**SUPPLEMENTARY MATERIAL**

**for**

 ***A Novel Vision Zero Leadership Training Model to Support Collaboration and Strategic Action Planning***

**FIGURE S1.** Vision Zero Leadership Institute content and materials evaluation

**TABLE S1.** Change in self-reported collaboration characteristics between Vision Zero Leadership and 6 months post-Institute (N=16)

| Collaboration Assessment Measure | Source of adapted measure | Pre^ | Post-6 months^ | Mean Change over 6 months\* |
| --- | --- | --- | --- | --- |
|  |  | Mean (SD) |
| Commitment and Clarity in DirectionPeople have a good understanding of what our Vision Zero coalition is trying to do. | WCFI | 2.8 (0.7) | 3.1 (0.5) | 0.4 (0.7) |
| The future direction of our Vision Zero coalition is clearly communicated to everyone. | OCM scale | 2.6 (0.8) | 3.1 (0.4) | 0.5 (0.8) |
| People are not clear about the goals of our Vision Zero coalition. | OCM scale | 2.1 (0.7) | 2.4 (0.6) | 0.3 (0.9) |
| Everyone who is part of this coalition is well aware of the long-term plans and direction of our Vision Zero coalition. | OCM scale | 2.6 (0.7) | 2.9 (0.7) | 0.3 (1.0) |
| There is a strong sense of where our Vision Zero coalition is going. | OCM scale | 2.4 (0.6) | 2.9 (0.6) | 0.4 (0.7) |
| The organizations that belong to our Vision Zero coalition invest the right amount of time in our collaborative efforts. | WCFI | 2.8 (0.7) | 2.9 (0.6) | 0.1 (0.9) |
| Everyone who is a member of our Vision Zero coalition wants this initiative to succeed. | WCFI | 3.3 (0.6) | 3.4 (0.5) | 0.1 (0.8) |
| The level of commitment among the Vision Zero coalition members is high. | WCFI | 3.0 (0.6) | 2.9 (0.6) | -0.1 (0.8) |
| My organization will benefit from being involved in this Vision Zero coalition.  | WCFI | 3.4 (0.5) | 3.3 (0.5) | -0.1 (0.4) |
| Participating in this Vision Zero coalition will be a waste of time for my organization.  | WCFI | 2.7 (0.9) | -- | -- |
|  |  |  |  |  |
| Diversity and Inclusivity |  |  |  |  |
| My Vision Zero coalition includes representatives from diverse sectors. | CAT | 3.2 (0.6) | 3.1 (0.5) | -0.1 (0.4) |
| The majority of the members in my Vision Zero coalition actively participate in the work of the coalition. | CAT | 3.0 (0.7) | 2.8 (0.6) | -0.2 (0.8) |
| My Vision Zero coalition has representation from the populations that our activities target. | CAT | 2.8 (0.9) | 2.7 (0.7) | -0.1 (0.9) |
| Work is shared evenly within the Vision Zero coalition.  | CAT | 2.9 (0.7) | 2.7 (0.7) | -0.2 (0.8) |
| There is a shared vision for the Vision Zero coalition among its members. | CAT | 2.9 (0.7) | 3.1 (0.5) | 0.1 (0.8) |
| Vision Zero coalition members share in the decision-making process. | CAT | 3.0 (0.7) | 3.0 (0.5) | 0 (0.8) |
| I am satisfied with the way our Vision Zero coalition functions.  | CAT | 2.9 (0.7) | 2.9 (0.6) | 0 (0.9) |
|  |  |  |  |  |
| Resources and Roles |  |  |  |  |
| Our Vision Zero coalition has adequate funds to do what it wants to accomplish. | WCFI | 3.0 (0.7) | 2.5 (0.7) | -0.5 (0.7) |
| Our Vision Zero coalition has adequate staffing to do what it wants to accomplish. | WCFI | 3.0 (0.6) | 2.3 (0.5) | -0.7 (0.7)\* |
| People in this Vision Zero coalition have a clear sense of their roles and responsibilities. | WCFI | 2.7 (0.6) | 2.8 (0.7) | 0 (0.9) |
