Design and modus operandi of a tool based on a reflexive approach (Reflex-ISS) to encourage the integration of equity into public health practices

March 17 2017 1-2 ET
To ask questions or share resources during the presentation

Please use the chatbox at any time

Please note that the webinar, including the chat box is being recorded
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WHERE DO YOU WORK?

- BC
- YK
- AB
- SK
- MB
- NT
- NU
- ON
- QC
- NB
- NS
- PEI
- NL
- US
- Other
National Collaborating Centres for Public Health
Centres de collaboration nationale en santé publique
Our focus: Social conditions that influence health & narrowing the gap between the least and most healthy

Our audience: Canadian public health organizations & practitioners.

Our work: Explain and share what’s known to help public health positively influence health for EVERYone through their work.
Webinar series: Tools to address health equity 2017/18

• Profile specific tools to support health equity practice with examples of how they are being applied

Dates
• March 17 2017: REFLEX-ISS (today’s webinar)
• Summer, Fall, Winter
Objectives for today’s webinar

• Learn about the REFLEX-ISS tool, its application, structure, content, and general approach;
• Know how it was adapted and tested in Quebec to meet the realities of different practice settings;
• Understand the added value of the REFLEX-ISS tool, as well as relevant challenges, opportunities and steps;
• Have you used a health equity tool to support your work?
• Yes, the REFLEX-ISS tool
• Yes, another health equity tool (share the name in the chat box)
• Yes, a non-health equity specific tool (share the name in the chat box)
• No
THE REFLEX-ISS TOOL

Anne Guichard
Assistant Professor, Community Health, Faculty of Nursing
Laval University
**FINDINGS**

- SIH: everyone’s business!
- A priority for the health system
- A responsibility not to exacerbate the problem
- Extensive theoretical research available…
- Actions on SIH still not yielding tangible results
- A commitment to act, but a feeling of powerlessness
A WICKED PROBLEM...

No clear definition, no cookie-cutter solutions, resistant to change:

- Collaborative, intersectoral
- Critical AND reflexive
- Common understanding of the problem, and of approaches to resolve it
- Learn « how to act » (Equity focused knowledge translation, Masuda, 2013)
“[…] an intentional intellectual activity in which individuals explore or examine a situation, an issue or a particular object on the basis of their past experiences to develop new understandings that will ultimately influence their actions.”

(M.-C. Tremblay et al., 2013, p. 539)

- **Analytical:** Develop a new understanding of the practice, our professional role and our work environment to better grasp implications
- **Critical:** Question challenges about the practice, e.g. power, social and moral issues
- **Formative:** Make sense of real-life situations, and identify and mobilize the knowledge required to improve the practice
FROM GAALISS TO... REFLEX-ISS

- An experimental version (in France) for front-line practitioners (Guichard & Ridde, 2010)

- An integration of 3 existing instruments to assess health promotion interventions:
  - The European analysis grid for best practices in addressing SIH ("Closing the gap" – EuroHealthNet – 2009)
  - Preffi 2.0 – a quality assessment tool for health promotion and prevention projects (Netherlands Institute for Health Promotion and Disease Prevention (NIGZ) – Molleman et al., 2006)
  - The Evaluation grid to determine the effectiveness of community health interventions (Canadian Consortium for Health Promotion Research – Hills et al., 2004)
INTEGRATING THE 3 TOOLS

- Criteria for health promotion effectiveness
  - Planning, implementation, sustainability, evaluation phases
  - Relevance, common to the 3 grids
  - Easy-to-use for front-line personnel

- Criteria for equity
  - Integration of every sub-process
  - Evidence gathered from literature, experience, expert consensus

TAILORING TO QUEBEC REALITIES

- Partnership with a regional public health department (DSP Montérégie)

- Participatory model and shared responsibility for the development (Patton, 2010)
  - Researchers, professionals, and managers

- Three steps:
  1. Exploratory study to determine key conditions to use the tool
  2. Co-creation and validation (potential future users)
  3. Dissemination and knowledge transfer
EXPLORATORY STUDY (2014)

