



Recorded Webinar Transcript: Creating Recovery-Ready Communities 12/16/2020

Keegan Wicks:

My name is Keegan Wicks and I'm a person in long-term recovery. And for me, that means that today I'm able to share this information with you. I'm able to be an active advocate in the recovery community space. I'm a nationally certified peer recovery support specialist. I'm a fiancé. I'm an active voter as, my probably one of many shout-outs today that November 3rd is right around the corner and I encourage all of you to engage in that process of speaking out and sharing your voice with others, especially in the recovery community.

Today we're really focusing on what it looks like to develop a recovery-ready community. If you've had any exposure at all to the recovery community, it's probably a buzzword that you've heard at some point, and what I would like to do, what our hopes are as we navigate conversation today is to carry the conversation from the buzzword to what it looks like, to actually developing and enhancing a community to be prepared to foster an atmosphere of recovery.

Zoom, because of the information we have today and the limited amount of time, I ask that if you have a question that you click on the raise hand feature. If you're on a desktop, you'll see that in the far right hand side on your desktop by clicking on the participant chat tab. Also, I welcome your participation in chat as well. You can find that where the little arrow is on your screen on my slide here. If you're having any difficulties with audio or video needs, please know that we are on standby to help you. My colleagues and team are behind the scenes diligently working away to make sure that we can have as seamless of a presentation today as possible. This presentation today will be recorded, so I just want to make sure that you all are aware of that so if you miss something that I'm presenting on and you are really anxiously awaiting hearing this information again, we'll have the video that you can watch as well a copy of the handouts and links from today's presentation as well.

We've covered technology, questions and comments. By chance that I don't have the opportunity to address your questions as we navigate through today's presentation, please know that if they are in the chat box, we'll be happy to address them either real time or get them back out to you after the close of today's presentation. Following the close of today's presentation, you'll receive an evaluation. Please complete that evaluation. That lets APRCOE know how we're doing, what we can do to continue to improve. And ultimately, that's how you're going to access your CEs. CEs are every peer support's best friend so I encourage you to continue to complete these evaluations and continue to attend the trainings that are coming from these series.



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That's my housekeeping stuff. I told you, we're going to keep it brief. Ultimately, today we're looking at gaining knowledge about what it looks like to have a recovery ready ecosystem, to have a recovery-ready community. We talk about an ecosystem because there's really much more at stake than just what maybe some may identify as the community itself. We're going to look at that, a variety of peer-based community services that can exist like recovery community organizations, collegiate recovery, recovery housing, and reemployment support services. Specifically, we'll leave here today-

Speaker 2: [inaudible]

Keegan Wicks: I'm so sorry. You can just put yourself on mute if you're not currently speaking.

Speaker 2: Okay. Sounds good. Bye-bye.

Keegan Wicks: And finally, we'll talk about strategies to enhance community or recovery capital. We're also going to talk about recovery capital as well, if it's a term that perhaps you're unfamiliar with. I always think it's important to level set when we have these types of discussions and I think one of the ways that we can do that is to define what recovery is. Recovery is a phrase that's talked about in a variety of different contexts. I think for our purposes, really, what we're referring to today is, when we speak about recovery from substance use, it's a process of change through which individuals improve their health, wellness, and live a self-directed life and strive to reach their full potential. When I speak to you today about recovery, bear this definition in mind.

Why does recovery matter and why does a community need to be ready for that? I think the short answer is that it affects millions of people. From our local and state levels to nationally to internationally, substance use and substance use disorders has impacted everyone. I haven't met a person that doesn't know someone that has been impacted by a substance use disorder. There is 23 million Americans, million adults, who are currently living in the United States who identify as a person who once had a problem with drugs or alcohol, but no longer do. This is affecting a great amount of people. There is a great amount of individuals who not only have been impacted by substance use, but are actively in some process of recovery as well.

Recovery is great so far as it goes, but really, I think it's easy to get lost in discussion about short-term recovery focuses. We often talk about residential treatment facilities and the 30-day process or the detoxification off of substances, if an individual is physically dependent to them. For our purposes, and one of the things that the community can play a critical role in is the long-



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term focus of recovery. We know that individuals who are in long-term recovery who have achieved five years of sustained recovery will have a dramatically less likely opportunity to experience a recurrence of use after that five year mark. And much like any other health condition, when we have a discussion about individuals who are in remission from cancer, or individuals who are in remission from some other type of illness, their chances of experiencing a return of their symptoms lessen after a period of time so the research shows that, in our efforts, that five years of sustained recovery is the number that really we see a reduction in a recurrence of use.

