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Overview of the Racial Equity and Justice in Implementation Science Panel

Debra Bingham, DrPH, RN, FAAN; Yolanda Ogbolu, PhD, CRNP-Neonatal, FNAP, FAAN

Abstract

Background

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

Objectives

The two major objectives of the REJIS Panel are to: 1) review the Expert Recommendations for Implementing Change strategies through a racial justice and health equity lens, and 2) explain how implementation and improvement strategies and tactics can be better utilized to combat racial injustice and health inequity.

Methods

A focused literature review and panel discussions identified guiding principles for implementers. This work is ongoing and includes the use of an expert panel with diverse membership and frequent meetings of smaller workgroups.

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. This is the beginning of ongoing work to create tools to help DNP students and other clinical implementers do their work through a racial equity lens in a purposeful way. An implementation strategy matrix and case study were created based on the socio-ecological model. Additionally, a table of implementation strategies in six categories — Accountability, Buy-In, Collaboration/Communication, Data, Education and

Structures. (the A, B, C, D, E,'S) — was expanded to include examples of how to apply these strategies and tactics from a racial equity and racial justice lens.

Conclusion

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. Creating easily accessible tools and strategies will enhance current DNP education.