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Background

- Racial Equity and Justice in Implementation Science (REJIS) Panel formed to address the current scarcity of strategies and tools available to support DNP students to implement their projects through a racial justice and health equity lens
- REJIS Panel is part of the Advancing Implementation Science Education (AdvISE) Grant funded by the Nurse Support Program II
- The AdvISE work is focused on ensuring DNP students graduate with the knowledge, skills and confidence to develop and lead quality improvement initiatives that transform population health and health care.

Objectives

- To discuss implementation strategies taught to advance the educational preparation of nurses.
- To explore innovative initiatives to expand clinical practice knowledge and skills.
- To describe how implementation and improvement strategies and tactics can be better utilized to combat racial injustice and health inequities.

AdvISE Grant



Vision Statement

DNP graduates from the University of Maryland School of Nursing will be skilled implementers and implementation scholars. They will graduate with the knowledge, skills, and confidence to develop and lead quality improvement initiatives that transform population health and health care

Methods

- Focused literature review and panel discussions to identify guiding principles for implementers.
- Ongoing work with an expert panel with diverse membership and frequent meetings of smaller workgroups.

REJIS Panelists



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Byron Powell, PhD



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Results

The REJIS Panel developed:

- A set of principles entitled "Health Equity and Racial Justice Principles to Guide Implementation Strategies and Tactics" to aid implementers in developing and leading quality improvement initiatives.
- A table reorganizing the ERIC (Powell, et al, 20115) implementation strategies into six strategies: Accountability, Buy-In, Collaboration/Communication, Data, Education and Structures. (The A, B, C, D, E, 'S) with related tactics from the 73 ERIC list. The table was expanded to include examples of how to apply these strategies and tactics from a racial equity and racial justice lens.

Exemplar

REJIS Data Principle: Use Data Appropriately. Use data to guide implementation strategies and not perpetuate myths.
Data Strategy/Data Tactic: Assess for readiness and identify barriers and facilitators.
Apply Principle: Consider the needs of all populations served by the organization when performing the readiness assessment. Ask questions, such as, how will we ensure that we will be aware of our racial and ethnic implicit and explicit biases that may affect how we create and execute this assessment and initiative.

Conclusions

The work of the REJIS Panel is both timely and necessary to ensure that DNP nurses are prepared to adequately address and lead racial justice and health equity reform in large and small ways.

Select References

- Horbar, J.D., Edwards, E.M., Ogbolu, Y.(2020). Our responsibility to follow through for NICU infants and their families. *Pediatrics*. 146(6), pp. 1-4.
- Powell, B.J., Waltz, T.J., Chinman, M.J., Damschroder, L.J., Smith, J.L., Matthieu, M.M., Proctor, E.K., & Kirchner, J.E. (2015). A refined compilation of implementation strategies: results from the Expert Recommendations for Implementing Change (ERIC) project. *Implementation Science*, 10(21), DOI 10.1186/s13012-015-0209-1

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