Racial Equity and Justice in Implementation Science

To explore innovative initiatives to expand clinical practice knowledge and 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

Yolanda Ogbolu, PhD, CRNP-N, FAAN  Vijaya Hogan, DrPH  Debra Bingham, DrPH, RN, FAAN  Shoba Rarranadhan, ScD, MPH  Laura Damschroder, MPH, MS  Byron Powell, PhD  Ana Baumann, PhD

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


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