

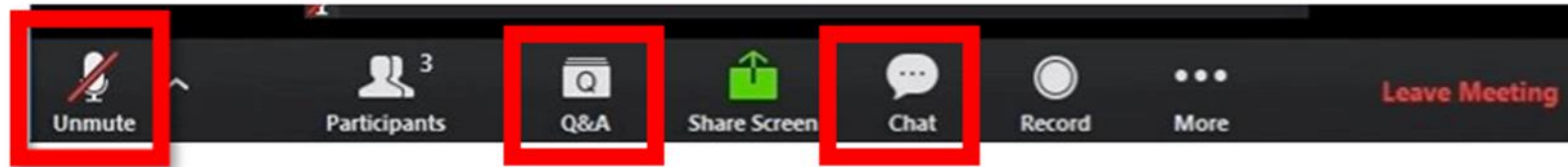


SJLA Learning Series May 2024 Event: Bridging the Gap: Engaging Community Organizations and Peer Recovery Specialists in Your Work

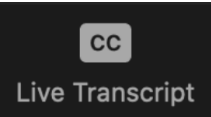
Wednesday, May 15, 2024
12-1 p.m. ET

Thank you for joining! The webinar will begin at the top of the hour.

Asking A Question & Using Closed Captioning



All functions are located at the bottom of your screen

- Ask questions by using the Q&A function (you will **not** be able to unmute). Please indicate if you would like your questions to be anonymous.
- Use the chat for discussion & interactive activities.
- Click  and then select "Show Subtitle" to access closed captioning or "View Full Transcript" to access the transcript.

*If you are experiencing technical difficulties, please send a direct Zoom chat message to Hosts and Panelists.

SJLA Community Norms

- Practice empathy: discussions around social justice and equity touch on sensitive topics that require us all to be understanding of each other's backgrounds and experiences.
- As you participate in today's webinar, please remember to stay committed to openness and learning.

Chat Norms:

- We may have differing opinions on ideas, but **those differences should always be discussed respectfully to facilitate education and growth.**
- Insulting, bullying, inflammatory, and offensive language will result in removal from the webinar.
- If you have any questions or concerns or are experiencing issues in the group, feel free to reach out to one of the moderators privately in the chat or by emailing SJLA@thenationalcouncil.org. We are here to help!



Frequently Asked Questions

- **All Learning Series events are recorded and will be made available to view on demand, along with a copy of these slides, on our SJLA webpage** within 48 hours following the event's conclusion.
- **The SJLA Workbook is not required to participate in the Learning Series.** However, if you are interested in purchasing a copy, it is available on our SJLA website.
- The SJLA Learning Series **is not CEU accredited.**
- **There will not be a certificate of completion for attending the SJLA Learning Series.** However, if you would like proof of attendance for your employer, please email SJLA@thenationalcouncil.org and we would be happy to provide you with an email verification.





Description

In this SJLA Learning Series event, we will focus on empowering individuals with lived experience in mental health and substance use treatment serving as peer recovery specialists.

Our presenters will share examples of how they have cultivated recovery-friendly work environments and community relationships to support this work. Participants will explore various career paths for a Peer Recovery Specialist and how to best integrate Peer Recovery Specialists on an individual and organizational level.

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Learning Objectives

Participants will:

1. Understand the role of peer support specialists to implement best practices for role preservation and career sustainability.
2. Recognize existing stigma surrounding peer work to more effectively cultivate inclusive work environments.
3. Highlight data to support the need for peer recovery work and the intended outcomes.



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Today's Presenters



Carolyn Vidmar
Community Impact Coordinator
Enoch Pratt Free Library
Pronouns: she/her/hers



Donna Bruce, CPRS-F, RPS, RCPF
*Operations Assistant II,
Programs & Outreach*
Enoch Pratt Free Library
Pronouns: she/her/hers



Dwayne Dean, RCPF, CPRS, RPS, ICPR
Principal Facilitator and Consultant
Peer Recovery Training and Support
Services
Pronouns: he/him/his

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**Bridging the Gap:
Engaging Community
Organizations and
Peer Recovery
Specialists in Your
Work**

**Dwayne Dean,
RCP-F, CPRS,
RPS, ICPR**



**Peer Recovery
Training and
Support Services**

COSTUME INSPIRATION



What Time Is It ?











