

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.**

Working with You To Make Tomorrow Healthier Than Today



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.



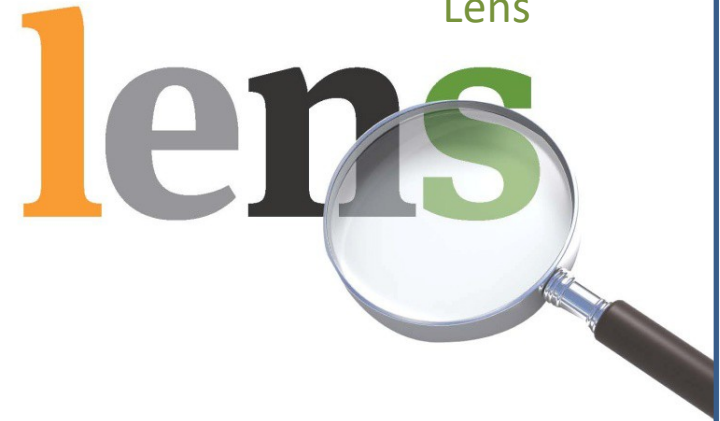
Policies

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.

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.

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



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.



339 OF 435

MEMBERS OF CONGRESS ARE WHITE

90 OUT OF 100 U.S. SENATORS ARE WHITE.



47 OF 50

GOVERNORS ARE WHITE.



OF COLLEGE PROFESSORS ARE WHITE.

75%

63.4% OF STUDENTS ENROLLED AT PUBLIC FLAGSHIP INSTITUTIONS ARE WHITE.

OF BACHELOR'S DEGREES AWARDED TO WHITE STUDENTS.



OF TEACHERS ARE WHITE.

80%

OF SCHOOL PRINCIPALS ARE WHITE.

64%

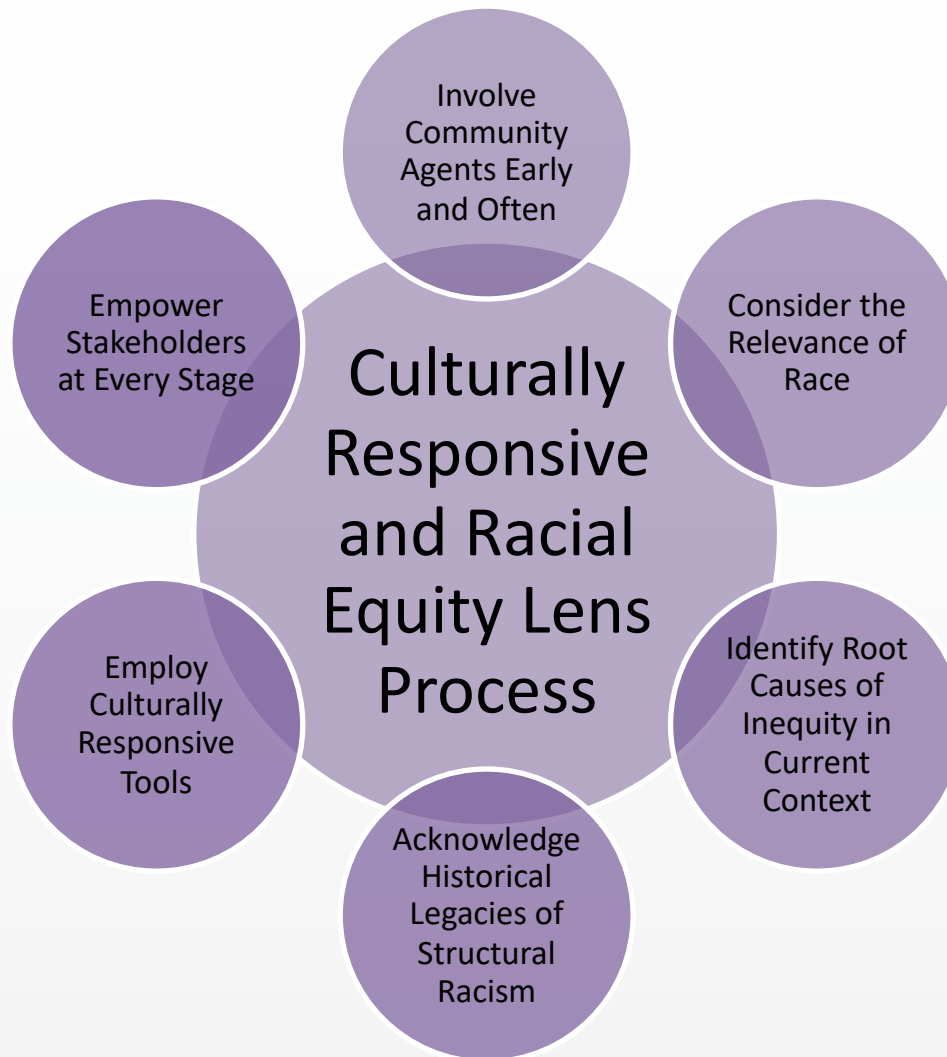
OF BACHELOR'S DEGREES IN 2014-15 WERE AWARDED TO WHITE STUDENTS.

