

Hiring Justice Impacted Peers

Part 1 - The Steps Before Implementation

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**Opioid
Response
Network**
STR-TA/SOR-TA



Working with communities to address the opioid crisis.

- ✦ SAMHSA's State Targeted Response Technical Assistance (STR-TA) and State Opioid Response Technical Assistance (SOR-TA) grants created the *Opioid Response Network* to assist states, individuals and other organizations by providing the resources and technical assistance they need locally to address the opioid crisis .
- ✦ Technical assistance is available to support the evidence-based prevention, treatment, and recovery of opioid use disorders.



Working with communities to address the opioid crisis.

- ✧ The Opioid Response Network (ORN) provides local, experienced consultants in prevention, treatment and recovery to communities and organizations to help address this opioid crisis.
- ✧ The ORN accepts requests for education and training.
- ✧ Each state/territory has a designated team, led by a regional Technology Transfer Specialist (TTS), who is an expert in implementing evidence-based practices.



Contact the Opioid Response Network

✦ To ask questions or submit a technical assistance request:

- Visit www.OpioidResponseNetwork.org
- Email orn@aaap.org
- Call 401-270-5900



Substance Abuse and Mental Health Services Administration (SAMHSA)

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Approach: To build on existing efforts, enhance, refine and fill in gaps when needed while avoiding duplication and not “re-creating the wheel.”

Overall Mission

To provide training and technical assistance via local experts to enhance **prevention, treatment** (especially medication-assisted treatment like buprenorphine, naltrexone, and methadone), and **recovery** efforts across the country addressing state and local - specific needs.



Land Acknowledgement



We are each likely participating on the ceded or unceded land of an Indigenous people. For me, where I work, it is the Lenape homeland.

Where I live in Rochester, NY, it is the traditional territory of the Haudenosaunee and by honoring the sovereignty of the Six Nations—the Mohawk, Cayuga, Onondaga, Oneida, Seneca and Tuscarora.

I ask you to join me in acknowledging all Indigenous People and all ancestral and unceded lands of their People, their elders both past and present, as well as future generations.

Most of the institutions for which we work must also acknowledge that they were founded upon exclusions and erasures of many Indigenous peoples.

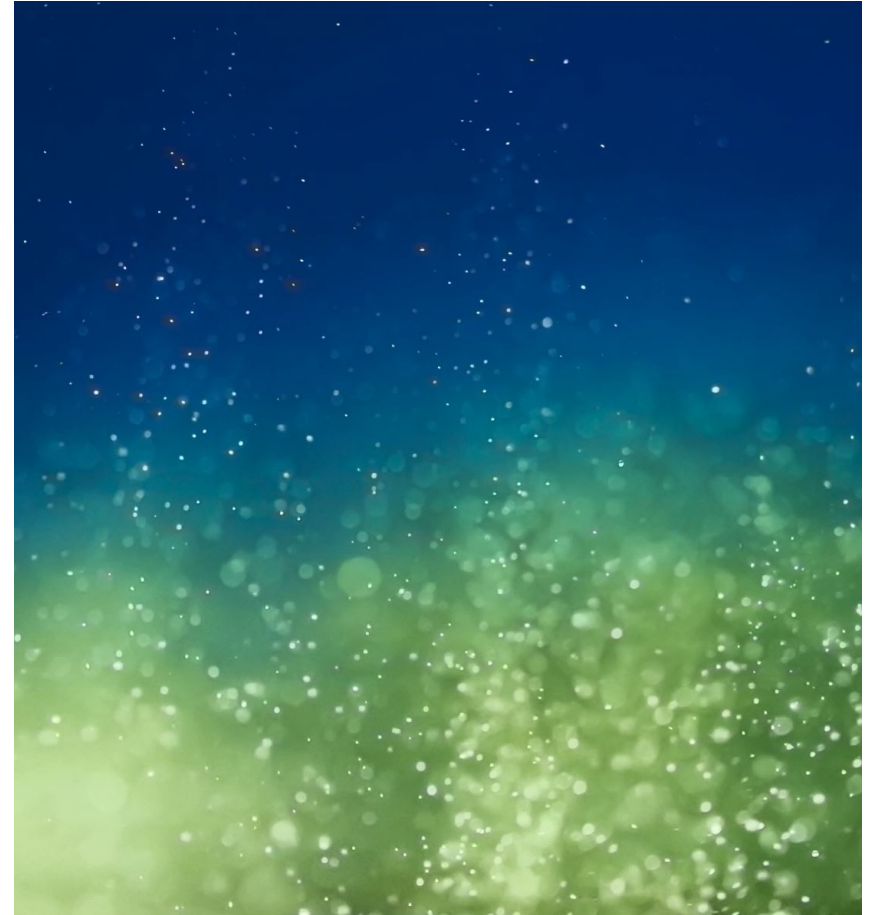
This acknowledgement demonstrates a commitment to begin the process of working to dismantle the ongoing legacies of settler colonialism.