Our communities provide effort to allow that to happen. They can provide resources and a sense of empathy and compassion and services that can really help steer an individual to achieve long-term recovery. This is dramatically different than, like I said, what we hear about, this short-term picture, this short-term window of what their recovery process might look like. We're not just talking about somebody going to residential treatment for 30 days and then coming back and living their lives in their own communities. We're talking about really developing an infrastructure inside a community which can embrace and empower an individual and make services readily available to ultimately aid them in their process.

One of the things that we've kind of spoken of, a buzzword, earlier on is, a recovery-oriented system of care. Now, recovery-oriented systems of care is something that is a model of systems that really looks at providing a continuity of services and care throughout all stakeholders in making sure that all stakeholders have a voice inside their community. It's a methodology that's person-centered and ultimately building on strength and resilience of individuals, their families, and communities.

If we take a look at this in another lens rather than just me telling you what a recovery-oriented system of care is, let's look at one of the infographics that I think helps build this picture. This infographic, and I understand that it may be challenging for you to see on your screen right now, but bear with me as we zoom into this. What we see is that there are a variety of different services and systems that play into a person's ability to access recovery and to really engage in their recovery process. And whether that's mental health services, primary care, human services, the criminal justice system, there is so many things that can really impact a person's ... of course, I'm drawing a blank for the word for it, but their outcomes.



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There are limitations to this basic model. There are some things that are absent from this board. Things like prevention services, harm reduction services. More specific types of services through peer-recovery support services, like recovery community organizations, mutual aid groups, law, policy, and advocacy efforts. There has been some other work that has been done to introduce a new system of care that can help really foster community level services that can ultimately aid somebody in their recovery process. But before we get there, I want to take a moment to break down some of the language that we've been speaking of like, recovery capital.

I had not known recovery capital prior to getting involved in working in direct service for recovery support services, but it makes sense so if this is your first time learning about this, you're not alone. The simple definition is that it's the sum of resources a person has at their disposal. It can be internal and external that they can ultimately draw on which will help initiate and sustain a person's recovery. It's the sum of their resources. We know that the more resources, internal and external, a person has the better chances of them being able to sustain recovery. There is a variety of, obviously there is a variety of different internal and external resources that somebody can access and so part of peer support specialists, part of the community process is really enabling these services, these resources to become as readily available as possible.

Starting at person-centered recovery capital, there is two different types, physical and human recovery capital. If you think about physical, that's really the tangible resources that at a person's disposal. Financial resources is a common example. We look at resources to provide an individual with potentially better housing or health insurance. Shelter, food, access to transportation. Whereas human recovery capital or the resources a person possesses, such as skills, their dreams and aspirations. That could be vocational skills or a credential that they possess. It could be their self-awareness or their purpose in life. All of these things can help play into somebody's resources for recovery.

Breaking things down further, we have family or social recovery capital. And in there we find that those are the resources a person has from their relationships with other people. And bear in mind that when we speak of relationships with other people or even family, it doesn't necessarily mean that we're talking about their immediate family. If we're looking at a strength-based model and we're looking at individuals benefiting from services in their community, it's the



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age-old idea that everyone needs someone in their life and so these social relationships are supportive of their recovery efforts and oftentimes we're looking at the willingness of people in individuals lives to participate in

someone's recovery process. Whether that means establishing boundaries in a home environment, whether that means being willing to go to therapy sessions as an individual, as a friend, as a family member, so on.

And then we have community and cultural recovery capital. This is outside of the immediate vicinity of the person, we're looking at attitudes and policies inside the community that ultimately help an individual attain services or attain recovery from a substance use disorder. Cultural recovery capital, being the availability of resources that are culturally appropriate for people that actually means something to the individuals that are being served or that are accessing these services. Not everyone benefits from the same type of recovery process or pathway, not all services are created equal for everyone and so it's getting away from the idea of one size fits all or maybe a few sizes fits all, but really making sure that there are appropriate resources available for the people who need them.

