Reflecting on your own implementation work, what "equity wins" have you experienced over the past two years?

Activity #2 - Practical Guidance for Embodying Equity in Implementation Part II

THE CENTER FOR IMPLEMENTATION SEP 21, 2023 07:34PM UTC

Use objective language

I encourage policy writers to avoid subjective language (e.g. 'suspect', 'believe', etc.) in policy documents. This type of language lends itself to stereotypes and groups of people that are more likely to be 'suspected' of one thing or another. Saying something like 'observe' or 'assess' is more objective and less likely to contribute towards racism and discrimination

Apply the iceberg model as a framework. Getting same mindset.

People don't Care how much you Know until they Know and See how much You CARE

institutional funding to begin decolonizing our internal research administrative procedures.

Creating a Health Equity framework for our organization, which will include guidance on equitable implementation for system level projects in mental health and addictions

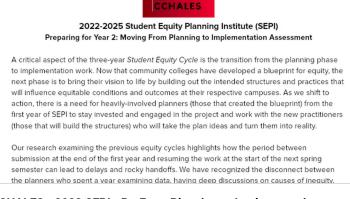## Engaging clients & others in discussions about trauma-informed evaluation/data collection

Working with a consultant to better understand where as an organization we are lacking equitable programming and resources

Creating a quality assurance framework for workplace mental health resources and including user-centred design as a key part of the framework

Co- creating with communities through community advisory boards

Resource

https://docs.google.com/document/d/1uZxpEewiS5xQcwlSqagyz8DcSOcDs2ZsIQ6wIwdXlCA/edit

2022-2025 Student Equity Planning Institute (SEPI)
Preparing for Year 2: Moving From Planning to Implementation Assessment

A critical aspect of the three-year *Student Equity Cycle* is the transition from the planning phase to implementation work. Now that community colleges have developed a blueprint for equity, the next phase is to bring their vision to life by building out the intended structures and practices that will influence equitable conditions and outcomes at their respective campuses. As we shift to action, there is a need for heavily-involved planners (those that created the blueprint) from the first year of SEPI to stay invested and engaged in the project and work with the new practitioners (those that will build the structures) who will take the plan ideas and turn them into reality.

Our research examining the previous equity cycles highlights how the period between submission at the end of the first year and resuming the work at the start of the next spring semester can lead to delays and rocky handoffs. We have recognized the disconnect between the planners who spent a year examining data, having deep discussions on causes of inequity,

CCHALES - 2023 SEPI - B - From Planning to Implementation
by Eriq Felix
GOOGLE DOCS

Developed our draft framework!

Case examples:

Health Equity
This section of the webtool provides an introduction to health equity, shares guidance for practitioners and researchers who aim to increase their focus on health equity, and points to specific examples of health equity applications applying dissemination and implementation (D&I) theories, models and frameworks (TMFs).
DISSEMINATION-IMPLEMENTATION

Listening, listening, listening...

Cultural humility tool

Cultural Humility Self-Reflection Tool for School Staff - School Mental Health Ontario
Why is cultural humility important for school staff? Reflecting deeply on your own personal values, beliefs and biases is an important step toward providing identity-affirming and culturally responsive support to every student. As a school staff member, it can help you to recognize the value of various ways of knowing and of the lived experience [...]
SMHO-SMSO

Employing someone with lived experience and sharing with her my policy and research expertise to expand her skills beyond just doing peer research

Trangender access to health.

Transgender Health Research
A one-to-three-week apprenticeship will provide on-the-job training, coaching, and mentoring to visiting participants based out of the Tangerine Clinic. The apprenticeship curriculum includes compulsory and elective subjects, which will be tailored to the interests of the participants. Pre- and post-knowledge assessment tests will be utilized with participants at each session in order to measure participants' understanding and identify areas to strengthen technical capacity.

IHRI

Educating researchers about designing EDI into their research projects.

Advocated to remove an inequitable required payment

There was a new process where patients using prescription opioids were required to come in for regular urine drug screens. Because we had patient partners on our implementation support team, we heard patients were being charged at least $50 for these additional required screenings. We successfully advocated in our health system to provide these screenings for free 3 times per year.

Working within company that is very aware and open to understanding diversity and equal opportunity.

youth psychosis and cannabis use "Exploring the link" project with Schizohrenia Society of Canada

staff surveys to address DIBE

Building relationships with our Indigenous Health partners so we can work together in health system improvement

Equity win

Greater awareness of inequities

Collecting preventive screening data by race, ethnicity, preferred language status, gender identification, sexual orientation

Realizing how barriers and facilitators can implement positive change through re-evaluation.

