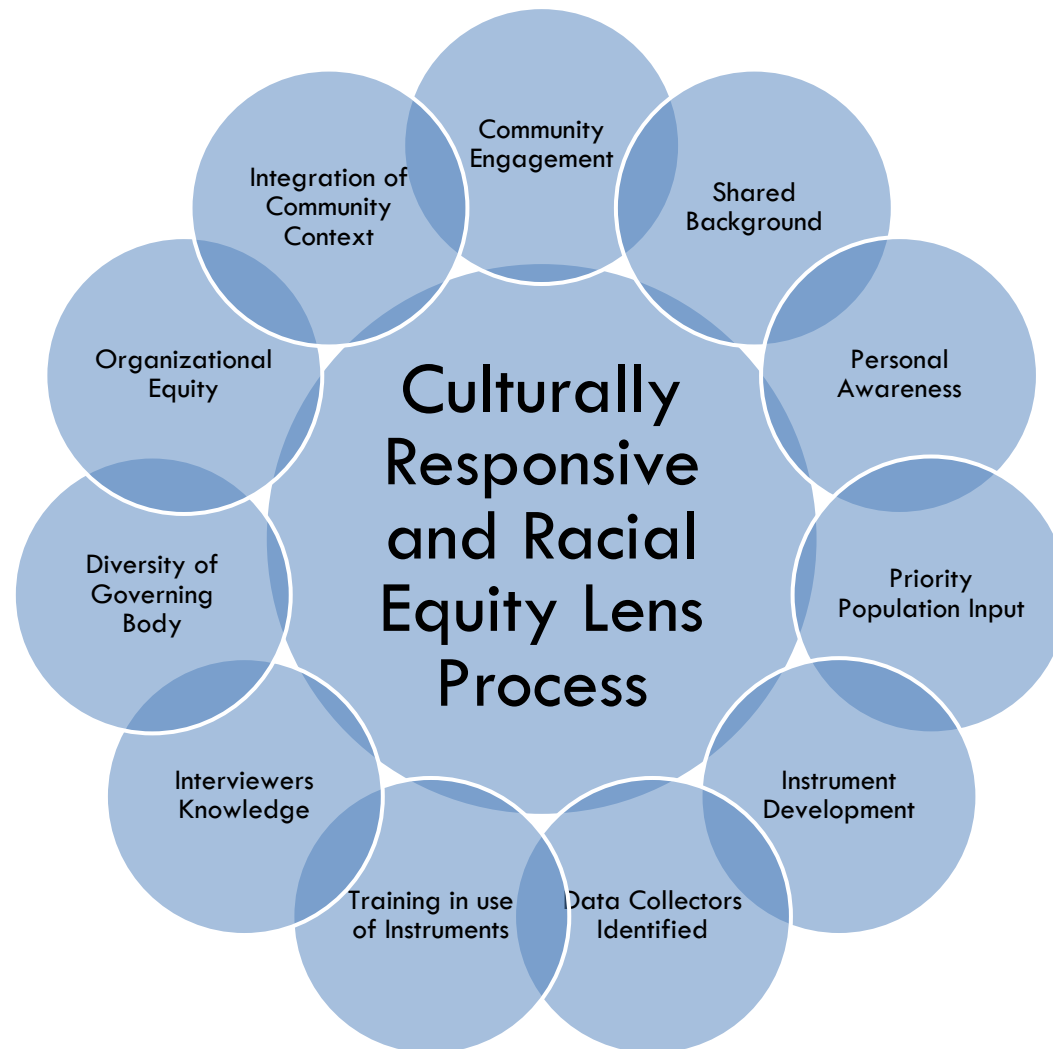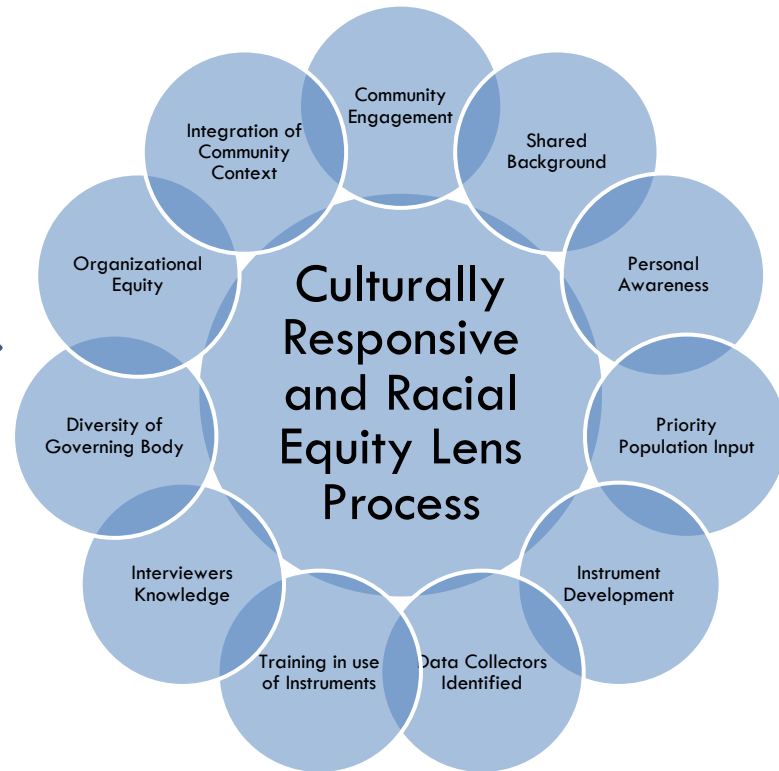
Aligning Equity with Implementation

