March 9, 2022

Meeting Notes:

* Introductions
	+ Emphasizing that everyone on the steering committee should be able to express why they are involved in this.
	+ Not the first coalition- Michael Galipeau (Michael Galipeau- Michgalipeau@gmail.com, 860-576-6073) works with Cannabis and Psychedelics - has first hand experience with discrimination in the workplace related to substance use and recovery
	+ Mike Carpenter Plattsburgh, NY employs folks in recovery and runs transitional housing. -Boots on the ground is how we will be able to make change
	+ Alton Wilson, Director of Talent Acquisition at Acacia Network (Bronx NY). Giving context on an employer on this call. They have a workplace friendly workplace and he is in charge of recruitment.
	+ Jonathan Rosen, NIEHS Worker Training Program, National Clearinghouse for Worker Safety & Health Training
	+ Christina Dyer Drobnack (Cristina Dyer-Drobnack, Policy Director, NYSACHO, Cristina@nysacho.org) , Director of Policy at NYSACHO. Harm reduction, medically assisted treatment, naloxone training. Has members telling her that there needs to be support for prevention. There is a need to be inclusive in recovery efforts!
	+ Danielle Ompad, Associate Professor of Epidemiology & Associate Dean for Education, NYU School of Global Public Health
	+ Rossana Coto-Batres, Northeast NY Coalition for Occupational Safety and Health. rcotobatres@nenycosh.org; (518) 595-9776. Multiple NYCOSH around state Ithaca, Buffalo, Albany, NYC. There are many intersectional aspects within recovery.
	+ Nydia Hill a CRPA (Certified Recovery Peer Advocate) -Rural environment and transportation as well as language/translation barriers contribute to the challenges associated with peer advocate interests
	+ Beth Covelli (social worker and counselor) - Emphasized the collective trauma of COVID within the workplace. Able to outreach to the workforce through large unions in NYC and offered to connect to those contacts. beth@nyc4c.org (New York Counseling for Change)
	+ Alex Morgia, Mayor Sag Harbor, NY and here to try to make the case for employers to employ folks who are in recovery.
	+ Language matters: Ben Riker emphasized the importance of moving away from stigmatizing terms like "substance abuse" and towards recovery positive terminology e.g. "substance use/misuse, substance use disorder, etc"
	+ Danielle Ompad, Associate Professor of Epidemiology & Associate Dean for Education, NYU School of Global Public Health - There’s a difference between use and impairment where someone may hurt themselves or others; drug tests for marijuana only tell us about use and don’t tell us about impairment.
* Group Discussion - shared the venn diagram document
	+ Discussion started with Allison’s Employment and Addiction Prevention and Recovery document
	+ Initial mission statement: ​​“*We are committed to creating a culture of recovery-supportive workplaces within New York State that actively develops resources for preventing further substance use and addiction.”*
	+ Cristina: I would like to see Public Health added to the top two stakeholders. I would see both as priorities for our local health departments.
		- Danielle seconded: I agree with adding public health, actually in all boxes.
	+ Survey conducted prior to first coalition showed a significant representation of public health professionals and organizations represented; given this, it is possibly likely that larger group consensus would agree with the addition of Public Health to stakeholders
	+ Potential name for coalition: The Coalition to Address Employment as Public Health (Or Healthy Workplace Coalition)
		- Comment in the chat by Cristina: Employment/economic stability is a key social determinant of health.
		- Better productivity if workers are able to be healthy
		- From the practical standpoint, the coalition needs to be a little bit divided. Need to put small employers on this council in order to change anything. All employers need to be represented. And they need to feel like there is something in it for them. What is the Return on Investment for them?
		- Cannot just think about why it's not bad for business, but why it is GOOD for your business. Supply and demand issue, it’s bad for business to move away from a whole list of potential employees.
		- Outreach: There are businesses all over when I started doing outreach but nobody is engaging with them, and they would love to promote their businesses. One of the things we can add is promoting people's businesses to a new audience that are employing people in a way we align with.
	+ \*\*Siena to make a google group of all these folks\*\*
	+ Non-medical grant available to eliminate the transportation barrier in rural parts of New York.
	+ Create subcommittees based on regions and activities. Come back to the steering committee and share the work we’ve been doing in the subcommittee.
		- An Executive Committee to bring all those different groups together and plan agendas for the full coalition calls would be helpful.