

**PARSE**  
NYS Coalition to Prevent Addiction and  
Support Recovery in Employment

**FRIENDS OF  
RECOVERY**  
New York

ONE COMMUNITY  
ONE VOICE





**Recovery**  
Philosophy

PARSE SYMPOSIUM  
12/4/23

Supporting  
Recovery in  
the workplace



FRIENDS OF  
RECOVERY  
New York

ONE COMMUNITY  
ONE VOICE

# Welcome and Introductions

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Trainers:

Christopher Assini &  
Thresa Knorr - FOR-NY,

Stephanie Campbell –  
Kent Strategies

Carrie Dunn-Herrera -  
Healthy Capital District

Pat Magee – Mountain  
Top Cares Coalition

Kyle Zimmer – IUOE  
Local 478



## Goals and Objectives:

1. Outline steps to support workers struggling by reducing stigma around addiction and provide resources for support.
2. Detail best practices in hiring people in recovery. -How RRW sustains recovery empowering individuals and reducing stigma(What's happening at MCC)
3. Discuss the importance of developing peer networks, member assistance programs, and accessing certified peers in the workplaces supporting Total Worker Health.
4. Advocate for the importance of developing relationships with treatment and recovery community organizations.
5. Highlight the benefits to employers including; reduced absenteeism, lower healthcare costs, fewer injuries, etc. Review the lifesaving role of harm reduction programs including Naloxone in the workplace.



# What is RECOVERY?

**Recovery:** A process of change through which individuals improve their health and wellness, live a self-directed life, and strive to reach their full potential.

SAMHSA's Working Definition of Recovery, 2012  
[samhsa.gov](http://samhsa.gov)

# We believe:

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- ❖ *Addiction is a public health issue*
- ❖ *Recovery is possible for everyone*
- ❖ *Everyone finds their own way pathway of Recovery*
- ❖ *Adequate resources and support are necessary for sustained recovery*
- ❖ *Recovery is about reclaiming a meaningful life as a member of society*

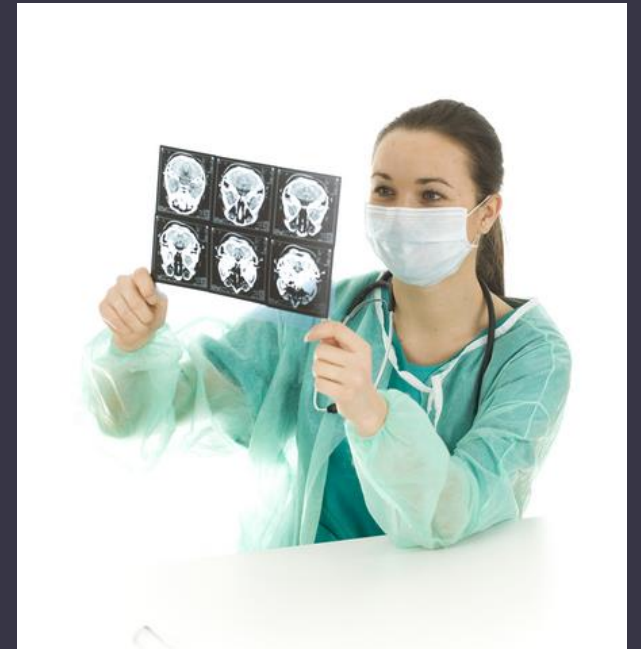
# The Science of Addiction and Recovery Training (SOAR):

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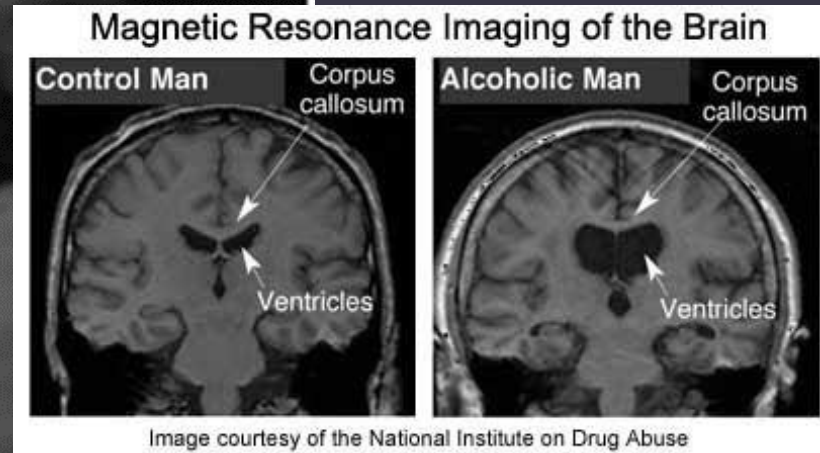