| There is a clear process for making decisions among the partners in this Vision Zero coalition. | WCFI | 2.9 (0.6) | 2.8 (0.6) | -0.1 (0.6) |
| A system exists to monitor and report the activities and/or services of our Vision Zero coalition. | WCFI | 2.7 (0.6) | 2.8 (0.4) | 0.1 (0.7) |
| We measure and report the outcomes of our Vision Zero coalition activities. | WCFI | 2.8 (0.7) | 2.8 (0.6) | 0 (0.6) |
| Information about our activities and outcomes is used by members of the Vision Zero coalition to improve joint work. | WCFI | 2.8 (0.7) | 2.8 (0.4) | -0.1 (0.6) |
|  |  |  |  |  |
| Climate and Respect |  |  |  |  |
| The political and social climate seems to be right for starting a Vision Zero initiative like this one. | WCFI | 3.3 (0.4) | 3.3 (0.5) | 0.1 (0.6) |
| The time is right for this Vision Zero initiative. | WCFI | 3.3 (0.5) | 3.3 (0.6) | 0 (0.6) |
| People involved in our Vision Zero coalition trust one another. | WCFI | 3.1 (0.4) | 3.3 (0.5) | 0.1 (0.4) |
| I have a lot of respect for the other people involved in this Vision Zero coalition. | WCFI | 3.4 (0.5) | 3.3 (0.5) | -0.1 (0.6) |
| Agencies in our community have a history of working together. | WCFI | 3.2 (0.7) | 3.2 (0.6) | -0.1 (0.6) |
| Trying to solve problems through collaboration has been common in our community.  | WCFI | 3.1 (0.7) | 3.1 (0.5) | 0 (0.5) |
|  |  |  |  |  |
| Communication, Decision-making, and Conflict Management |  |  |  |  |
| My participation in the Vision Zero coalition has improved my communication with other coalition members. | CAT | 2.9 (0.6) | 2.9 (0.5) | 0.1 (0.7) |
| My participation in the Vision Zero coalition has improved my communication with the organizations/agencies that other coalition members belong to or represent. | CAT | 2.9 (0.7) | 2.9 (0.5) | -0.1 (0.8) |
| My participation in the Vision Zero coalition helped me build trust with other coalition members. | CAT | 3.1 (0.6) | 3.1 (0.4) | 0.1 (0.7) |
| The people in our Vision Zero coalition are dedicated to the idea that we can make this initiative work. | WCFI | 3.3 (0.6) | 3.1 (0.5) | -0.3 (0.7) |
| My ideas about what we want to accomplish with the Vision Zero coalition seem to be the same as the ideas of others. | WCFI | 3.2 (0.6) | 2.9 (0.6) | -0.2 (0.7) |
| People are suspicious of other organizations/agencies in this Vision Zero coalition. | OCM scale | 2.4 (0.8) | -- | -- |
| There is very little conflict between organizations/agencies within the Vision Zero coalition. | OCM scale | 3.2 (0.4) | 3.4 (0.5) | 0.2 (0.7) |
| People from different organizations/agencies are prepared to share information with the Vision Zero coalition. | OCM scale | 3.3 (0.6) | 2.9 (0.6) | -0.5 (0.9) |
| Collaboration between organizations/agencies is very effective within the Vision Zero coalition. | OCM scale | 3.1 (0.6) | 2.7 (0.6) | -0.3 (0.5) |
| There is very little respect between some of the organizations/agencies involved in the Vision Zero coalition. | OCM scale | 2.3 (0.7) | -- | -- |
|  |  |  |  |  |

CAT= Council Assessment Tool; OCM scale= Organizational Climate Measure scale; WCFI= Wilder Collaboration Factors Inventory

^ Measured on a 4-point Likert scale (1=Strongly disagree, 2=Disagree, 3=Agree, 4=Strongly agree)

\* Changes marked with an \* are significant at an alpha=.05 level using a Wilcoxon Signed-Rank Test

-- Estimates based on <10 persons have been removed.