

Promoting Evidence-Informed Decision Making Through a Knowledge Broker Mentorship: Evaluation Results

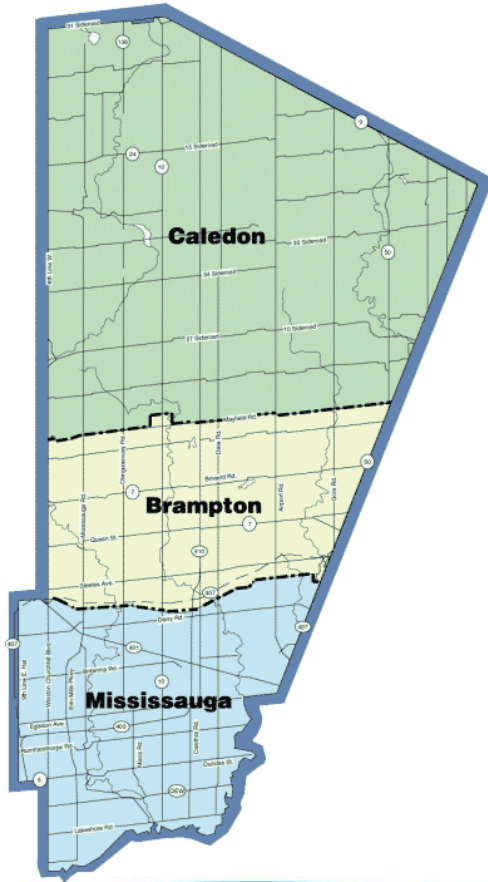
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Who We Are – Peel Public Health

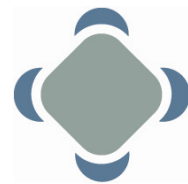


- Located in the Greater Toronto Area (GTA) west of Toronto, ON
- Governed by regional council that acts as board of health
- Total population: 1,159,405 over 1254 square km of urban and rural communities
- Diverse population: Total immigrant population of 561,240 (48%)

Source: Region of Peel Planning

Who We Are – Health Evidence

- **Launched 2005**
- **@ McMaster University**
- **Access to pre-appraised evidence & capacity development support for EIDM**
- **Serves 4,700+ registered users**



health-evidence.ca

Promoting evidence-informed decision making



**KB Office
(Ottawa)**

**Peel Public Health Unit
(Brampton)**

**McMaster University
(Hamilton)**

Knowledge Broker Project Goals

- To facilitate the development of individual and team capacity for evidence-informed public health decision making (EIDM) at Peel Public Health, Communicable Diseases Division
- To contribute to Peel Public Health's strategic initiative to foster EIDM throughout the organization

Short and Long-Term Goals

SHORT TERM

- develop capacity to search for and critically appraise evidence
- affect a shift toward an EIDM approach
- identify and in some instances, address barriers
- enable staff to be more developed as internal brokers
- empower staff to be more confident

LONG TERM

- develop capacity to embed EIDM in practice across an organization
- encourage teams to act out the process entirely
- identify and address barriers to EIDM
- allow staff to function fully as internal brokers
- foster greater comfort and confidence in knowledge and skill to do EIDM and train others

Goals of the Evaluation

- Descriptive account of how a broker provided support to health unit staff
- Perceptions of staff and the broker regarding the process
- Challenges, barriers, and facilitators to process with respect to EIDM

The Project

Through site visits, telephone and email:

- Development of questions, literature search and appraisal
- Awareness of resources
- Development of tools
- Sharing through conferences
- Small group work with other staff