These are base definitions of recovery capital. Carrying that over, we've talked about a recovery-ready community. What does that look like? Ultimately it's a decision. It's a voluntary process that the community is saying that, okay, we want to foster an atmosphere that makes it possible for individuals to engage in recover as easy as possible, as safely and to feel as empowered as possible in their process bearing in mind that in doing so, it does nothing but support the community. Supporting the community through economic and health burdens, burdens for lack of better word, but really, we're looking at, if we support individuals [inaudible] in our community. We had talked about a recovery-oriented system of care, but there was some items and components that were missing from that process. There were prevention, harm reduction, et cetera.

There's another type of model that really embraces and serves to compliment that previously existing recovery-oriented system of care. I want to spend some time to talk about that next. We're looking at this recovery-ready ecosystem model and what this is really doing is, it's complimenting the existing structures of a recovery-oriented system of care. And here we're looking at introducing community level peer-based services such as collegiate recovery programs, advocacy organizations, recovery high schools, prevention and harm reduction. All of these being critical components to helping a community. And in this particular model, and there's a lot of really great research out there, we don't have time to necessarily dive into all of it, but one of the key components of this as opposed to the recovery-oriented system of care is that it helps communities



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access their needs and identify gaps that are existing inside community supports.

If we take another look at this particular model, we see that there are, again, there is different categories of local, state, national, and then policy, so we're looking at an individual's ability to possess things like self-advocacy and accessing services that are really peer-support based through their own community. And we're going to be spending a lot of time today speaking on the community services that are available that ultimately aid in someone's ability to gain recovery capital through employment, education, housing, reentry, and beyond.

As we break down various types of services that can be experienced and received in a community environment, one of the key and base level types of services is peer-recovery support. Peer-recovery support workers can provide services in a variety of different roles many of which can be across all of the platforms that we're speaking of today. These are really community focused services.

Let's talk about what a peer-support worker is. Ultimately, they are an individual who has lived experience in their recovery process from substance use disorder, which can aid somebody in their stage of recovery or their stage in their recovery process whether that's before, during, or after treatment or anything in between. Really, ultimately, looking at facilitating someone's ability to attain longterm recovery inside the community. There's an abundance of research that exists out there and still a lot more research to be desired. What we find is that recovery has less research available to it than does its counterparts, treatment and prevention, so there's more research to be done, but what we see is clear. For those who may be unfamiliar with peer support, it's reimbursable by Medicaid services in 37 states and that continues to grow. It's a viable service that's often at a lower cost, though not a free cost, but a lower cost than comparative services.

I also would be remiss if I didn't talk briefly about, as we speak to an individual's lived experience in the recovery process, that can also mean family, through their family support as well. Family support services is a growing area of the recovery world making sure that families continue to have a voice at the table, in making sure that families can have the same opportunity to receive services as perhaps their loved ones do who may have a substance use disorder.

What's the role of a peer support worker? They can have a variety of roles. Ultimately I think of the gaps that may exist in somebody's life cycle or accessing systems. People may not know how to navigate health insurance. They may not



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know how to access treatment services or clinical services or other life skills and a peer support worker provides opportunity to really fill gaps that may exist inside a community, so a really integral part of community level supports. Ultimately they are doing a few things. They are educating the public about recovery so they can be a face and voice of recovery. They are sharing resources and helping individuals build skills and they are mentoring or coaching individuals in their recovery process. Ultimately, and this is what helps shape that five-year long-term focus that we spoke of.

It may be unrealistic for a person to be actively involved in a treatment setting for a five year period of time. It's certainly very unlikely in our current day and age, but it is a hard ask. Where peer supports can come through, is they provide opportunity to be with someone in recovery in a sustained setting in the community setting long-term. It allows them to access a variety of services that perhaps they otherwise may not have access to in a treatment setting alone. Ultimately, it's their own shared experience of being a person in recovery that is the foundation of the relationship working with an individual who has a substance use disorder.

We know that there are a variety of benefits for providing peer support to individuals. SAMHSA has done some research. We want to know, does it work. The answer is yes. As a result of engaging in peer support services, individuals have seen a decrease in their involvement in emergency services. They've seen a less recurrence to criminal justice settings. It's provided access to a supportive environment inside the community and like I mentioned earlier, it facilitates opportunity to have similar or better outcomes than treatment alone, than other services by themselves. There are some other great research that's coming out of Penn State University at this time looking at what it looks like to have an individual receive peer support services through medication assisted treatment and the benefits of engaging those continued efforts as well. Where can you find these peer support service workers? You can find them all sorts of settings. You may already know of some that are currently working out of hospitals or through substance use treatment providers, so on.

