



Northwest (HHS Region 10)

ATTC

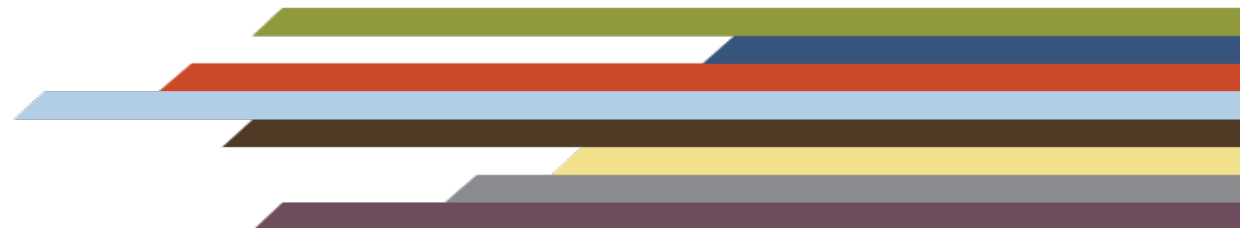
Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration



Northwest ATTC presents:

Introduction to Supervision of Peer Based Recovery Support Services

- **Participants are automatically muted during this presentation**
- **Got questions?** Type them into the chat box at any time and they will be answered at the end of the presentation.
- An ADA-compliant recording of this presentation will be made available on our website at: <http://attcnetwork.org/northwest>





Introduction to Supervision of Peer Based Recovery Support Services



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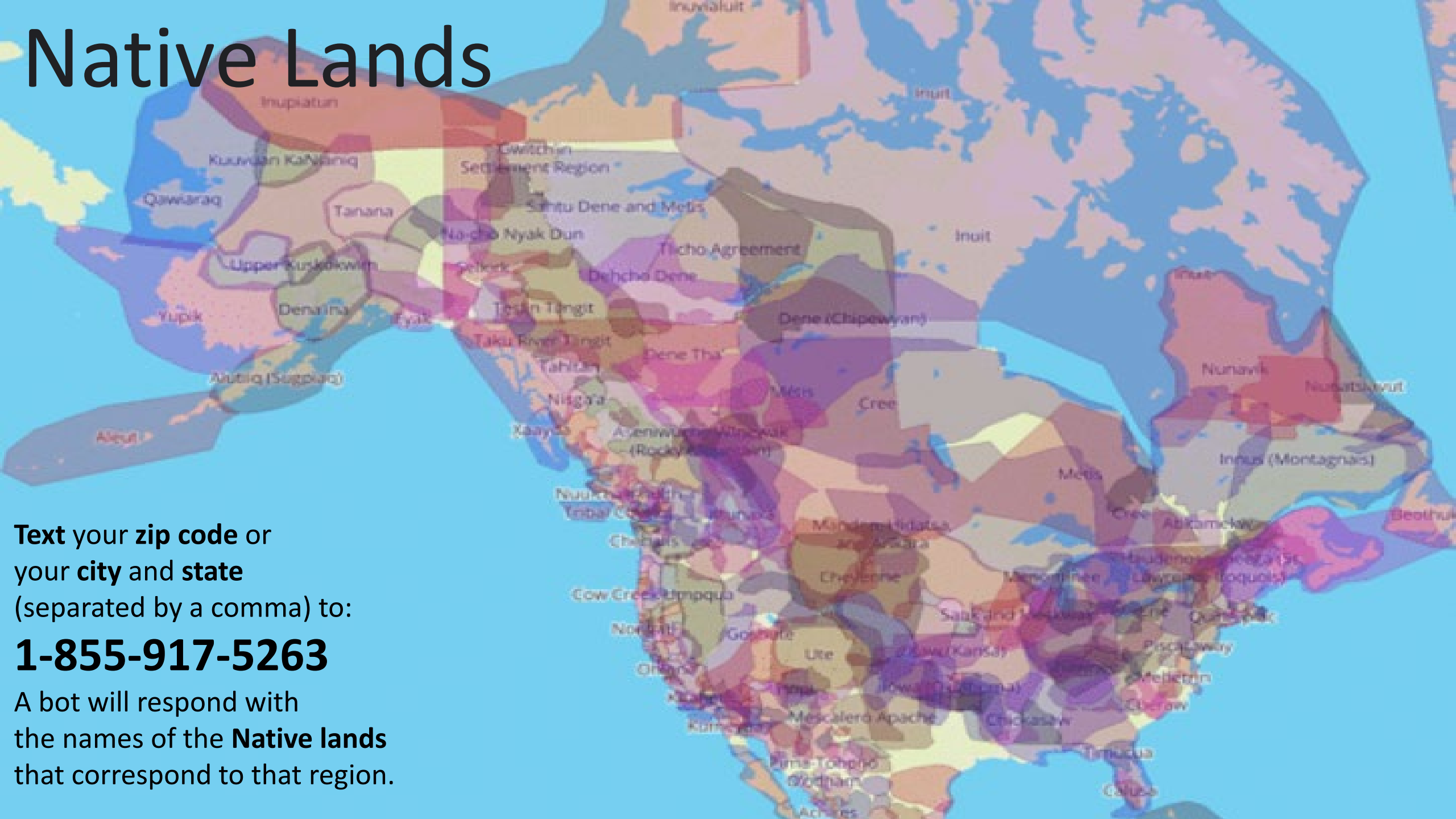
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- ❑ **Your name & pronouns**
- ❑ **The community and the Indigenous land you are on and/or from**
- ❑ **Your position**
- ❑ **Something you are grateful for**