Adopt a Race-Conscious Approach

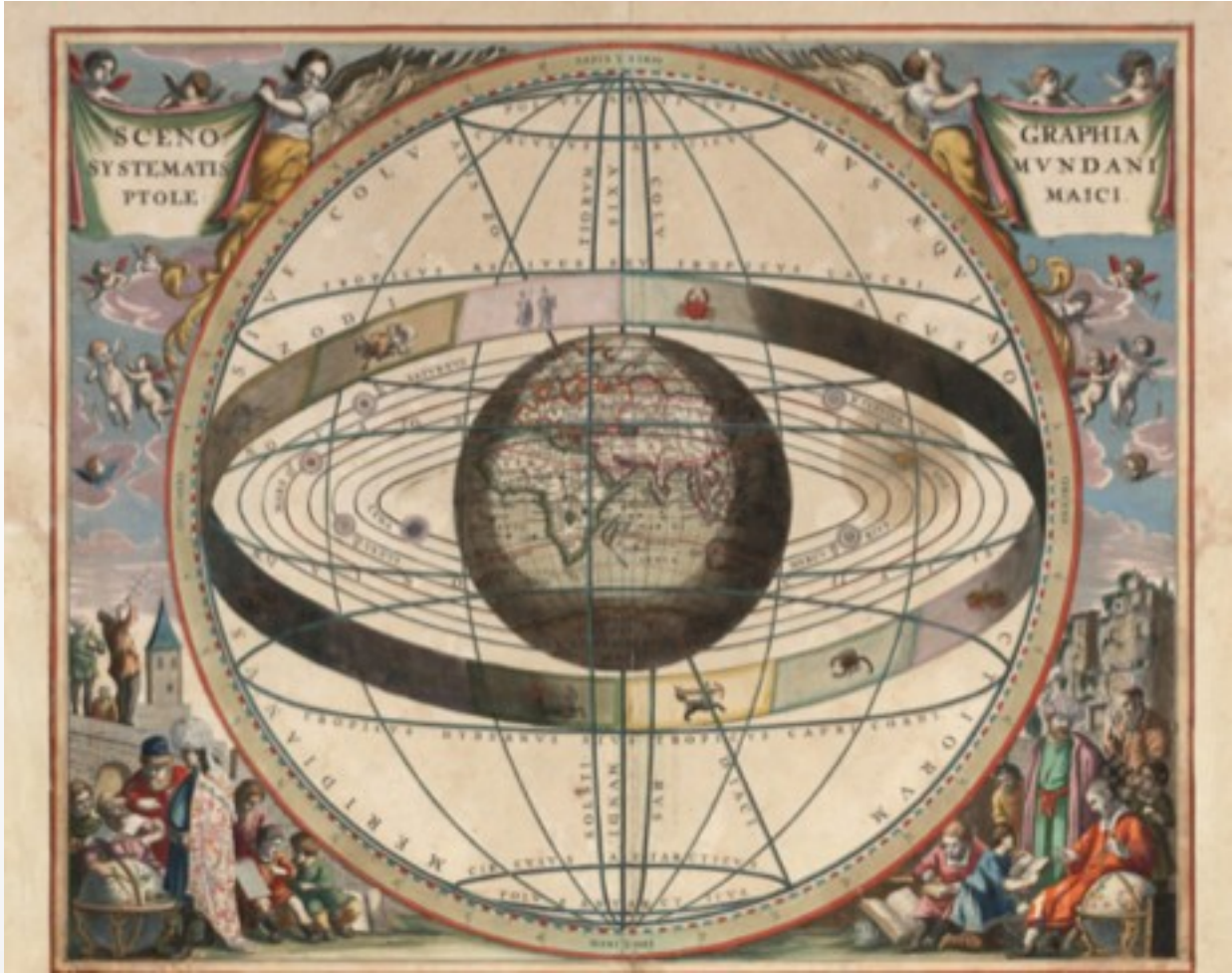
Foundations, grantees, evaluators and community change agents must adopt an explicitly race-conscious approach to their work.

