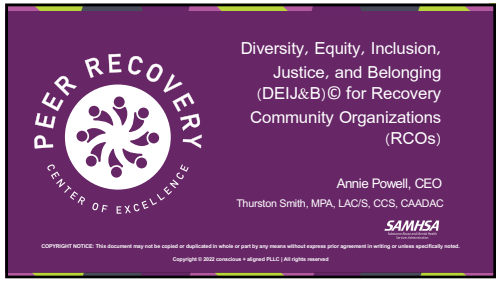
PEER RECOVERY
CENTER OF EXCELLENCE
Diversity, Equity, Inclusion, Justice, and Belonging (DEIJ&B)© for Recovery Community Organizations (RCOs)
Annie Powell, CEO
Thurston Smith, MPA, LAC/S, CCS, CAADAC
SAMHSA
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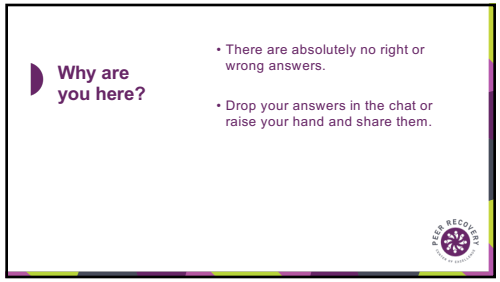
AGENDA
Welcome
Why We Are Here
Creating Community Agreements
Learning Objectives
Defining Terms
Recordings and Processing
Reflection
Actionable Next Steps
Reflection
Q&A / Closing

2


Why are you here?
• There are absolutely no right or wrong answers.
• Drop your answers in the chat or raise your hand and share them.

3

What do you need to be successful here?

- There are absolutely no right or wrong answers.
- Drop your answers in the chat or raise your hand and share them.
- We are creating our community agreements.

4

Learning Objectives

- Define diversity, equity, inclusion, justice, and belonging within recovery community organizations.
- Identify two (2) ways in which to engage with BIPOC recovery community members and providers.
- Recognize practice considerations for realignment with the stated goal of DEIJ&B.

5

Defining Terms

- **Affinity bias:** a tendency to favor someone with whom we have affinity (i.e., went to the same university, share much of the same social/professional network, etc.).
- **Anti-racist:** someone who is supporting an antiracist policy through their actions or expression of anti-racist ideas. This includes the expression or ideas that racial groups are equals and do not need developing and supporting policies to reduce racial inequity.

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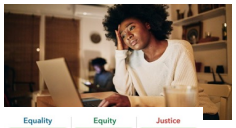
Defining Terms

- **Belonging:** a sense of feeling included and right in a space or place.
- **Co-liberator:** one who believes that their liberation and humanity is also dependent up on the destruction of racism and dismantling of white supremacy.
- **Disparity:** difference in an outcome without an identified cause among groups of people.

7

Defining Terms

- **Diversity:** representation in a space, from people of various social identities; variety.
- **Equality:** equal, providing people with the same thing.
- **Equity:** being fair, just, and impartial, providing solutions that meet individual needs, not to be confused with equality.



8

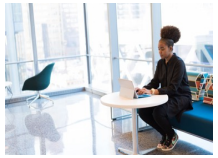
Defining Terms

- **Inclusion:** action or state of being included.
- **Inequity:** difference in outcome that is avoidable, unfair, and unjust. Inequities are affected by social, economic, and environmental conditions.

9

Defining Terms

- **Institutionalized racism:** policies and practices that perpetuate a cycle of racial inequity and are promoted (overtly, covertly, or subtly) by institutions (i.e. schools, government, housing, or media).
- **Justice:** just, fair, and reasonable treatment.
- **Macroaggression:** big, systemic forms of oppression rather than interpersonal forms of bias or discrimination.



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Defining Terms

- **Microaggression:** the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, that communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.
- **Microinvalidations:** verbal comments or behaviors that Exclude, negate, or nullify the psychological thoughts, feelings or experiential reality of a person of color.
- **Microinsults:** verbal and nonverbal communications that subtly convey rudeness and insensitivity and demean a person's racial heritage or identity.

11

Defining Terms

- **Racism:** system of social structures that provides or denies access, safety, resources and power based on race categories and produces and reproduces race-based inequities.

12

Defining Terms

- **Systems:** an interlocking set of parts that together make a whole; an established way of doing something, such that things get done that way regularly and are assumed to be the 'normal' way things get done; runs by itself and does not require planning or initiative by a person or group.
- **Unconscious bias:** prejudice one has but is unaware of. They are "mental shortcuts based on social norms and stereotypes." These biases cause us to make decisions in favor of one group and to the detriment of others. Unconscious biases are a fact of life. Everyone harbors them – and takes them into the workplace.

13

Recordings and Processing

Recording 1

- What does this recording elicit for you?
- What is one thing you can do to collaborate effectively with BIPOC recovery community members and BIPOC providers within an interdisciplinary context?

Recording 2

- What emotions come up for you after listening to this recording?
- From this, can you critically reflect on your professional knowledge and skills, incorporating DEIJ&B© subject knowledge and perspectives?

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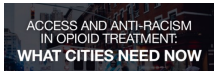
REFLECTION

- What has surprised you thus far?
- What can you implement or change right now in your RCO?
- Should we care about impact vs intent?

15

Actionable Next Steps

- Thinking about what you have learned in these two sessions, what will you do with this insight?



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REFLECTION

- What has surprised you thus far?
- What can you implement or change right now in your RCO?
- How should we care about participants who are experiencing racism?

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Questions?

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