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<tr>
<th>Date</th>
<th>Title</th>
<th>Presenter</th>
<th>Institution</th>
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<tr>
<td>November 8, 2022 3-4 PM EST</td>
<td><strong>Equity-Oriented Implementation Studies: Reflections from a Learner</strong></td>
<td>Ana A. Baumann, Ph.D., Washington University School of Medicine</td>
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<td>November 15, 2022 4-5 PM EST</td>
<td><strong>Advancing Quality Improvement with Implementation Science</strong></td>
<td>Amy Tyler, M.D., M.S.C.S., University of Colorado</td>
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Equity-oriented implementation studies:
Reflections from a learner

Ana A. Baumann, PhD
Assistant Professor of Surgery
Division of Public Health Sciences, Department of Surgery, Washington University in St. Louis
Email: abaumannwalker@wustl.edu
Twitter: @BaumannAna
Before we start....

• What is equity for you?
DISCLAIMERS

• Slides have not been audited for visual disabilities.

Twitter: @BaumannAna
DISCLAIMERS

• Slides have not been audited for visual disabilities.
• This is NOT a comprehensive take on implementation or on healthcare equity literature.
Positionality Statement

• Latina (Brazilian), duo-citizen (Brazil and U.S.), able-bodied, colonizer, cisgender, white skin woman

• **My scholarly work:**
  • Parenting interventions, in the U.S. and globally
  • Implementation science, adaptation science, healthcare equity

References: 1-8
Positionality practices and dimensions of impact on equity research: A collaborative inquiry and call to the community

Stephen Secules¹, Cassandra McCall², Joel Alejandro Mejia³, Chanel Beebe⁴, Adam S. Masters⁵, Matilde L. Sánchez-Peña⁶, Martina Svyantek⁵
Agenda

• (very brief) note about implementation science and about equity
• Ten lessons learned (more like my challenges)
• Thoughts for the future
It takes 17 years to turn 14% of original research to benefit patient care (Ballas & Boren)

References: 9-10
SO MANY FRAMEWORKS

- CFIR
- TDF
- I-PARISH
- RE-AIM
- Proctor’s implementation outcomes
- ISF
- NPT

https://dissemination-implementation.org/index.aspx
SO MANY FRAMEWORKS

- CFIR
- TDF
- I-PARISH
- RE-AIM
- Proctor’s implementation outcomes
- ISF

But not a lot of EXPLICIT recognition of equity, social determinants of health, discrimination, racism in the implementation frameworks
Why is the EXPLICIT recognition of equity important?
Why is the EXPLICIT recognition of equity important?

Because if we do not name it, we do not identify it, we do not measure it and we do not act on it.
Ignoring Race and Denying Racism: A Meta-Analysis of the Associations Between Colorblind Racial Ideology, Anti-Blackness, and Other Variables Antithetical to Racial Justice

Jacqueline Yi¹, Helen A. Neville², Nathan R. Todd¹, and Yara Mekawi³

¹ Department of Psychology, University of Illinois at Urbana-Champaign
² Department of Educational Psychology and African American Studies, University of Illinois at Urbana-Champaign
³ Department of Psychological and Brain Sciences, University of Louisville

Invisibility of Racial/Ethnic Minorities in Developmental Science: Implications for Research and Institutional Practices

Moin Syed
University of Minnesota

Hyung Chol Yoo
Arizona State University

Carlos Santos
University of California, Los Angeles

Linda P. Juang
University of Potsdam

Color-Blind Racism in Pandemic Times

Eduardo Bonilla-Silva
Frameworks with explicit focus on equity
So what is equity?

• Before we talk about what is equity, let’s talk about what is NOT equity
Lesson #1: What is NOT equity
Lesson #1: What is NOT equity

• Equity is NOT an outcome (e.g., “I have achieved equity here”)
Lesson #1: What is NOT equity

• Equity is NOT an outcome (e.g., “I have achieved equity here”)
• Equity is NOT a checklist (e.g., “I have answered “yes” to all of these items so all is good”)
Lesson #1: What is NOT equity

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• Equity is NOT diversity (having diversity <> having equity)
Lesson #1: What is NOT equity