Peer Recovery Support

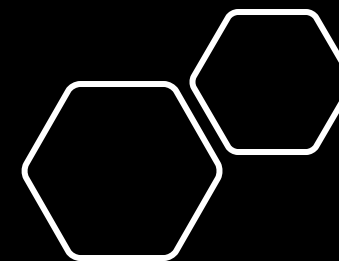
**Reaching
Out Can
Make All The
Difference**



What Peers Don't Do

- Coach
- Fix
- Help
- Save
- Coercive Crisis Response
- Encourage Treatment Compliance





Recovery Uber

What Peers Do

- Bear Witness
- Return Power
- Show Up Authentically
- Hold Space
- Approach with Curiosity
- Trust the People They're Working With
- Offer Alternative Perspectives



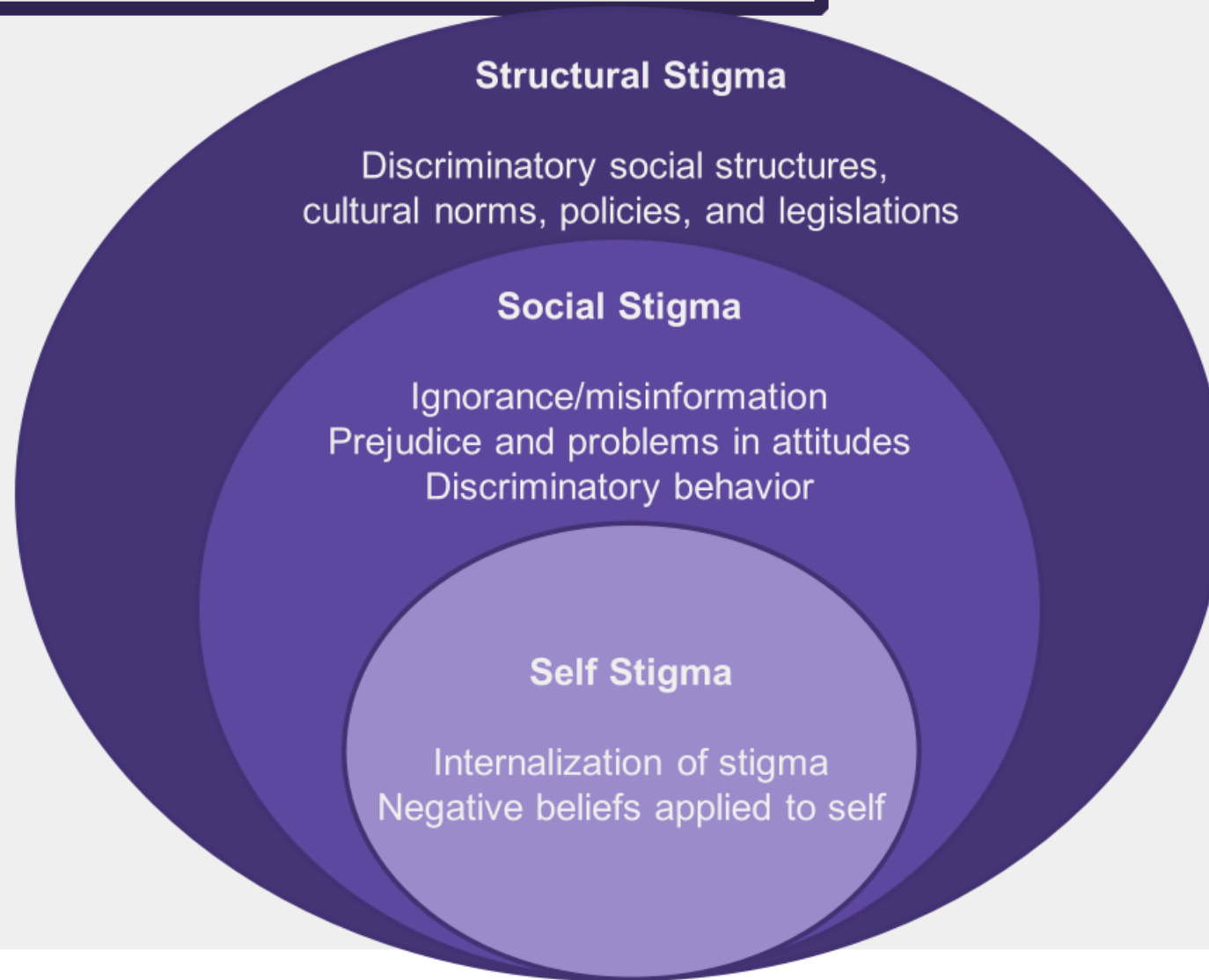
WE NEED A CHANGE

DEAR WHITE
people
WHEN A BLACK
PERSON TELLS
YOU SOMETHING IS
OFFENSIVE OR RACIST
YOU DON'T GET TO SAY
IT'S NOT LISTEN!