One of the key functions that they play or one of the key roles that they can exist in this inside of recovery community organization. I want to spend some time speaking a little bit about what RCOs are. Recovery community organizations or RCOs are independent nonprofit orgs that are led and run by the recovery community. Ultimately they are organizations for people in recovery by people in recovery. Ultimately they provide a couple of base



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strategies to succeed. There are three different types of services that an RCO can be providing. It could be public education and awareness, public advocacy, training, knowledge, development of others. Ultimately, peer recovery support services.

An RCO is more than just a housing of peer recovery support service providers. They really can play an intentional, professional role of giving the recovery community a voice. And not just a voice in a local capacity, but RCOs can exist state-wide, often taking on roles of advocating for public policy or nationally as well. Really wonderful organizations that can develop inside somebody's community. Most states have existing RCOs. Most states have existing state-wide RCOs and more continue to populate every month.

Ultimately these principles are the guiding forces behind RCOs. They are empowering all pathways of recovery. They are actively participating in a participatory process so they are making sure that voices are brought to the table and that decisions aren't being made without those key stakeholders, including persons in recovery, including their family members. They provide diversity and inclusion, making sure that it's not just individuals who are recovery that are at the table, but individuals who represent a wide stakeholder base in their own communities, that they are at the table.

What I'll call an offshoot of recovery community organizations, although that's probably not the best way to describe it, is recovery community centers is another type of community based service that exists. Really, they are an easily accessible building, an intentional building so RCOs, recovery community organizations, don't necessarily need to have a permanent location, whereas a recovery community center serves as an intentional location where individuals who are looking for support in their recovery-

Speaker 2: Hey there. How are you?

Keegan Wicks: I'm sorry. Could you ... thank you.

They are peer operated. They are being supported by individuals who are in recovery. It's providing an atmosphere for individuals to access recovery support services or other services that may be beneficial in their community. One thing that is a service that could be provided through a recovery community center could be mutual aid meetings, could be support with employment or other types of ... having an area where individuals could go to have somebody assist them in getting placed for recovery housing and a variety of soft skills and life skills can be taught from these recovery community



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centers. Celebrations, events, things that are bringing the recovery community together can all be found inside of a recovery community center.

At a recovery community center, you may find that you may present yourself to be interested in finding recovery housing. Recovery housing is kind of another unknown entity or a misunderstood resource that's readily available for those in recovery or perhaps not so readily available depending on what resources exist within your community. Oftentimes they are more than just a safe, healthy environment that's substance-free for an individual to participate in while they are in recovery. But they are ultimately centered on embracing an individual's experience in their recovery process. What you may find is that each state has their own regulations or restrictions on what constitutes a recovery house or a recovery residence, but ultimately they vary widely.

The National Alliance on Recovery Residences has developed a handful of best practices and standards that help support and help showcase what various types of recovery residences may experience and so as we've looked at this four-level process, it gives an idea on some of the services that can be found inside a recovery residence. Again, more than just a substance-free living environment, it can also be a hub to provide and receive recovery support services, to learn skills that are essential to help you attain recovery capital, and it can even be a spot for receiving clinical services.

NARR has this wonderful program and services for credentialed recovery houses and they work with partners who are across all states, or across most states, is a better way to describe it to accredit organizations to provide them a standard saying that this is a model for communities to access recovery housing and these are the criteria that should be met to have a best possible outcome for recovering houses.

Another type of community service can be collegiate recovery. Collegiate recovery is ultimately a university provided addiction recovery support services center. So you're going to a college or a university to receive specialized services much like you would receive if you were an athlete. For anybody who may not know, which I'm not a sports guy at all, so I didn't know this, but athletes receive specialized accommodations in their universities so they can participate in what it is that they need to participate in while they are at the university. It's the same type of theory here and so this may consist of dedicated housing accommodations, supportive services, a safe space for individuals to meet all while they can be on the grounds of their campus so that they can actively participate in receiving a higher education with having the supports necessary to aid in somebody's journey and wellness.



