**9/6/22 PARSE Coalition Notes**

**Symposium Updates -**

-Called on Joelle to offer dates for the symposium. She reported late January/early February the best time. Maybe not for snow and weather. June might not be the best for this time period. May try to stay with the April dates.

-Angelia offered that we should partner with the Black and Latino caucus as they do a lot of workforce development work as well.

**Steering Committee Report -**

Kristen Chalmers read out the notes from the last steering committee meetings. If you are interested in joining, please email Sarah Toledano, Allison Weingarten, Jonathan Rosen and/or Ben Riker. As Kristen said, we are only as smart as all of us together.

**Meeting Summary with LAPAA -**

Working to bring recovery friendly workplace legislation to the federal level. LAPAA is going to research and then peer review and publish possible legislation. This process takes about a year to a year and half to complete.

**Interns -**

NExT Students will be working on marketing for the symposium, developing podcasts, websites, and op-eds for Recovery Friendly Workplaces. NYSACHO intern Yely is an MPH student at UAlbany supporting the coalition here and working with the policy side of NYSACHO as well. FOR-NY will be with Ben for the first semester Thursdays and Fridays Ben is sorting out the work plan for his intern as well. Welcome to all!

**Peter Gamound, White House ONDCP -**

* Federal Efforts to Promote the Adoption of Recovery-Ready (aka Recovery Friendly) Policies - for more information - Sorry see here page 20: https://www.whitehouse.gov/wp-content/uploads/2022/04/2022Performance-Reporting-System.pdf
	+ **Emphasize hiring people in recovery -** including advocating for tax breaks
	+ **Provide ongoing education, information and work to reduce stigma and misunderstanding** - this is for employers, employees, and general public
	+ **Identify and address risk factors in the workplace** - Prevention is key!
	+ **Encourage/facilitate help-seeking** - we do not want folks to hide these problems. We want them to be empowered and encouraged to seek help.
	+ **Accommodate treatment and ongoing support needs** -looking at health care coverage and do you have support services for employers
	+ **Build an informed and supportive workforce, including through volunteer or dedicated peer mentors/consultants.**
	+ More openness = safer for folks who are seeking recovery.
	+ Strategies for RRW - RRW Branding and Publicity is important to show that the workplace is in line with the community and is working with the community. Pre-employment strategies include partnering with recovery organizations, implementing ban the box policies and second chance hiring policies. And then ongoing support for employees and employers alike to reduce stigma, create open office cultures to discuss recovery.
* **Employer level processes** -
	+ Assess the Business Case - we believe that each employer would decide that RFW or RRW policies are financially responsible for the company. Avoiding lots of costs with turnover and absenteeism.
	+ Plan - Think through how you would implement these new policies
	+ Implement - this should be company wide as much as possible. Orient the full staff to the change and continue to change.
* States with RRW Initiatives
	+ Recovery Friendly New Hampshire
	+ Indiana Workforce Recovery
	+ Kentucky Workforce Recovery Program
	+ Y OASAS return to work tax credit
* Private employers are getting in on these
	+ Leidos CEO Pledge
	+ Recovery Friend Workplace CoP
	+ Workplace Supported Recovery CDC/NIOSH
	+ NIEHS WTP: Initiatives to Prevent Opioid Misuse and Promote Recovery Friendly Workplace Programs.
	+ These are all parallel but not necessarily in tandem with one another.
* Federal Government Is Launching Some Efforts:
	+ Promoting and supporting adoption of RRW policies
	+ About to launch public RRW resource hub
	+ Developing RRW Toolkit
	+ Working Across federal government to identify potential funding sources/opportunities for coordination
	+ Examining alignment with drug free workplace program

**MHA in Chautauqua Center - www.mhachautauqua.org**

* Peer staffed agency. All folks working there are in recovery from either substances or mental health struggles or both.
* MHAC is a recovery-friendly workplace. They also advocate for these policies throughout their jurisdiction. They have been awarded an ARC grant to put together a board to identify barriers to employment within their jurisdiction.
* Trying to have a harm reduction standpoint. Working with folks to council them towards harm reduction with the employer as well.
* Working with DV coalition, police department, sheriff department, and many others.

*Skipped the small group discussions*

**Open Time to Introduce or Bring Up Ideas -**

* Karine Montanye, NYS Department of Parks - welcome to the coalition! Thinking of ways to become more recovery friendly within the workplace. Has personal and professional connection to the recovery community.
* Cas Farrugia - Welcome to the coalition and FOR-NY! Cas’s first day at For-NY.
* Ann Nadler OAR in Ithaca - Welcome to the coalition!

**Quick Announcements-**

-Allison is doing a nationwide survey on Recovery Friendly Workplaces so far 31 states have responded

-Doing a training for the NYS EAP

-Next meeting on Monday 10/3 at 3pm. See you then!