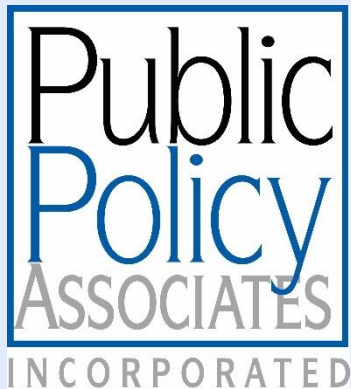


How Can Implementation Science Be Used to Promote Equity and Social Justice



Paul Elam, Ph.D.

Implementation Science Summer Institute

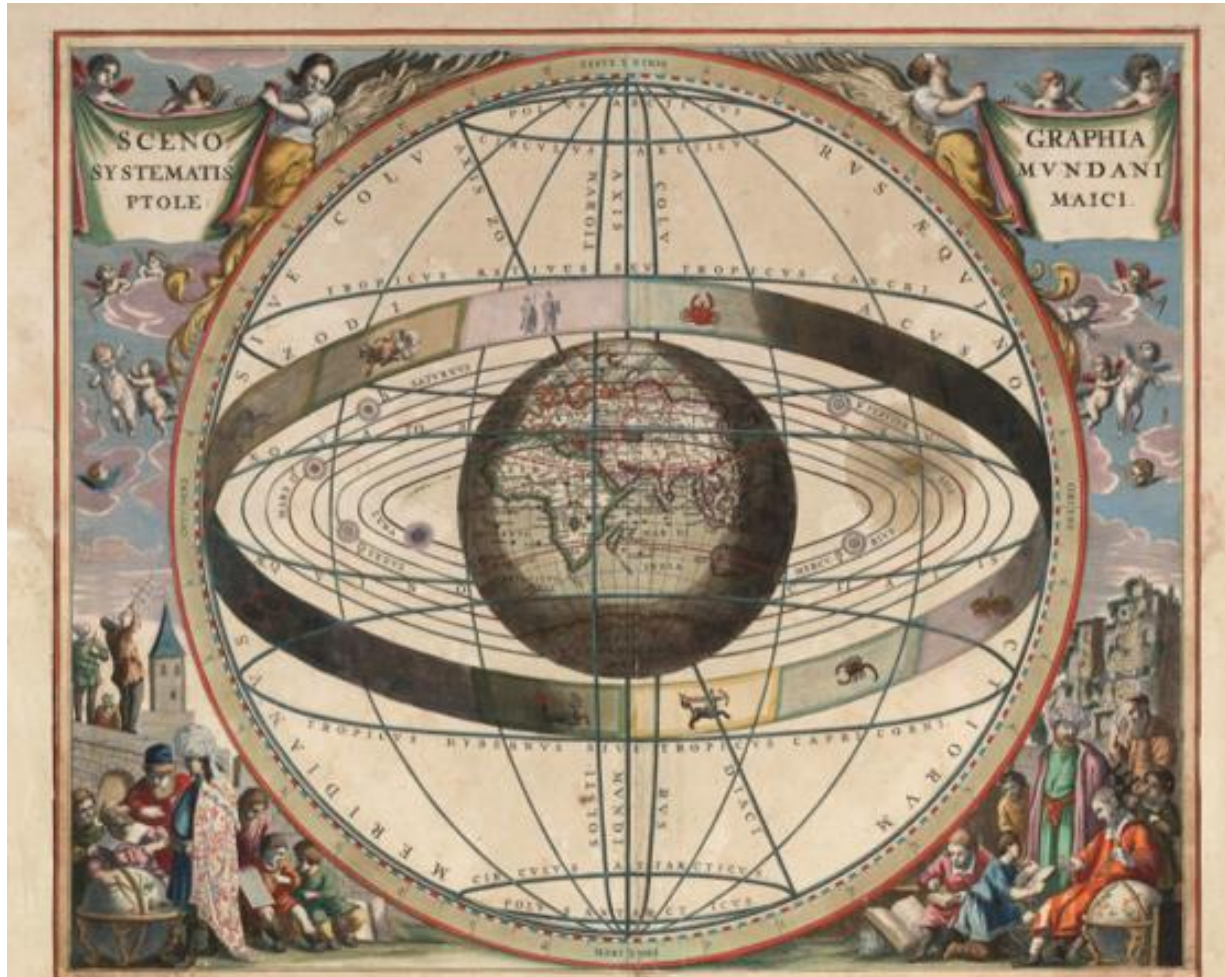
Public Policy Associates, Inc.