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There was a study that was conducted a while ago by the Association of Recovery in Higher Education and they are one of the organizations who really has, they are a national organization that focuses on supporting, developing best practices and standards based on collegiate recovery. What was found is, for people who are actively participating in collegiate recovery, their age of their first treatment experience, they were accessing treatment 10 years earlier than somebody who was not engaged in collegiate recovery programs. Like wise, they were able to stabilize their recovery to attain longterm recovery 15 years earlier than their counterparts. It really provides a remarkable experience for individuals who are seeking to achieve a higher level of education in a safe and conducive environment.

Beyond collegiate recovery, there is also recovery high schools which is seen in principle, but it's really looking at, and this is near and dear to my own heart, but it's looking at providing a safe atmosphere for individuals who are in their recovery process in a high school setting. It meets all the same requirements that a traditional school does, but has an increase of services. It provides opportunity for mutual aid groups or other types of recovery programs for their students to participate in and it's open, there are restrictions to participating in a recovery high school, but one of them isn't that you must be in treatment in order to access and participate in recovery high school. The fundamental qualifier is that any student who is currently in recovery can have access to recovery high schools.

Now, recovery high schools, near me, the Bridge Way School in Philadelphia that is an example of a recovery high school, but they are few and far between and so this may be something that in your communities or in helping other communities participate in developing their readiness for recovery maybe something that you'd want to look at. How do they work? Change of environment, providing healthy, same self-mission driven individuals in the same environment focusing not just on academics, but also the recovery process as well. For most individuals, for most adolescents who are suffering from a substance use disorder and who are in high school, when they return back to their high school after attending a residential treatment experience, approximately eight out of 10 students experience a return to use or a recurrence of use within the first six months that they return to high school, which is astronomical.

Recovery high school provides opportunity for an individual to have like-minded individuals and students, positive peer pressure and coordinated support through clinical supports or recovery support services ultimately being able to focus in a much more positive environment that isn't inclusive of some of the other things that may be experienced in a traditional high school setting.



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In some research of the efficacy of recovery high schools, they found that individuals who participated in a residential treatment program and attended a recovery high school, after six months, they were significantly more likely-

Speaker 3: [foreign language]

Keegan Wicks: In abstinence as well as exhibiting lower levels of marijuana use and have less absenteeism from school, and I think that that piece is really important. They are more actively engaged in their education.

There's also another community level support called alternative peer groups. These are really a wide variety of services that are focused on young people in recovery where these groups can facilitate 12-step meetings, afterschool programming activities, other types of social fun activity that are abstinence based or other positive recovery space based, provides opportunity for support through parents and family members. Ultimately another means of peer recovery support acting as a liaison between various types of services that an individual may be receiving in their own communities.

What are the main factors that make alternative peer groups work? The fun factor. It shows individuals who are young in recovery that there is a life outside of using substances, that fun can be had within the confines of healthy boundaries. It rewards individuals who are actively practicing a lifestyle that is safe and based in values of recovery, like honesty and integrity. It involves individuals' family members as well so that they are encouraged to attend their own process of healing with whatever that may look like. One of the national organizations that oversees alternative peer groups is the Association of Alternative Peer Group Programs. I encourage you to check them out as well.

We're down to the wire on our last few examples on what it looks like to engage in some various types of community based support service and then we'll start talking about ways to look at enhancing our own community [inaudible].

We talk about harm reduction and I think it's often misunderstood. And I think harm reduction is often seen as its own separate piece that may not be directly tied into recovery. I think that that's an incorrect way to go about looking at things here and so we'll talk broadly about this today, but really, it's embracing the principles of harm reduction that I think are really essential in having a community being recovery ready. It's really looking at providing low threshold services. Services that aren't putting unrealistic or mandated terms for an individual to access these services. It's not punishing an individual for engaging in a behavior that may be commonly experienced in a person with addiction.



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We're not punishing an individual for returning to use or having a three-strikes out policy. We're really looking at an individual as a human that's comprised of all sorts of different experiences and we're looking at making sure that they have respect, the rights, dignity, that anyone else in their recovery process or not in their recovery process may experience.