• Equity is NOT an outcome (e.g., “I have achieved equity here”)
• Equity is NOT a checklist (e.g., “I have answered “yes” to all of these items so all is good”)
• Equity is NOT diversity (having diversity <> having equity)
• Equity is NOT a “If you raise, I fail” resource scarcity perspective (read this paper – Reference 11)
So what is equity?
1. INEQUALITY
Unequal access to opportunities

2. EQUALITY?
Evenly distributed tools and assistance
1. INEQUALITY
Unequal access to opportunities

2. EQUALITY?
Evenly distributed tools and assistance

3. EQUITY
Custom tools that identify and address inequality – deficit model, adjustments for individuals

https://www.bath.ac.uk/guides/inclusive-leadership/
1. INEQUALITY
Unequal access to opportunities

2. EQUALITY?
Evenly distributed tools and assistance

3. EQUITY
Custom tools that identify and address inequality – deficit model – adjustments for individuals

4. JUSTICE
Fixing the system to offer equal access to tools and opportunities
Equity-oriented implementation research include:

“explicit attention to the culture, history, values, assets, and needs of the community—integrated into the principles, strategies, frameworks, and tools of implementation science, and EBIs that promote equity and address inequities and their root causes are routinely implemented in settings serving historically marginalized communities.”

Reference: 13

https://ssir.org/supplement/bringing_equity_to_implementation
Lesson #2: Equity-oriented implementation research starts with the research question

- What types of questions are we asking, why, to benefit whom?
- What could be the potential unintended and detrimental consequences of our research questions?
How to check for equity as we plan for our studies

<table>
<thead>
<tr>
<th>Which voices are influencing the intervention development/implementation?</th>
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<tbody>
<tr>
<td>• Who is giving researchers feedback on their research questions?</td>
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<td>• How are the voices of the disenfranchised, historically underserved populations being heard?</td>
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<tr>
<td>• Who is part of your research team?</td>
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<table>
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<tr>
<th>How are interventions being developed?</th>
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<tr>
<td>• Which methods are we using to ensure that different voices are heard?</td>
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<tr>
<td>• How are we measuring outcomes? What are we measuring and why?</td>
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<tr>
<td>• Which social determinants are you measuring?</td>
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<tr>
<td>• How are you examining structural racism? Discrimination?</td>
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Reference: 14
Figure 2 Descriptive & transformative overarching questions of IBPA.
Why is it important to ask these questions?

Because traditionally historically underserved, disenfranchised populations are not representative in clinical trials
“Implementation is political” (Carl May)

• We need to reflect critically about the unintended and detrimental consequences of our work as implementation scientists.

• Be careful to not be colonialist or imperialist.

• *Colonialism* is, in part, about imposing power and conformity to a set of beliefs.
If antiracism, discrimination, equity, diversity, inclusion is your focus:

• Ask yourself:

• How does racism, bias, and white centering in research design lead to health inequities

• What is the historical context of racial oppression in relation to your topic of research?

• How is your research (i) tested/implemented fairly and (ii) equitably. How is your proposed approach different from other studies?

• How are you recognizing the historical context of your organization/community?

Lesson #3: Check to see how interventions are being developed
### Reach matters

<table>
<thead>
<tr>
<th>Where</th>
<th>Who</th>
<th>How</th>
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<tbody>
<tr>
<td>School</td>
<td>Immigrants</td>
<td>User-center design</td>
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<td>Library</td>
<td>Refugees</td>
<td>Ethnography</td>
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<td>Church Settings</td>
<td>Homeless</td>
<td>Photovoice</td>
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<td>211</td>
<td>Non-binary gender</td>
<td>Collaborative Engagement</td>
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<td>Laundromats</td>
<td>People with disabilities</td>
<td>Reflective Writing</td>
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<td>Food banks</td>
<td>Children</td>
<td>Indigenous Research Methodology</td>
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<td>Elders</td>
<td>Citizen’s panels</td>
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<td></td>
<td>Neurodiversity</td>
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<td></td>
<td>Economic disadvantage</td>
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Lesson #4: Are the implementation strategies equitable?

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Having an intervention is not enough. We need equity-oriented strategies.