- A national public policy research, development, and evaluation firm serving clients in the public, private, and nonprofit sectors at the national, state, and local levels by providing comprehensive consulting, research, evaluation, facilitation, and project management services.
- Provide clients with the research and strategic consultation they need to make smart public policy decisions that improve lives, enrich communities, and strengthen institutions.





How Do You See the World?



One Perspective

“Without the nuanced consideration of cultural context in evaluations conducted within diverse ethnic, linguistic, economic and racial communities of color, there can be no good evaluation.”

Continuing the Journey to Reposition Culture and Cultural Context in Evaluation Theory and Practice,
Stafford Hood, Rodney Hopson, Henry Frierson

Considerations for
Conducting Evaluation
Using a Culturally
Responsive and
Racial Equity



PREPARED BY PUBLIC POLICY ASSOCIATES, INCORPORATED
119 Pere Marquette Drive, Lansing, MI 48912-1231, (517)485-4477

Culturally Responsive/ 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>

Cultural Responsivity

Tenets of a Culturally Responsive and Racial Equity Lens Evaluation Process

- These components are the strategies that guide a culturally responsive process and serve as a tool for professionals to use in determining skill sets, attitudinal challenges, power dynamics, and biases that may negatively impact the work of the team.
- The thinking of professionals with limited knowledge and experiences using a cultural responsive/racial equity approach (early learners) will be challenged through the use of this diagram.



Tenet 1: Community Engagement

- Who holds the power that influences policies, programs and outcomes?
- Who was engaged and empowered in the decision-making process?
- Who is missing?



Self Assessment

How do you know
if you have a
culturally
responsive team?



Self-Assessment for Evaluators

This document is a cultural diversity and cultural competency self-assessment checklist designed for personnel providing research and evaluation services and support to agencies, projects, and boards of directors that require such services be viewed through a lens of diversity, inclusion, and equity.