Native Lands



Text your zip code or your city and state (separated by a comma) to:

1-855-917-5263

A bot will respond with the names of the **Native lands** that correspond to that region.

INDIGENOUS ACKNOWLEDGEMENT OF LAND AND IDENTITY

We acknowledge that the land each of us live, learn, and thrive on are the traditional, ancestral, and unceded homelands of Indigenous and tribal nations.

We acknowledge the genocide and systems of oppression that have dispossessed Indigenous people of their lands and we honor and respect the diverse and beautiful peoples still connected to this land.

We acknowledge the preservation of our languages, traditions, rituals, and cultural knowledge; and, just as important, the reimagining of our lives through storytelling.

We are more than the harm that has been done to us! We are brilliant, joyful, strong, hilarious, kind, giving, loving, caring, connected, honorable, respectful, gracious, authentic, and thoughtful relatives.

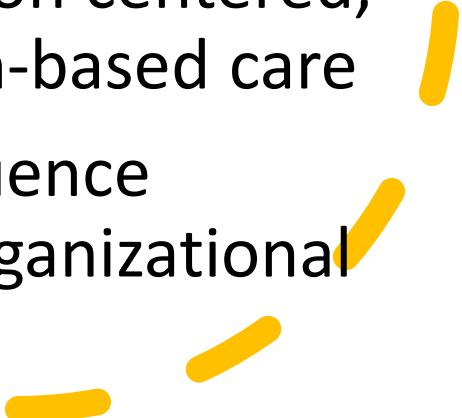
DEDICATION

This training is dedicated to all those who tirelessly work for social change on behalf of others to bridge the gap between what people need and what programs, systems, and organizations are able and willing to provide.

“We will remember you...”

What you
can expect:

The following topics will be introduced:

- Deconstructing the “us” and “them” dynamic that has deeply othered peers in the workforce by bringing our attention to the ways all staff experience harm
 - Healing centered solutions that are found in diverse, equitable, inclusive, accessible, culturally responsive, trauma informed, person centered, empowerment focused, & strength-based care
 - Supervisory practices that can influence meaningful change and support organizational wellness
- 