Reviewing our organization's implementation approach, with attention to our strengths and gaps specific to equity

To practice anti-racist evaluation

Including diverse reviewers into our process...lots of support around inclusive language!

Disseminating information in creative culturally relevant ways (images in places without written words)

Hearing about evidence that people are more likely to identify, than they have been in the past few generations.

diversity and inclusion in all aspects of work

Local Tobacco Prevention Policy

in partnership with neighborhood association

And ensuring that team members with lived experience are fully engaged in all aspects of planning, design, budget, impmementation

Intersectionality

Intentional inclusion of those with lived experience and those across all levels of our organization

Increased data usage to guide decision making

Intentional look at data and initiatives inclusivity (or lack of)

Inclusive hiring, over 'regular' status quo salary; flexible work hours for single mother; hybrid work for people who need to travel to family.

Fidelity to the community

the idea that being true to the people served is equally as important as fidelity to the model of implementation

Involving knowledge users - families, youth, service providers, community members - prioritizing their stories and needs

Health equity impact assessment

Encouraged all of our grantees to include DEI analysis in their internal client workflows

initiated a community advisory committee for our institute

Decentering Whiteness at all levels

Centering the voices and experiences of those who are most impacted, rather than those "leading" the efforts.

Staff have education and professional development opportunities to
experience in DIBE

Engaging patient partners as leaders on large scale change initiatives

Openness to different perspectives from those with lived experience

The ability to work with those with lived experiences in order to co-design projects that support mental health.

winning support for individual publishing

including different ways of presenting material for different ways of learning

Equity mainstreaming in policy spaces

Legitimacy to be in social spaces working with social change

Built equity goals into strategic planning as ongoing and ever-present, not a "later" thing

Senior leadership support increase

Equity

Revised our job expectations when hiring to hire someone with lived experience.

multi-sectorial collaboration on social determinants of health

Making space to map out priority populations for a mental health intervention

Trust and meaningful collaboration

We finally had a discussion on DECOLONISING IS recently and will have a plenary session at AORTIC 2023.

Equality in education.

use ARECCI framework to outline ethics

Access and education of funding opportunities to women and minority organization

Introducing HR policies that are informed by class understanding of work place health

Increased accountability

asking better questions and collecting better data in our communities

Restructuring organization to centre equity

Openness to explore new approaches, respecting pace and capacity for more realistic implementation.

Co-design with our patient and family partners in ways that work for them

I formally worked at a health department and was able to lead efforts to develop a countywide health equity strategic plan for CHIP accountability.

Staff capacity

Intentially carving out time in a staff member's job description to support inclusion, diversity, equity and asseccibilty work

Equity win

Inclusion of First Nations' voices into work of a Royal Commission (govt) at every step of the way in a project - including literature review, analysis and final reporting

Admiration and trust

Translation services for non-citizens

Getting the Board on board!

embedding it as part of performance development

Increased awareness of inequities in healthcare and engaging appropriate stakeholders

Moving at the speed of the community, instead of the funder

Anti-racism and equity strategy

noticing more mindfulness from people at my job who used to roll their eyes about inclusivity.

Inclusive language (power in terminology). Meaningful engagement

Staff are incorporating end user feedback into their implementation efforts. While there is still more to go in ways of true community-informed quality improvement, this is a huge step for teams to be embracing enthusiastically.

Bringing equity advisors onto the team to support partners

People with lived experience

Integrating people with lived experience in all of our work from beginning to end.

Awareness

Increased conversation, and basic willingness to find inequities and talk about how to address them.

There is a growing recognition of effect of social determinants of health on health behaviors and outcomes

Diverse events

https://mcdonaldinstitute.ca/wp-content/uploads/2022/03/Trace_TwoEyedSeeing.jpg

Doing projects that are directly related to community needs and that are informed by the community.

Designing and implementing tools to build equity checkpoints into each step of a project

building equity language in to contracts with clients

Synthesizing Health Equity Capacity Assessment

An openness to the conversation around equity, while recognizing that we have work to do to get ready

Incorporating equitable and inclusive language and processes in our new strategic plan

we are developing payment standards for people with lived experience standards

Expansion of equity themes...moving beyond race.

Equity Win

With a colleague I have been training on social justice issues in supervision, social justice and vicarious trauma, and using neuroscience to support our DEI efforts.

Introducing Health Equity Impact Assessments to a new program and identifying key negative impacts and creating solutions!

Trying to increase equity and inclusion into resident physician quality improvement projects.