Labor Acknowledgement

We must acknowledge that much of what we know of this country today, including its culture, economic growth, and development throughout history and across time, has been made possible by the labor of enslaved Africans and their descendants who suffered the horror of transatlantic trafficking of their people, chattel slavery, and Jim Crow.

We are indebted to their labor and their sacrifice, and we must acknowledge the tremors of violence throughout the generations and the resulting impact that can be felt and witnessed today.



AGENDA

- ✧ Introductions – Chacku & Skip
- ✧ What is Peer Support?
- ✧ What is a Justice Peer?
- ✧ The meaning of “Setting the table”
- ✧ The Process of shifting “Organizational Culture”





INTRODUCTIONS

Hello – Im...

Chacku

- ✦ Indian-American born in Kuwait who immigrated to the states via NYC then Rochester in 1970's
- ✦ Lived experience with mental health and substance use conditions
- ✦ Peer supporter and rights activist since 1986

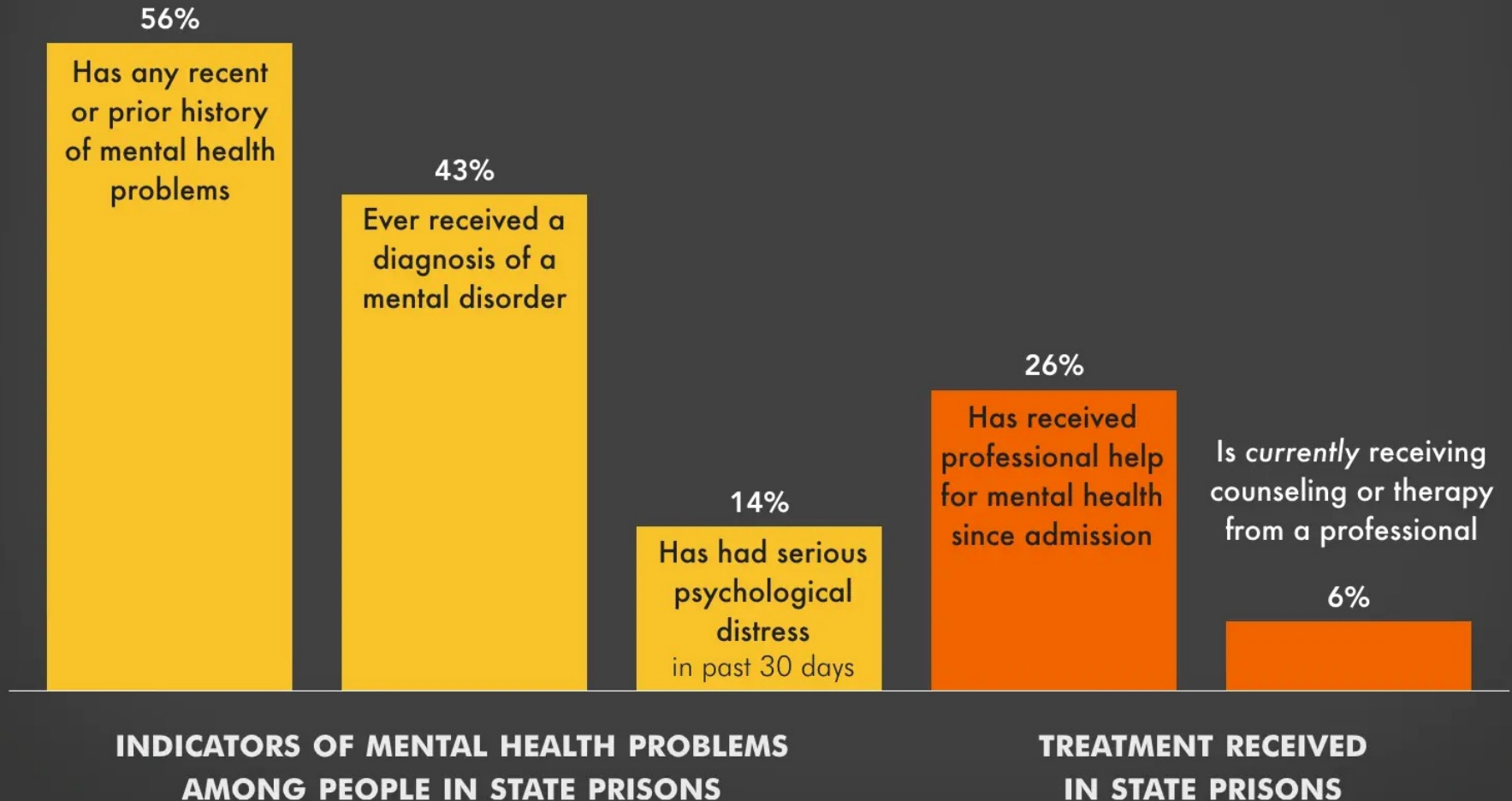
Skip

- ✦ Directly Impacted by multiple systems
- ✦ Executive Director – NYC Justice Peer Initiative
- ✦ Dually Certified Peer – MH/SA
- ✦ Worked in Peer Support since 2007 – Peer Supervisor