- 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



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

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

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

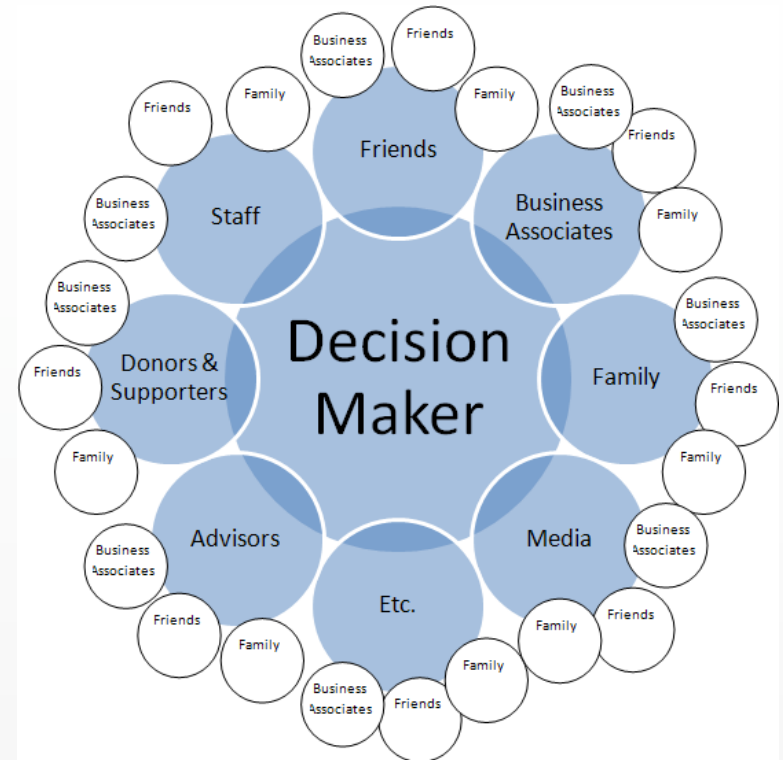
Issues that must be considered in order for engagement to be conducted through a diversity-inclusion-equity lens; to acknowledge the persistence of inequities in America due to historical institutional racism and discrimination; and to strategically account for these inequities in engagement, design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

INCREASING IMPACT ON THE DECISION 

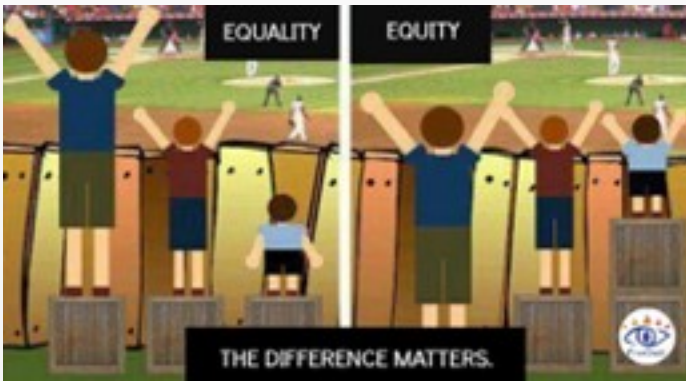
	INFORM	CONSULT	INVOLVE	COLLABORATE	EMPOWER
PUBLIC PARTICIPATION GOAL	To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions.	To obtain public feedback on analysis, alternatives and/or decisions.	To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.	To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.	To place final decision making in the hands of the public.
PROMISE TO THE PUBLIC	We will keep you informed.	We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision.	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.	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.	We will implement what you decide.

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 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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