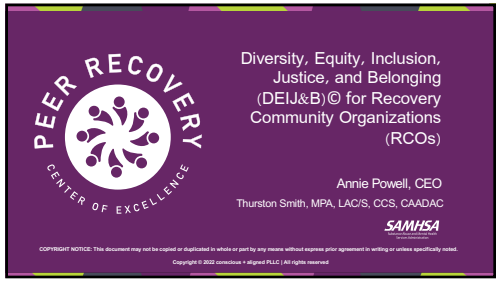
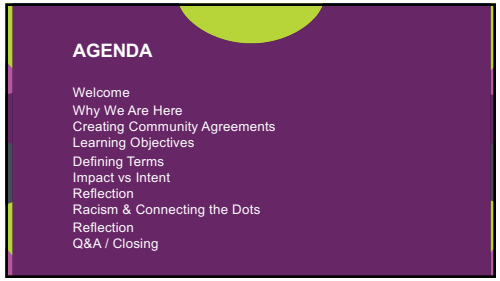
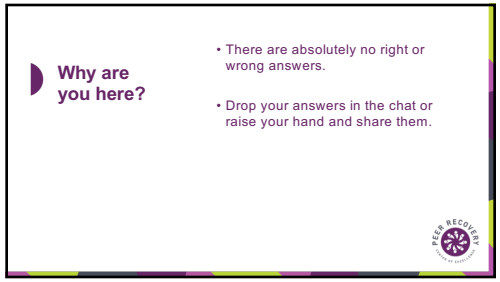

PEER RECOVERY
CENTER OF EXCELLENCE
Diversity, Equity, Inclusion, Justice, and Belonging (DEIJ&B)© for Recovery Community Organizations (RCOs)
Annie Powell, CEO
Thurston Smith, MPA, LAC/S, CCS, CAADAC
SAMHSA
COPYRIGHT NOTICE: This document may not be copied or duplicated in whole or part by any means without express prior agreement in writing or unless specifically noted.
Copyright © 2022 conscious + aligned PLLC | All rights reserved

1


AGENDA
Welcome
Why We Are Here
Creating Community Agreements
Learning Objectives
Defining Terms
Impact vs Intent
Reflection
Racism & Connecting the Dots
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

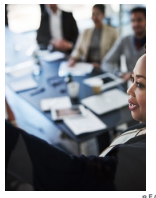
Learning Objectives

- 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 anti-racist policy through their actions or expression of anti-racist ideas. This includes the expression or ideas that racial groups are equal and do not need developing and supporting policies to reduce racial inequity.



6

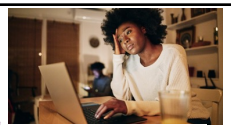
Defining Terms

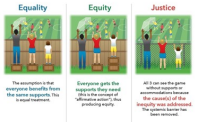
- **Belonging:** a sense of feeling included and right in a space or place.
- **Co-liberator:** one who believes that their liberation and humanity is also dependent upon the destruction of racism and dismantling of white supremacy.
- **Disparity:** difference in an outcome without an identified cause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

7

Defining Terms

- **Diversity:** representation of various groups of people and social identities in a particular space; variety.
- **Equality:** equal, providing people with the same thing or opportunity.
- **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., treatment centers, hospitals, RCO's, schools, government, housing, or media, etc.).
- **Justice:** just, fair, and reasonable treatment.
- **Macroaggression:** big, systemic forms of oppression rather than interpersonal forms of bias or discrimination.

10

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 membership in marginalized groups.
- **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 that demeans 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 racial categories and produces and/or 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, to the detriment of others. Unconscious biases are a fact of life. Everyone harbors them – and brings them into the workplace.

13

Impact vs Intent

IMPACT

- The striking of one thing against another; forceful contact; collision, for example, the impact of the colliding cars broke the windshield. The impact of the anti-Black violence sparked peaceful protests. Another way to define this word is: harm caused.

INTENT

- Something that is intended; intention; the act or fact of intending, as to do something; the state of a person's mind that directs their actions toward a specific object.

14

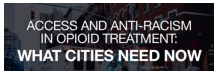
REFLECTION

- 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

Racism & Connecting the Dots in the RCO Space

- What happens to Black, Indigenous, People of Color (BIPOC) who are in need of treatment and/or community care?
- What happens if they also encounter racism when seeking treatment and/or community care?
- What can you do about this?



Ways Race Factors into Clinical Decision-Making and Treatment

- Provider Bias and Discrimination
- Disease Stereotyping and Nomenclature
- Clinical Algorithms, Tools and Guidelines
- Race-based Pharmacological Prescribing

16

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?

17

Questions?

PEER RECOVERY CENTER OF EXCELLENCE

18

COPYRIGHT NOTICE: This document may not be copied or duplicated in whole or part by any means without express prior agreement in writing or unless specifically noted.

Copyright © 2022 conscious + aligned PLLC | All rights reserved

19