- Objectives:
  - Perceptions about the grid and anticipated use
  - Identifying priority needs, understanding operational (work) settings
  - Comparing different perspectives

- Mixed methodology (Guichard et al., 2016):
  - Concept mapping (Kane & Trochim, 2007)
  - 8 focus groups
  - Discussion workshop

- 39 participants (DSP and 11 CSSS):
  - Occupation: professionals, physicians, COs, managers
  - Themes: environmental health, early childhood, immunization, oral health, healthy lifestyles, monitoring
INTEREST, KNOWLEDGE, PERCEPTION

- Interest and relevance
- Actors’ knowledge of how to use the tool
- Utilizations and objectives – several possibilities:
  - memory aid, analysis grid, checklist
  - advocacy tool to address SIH (e.g., intersectoral discussions)
- Evaluation tool vs facilitation tool
VERSATILE, FLEXIBLE TOOL

- General, multi-purpose tool:
  - relevant at any level of the public health system
  - depending on occupation and areas of responsibility, or level of awareness of SIH
  - can be used by project teams with partners outside the network or with recipients

- Flexible application:
  - preparation, planning, implementation, evaluation stages of an intervention

- Smooth integration into current practices, tools, and priorities
  - with interventions or practices that are in progress or at the planning stage
  - no overlap of existing tools
USER-FRIENDLY AND PRACTICAL RESOURCES

- Simplifying the language
- Shortening the length
- Translating into English
- Developing resources and guidelines
  - Glossary, user guide, checklist, examples of practical applications
- Training on how to use the tool (knowledge and competencies)
- Technical assistance
CO-CREATION WITH HEALTH PROMOTION STAKEHOLDERS, AND VALIDATION

- Steering committee of researchers, and regional and local stakeholders (with experience in planning and intervention processes)
- Iterative adaptation and validation processes
- Tested and validated by possible end-users
  - two interventions at the local level (CSSS)
  - two at the regional level (DSP)
- Framework adapted to local and regional realities
A team-based tool to monitor, understand, and evaluate the level in which SIH are addressed in public health interventions

http://www.equitesante.org/chair-realisme/tools/reflex-iss/
- Five sections
- 44 criteria for analysis
- Rating scale (practical measure)
- Space for comments/notes
- Glossary, user guide, examples of practical application

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<thead>
<tr>
<th>SECTIONS</th>
</tr>
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<tbody>
<tr>
<td>Planning</td>
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FRAMEWORK

What it is not

▪ An evaluation (outcomes) mechanism or a performance assessment tool
▪ A normative tool, a guideline

What it is

▪ A work tool for teams
▪ A tool to jump start and maintain an open conversation with stakeholders
▪ Focused on partnership action processes
▪ Strengthens the capability to engage collectively (based on a realistic, dynamic and pragmatic vision)
WHO IS IT FOR?

- Stakeholders or actors involved in planning, implementation, evaluation processes or in the decision making process related to population health interventions, e.g.:
  - Managers
  - Professionals
  - Community organizers (COs)
  - Volunteers
  - Government representatives
  - Etc.
WHY?

- To be able to make adjustments to an existing or a planned intervention, at any stage of its lifecycle (prospective or historical).

- To help the reflective thinking process around the consensus building approach in order to improve the ability to engage in collective and collaborative actions.

- To identify advocacy arguments that will help mobilize partners in an effort to address SIH.
HOW?

- Maximum of stakeholders in an intervention
- Extensive conversation moderated by a facilitator
- Full use of the tool
- Avoiding a work environment focused on performance
PROMOTION AND KNOWLEDGE TRANSFER

- An interactive tool in PDF format (FR, EN, ESP)
- A web-based tool (FR and EN)
- A user guide including a glossary and examples of practical applications (FR and EN)
- Workshops
- Training under development (only in FR)
POSSIBILITIES AND LIMITATIONS

- A unique attribute within the array of available tools
  - holistic approach to more complexed interventions
  - critical and progressive reflective thinking to be used throughout the lifespan of the intervention

- An incentive to change practices within the actual context (Quebec)
  - National Public Health Programme (2015-2025)
  - Governmental Policy for Health Prevention (2016)
LIMITATIONS AND PERSPECTIVES

