IMPLEMENTATION DRIVERS WITH EQUITY INTEGRATION

NREIC

National Race Equity Implementation Center

POWERED BY CYC

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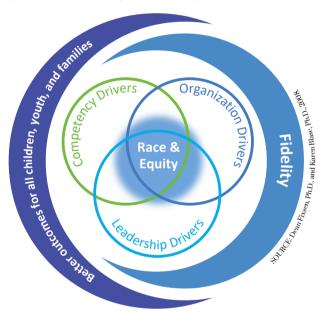
IMPLEMENTATION DRIVERS WITH EQUITY INTEGRATION

Equity Centered Implementation and Centering Community Voice and Expertise are two of the core values of NREIC. Given these values, NREIC wants to make explicit the equitable practices that can be embedded within the use of the Active Implementation Frameworks' Implementation Drivers. The purpose of this document is to describe actionable ways in which equity can be integrated and observed as the Implementation Drivers are applied in practice. NREIC believes that without this explicit overlay, systems that are not designed with equity in mind will continue to result in inequitable outcomes. An explicit and thoughtful disruption to these systems and ways of work is required to make equitable change and to ensure that all children and families receive the benefits of programming and practices that they have been promised.

Equitable application of the Implementation Drivers results in the right program being delivered with greater fidelity and relevance to participants, and ultimately ensures better outcomes and sustainable program quality for all children, youth & families.

This document serves as an overview. We invite you to contact the NREIC for further discussion about your perspectives on this overview and how you might use this work in your own practice and organization. We look forward to finding synergy among us to move the field of implementation practice forward in equitable ways.

COMPETENCY DRIVERS
Selection, Training, Coaching

Competency Drivers are the key components needed to develop, improve and sustain the workforce's ability to use a program as intended in order to equitably benefit children, families and communities.

- *Select* a diverse and representative workforce that matches the community in terms of lived experience and culture.

- *Train* the workforce in a manner that addresses the needs of the targeted community and workforce.

- *Coach* the workforce using individualized and tailored methods.

- *Coach* the workforce in a manner that supports their lived experience and culture.

- *Coach* the workforce in fostering emotionally and physically safe spaces.

- *Coach* the workforce in engaging participants and adapting program content based on data so that programming is relevant to participants.

- *Assess* fidelity to the equitable use of the Competency Drivers in practice. Asking questions like: Are we doing what we intend to do? How do we know? And, does it make a difference for the workforce?

ORGANIZATION DRIVERS
Systems Intervention, Facilitative Administration, Decision Support Data System

Organization Drivers are the key components needed to create and sustain hospitable organizational and system environments to support the full, effective and equitable use of programs.

- Offer the workforce highly competitive pay.

- Develop, deploy and support Implementation Teams made up of diverse individuals and include members of the workforce and community.

- Prioritize data collection to understand and improve the relevance of program content, program practices, and participant engagement.

- Resident involvement is integral to the Decision Support Data System. Their voices are data and this data drives planned augmentations and adaptations when barriers arise.

- Establish and sustain effective program observation protocols and feedback loops between and among the workforce, the community, and Implementation Teams.

- Disaggregate data to identify disparities within program processes and outcomes and act upon this data over time.

- Inform administrative, system, and policy partners about the benefits of sound and equitable implementation practices and a sustainable implementation infrastructure.

- Engage relevant stakeholders, from community members to policymakers, in addressing structural and systemic barriers so that equitable implementation and outcomes are achieved.

- *Assess* fidelity to the equitable use of the Organization Drivers in practice. Asking questions like: Are we doing what we intend to do? How do we know? And, does it make a difference for the organization?

LEADERSHIP DRIVERS
Technical, Adaptive

Leadership Drivers are the key components needed to match equitable leadership strategies to different types of leadership challenges. These challenges often emerge as part of the change management process needed to make decisions, provide guidance, and support organization functioning.

- Leaders who are culturally competent and representative of the communities they serve are purposefully developed.

- Leaders involve those with the lived experience and culture most relevant to program content and delivery in decision making and problem solving.

- 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 who cultivate and support a high-performing workforce.

- Leaders hold the mental model that equitable access to ineffective programs and ineffective implementation process will not add value to the community they are embedded within and working on behalf of.

- *Assess* fidelity to the equitable use of the Leadership Drivers in practice. Asking questions like: Are we doing what we intend to do? How do we know? And, does it make a difference for the leaders?