**STOP
TOKENISM**



Multiple Levels of Stigma are Interconnected



Adapted from Javed et al, 2021

Diversity Equity and Inclusion

Tokenism is the result of doing the bare minimum in DEI initiatives. Tokenism occurs when a company makes a purely symbolic effort of “keeping up appearances” to show support for diversity to avoid criticism. In short, it's false DEI.

Left unchecked, tokenism in the workplace can lead to the wrong hiring decisions or achieving diversity targets without engaging your organization's diverse employees.

An organization may employ diverse candidates, but they're guilty of tokenism if the work environment isn't inclusive.

Tokenism is discrimination that occurs when companies make diversity and inclusion mistakes. It can manifest in the workplace in a couple of ways, like:

Thank you!

Contact info:

Dwayne Dean, RCP-F, CPRS, RPS, ICPR

Principal Facilitator/Principal Consultant

Dwayne@peerrecovery-support.com

<https://www.peerrecovery-support.com>

Peer Recovery Training and Support Services
would love your feedback.

Post a Google review to our profile.

<https://g.page/r/CaaBOiD1qVHQEBl/review>

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Enoch Pratt Social Impact Programs



Program Goals:

- Meet customer needs
- Foster inclusive, supportive environment for patrons and staff
- Provide opportunities for community building, collaboration and workforce development

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Starting the Peer Navigator Program

Organizational transformation timeline:

2020-21: Changes in policy

2021: Partnership with MPAC; peer volunteers in libraries

2022: “Building a Peer Navigator Workforce in Baltimore” grant

2023: First Peer Navigator trainee cohort begins

2024: First cohort graduates; Second Peer Navigator trainee cohort begins



RECIPIENT OF CAREFIRST
BLUECROSS BLUESHIELD'S
BEHAVIORAL HEALTH GRANT



ENOCH PRATT *free* LIBRARY

Carefirst 

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About the Peer Navigator Program @ Pratt



Who: One full-time Registered Peer Supervisor, one full-time certified peer, 15 Peer Navigator trainees

What:

- Person-centered support
- Compassionate, safe environment to discuss substance use
- Referrals, Narcan, Narcan training

What else: Professional and workforce development for the Peer Navigator trainees

Where: Seven Enoch Pratt Free Library locations

When: Peer Navigator trainees work 8 hours/week for one year

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Why Peers?

- Wraparound services: peers and clinicians provide complementary services
- Lived experience
- Resourceful, resource brokers
- Cheerleaders and motivators
- Promotes a recovery friendly workplace



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Peer Navigator Program Impact and Success

Data since December 2021:

- More than 2,080 customer interactions with Peers
- 740 individuals have received Narcan Training
- Peers distributed 150 Narcan kits
- More than 540 customers referred to Pratt resources
- Approximately 120 individuals referred to other community services



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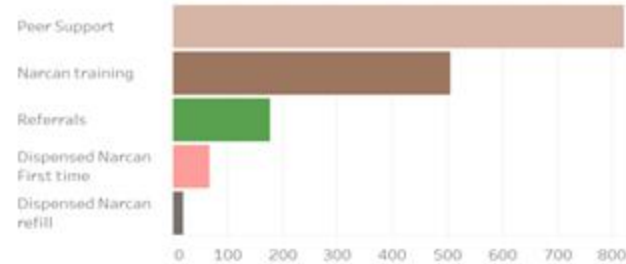