**What brings you to this work?
What sustains you in this work?**

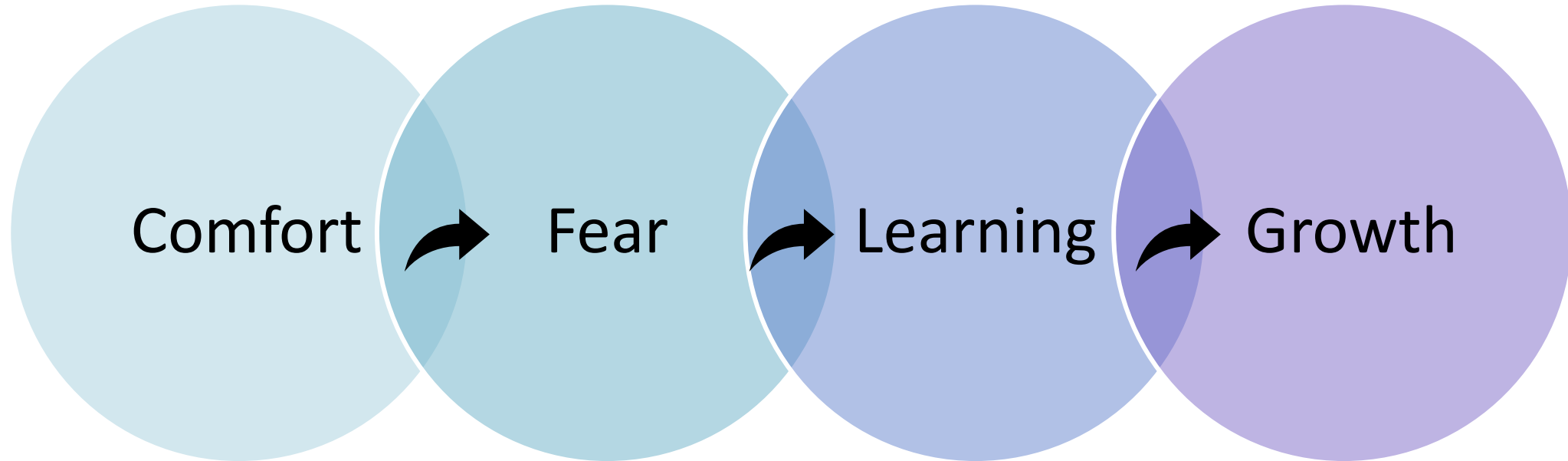


**What is the importance of peers
in the workplace, within services, and within systems?**



Setting the Stage

Moving into the Growth Zone




“The first thought that goes through your mind is what you have been conditioned to think. What you think next defines who you are.”

— Nikolaecuza



"Do the best you can until you know better.
Then when you know better, do better."

-Maya Angelou



Why is it important to feel seen and understood **ALL THE TIME** but in this case — in the workplace?

What do you need to be your full self at work? What do staff and supervisors need to know about you for you to feel valued, heard, and understood?

What are the benefits of being able to be your full self at work and feel valued, heard, and understood?

What are the consequences when you do not feel valued, heard, and understood and do not feel you can be your full self?

POLL QUESTIONS:

Have you experienced increased mental health concerns in the last year?

Have you experienced increased substance use concerns in the last year?

Are you comfortable seeking help from your employer?

Are you comfortable accepting help from your employer?

The COVID-19 pandemic has led to increased MH and SUD concerns in our organizations

Percentage of workers reporting mental health issues, by generation:

- 55% reported increased MH concerns
- 36% reported increased SUD concerns



What are the bear-riers?



68%

of workers say they would **NOT**
be comfortable seeking help
from their employer



59%

of workers say they would **NOT**
be comfortable accepting
employer help if it was offered

Why do the barriers exist?

Why is it hard to ask for and receive help?

What is the collateral damage of these compounding barriers?

What can you do about it?

Solutions



Grow Yourself

“We can't give people what we don't have, and we can only take people as far as we have gone ourselves”