Harm reduction programs, and my plug for the National Harm Reduction Coalition, see the URL down at the bottom. I encourage you to check them out. We won't have an opportunity to cover all of the principles of harm reduction. I do want to make sure we cover a handful of them. Ultimately, it's practical ideas and strategies aimed at reducing negative consequences for individuals who use drugs, or who are associated with drug use. It's more than just reducing harm, but it's really a movement based on social justice providing dignity, respect, and making sure that people's rights are valued and embraced and upheld who are using drugs or who are surrounded with drug use.

What are some of these principles? Ultimately, we're looking at a quality of life for an individual which doesn't necessarily mean that entire abstinence from drug use. I think that's really important to understand that when we speak of harm reduction or when we speak of any type of being ready to embrace recovery inside a community, cessation of all drug use doesn't necessarily mean that that's a successful intervention or a policy for everyone in the recovery community. We're making sure that people who use drugs, the acronym on my screen, PWUD, persons who use drugs, that individuals who are a part of that circle are brought to the table and have a voice at making decisions about the programs and policies that are existing to support them. The individuals who are inevitably or hopefully going to access these services, that they are at the table to make decisions based on creating these services. It's a recognition that there are a variety of factors, race, discrimination, other social inequities, that greatly affect someone's ability to navigate substance use disorders and other potential harm that may be experienced related to substance use.

We've gone through a number of services. Here are some examples of some other services or elements of a community that you may find that ultimately help make a community recovery ready. Recovery friendly workplaces or recovery friendly employers are great programs that exist in a variety of states across the country. It's an understanding of the organization and the employer taking a concerted effort to make sure that they are allowing individuals to not get punished for using substances, but rather have opportunities or additional opportunities to access recovery. Things like other faith-based programs, et cetera. And ultimately there are a variety, and especially in this day and age, during the COVID pandemic, there is a variety of online resources that have



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already existed over the years, but a number of them have been newly created ultimately to help individuals.

One thing to bear in mind, again, especially right now during this current climate, is that individuals in recovery ... If we look at the opposite of recovery being community, being connection, that connection was uplifted and taken away from a number of people when COVID-19 pandemic hit. And so a lot of communities have navigated conversations about how do we provide services to people in this climate. A number of them have gone through online services and meetings online. Even our training today, perhaps this is something that we would have met in person with six months ago, but now you're sitting from your office or your home, I'm sitting in my office and we're engaging in this discussion. But please know that this lack of connection, because it's not physical connection that we're experiencing, it's connection virtually. It's better than nothing, but this lack of connection has impacted millions of Americans, specifically individuals who are in substance use recovery or who are seeking these services. A lot of methods and means to access recovery doesn't currently exist that once did or the means to access that doesn't exist. And so in addition to the physical sources and services that exist inside a community to provide its recovery readiness, there's also policies and advocacy work that I think are essential in building recovery ready communities.

One of the great ways, and I encourage you to check out the Ban the Box campaign that I'm speaking of here on this slide. Ultimately it's a campaign that a variety of states have adopted across the country that looks to remove the criminal history section on a job application from the job application itself allowing individuals who may have experienced a criminal history at some point in their lives opportunity to participate in an interview that they may have otherwise not have access to. These types of policies that are really providing opportunity and encouragement for individuals that are breaking down barriers to recovery.

And in advocacy, beyond policies, we really talk about ways that our community can continue to speak up and be a voice for itself. Recovery communities are essential and it's essential that each community has its own sense of independence. What's clear is that as we're participating in this webinar, what you find in today's session may be useful to you, we certainly hope it is, but ultimately there is some type of understanding that happens when you're speaking to your friends, family, and colleagues that are in your immediate vicinity that doesn't happen when I come in from an outside community and speak about that. You are your own best strength in your community. Various things have happened over the years to help advocate and raise awareness, that recovery is real, that individuals who are in their recovery process should always



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be brought to the table. And even voting initiatives like we're experiencing, and Faces and Voices right now advocating for Recovery Voices Count, which is something that you can find at our website, at FacesandVoicesofRecovery.org. Clear cut direction and action that people can take to get out to vote on November 3rd.

The moment that we've all been waiting for as we near the hour, what can we do right here, right now to really build a recovery ready community? Developing an RCO or implementing a harm reduction policies and practices inside an organization may not be an overnight affair. But there are certainly things that can be done today, this week, in the immediate future that can help embrace a recovery ready community.