Brain Scan technology and Neuroscience has taught us much about addiction

- 1) Shows how Addiction is like other “lifestyle” diseases
- 2) Dispels Myths and Explore Attitudes about Addiction
- 3) Explains Vulnerabilities to Addiction & Reoccurrence.
- 4) Illustrate how alcohol and other drugs affect the brain & behavior
- 5) Elucidates The Science of Recovery



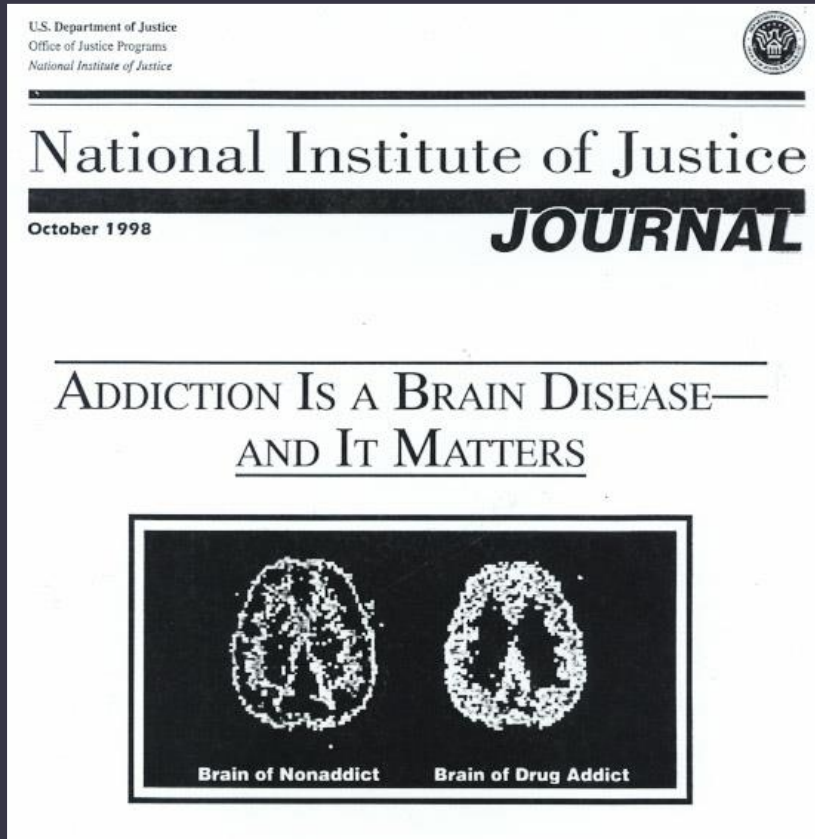
# 4 Main Talking Points from SOAR:





# 1) Addiction is a brain disease

from which people can and do recover. Science has shown consistently and over time that addiction keeps the brain from functioning normally, much like heart disease keeps the heart from normal functioning.



