Using Readiness and R=MC*2 to promote implementation in a healthy coalition project and police-community partnerships

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Readiness Building Systems
Exploring the intersection of readiness and RC
A Heuristic

$$R_{\text{Readiness}_i} = \text{Motivation}_i \times \text{General Capacity} \times \text{Innovation-Specific Capacity}_i$$

$$R = MC^2$$
**R=MC² Definitions**

- **Motivation**: Degree to which we want the innovation to happen, given all priorities
- **Innovation-specific capacity**: The human, technical and fiscal conditions important to the successful implementation of a particular innovation.
- **General capacity**: Pertains to aspects of organizational functioning (e.g., culture, climate, staff capacity, leadership)

**Organizational Readiness**: The extent to which an organization is both willing (motivation) and able (capacity) to implement a new innovation (program, practice, policy), such as integrated care

(Scaccia, Cook, Lamont, Wandersman, Castellow, Katz, & Beidas, 2015)
\( R = MC^2 \)

**General Capacity**
- Leadership
- Culture
- Climate
- Staff Capacity
- Structure
- Innovativeness
- Resource Allocation

**Innovation-Specific Capacity**
- Knowledge and Skills
- Supportive Climate
- Champion
- Interorganizational Relationships
- Intraorganizational Relationships

**Motivation**
- Compatibility
- Priority
- Complexity
- Relative Advantage
- Ability to Pilot
- Observability
- Joy*

*Readiness Building Systems*
Readiness for Implementing an Innovation

Readiness Building Systems
Readiness for Collaboration in Police-Community Relationships

Readiness of police depts. and community

Readiness Building of individual organizations

Implementation of RC Intervention

Relationships based on mutual respect, shared goals, effective communication

Readiness building incorporates strategies based on collaborative policing strategies

Relationship Transformation

Readiness Building Systems
States of Solution

Readiness at the state level as a whole

State Level Agencies
(governmental and non-governmental)

Readiness between state-level agencies and local communities
Relational Coordination

Local Community
Readiness within local communities

Improvement Activities

Health Equity Outcomes

100 Million Healthier Lives
• **Process Questions**
  • How to state-level stakeholders interpret and use RC data for health equity planning?
  • What is the utility of using RC in community-transformation efforts?
    • If effective, how can use of RC be scaled in other state-level health equity efforts?
  • How can a joint readiness-RC model contribute to community-transformation efforts?

• **Outcomes**
  • What characteristics of relationships with states are related to readiness for health equity?
  • What characteristics of relationships with states are related to health equity plan quality?
  • How does participation in States of Solution lead to changes in RC?
Thanks!