Peer Services and Referrals



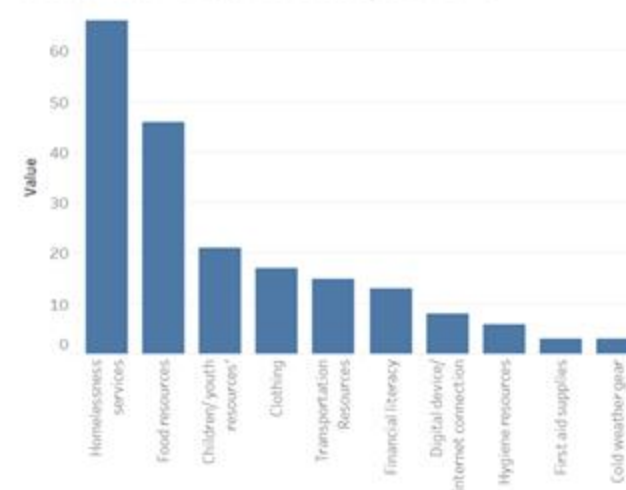
Peer Services

What type of Peer Services were utilized



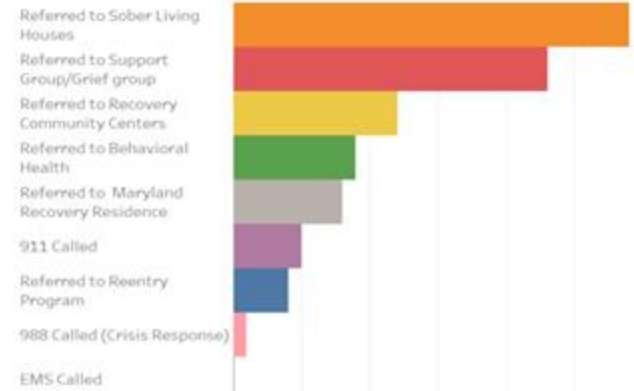
Customer Identified Needs

Other self-identified support needed by customers



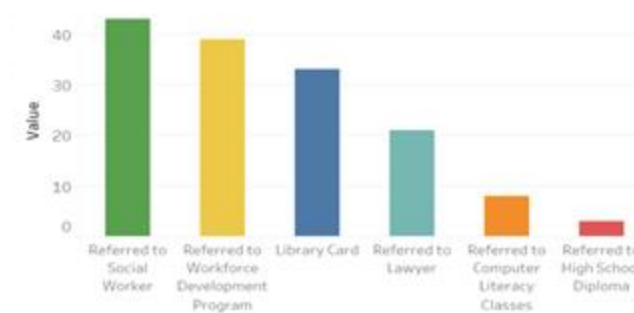
Referrals to External Services

Referrals to outside organizations and services



Referrals to Library hosted Social Impact Programs

Lawyer in the Library, Social Worker in the Library, PCTT Digital Literacy classes, Library card, Workforce Development, etc.



Peer Navigators @ Pratt



Questions? Contact Us!

Donna E. Bruce, CPRS-F, RPS, RCPF dbruce@prattlibrary.org

Carolyn Vidmar, Community Impact Coordinator cvidmar@prattlibrary.org



Contact Information

Contact info:

Dwayne Dean, RCP-F, CPRS, RPS, ICPR

Principal Facilitator/Principal Consultant

Dwayne@peerrecovery-support.com

<https://www.peerrecovery-support.com>

Peer Recovery Training and Support Services
would love your feedback.

Post a Google review to our profile.

