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**Knowledge brokering: An organizational strategy to support evidence-informed public health**

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**Objectives/aims**

Knowledge brokering has emerged in Canada as a promising knowledge translation strategy. Knowledge brokers (KBs) work to promote, facilitate and support evidence-informed decision making (EIDM). KBs are instrumental in facilitating communication and knowledge sharing among key stakeholders. The National Collaborating Centre for Methods and Tools (NCCMT) has developed, implemented, and evaluated a comprehensive strategy that simultaneously develops capacity amongst the workforce, while also supporting organizational change in the culture to support staff as they develop their new skills.

**Methods**

The programs starts with an organizational assessment whereby senior management participate in a 2.5-hour focus group that assesses organizational culture for evidence-informed decision making (EIDM) and identifies targets for change to support EIDM. The next aspect of the program includes the selection of 5-6 front-line staff from each organization to participate in a 16-month training/mentoring program. The program includes in-person workshops at McMaster University; an initial 5-day session, a 3-day session six months later and finally a 2-day session at twelve months. Staff also participate in monthly webinars and monthly phone and email support with a senior knowledge translation expert. Finally, a practice based issue is identified by each organization and a rapid review of the research evidence is conducted by the participants. Changes in performance on an EIDM Assessment were analyzed using a paired t-test

**Main findings**

Strategies to improve the support and use of EIDM at the organizational level were identified and implemented. A statistically significant increase in EIDM knowledge and skill was observed following the program (p<0.017); The median pre-test score was 70 and the median post-test score was 80. Specifically, statistically significant improvements were observed regarding interpretation of quantitative findings from single studies (p<0.001) and meta-analyses (p<0.001). Successful implementation of EIDM at public health organizations requires a comprehensive strategy that involves staff at all levels of the organization. Mentoring of knowledge brokers provides a statistically significant increase in skills for evidence-informed decision making in public health. The knowledge broker mentoring program shows promise as an effective strategy to support and develop EIDM in public health organizations.