Over half of people in state prisons report mental health problems, but only 1 in 4 has received professional help in prison

Percentage of people in state prisons nationwide who have indicated a recent or past mental health problem, compared to the percentage who have received any professional help since admission to prison



Why Focus on Co-Occurring Disorders?

- ✧ The combined presence of SUDs and mental disorders results in more profound functional impairment; worse treatment outcomes; higher morbidity and mortality; increased treatment costs; and higher risk for homelessness, incarceration, and suicide than if people had only one of these disorders but not both.
- ✧ Current treatment guidelines recommend that people with co-occurring disorders receive treatment for both disorders.

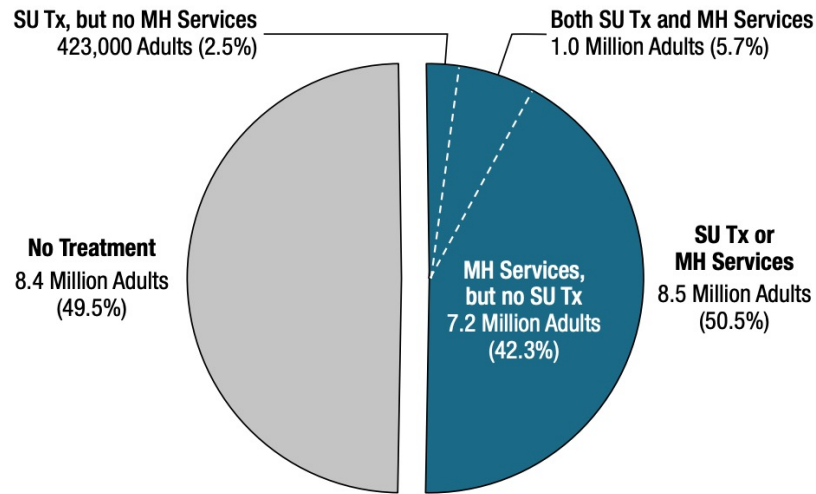
- Substance Abuse and Mental Health Services Administration. (2021). Key substance use and mental health indicators in the United States: Results from the 2020 National Survey on Drug Use and Health (HHS Publication No. PEP21-07-01-003, NSDUH Series H-56). Rockville, MD: Center for Behavioral Health Statistics and Quality, Substance Abuse and Mental Health Services Administration.

Retrieved from <https://www.samhsa.gov/data/>



2020 National Receipt of Services Data

Figure 54. Receipt of Substance Use Treatment at a Specialty Facility and Mental Health Services in the Past Year: Among Adults Aged 18 or Older with Past Year Substance Use Disorder and Any Mental Illness; 2020

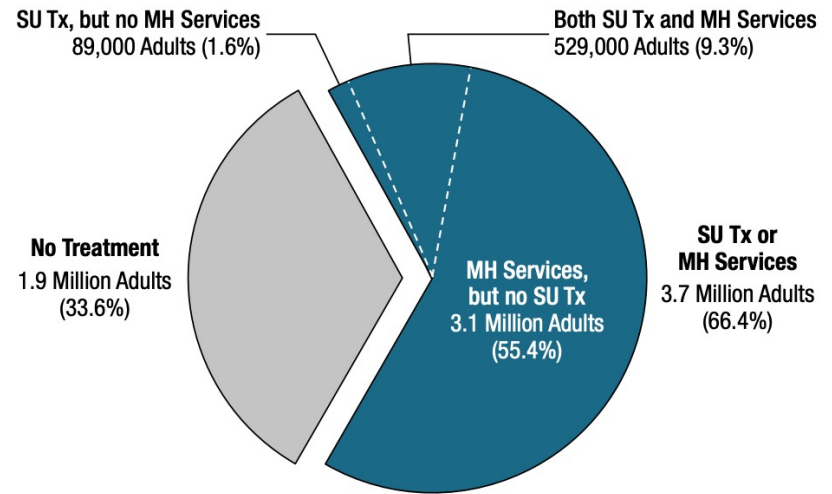


17.0 Million Adults with a Substance Use Disorder and Any Mental Illness

Note: Mental Health Services include any combination of inpatient or outpatient services or receipt of prescription medication.