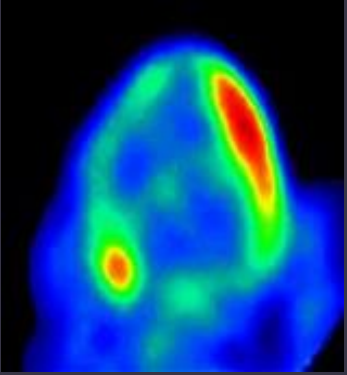
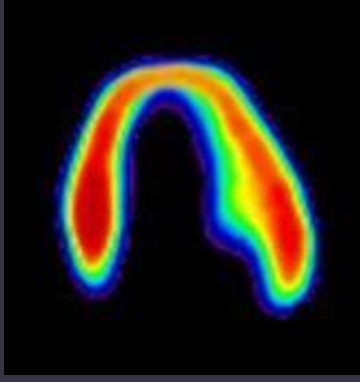
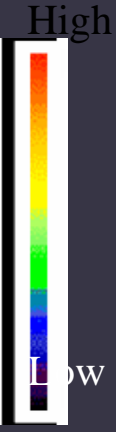
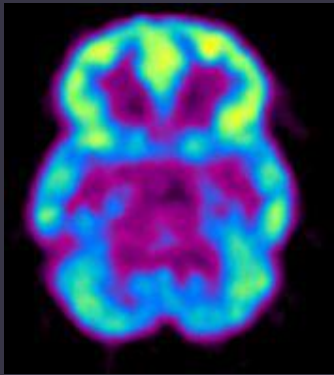
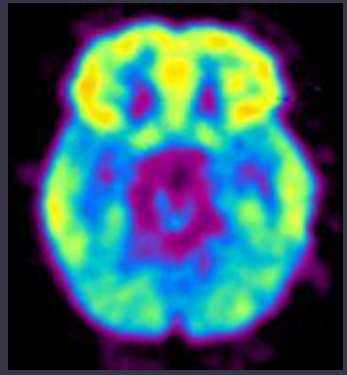
# Addiction like other "lifestyle" Diseases



- is preventable
- is treatable
- changes biology (organ function)
- If unattended, it can last a lifetime

## Substance Disorder Patient

## Heart Disease Patient



Healthy

Cocaine Disorder

Healthy

Heart Disease

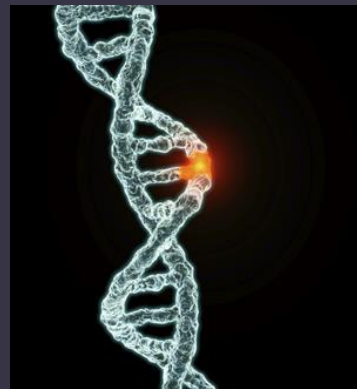
### Brain

### Heart

## 2) Addiction is very much like other illnesses that affect our behavior.



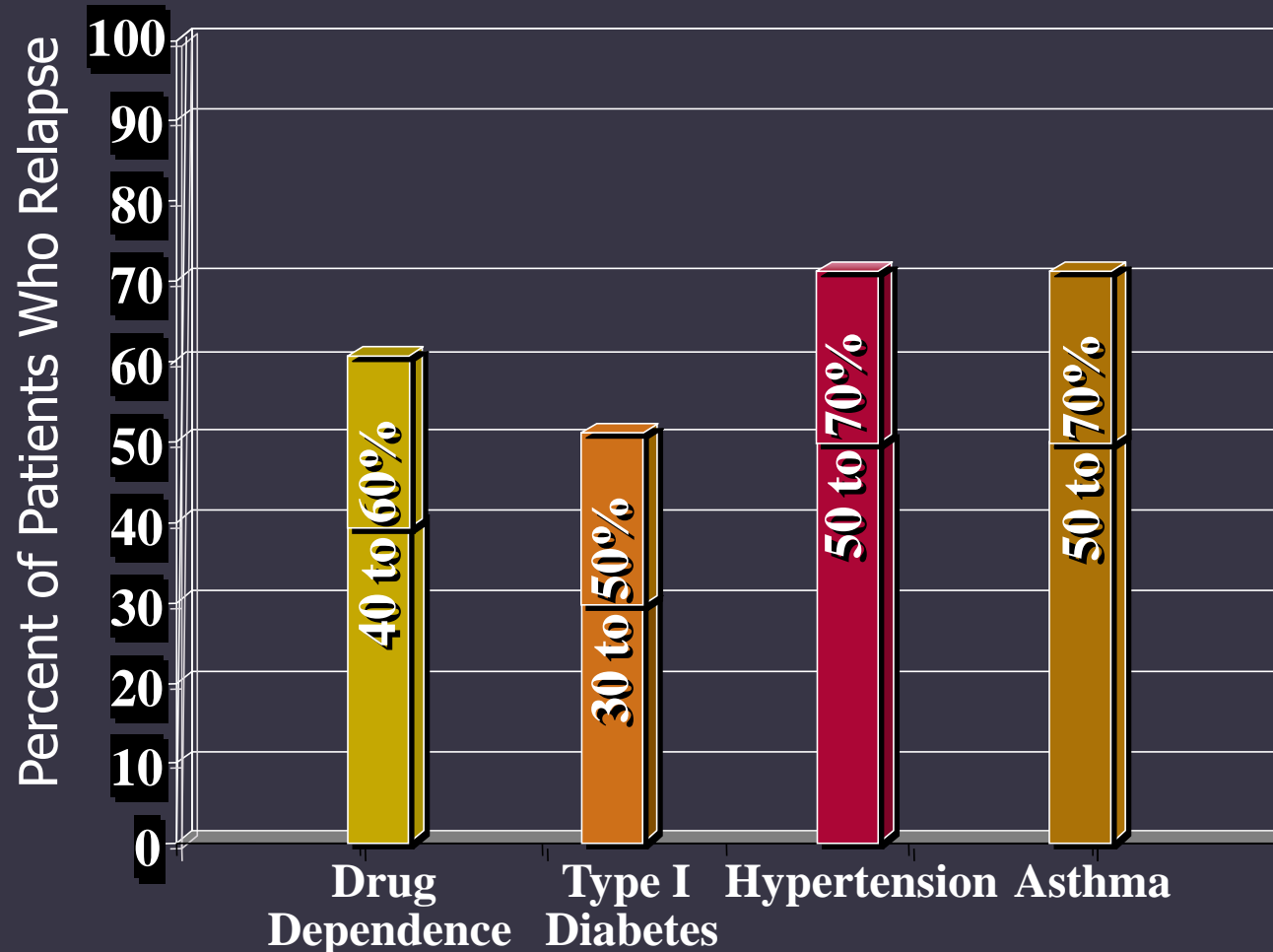
No one chooses to develop hypertension, Type II Diabetes, cardiovascular disease, or cancer. However, you can get these illnesses because of your genetic and physical makeup and behaviors.