CLove





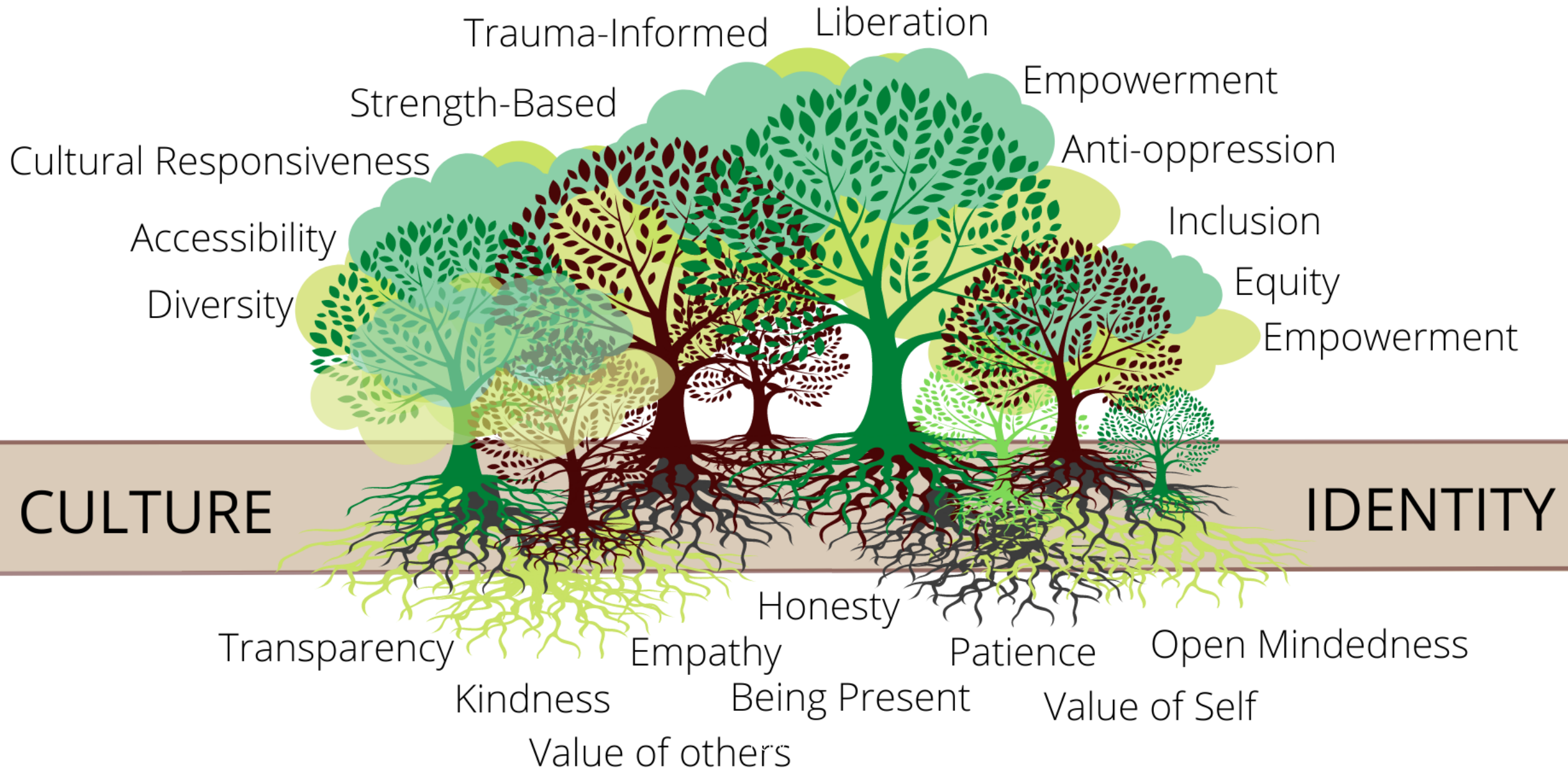
Community

Organization

Supervision

Self

Healing Centered



Healing-Centered Workplaces: Relational Strategies

- Ongoing supervisory support, including reflective supervision and strengths-based coaching
- Recovery-oriented team building activities
- Assess job performance based on established duties, not on substance use status or completion of recovery services
- Actively fight against stigma within oneself, the workplace, and greater community
- Be trustworthy and maintain confidentiality
- Support flexibility so that people can access desired supports
- Work to prevent and address secondary trauma and burnout
- Integrate healing practices and recovery support
- Willingness to shift the language that is used during staff meetings

Healing-Centered Workplaces: Organizational Strategies

- **Value staff well-being; reflect this in leadership and policies**
- **Support mental and behavioral health parity**
- **Employee benefits**
 - Employee Assistance Programs
 - Health coverage that includes MH/SU services
 - Sick time can be used for MH/SU needs
 - 1 week per year of paid time off for SU health needs
 - Flexibility to be able to attend MH/SU appointments and peer-based recovery support
- **Transparency around policies regarding substance use**
 - Include information on accessible MH/SU resources
 - Review annually with input from staff and others who have lived experience of substance use

