

Additional File 2. Least Squares Means at Baseline Nested by Site (N=97)

	Overall ORIC ^a (N=88) ^b				Change efficacy (N=88) ^b				Change commitment (N=80) ^c			
	n	Means	SE ^d	p-value	n	Means	SE ^d	p-value	n	Means	SE ^d	p-value
Age (years)				0.429				0.396				0.594
18-34	20	55.267	1.240		20	31.735	0.817		18	23.333	0.533	
35-44	25	55.912	1.121		25	32.075	0.744		23	23.696	0.471	
45-54	24	55.024	1.156		24	31.463	0.762		22	23.429	0.493	
55-64	14	58.495	1.472		14	33.848	0.964		12	24.583	0.652	
65 and older	5	56.251	2.451		5	32.017	1.600		5	24.200	1.010	
Role				0.144				0.298				0.056
Community health worker/Peer navigator/Advocate /Patient navigator	18	54.727	1.271		18	31.323	0.849		16	23.188	0.536	
Case manager/ Social worker	10	57.728	1.710		10	33.245	1.147		9	24.444	0.715	
Mental health/ Primary care provider	9	52.178	1.798		9	30.198	1.201		8	21.625	0.758	
Administrator	38	56.857	0.902		38	32.578	0.617		35	24.177	0.368	
Evaluator/Quality improvement manager	13	56.445	1.495		13	32.408	0.998		12	23.917	0.619	

Length in this role				0.147				0.147				0.378
<1 year	16	57.916	1.410		16	33.379	0.929		13	24.308	0.622	
1-5 years	26	54.391	1.151		26	31.070	0.764		25	23.240	0.448	
More than 5 years	45	56.177	0.912		45	32.215	0.610		41	23.805	0.350	
Length in the organization				0.923				0.948		23.500	0.565	0.715
<1 year	20	56.172	1.288		20	32.329	0.854		16	23.500	0.462	
1-5 years	25	55.604	1.172		25	31.979	0.780		24	23.923	0.362	
More than 5 years	43	56.105	0.923		43	32.088	0.618		40			
Organization type				0.087				0.146				0.115
Health center/Hospital	20	53.308	1.256		20	30.587	0.831		20	22.700	0.490	
AIDS service organization	17	56.430	1.361		17	32.528	0.900		16	23.938	0.548	
Community based organization/ Health department/Other	51	56.880	0.849		51	32.573	0.564		44	24.093	0.334	

^aORIC – Organizational Readiness for Implementing Change.

^b Site C and Site F were not included in the mixed model to estimate least squares means.

^cSite C, Site F, and Site J were not included in the mixed model to estimate least squares means.

^dSE – Standard errors.