



Championing Change

Key Takeaways for Practitioners Leading Inclusive and Equity-Infused Rapid-Cycle Learning

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Tosin Shenbanjo, Annie Buonaspina, Aden Bhagwat, and Scott Baumgartner

Rapid-cycle learning enables human services organizations to improve programs in an innovative and inclusive way. The collaborative process encourages your organization to discuss its needs and identify opportunities for change, think creatively to develop solutions for the opportunities, and test continuously to ensure solutions are meaningful and effective. The following considerations can help your organization ground these activities in research-based equity-centered practices:

Preliminary work: Ensure a strong foundation for rapid-cycle learning



- ✓ Engage staff, participants, and community partners early through an advisory group to help plan for testing, and plan to compensate program participants for their time.
- ✓ Remain flexible in meeting your advisory group's communication needs.
- ✓ Take steps to build an organizational culture that supports learning and innovation.
- ✓ Examine and address power dynamics and potential opportunities to strengthen cultural competence.

Phase 1. Collaboratively identify challenges and their root causes



- ✓ Use human-centered design activities to promote inclusive participation among your advisory group and additional staff, participants, and partners.
- ✓ Bring data and additional voices into the conversation to expand on, or clarify, named challenges and root causes.

Phase 2. Engage in inclusive innovation by co-creating strategies



- ✓ Brainstorm strategies and solutions that will lead to equitable change.
- ✓ Reassess whether your organizational culture remains a safe space for innovation and participation.
- ✓ As appropriate, consider implementing evidence-based, off-the-shelf interventions, but allow time for co-creators to adapt the approaches.

Phase 3. Test and assess strategies in a reflective and collaborative way



- ✓ Identify champions of change, such as an implementation team, to help lead testing, attending to team members' availability and priorities.
- ✓ Collect rich data, ensuring that the loudest voices come from people the change will affect most.
- ✓ Break down your data in a way that paints a picture of what worked, for whom, and in what contexts.
- ✓ Ensure that people involved with, and affected by, your program have a seat at the analysis table; they are experts of contextual storytelling.

The companion guide to this infographic, [Championing Change: A Practitioner Guide for Leading Inclusive and Equity-Infused Rapid-Cycle Learning](#), includes more details about these considerations.

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