

# Racial Justice Competency Model

## 2023-2024 Pilot Phase: Executive Summary

### RJCM Background

- The Racial Justice Competencies for Public Health Professionals (**RJCM**) is a tool to support racial justice learning among individuals and organizations.
- The RJCM contains 51 competency statements that align with the three domains of the 10 Public Health Essential Services: assessment, assurance, and policy development.
- While competencies span three levels of learning--introductory, intermediate, and leading--*the model is not to a checklist* to be worked through in a sequential fashion. Individuals and organizations may be in different places in their journey to acquire knowledge and skills around health equity and racial justice; the RJCM and accompanying implementation toolkit can provide guidance through ongoing growth.
- The model, toolkit, and other resources are available at [rjcmph.org](http://rjcmph.org).

### Pilot Background

- In 2023, public health organizations across the country applied to participate in a pilot phase to apply the RJCM to various projects within their organization.
- Sixteen pilot sites were chosen for the 1-year pilot phase, from Sept. 2023-Sept. 2024. Fourteen completed the pilot.\*^
- Sites received a stipend to implement their project and were invited to participate in monthly virtual office hours to ask questions, provide project updates, and share with their peers.



#### Project Types

- 3 Develop a competency-based training using the RJCM
- 3 Other novel projects
- 3^ Create/update an organizational strategic planning mapped against the RJCM
- 2 Create/update an organizational policy assessment mapped against the RJCM
- 2\* Create and use job descriptions or performance reviews
- 1 Map/audit an existing training against the RJCM

#### Site Types

- 6^ Local Health Department
- 3\* Community-based Organization
- 3 University-housed Center
- 1 each: State Public Health Association, State Public Health Institute, State Primary Care Association, Regional Public Health Training Center

*\*One site withdrew*

*^One site was unable to get their contract finalized by the end of pilot period*



**PUBLIC HEALTH TRAINING  
CENTER NETWORK**

**NNPHI™**  
National Network of  
Public Health Institutes

# Racial Justice Competency Model 2023-2024 Pilot Phase: Executive Summary

## Pilot Lessons Learned

- Adoption and Utilization of Resources:
  - Pilot site representatives found the **toolkit helpful to guide their project implementation**, and
  - Felt **office hours** enabled discussion to **share progress** and **collaboratively problem solve**.
- Operational Barriers:
  - Resistance to change, staff bandwidth limitations, and the complexity of the RJCM competencies highlighted the **need for streamlined approaches tailored to organizational capacity**.
- The Role of Collaboration:
  - **Peer learning and shared accountability** within and across organizations **helps with implementation**.



## Recommendations for Future Use



### Recommendations for the RJCM Workgroup

- Balancing Complexity and Clarity:
  - **Simplifying the model or providing tiered entry points could enhance usability** and engagement of the RJCM.
- Enhance Accessibility of RJCM Resources:
  - **Continue offering office hours and expand peer-learning opportunities** to encourage shared problem-solving and collaboration.
- Address Operational Challenges:
  - **Provide guidance on navigating procurement delays and limited budgets**, potentially through case studies or shared best practices.
- Expand Evaluation Approaches:
  - **Offer templates and examples of mixed methods evaluation approaches to measure progress**, particularly for organizations without prior baselines.

### Recommendations for RJCM users:

- Foster Sustainable Practices:
  - **Promote the integration of RJCM principles into organizational processes** (hiring, onboarding, and policy reviews) to institutionalize racial justice efforts.



PUBLIC HEALTH TRAINING  
CENTER NETWORK