- Co-learning

- Brokering

- Address power differentials

- Co-design

- Tailored support

Culturally Responsive and Racial Equity Lens Process

Community Engagement

Shared Background

Personal Awareness

Priority Population Input

Instrument Development

Data Collectors Identified

Training in use of Instruments

Interviewers Knowledge

Diversity of Governing Body

Organizational Equity

Integration of Community Context

Part 2

Cultural Competence and *Your* Implementation Practice

Poll

- Which of the following equity areas are you most focused on now?
  - <u>Demographics/diversity</u> of background of the organization's <u>governing board</u>.
  - Hierarchical <u>dynamics</u> between and among the <u>governing board and staff</u> that have the potential to impact project success.
  - The extent to which <u>community stakeholders were actively involved</u> in the planning and implementation of program activities.
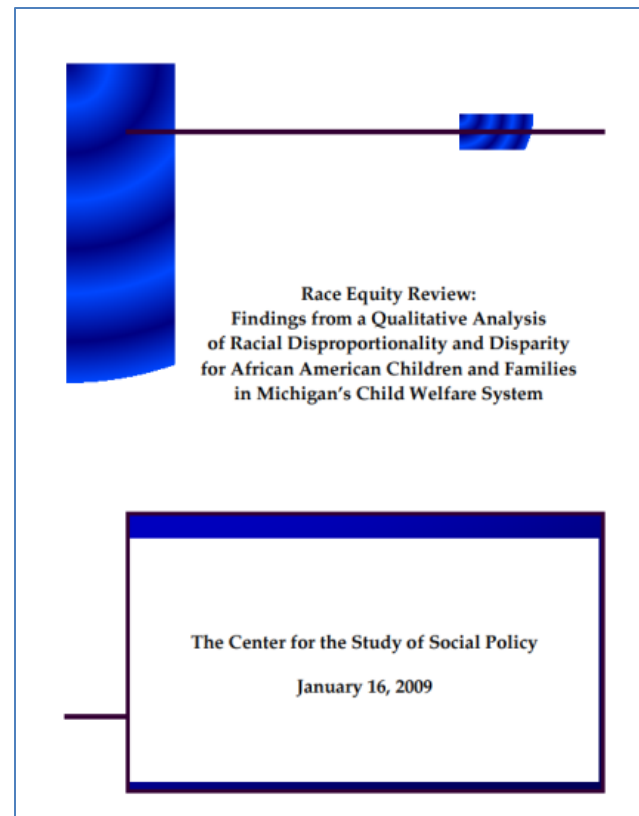
Equity and Implementation Practices

- 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.

Race Equity Review:
Findings from a Qualitative Analysis
of Racial Disproportionality and Disparity
for African American Children and Families
in Michigan's Child Welfare System

The Center for the Study of Social Policy

January 16, 2009

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**.

Contact Information

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