<https://g.page/r/CaaBOiD1qVHQEBl/review>

Join Our Listerv

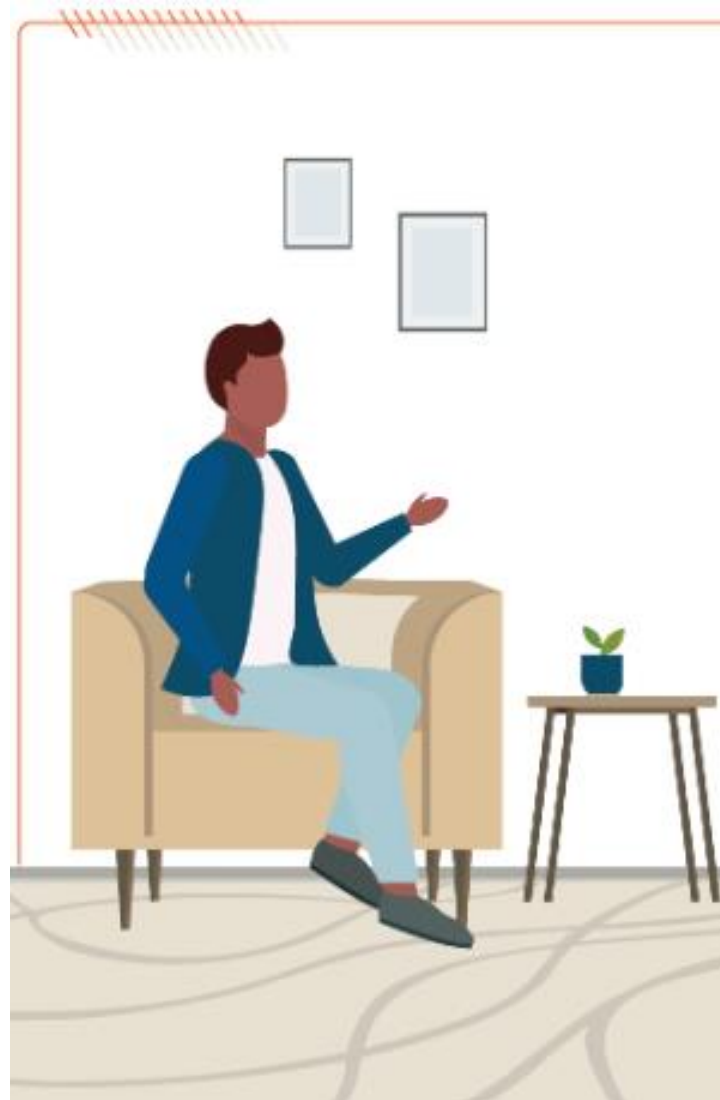


Resources

[Peer Recovery Training and Support Services](#)

[Enoch Pratt Free Library](#)

[Donna Bruce Unlimited Inc.](#)



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Q&A and Open Discussion



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SJLA LinkedIn Networking Group

The Social Justice Leadership Academy's (SJLA) LinkedIn Networking Group is a space created for Learning Series participants to connect with one another outside of our monthly events.

This group is intended to serve as a networking hub for individuals seeking to advance social justice within their organizations. By joining this group, you are indicating that you are open to networking with other SJLA participants.



<https://www.linkedin.com/groups/12879319/>

Scan the QR code or click the link above to join!



Social Justice Leadership Academy Learning Series: Upcoming Events

SAVE THE DATE

Supporting LGBTQ+ Communities With an Intersectional Lens: Thursday, June 20, 2024, 12-1 p.m. ET

Register Here: https://thenationalcouncil.org.zoom.us/webinar/register/WN_Gq5rCEK9Rba2YqN81sF3pg#/registration

**Registration information for these sessions will be sent out to all attendees via email and will additionally be posted on our SJLA Events webpage:

<https://www.thenationalcouncil.org/program/the-social-justice-leadership-academy/events/>



Want To Learn More?

The Social Justice Leadership Academy

The Social Justice Leadership Academy

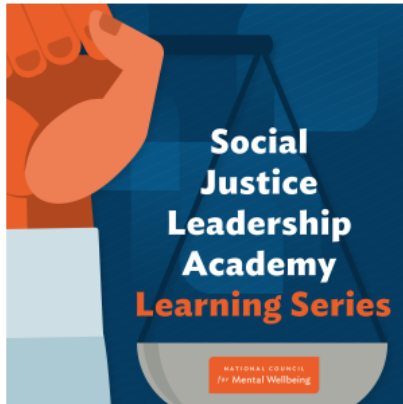
Events

The SJLA Workbook

FAQS & Contact Us

The Social Justice Leadership Academy (SJLA) Learning Series is a free, monthly series of virtual learning events. Topics will include structural and systemic inequities in mental wellbeing, structural and systemic biases, criminal justice reform, applying change management principles to advancing social justice within organizations and more. Learning events will be a mix of informational presentations, workshops and guided discussions.

The SJLA Learning Series is for professionals of all levels who are dedicated to embracing social justice principles to bring equity to communities and systems of care. While we encourage attendees to participate in all events to broaden their knowledge of social justice principles, we understand that attendees may not be able to attend every event.



Each event within the learning series is a standalone presentation within the SJLA content framework to allow attendees to register for as many events as possible as they build their social justice knowledge base at their own pace.

For further learning on topics addressed in the SJLA Learning Series, we recommend the [SJLA Workbook](#), which provides an educational background and self-guided exercises designed to help health care professionals increase their personal and organizational social justice awareness and form action plans for change.

- **Watch FREE recordings of past events**
- **Download resources on SJLA-related topics**
- **Register for upcoming events**
- **Purchase our SJLA Workbook**
- **Contact us!**

<https://www.thenationalcouncil.org/program/the-social-justice-leadership-academy/>



Evaluation

Please provide your feedback on this SJLA Learning Series webinar event at the link below. Scan the QR code or type the URL into your browser.



<https://www.surveymonkey.com/r/SJLA2024Session2>



Thank You!