The first is to bring people who are affected, who are in recovery, who are affected by the policies and procedures and decisions that are being made to the table. One of the things to always ask yourself at any experience is, who is going to be impacted, who are the stakeholders that are participating? Who is missing from the table, making sure that not just individuals in recovery, but also other care providers, their family, and identified stakeholders are at the table as well. Identifying leaders in the recovery community, people who are able to speak to others to raise awareness, much like we were speaking of earlier, the colleagues, friends, and family relationship. Listening or finding people that can be elevated to support being local leaders that people listen to.

Participating in a community visioning session. This is something that we have some additional information on, but the idea is getting people together to see where we want to go, what a recovery ready community looks like in your area, what you want it to look like. You can have an established goal to figure out where we need to go from here. And of course, keeping that strength space mentality, assessing what existing strengths are available in your community, what services are readily available. What organizations are killing it in the recovery game?

There are a variety of tools that exist to conduct recovery capital assessments. A lot of them are centered around an individual so there's something called a BARC 10. B-A-R-C 10, or a recovery capital scale. You can conduct a community recovery capital scale to identify the external resources that exist in a community so that you know what areas need support and what areas may need additional work. Of course, the recovery community is nothing but creative and innovative so continuing to bring that creativity and encourage others to participate in being creative and thinking outside of the box and like I've been saying the last few slides, making sure that you're speaking to your family, friends, and colleagues. That is one of the most impactful ways that we



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can really begin this process of change. Your community may be very recovery ready. Your community may need a whole lot of effort, but it's in those conversations that we really have opportunity to gain momentum.

Making sure that recovery community centers are available. And so that they are not kind of pushed away in the outskirts of town, but that they are really in an intentional location that's visible to the community so that not only individuals who are seeking recovery can participate and can find this, but also because it starts to shed that gap of us and them. The "not in my backyard" attitude that can inevitably exist in some communities. And find ways to celebrate recovery. Find ways to empower others, whether that's organizations doing some type of award each year or whether that's following along National Recovery Month, which is every September. We've just closed out. Nationalrecoverymonth.org, it's an amazing resource to find out how to stay engaged in your community, to celebrate recovery, not just in the month of September, but all year long.

These are things that can be done right here, right now. Specifically, I would task you with, I would challenge you to spend time to think about of these 10 items, what's something that you can take away today's training and implement now, implement this week. How are your communities engaging in these steps, in this process? The information we learn in webinars and in our sessions is wonderful, but learning information, we've got to change the conversation from learning the information to implementing it and so I encourage all of you to take at least one of those skills or services and implement them in your communities this week or to talk to other organizations that are providing these recovery ready services and see how they are doing it.

My last shout out to Faces and Voices, we have a variety of different services beyond just our training like you've experienced today from our National Recovery Institute. We have an accreditation of peer recovery support service providers, our Association of Recovery Community Organizations and our recovery platform. That's all to say, you can always find out more information at FacesandVoicesofRecovery.org and we will see you soon. If you have any questions, please know that we are here to help, reach out to us. Thank you.

Speaker 4: Do we have time for a couple of questions, Keegan?

Keegan Wicks: Two minutes. I'm happy for questions.

Speaker 4: One was increasing participation in recovery support groups, utilizing peers to do that. Do you have any recommendations?



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Keegan Wicks: Could you read that again. Increasing participation.

Speaker 4: How to use them to increase participation in recovery support groups.

Keegan Wicks: That's a great question. I think if peer support service providers are knowledgeable of the multiple pathways that exist in recovery and the mutual aid groups that help in that process, whether that's Alcoholics Anonymous or Smart Recovery or Celebrate Recovery, Refuge Recovery and anything in between, being knowledgeable about what those services are and where they are located in your community so that when somebody is in services and they have a particular need or a particular interest in a pathway, that peer support provider can connect them with that community.

Speaker 4: Just wanted to get to one of them. If you submitted other questions, I have copied the chat so I can reach out or copy Keegan or somebody from Faces and Voices also, if it needs a more detailed answer so I have all of those and thank you for putting them in the chat. I just wanted to say, thanks to Faces and Voices for leading this training and also on this last slide that's up, you'll see some upcoming trainings as well. Be on the look out for an email from Cindy about those and register for some of our upcoming training topics. We'll let you all go, I know it's 3:00 so have a good afternoon and thanks for joining.

Thank you, Keegan.