Developing a resource library to help support organizational understanding of current EDI practices

grant funding for equity-focused research

Anti-racism strategy in an implementation project

Get diverse teams gave us diverse lens, diverse relations, diverse perspectives and much more solutions

Commitment to values-based implementation rather than simply jumping into the work

Including our clients with lived experience in our implementation planning

Trust earned with community to where we have transparent and honest (and painful at times) conversations - even great being called out so we can do better

taking concrete actions towards Truth & Reconciliation

Transportation

seeing transportation being elevated in healthcare, even if it still needs a lot of progress, the conversation has started

Equal pay for all team members regardless of their role

We have listened the community. For the last couple of years, we have worked with partners to design and implement their programs. We are valuing different type of evidences.

socializing organization to language such as cultural humility and sensitivity

"Turning philanthropy on its head"

Helping an endowment implement a project that put the power to decide how to spend dollars into the hands of people most affected by the investment.

More awareness of where our organization needs to improve in more equitable care and resources.

regular internal meetings that address embedding equity into all aspects of work and management

Equity win

Seeing increase in diverse teams.

Implementing specific interventions to address equity

creating core competencies that center EQUITY

Provincial push toward collecting equity data in organizational work

Have staff hired who are responsible for the DIBE work for the organization

Normalizing equity as part of the healthcare planning experience

Access to sociodemographic data to identify people at increased risk for chronic conditions/complications

Creating graphic medicine stories to highlight stigma related to pain and substance use based on narrative interviews with patients and healthcare providers

Created a Health Equity Framework for DRI and Reconciliation

Equity Win

Included more diverse identities in spaces where they weren't asked before

COVID put a light on equity issue and also how we can support equity when we have common objectives

Equity Win

Incorporating representatives from our Employee Resource Groups in our Enterprise Quality Council (governing body within our health system) policy subcommittee

In a way, a lot has changed, but in many other ways, nothing has changed

alignment of governance with DEI strategic plan

acceptance in the change and improvement of care

Implementing gender friendly language and inclusions into surveys

Opportunities to learn and unlearn, and given permission to learn together, reflect together, and spend time building relationships before moving forward with any implementation work

Increased representation and inclusion of diverse voices. Equity strategy which led to an Equity brain trust

Colleagues and teammates are on board - there is a general session passion to incorporate equity into work

Racial Equity Action Plan

A bigger uptake in monthly DEI conversations topics.

ensure payment for pwle built in project

Inclusive hiring in support of implementation work

Critical perspectives

focus on ensuring that varied critical perspectives are included in implementation

Collaboration and coproduction with those most impacted by improvement work

Highlighting lived experience as part of the evidence process.

team work

Our entire team truly understands the need for acknowledgements

making our parenting resources more inclusive of all gender identities

Meaningfully engaging patients in designing tools and resources for health care teams

Equity win

Ability to embed people with lived experience/patient partners/persons with lived experience in paid roles on project teams (recognized as members of the team financially)

Making equity a bigger part of the conversation when considering research design and implementation strategies

Elevating underrepresented minority colleagues to lead authorship of papers

Access to education for pregnant girls which was not previously allowed

Considering data in work

Data for equity

We have started to really prioritize disaggregating our data to look at outcomes by race/ethnicity to inform areas for improvement

Recognition of the importance of equity

Inclusion of people with lived experience in a more meaningful way

Equity win

Sharing power and defining intended outcomes together with members of the service population

more practitioners being interested and involved in the process because more people have heard about IS in general!

Teams self identifying that they'd like to embed equity in their evaluation.

Feeling safer and empowered in my own workplace

Organization embeds equity in workplace.

Increased collection of sociodemographic information

Equity win

the fact that people are willing to have conversations about equity and how we can move the needle in our different spaces

Giving under-represented but directly impacted persons a voice.

introducing mechanisms to support meeting people where they are at for provision of primary health care.

Striving to centre equity in the work

Equity win

I am able to get funding for DEI work whereas before it felt impossible

Equity Win

Been able to support 17 community colleges in planning and implementing efforts to address racial inequity

Making these considerations part of the "way we do things"

Embedding in research questions

Engaging indigenous communities

Equity WIN

Budget line items for translations and transcreation of program documents.

We are thinking about it prior to roll outs

We have an annual DEI roadmap

We revised our curriculum with an emphasis on social justice.

Increasing people's feelings of safety to talk about Equity and their own experiences

Equity win

More conversation at my agency

Everyone is talking about equity at work

Inclusion of diverse voices in improvement work

Integrating lived experience into projects from the beginning

People being more open to listen and discuss equity in the work we do

Equity win

People are talking about equity more

Increased access to equity data and embedding equity analyses in all our work.

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