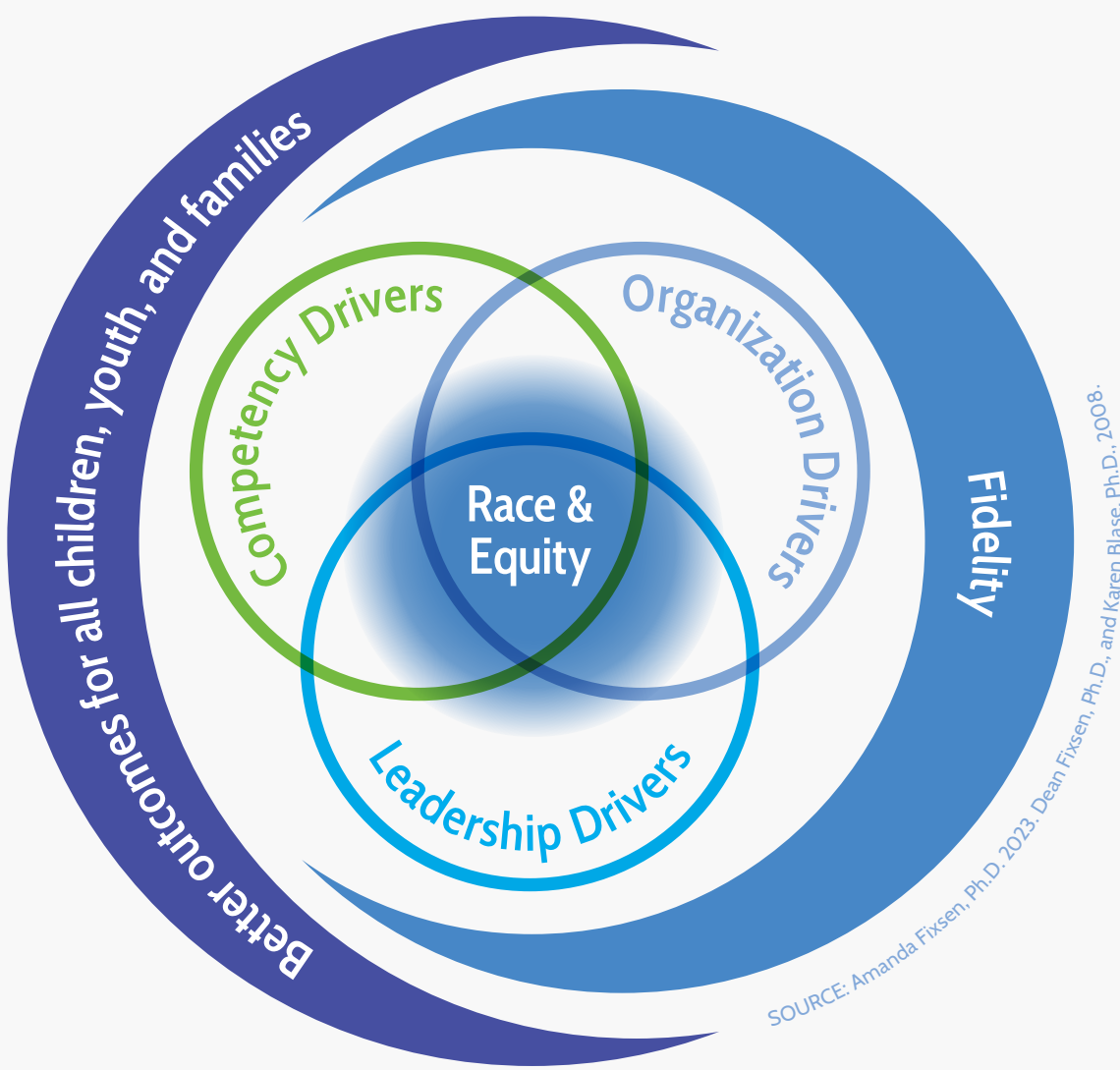


Operationalizing Equity In Implementation Science IMPLEMENTATION DRIVERS



Selection, Training, Coaching

COMPETENCY DRIVERS

- Resident voice and experience drive program adaptation.
- Selection, training, and coaching of a diverse, representative workforce.
- Lived experience and culture are the cornerstones of high functioning workforce.
- Offer highly competitive pay.
- Convene culturally relevant workshops that address targeted community and workforce needs.
- Individualized and tailored coaching and support.
- Technical coaching that mirrors workforce's lived experience and culture.
- Coaching that ensures the fostering of emotionally and physically safe spaces.
- Coaching centered on ensuring participant engagement and content relevance.

Systems Intervention, Facilitative Administration, Decision Support Data System

ORGANIZATION DRIVERS

- Develop diverse implementation teams that include member(s) of the workforce and community.
- Ensure effective observation protocols and feedback loops that include workforce and community.
- Resident voice drives augmentations and adaptations when barriers arise.
- Prioritize data collection that includes relevant content and participant engagement.
- Support the identification of disparities by disaggregate relevant data.
- Identify structural and systemic barriers to equitable implementation and outcomes.

Technical, Adaptive

LEADERSHIP DRIVERS

- Leadership must be culturally competent and representative of the communities they serve.
- Leaders address systemic disparities and barriers that impact sustainable and equitable program delivery and outcomes.
- Leaders at all levels are responsible for public system change.
- Leaders activate Resident Advisory Boards and Implementation Teams responsible for a high-performing workforce.

Equitable Implementation results in increased fidelity and better outcomes for all children, youth & families.