- Methodological support on SIH: key to the integration of the tool into practices
  - Training (SIH + tool)
  - Methodological assistance
REFERENCES


Facilitating the use of REFLEX-ISS approaches applied in Montérégie and perceived benefits

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Ginette Lafontaine
President for the Americas,
Réseau francophone international pour la promotion de la santé (RÉFIPS)
Context

Assessment of activities: actions planned to address SIH that were not implemented

Perception that there are many obstacles to action: competence, ability to act, knowledge, perception about their role
History

Request from PH actors to address SIH

Review of available tools

Tool based on a reflexive approach developed by Guichard and Ridde

Creation of the REFLEX-ISS tool and conditions of use with different PH teams

Validation of the tool, and development of the instructional package, interactive pdf formats, Web versions in French, English and Spanish.

Integration of the tool in the Montérégie PH unit
REFLEX-ISS

A tool to be used by teams to examine, understand and assess public health actions to address social inequalities of health
Wheel used in Montérégie to facilitate the application of REFLEX-ISS

Step 1: regional actors (RAs)
Planning actions and coaching (at this time)

- Position SIH: as a priority issue in PH
  - Cross line of the Quebec Public Health Program 2015-2025
  - Cross line of the Montérégie Public Health Regional Action Plan 2016-2020

- Training development: approach and tool

- Approach: brings together stakeholders to discuss one urgent theme
- Tool: helps make adjustments to an action at the planning or implementation phases, at different stages of its life cycle
- Tool and approach: help prepare arguments to mobilize action to address SIH

- Perceived length and complexity of the tool
- Resistance to change
- “SIH, not in my backyard”: role of professionals
Training of PH professionals (experienced)

- Commitment to integrate SIH into actions and coaching
- Knowledge on SIH and population groups attributes/needs; best practices to reduce SIH
- Competence to use the tool and coach others in using it

- Openness to continuous improvement, training
- Time allocated for training
- Vision of an approach that can help them in their coaching

- Segregated perceptions about the usefulness of the tool
- Perception of a lack of competence to adequately use the tool
- Role and challenges of coaching
- Importance and difficult task of understanding the merits of the tool and reflexive analysis
## Implementation of actions and coaching (2017-2020)

- Implementation of the tool by PH, in harmony with the Regional Action Plan (RAP)
- Management leadership, commitment
- Electronic tools, Web, user’s guide
- Identification of points of contact for questions and coaching
- Possible decomposition of the tool and reflexive approach
- Existence of promising actions (need to adapt)
- Other priorities of the RAP
- Required time to raise awareness and show the relevance of the tool to collaborators
- Complexity of the format: need a competent coach
Evaluation (one day!)

**Process**
- Number of trained professionals
- Number of trainings done
- Number of actions initiated by professional

**Short term STAKEHOLDERS**
- Perception of relevance
- Perception of usefulness
- Satisfaction of training and coaching received
- Satisfaction with change
- Professional satisfaction of the tool
- Perception of transferability

**Short term COLLABORATORS**
- Satisfaction of the REFLEX-ISS approach and tool
- Response to the needs
- Perception of relevance
- Perception of usefulness
Sustainability of actions and coaching (one day!)

- Overall coaching provided throughout the CISSS de la Montérégie
- Application of the tool by local professionnals
- Integration of SIH into PH projects
  - Being able to address SIH
  - Perception of a decrease (or at least a non increase) in SIH in Montérégie

- In Montérégie: SIH are a regional priority
- Elsewhere in the world: SIH are a stated priority in many structural international documents
- Electronic tools, Web, users’ guide
- Training of many coaches

- Required time to promote the tool and for coaching
- Not always a priority for collaborators
Thank you | Discussion
Is there a project/program to which you can apply this tool?

• Yes (share how in the chat box)
• Yes, but I’ll need some support
• No
Thank you!

Please complete the **evaluation survey** below

Webinar Evaluation - REFLEX-ISS Tool
March 17 2017
Available at www.nccdh.ca

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Webinar series on health equity tools continues throughout 2017/18

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