Most Commonly Requested Accommodations

Mental Health Needs

CHANGED SCHEDULE **27%**

TIME OFF WORK **25%**

CHANGED OR FEWER DUTIES **11%**

TELECOMMUTING **10%**

REDUCED HOURS **9%**

Substance Use Needs

TIME OFF WORK **23%**

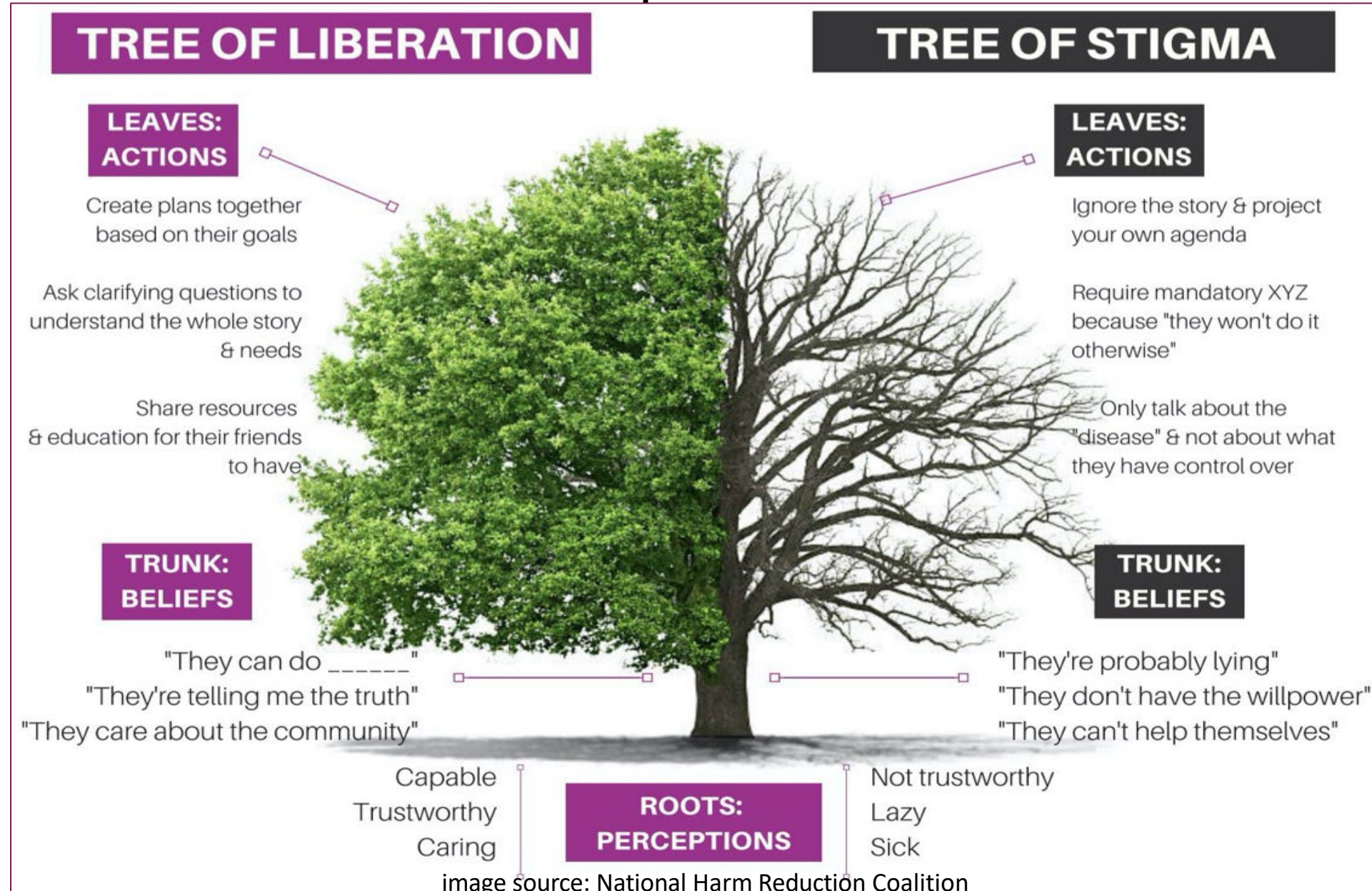
CHANGED SCHEDULE **20%**

REHAB **11%**

HELP GETTING TREATMENT **9%**

MORE EMPLOYEE BENEFITS **7%**

Liberation-Centered Workplaces



Person-First Language

- Reduces Stigma
- Reduces Barriers
- Encourages help-seeking
- Promotes Life!

(BCCDC Harm Reduction Team, 2017)

4 guidelines to using non-stigmatizing language

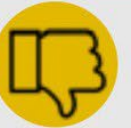
1 Use People-first language



Person who uses opioids

vs.

Opioid user OR Addict



2 Use language that reflects the medical nature of substance use disorders



Person experiencing problems with substance use

vs.

Abuser OR Junkie



3 Use language that promotes recovery



Person experiencing barriers to accessing services

vs.

Unmotivated OR Non-compliant



4 Avoid slang and idioms



Positive test results OR Negative test results

vs.


Dirty test results OR Clean test results



“We have to re-imagine revolution – and think not only about the change in our institutions, but the changes in ourselves.”

Grace Lee Boggs





Quyana - Thank You



Questions and Comments

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