Step 1: Identify the underlying assumptions

Step 2: Identify potential sources of disparities

Step 3: Adapt the implementation strategy to ensure that equity is considered and has the potential to reduce disparities

Reference 12
Which strategies could help promote equitable healthcare delivery?
Lesson #5: CONTEXT IS NOT SILENT
Equity-oriented implementation research examines context

What?
Evidence Based Interventions

How?
Implementation Strategies

Implementation Outcomes
Acceptability
Adoption
 Appropriateness
Costs
Feasibility
Fidelity
Penetration
Sustainability

Service Outcomes*
Efficiency
Safety
Effectiveness
Equity
Patient-centeredness
Timeliness

Health Outcomes
Satisfaction
Function
Health status/symptoms

Proctor, E., 2011
So think again....

How is your work impacting the communities in an equitable way?

- Are you measuring social determinants of health?
- Are you addressing social determinants of health?
Racism and discrimination

- We need to be more explicit about how to account for, how to measure, and consequently address, historical racism and discrimination in healthcare delivery.

How are interventions being implemented?

- Disaggregated models of healthcare delivery only increases inequities. How can we foster integrated models of healthcare delivery?

Think beyond the immediate outcome

- Example: Housing intervention to prevent malaria and dengue spread
- Immigration policies affecting reach and engagement
Lesson #6: Let’s talk about adaptation
ADAPTATION HAPPENS

AND

• Adaptation is important if we are to address disparities
Adaptation

- Decision and Process Frameworks
- Methods
Science of Adaptation

Adaptation

WHAT?
- QIs
- ESTs

HOW?
- Implementation Strategies

Context

Impact

• Implementation, services and/or client outcomes

Sources: Cabassa & Baumann (2013); Rabin et al., 2018; Stirman et al., 2017
Lesson #7: Local and Global

• The same intervention and implementation strategy has different acceptability & feasibility depending on the context.
Lesson #8: We need to talk about advocacy
Advocacy in academia...

• “a means of promoting policies that help improve health equity”
  • Think about who is doing health equity work, and how
  • How are we framing the message: is health a value? Is it a social justice?
  • If framing of health and wellbeing matters... **how are we using dissemination and implementation science to achieve social justice?**
Lesson #10: Check for your positionality
Your power and positionality

“the ability to make choices. To have power, an individual must have the material and social resources available not only to enact a desired choice, but also to be able to recognize and make sense of the available options”


Twitter: @BaumannAna
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https://doi.org/10.1007/s10916-022-01803-5

HEALTH POLICY

Health Equity Tourism: Ravaging the Justice Landscape

Elle Lett\textsuperscript{1,\textdagger} · Dalí Adekunle\textsuperscript{2} · Patrick McMurray\textsuperscript{3} · Emmanuella Ngozi Asabor\textsuperscript{4,5} · Whitney Irie\textsuperscript{6,7} · Melissa A. Simon\textsuperscript{8,9} · Rachel Hardeman\textsuperscript{10} · Monica R. McLemore\textsuperscript{11}
Equity will only be achieved if we PRACTICE it.
Emerging areas in the field

• Build capacity among researchers and research institutions for health equity-focused and community-engaged IS

• Incorporate health equity considerations across all key implementation focus areas (e.g. adaptation, implementation strategies, study design, determinants, and outcomes)

• Continuing a focus on cross-disciplinary opportunities in health equity and implementation science
Emerging areas and methods

• Community Engagement in Implementation
  • How, how often, how early in the process? Who is and isn’t at the table when implementation decisions are made?

• Policy and policy implementation
  • How do we bridge the scientific evidence and policy adoption and implementation?

• Systems thinking in implementation research
  • What systems are critical to improving health and health care and can be influenced through dissemination and implementation?
Resources

- CARDIS: https://www.cardis.info/
- Stakeholder engagement navigator: https://dicemethods.org/
- Racial Equity Tools: https://www.racialequitytools.org
- Engage for Equity: https://engageforequity.org/
- Community Toolbox: https://ctb.ku.edu/en
- Emerging Strategy Institute: https://alliedmedia.org/speaker-projects/emergent-strategy-ideation-institute
- National Academy of Medicine: https://doi.org/10.31478/202202c
- CPS Equity Toolkit: https://equity.cps.edu/equity-framework/overview

Twitter: @BaumannAna
In Summary

We can achieve Equity-oriented D&I research, but we will need a seismic approach to our research thinking, implementation process, capacity building and funding mechanism.
Thank you!

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References


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