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...In the same way, someone who develops addiction after using alcohol or other drugs didn't set out to become dependent on them. Addiction develops because of physical and genetic vulnerabilities and other factors.

**3) You can maintain long-term recovery from addiction, just as with other chronic illnesses.** People who receive care for their addiction maintain the same rates of recovery as people with hypertension and diabetes.



Source: McLellan, A.T. et al., JAMA, Vol 284(13), October 4, 2000.

## 4) Recovery from addiction is a life-long health issue, requiring people to manage their illness.

It's not a question of morals or willpower; just as with other chronic conditions. Addiction recovery is about management throughout life. If relapse occurs, this does not mean that recovery stops.

# Rural Recovery Workplace

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## MCC's Approach



# A Person Centered Approach

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Your personal preferences, goals, and dreams are the focus. A person-centered approach does not mean you have to tackle job exploration all on your own.





# What does this mean?

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- To be person-centered in the world of employment means to carve and develop jobs based on a person's unique strengths, interests, talents, and abilities.
- It focuses on a positive vision for the future of the person based on his or her strengths, preferences, and capacities for acquiring new skills, abilities, and personality.
- It focuses on what a person can do versus what a person cannot do.

# How do we do this?

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- Empathy: understanding
- Congruence: genuine
- Unconditional: non-judgemental

Recovery is possible.



# 5 Key Features

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1. The person is at the center
2. Family members and friends are considered in planning
3. The plan reflects what is important to the person, his/her capacities and what support he/she requires
4. The plan results in actions that are about life, not just services and reflect what is possible and not what is available
5. The plan results in ongoing listening, learning and further action

# The 3 Ps

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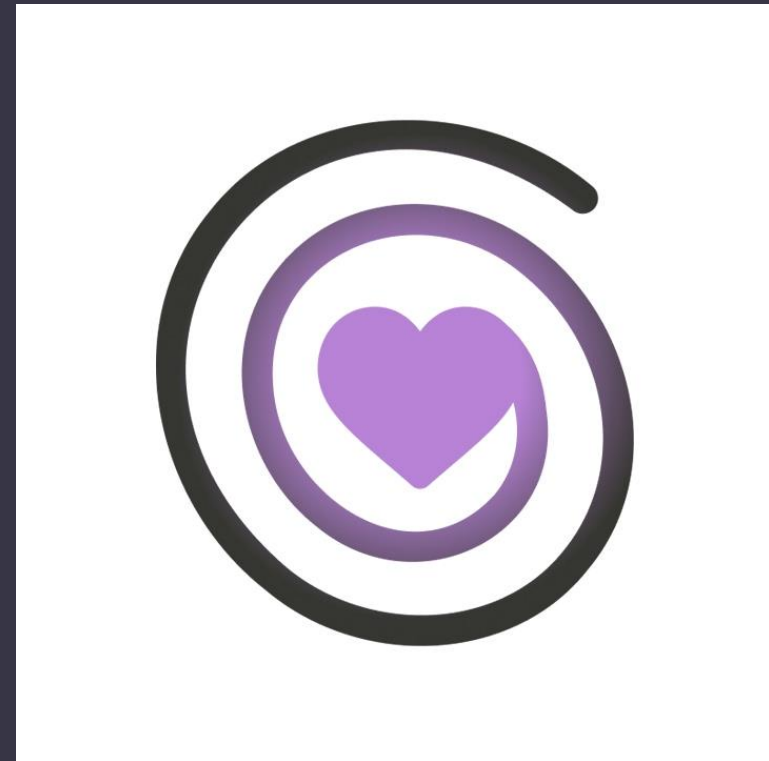
There are four core components:

Philosophy: A Way of Being

Process: A Way of Doing

Product: Meaningful Outcomes

Skills: Assessment



# Career Development Activity

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- What is important to me in a job?
- What motivates me to work?
- What life experiences have shaped who I am and what I offer as a worker?
- How do I learn best?
- What kind of support do I need on the job?
- What kinds of tasks do I want (and not want) to do on my job?
- What is your dream job? Come on, everyone has one--anything goes! What is most appealing
- How about your dream? How can you apply this to your career path?

# References

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- ❖ Wisconsin Department of Health. 2021.

<https://www.dhs.wisconsin.gov/publications/p02688.pdf>

- ❖ Enein-Donovan, L., Jordan, M. (2022). Starting with Me: A Guide to Person-Centered Planning for Job Seekers

<https://www.radford.edu/content/dam/departments/administrative/career-services/PDF/Starting%20with%20Me-Person%20Centered%20Guide%20for%20Job%20Seekers.pdf>

- ❖ Bonardi, A., LeBlanc, N. Person Centered Employment Supports

[https://www3.uwsp.edu/conted/Documents/WI%20EMPLOYMENT%201ST%20CONFERENCE%20PPT%20FINAL\\_NCAPPS\\_210510\\_edits.pdf](https://www3.uwsp.edu/conted/Documents/WI%20EMPLOYMENT%201ST%20CONFERENCE%20PPT%20FINAL_NCAPPS_210510_edits.pdf)

- ❖ Sandersen, H. (2000). Person-Centred Planning: key features and approaches

# Substance Use in the Workplace:

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Recovery-Oriented Solutions for  
Organizational Well-Being

# Introduction to Total Worker Health

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TOTAL WORKER HEALTH ARE POLICIES, PROGRAMS, AND PRACTICES THAT INTEGRATE PROTECTION FROM WORK-RELATED SAFETY AND HEALTH HAZARDS WITH PROMOTION OF INJURY AND ILLNESS PREVENTION EFFORTS TO ADVANCE WORKER WELL-BEING



# Primary goal:

PROMOTE RECOVERY FRIENDLY  
WORKPLACES

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Recovery Friendly Workplaces  
(RFWs) support their communities by recognizing recovery from substance use disorder as a strength and by being willing to work intentionally with people in recovery.

[Recoveryfriendlyworkplace.com](http://Recoveryfriendlyworkplace.com)

# Benefits of Recovery Friendly Workplaces

**FOSTER** a safe and recovery friendly environment



**RETAIN** healthy and productive employees



**PROMOTE** prevention and recovery in their local communities



# Biggest Influencers of a Recovery Friendly Workplace

## Communication

**Effective Communication** is a communication between two or more persons wherein the intended message is successfully delivered, received and understood.