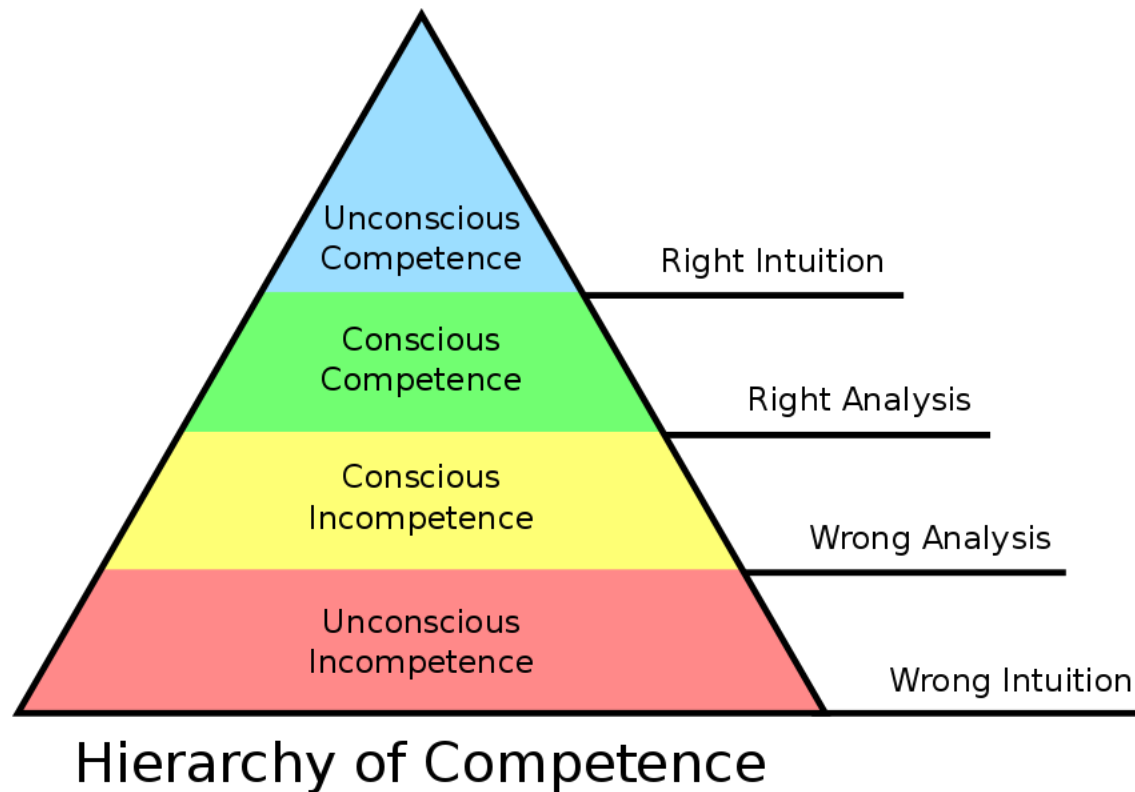
This assessment will focus on the four components presented in the "Considerations for Conducting Evaluation Using a Culturally Responsive and Racial Equity Lens."

1. Cultural competency of the evaluators and the evaluation process
2. Diversity as related to various grantee attributes
3. Inclusion of members of the priority community in the evaluation process
4. Equitable outcomes for the participants

Prepared by
Public Policy Associates, Incorporated

Version of April 2015

Stages of Competence



Considerations for
Conducting Evaluation
Using a Culturally
Responsive and
Racial Equity



PREPARED BY PUBLIC POLICY ASSOCIATES, INCORPORATED
119 Pere Marquette Drive, Lansing, MI 48912-1231, (517)485-4477