MH = mental health; SU Tx = substance use treatment.

Figure 55. Receipt of Substance Use Treatment at a Specialty Facility and Mental Health Services in the Past Year: Among Adults Aged 18 or Older with Past Year Substance Use Disorder and Serious Mental Illness; 2020



5.7 Million Adults with a Substance Use Disorder and Serious Mental Illness

Note: Mental Health Services include any combination of inpatient or outpatient services or receipt of prescription medication.

MH = mental health; SU Tx = substance use treatment.

Note: The percentages do not add to 100 percent due to rounding.

• Substance Abuse and Mental Health Services Administration. (2021). Key substance use and mental health indicators in the United States: Results from the 2020 National Survey on Drug Use and Health (HHS Publication No. PEP21-07-01-003, NSDUH Series H-56). Rockville, MD: Center for Behavioral Health Statistics and Quality, Substance Abuse and Mental Health Services Administration.

Retrieved from <https://www.samhsa.gov/data/>





WHAT IS PEER SUPPORT?

PEER SUPPORT IS...

ELEMENTS

- ✦ MUTUALITY
- ✦ SHARED UNDERSTANDING
- ✦ RELATIONSHIP-BASED
- ✦ RECOVERY-BASED
- ✦ STRENGTHS-BASED
- ✦ PERSON-CENTERED
- ✦ MUTUAL EMPOWERMENT
- ✦ ADVOCATING
- ✦ EMPATHETIC

QUALITIES

- ✦ NOT A HELPER vs HELPEE
- ✦ NON-JUDGEMENTAL
- ✦ HOPE-DEALER
- ✦ BUILDING COMMUNITY
- ✦ SHARED STORY-TELLING
- ✦ TRUST
- ✦ INSPIRE
- ✦ MENTORSHIP
- ✦ NAVIGATIONAL AID
- ✦ RESOURCEFUL





WHAT IS A JUSTICE PEER?

A JUSTICE PEER IS...

**Everything Peer with
the added valuable
addition of
lived experiences in
navigating the
Crimino-Legal system and landscape!**





**WHAT
DO WE MEAN BY
“SETTING THE
TABLE”?**

ORGANIZATIONAL CULTURE

SCENARIOS

- ✦ LANGUAGE
- ✦ CULTURE SHIFT
- ✦ LANYARDS & KEYS

examples...

- person first language – what are we calling our participants?
- how do we move from a place of service to the directly-impacted to co-workers?
- do we wear ID's clipped to our shirt pocket? Or bunches of keys attached to belts?



TRAUMA INFORMED

SCENARIOS

- ✦ NON-JUDGEMENTAL
- ✦ RESPECT EVERYONE'S
WORLDVIEW
- ✦ ITS NOT WHAT YOU DID...

examples...

- people who matter don't judge
- everyone has a right to their opinion
- validation of expertise



HR POLICY & PRACTICES

PRACTICES

- ✦ Language shift
- ✦ DEI
- ✦ Non-judgmental
- ✦ Strengths-based
- ✦ Person-first culture
- ✦ Trauma informed
- ✦ Navigation of Background Checks & regulatory required paperwork

POLICY

- ✦ Regulatory requirements
- ✦ How does this differ with the directly-impacted?
- ✦ How do we build in the inclusivity factor?
- ✦ Accommodations – What do they entail for the directly-impacted? i.e. court / community supervision appointments, curfew



JOB DESCRIPTION DEVELOPMENT

Needs to build the JD

- ✦ Definitive Work-flow
- ✦ Peer values and competencies
- ✦ Hard skills - job-related competencies and abilities
- ✦ PT vs. FT vs. Per diem?
- ✦ Pay scale vs. Pay rate
- ✦ What is Co-Optation? The importance of non-cooptation
- ✦ On-the-job-training?

Need or Nice to have?

- ✦ Soft skills - personal qualities and traits
- ✦ Tech competencies
- ✦ Documentation
- ✦ Professional Etiquette
- ✦ Software Knowledge



ONBOARDING & TRAINING REGIMEN

Expectations

- ✦ Capacity Building
 - ✦ Professional Development
 - ✦ Career Ladder Expectations
 - ✦ Promotional Opportunities
 - ✦ Upskilling Requirements
- ✦ Hard skills - job-related competencies and abilities
 - ✦ Soft skills - personal qualities and traits



PEER SUPERVISION

- ✦ Build in a mechanism for peer supervision

- ✦ What is the expectation for supervision?

- ✦ How will supervision be offered? Weekly?

- ✦ Open door policy

- ✦ Framework for authentic discussion of barriers