Mentoring Dyads

Communicable
Disease

Sexual Health

**Manager,
Communicable
Disease
Program**

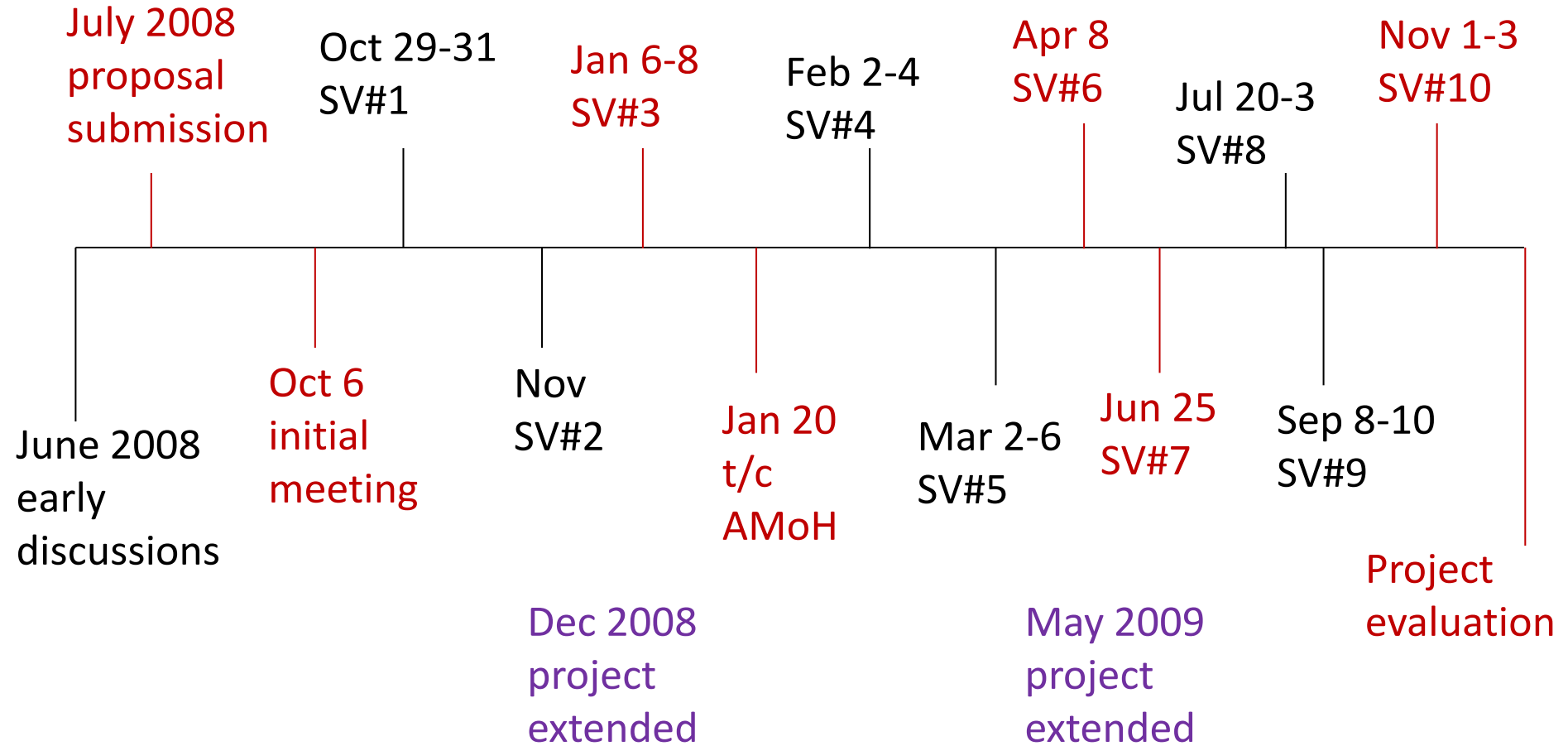
**Manager,
Healthy
Sexuality
Program**

**Research & Policy
Analyst**

**Knowledge
Broker**

**Research & Policy
Analyst**

Mentorship Project Timeline



Evaluation Methods

- Interviews were recorded with notes kept
- Documentation and audio files were used in analysis to generate common themes and gather any inconsistencies
- Report reviewed by those interviewed

Facilitators of EIDM

- Clear and strong organizational mandate for EIDM, with resources (financial and human) allocated to achieve that mandate
- Presence of strong leadership
- Structured process or framework with supporting resources

Facilitators of Brokering Work

- Personal attributes and professional qualities of the broker
- Predictable, monthly interactions
- External and internal supports

Challenges to EIDM & Brokering

- Time
- Communication
- Uncertainty
- Access

Findings Related to Impact

- A new philosophy
- Becoming more critical consumers
- Giving structure to the process
- Resources and tools
- Practice, practice, practice
- Qualities of a broker

Qualities of a Broker

knowledgeable

practical

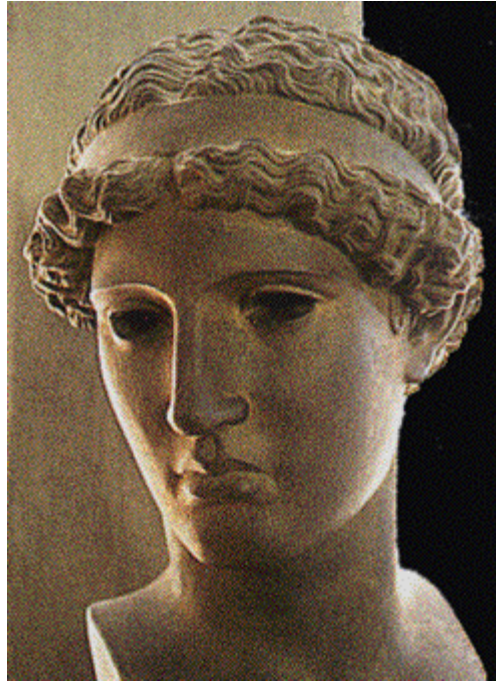
not too academic

non-judgemental

start where
individuals are at

professional

acknowledge
existing expertise



approachable

available

easy to talk to and
work with

clear & easy to
understand

Recommendations

- Acknowledge EIDM is challenging & takes time!
- Involve staff in:
 - planning of the work
 - strategic planning
- Set goals jointly and establish a timeline
- Provide support for 1-2 years
- Tailor the support

Recommendations

- Mid-cycle assessment
- Specific activities (conferences, speakers, workshops)
- Progressively more active role for staff
- Ongoing staff support
- Brokering support on “retainer”

Keys to Success

- Facilitate a transition to being critical consumers
- Give structure to the EIDM process, with resources and tools
- Interact in a way that promotes a positive and trusting relationship to engage staff in EIDM
- Provide opportunities to practice and apply skills and knowledge

Thank you!

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