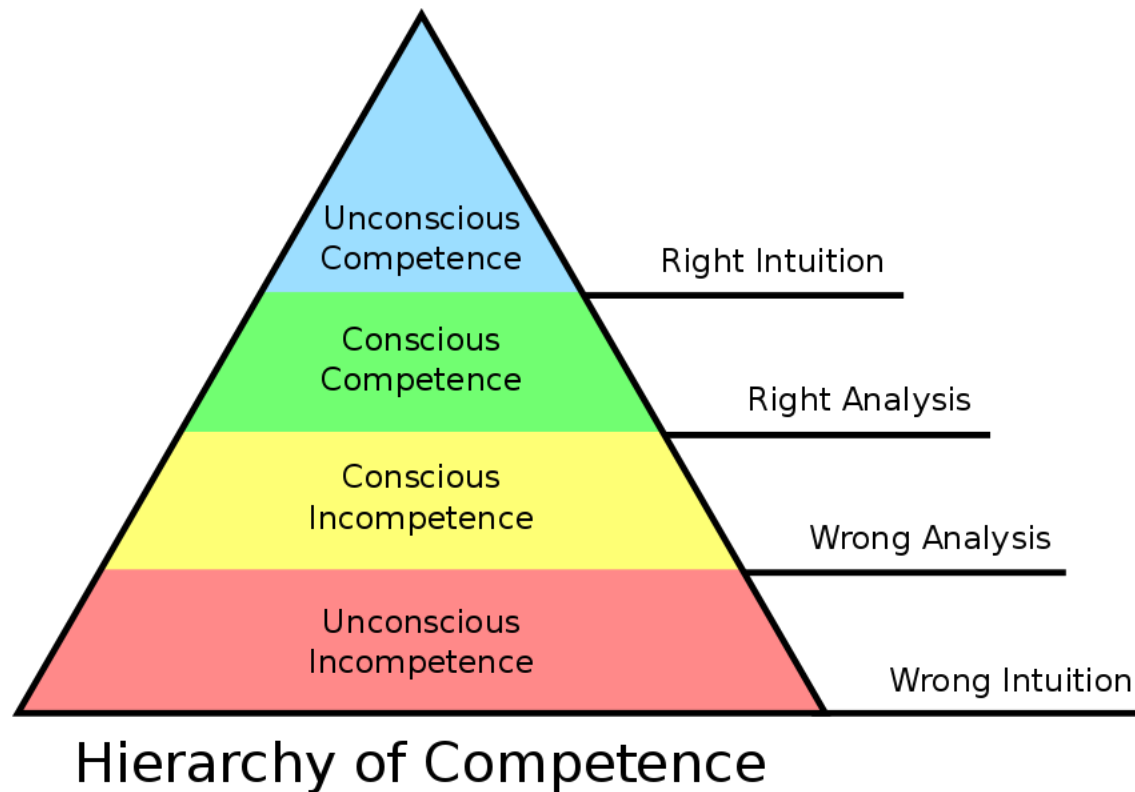
Cultural Competence

A skill set that comes from personal experiences within a given community and/or from structured learning experiences that ensures acceptance, appreciation, understanding, and responsiveness by engagement staff regarding value, practices preferences, attitudes, and behavior of this community; and that inform the engagement process.

Cultural Responsiveness

The ability to learn from and relate respectfully with people from other cultures.

Stages of Competence



Self Assessment

How do you know
if you have a
culturally
responsive team?



Self-Assessment for Evaluators

This document is a cultural diversity and cultural competency self-assessment checklist designed for personnel providing research and evaluation services and support to agencies, projects, and boards of directors that require such services be viewed through a lens of diversity, inclusion, and equity.

This assessment will focus on the four components presented in the "Considerations for Conducting Evaluation Using a Culturally Responsive and Racial Equity Lens."

1. Cultural competency of the evaluators and the evaluation process
2. Diversity as related to various grantee attributes
3. Inclusion of members of the priority community in the evaluation process
4. Equitable outcomes for the participants

Prepared by
Public Policy Associates, Incorporated

Version of April 2015

Cultural Responsivity

Tenets of a Culturally Responsive and Racial Equity Lens Evaluation Process

- These components are the strategies that guide a culturally responsive process and serve as a tool for professional to use in determining skill sets, attitudinal challenges, power dynamics, and biases that may negatively impact the work of the team.
- The thinking of professionals with limited knowledge and experiences using a cultural responsive/racial equity approach (early learners) will be challenged through the use of this diagram.



Inclusion: Power Map

- Who holds the power that influences policies, programs and outcomes?
- Who was engaged and empowered in the decision-making process?
- Who is missing?



Tenet 4: Priority Population Input in Evaluation Design

Evaluators should seek community and priority population input relative to the purpose, goals, objectives, outcomes, and impact that they seek to achieve. This input can be gathered through:

- Data collection around these elements.
- Community discussions.
- Engagement.



Tenet 11: Integration of Community Context

- How were instances that required political input addressed by the entity (political) most involved?
- How could this involvement affect the outcomes of the evaluation process?
- Did this intervention build upon or incorporate previous diversity, inclusion, and equity efforts in the community?



Tenet 11: Integration of Community Context

- How did the evaluation process work to identify disparities in services received by different racial or ethnic groups?
- How was eligibility for services determined?
- How was cultural competency ensured and monitored among staff working with priority populations and in the broader community?



Culturally Responsive/Racial Equity 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**.

Quote

“Always place the people who are most impacted at the center of conversations which seek to find solutions to problems affecting them.”



Paul Elam, Ph.D.

President

(517) 485-4477

pelam@publicpolicy.com

www.publicpolicy.com