Caring → Concerned → Compassionate

Recognize → React → Recommend

## Peer Support

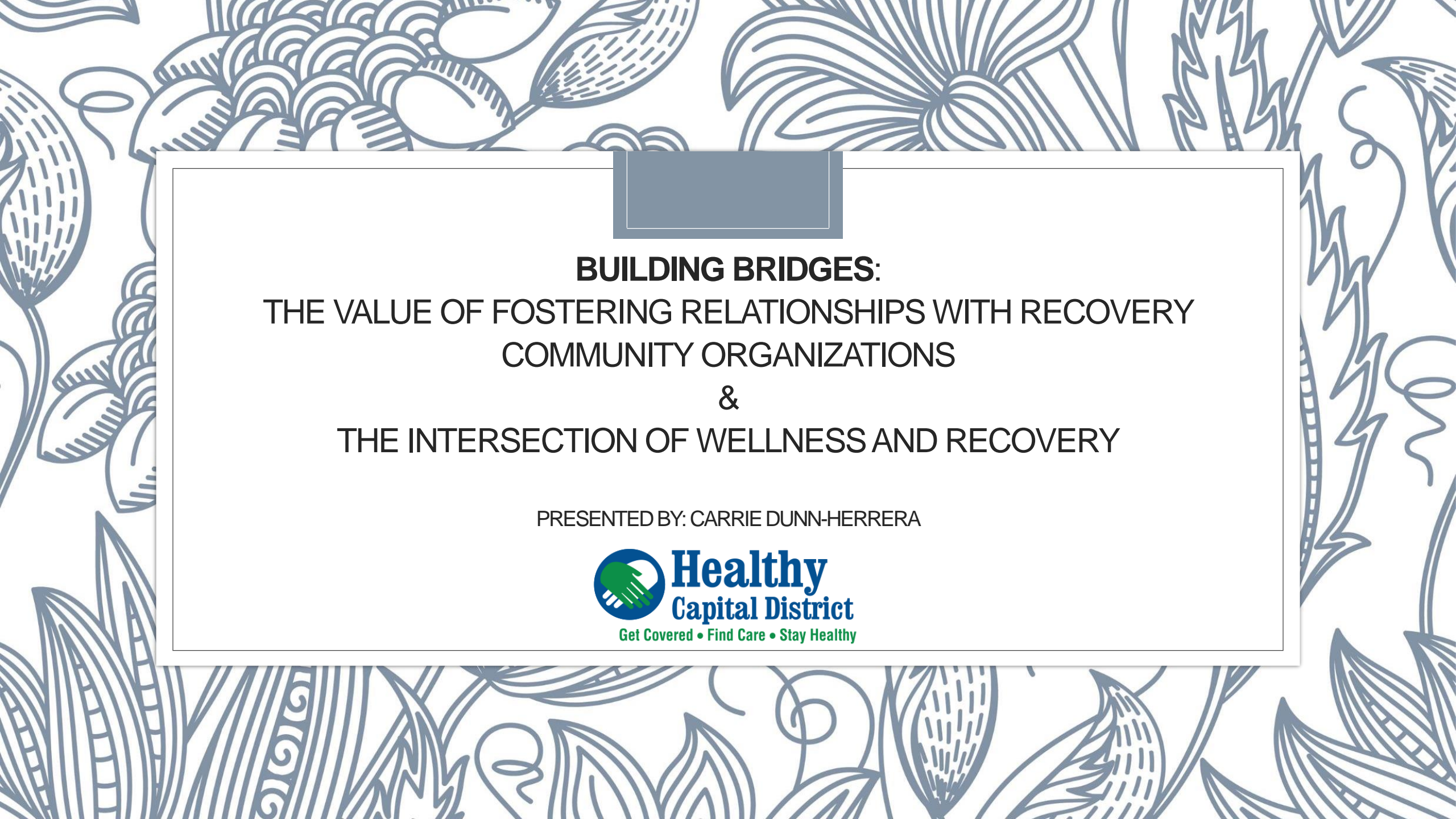
- History shows most effective way to help organized labor is with a peer-to-peer approach
- Union members are much more willing to speak with another union member for first contact when facing an issue



# Biggest Challenge to a Recovery Friendly Workplace: *STIGMA*

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THE STIGMA IS CHANGING. THE STIGMA RELATED TO WORKPLACES WORKING WITH STRUGGLING EMPLOYEES HAS STARTED TO FADE. THE STIGMA OF ASKING FOR HELP, ESPECIALLY IN THE WORKPLACE IS STILL THERE.



**BUILDING BRIDGES:**  
THE VALUE OF FOSTERING RELATIONSHIPS WITH RECOVERY  
COMMUNITY ORGANIZATIONS  
&  
THE INTERSECTION OF WELLNESS AND RECOVERY

PRESENTED BY: CARRIE DUNN-HERRERA



## Recovery Ready Workplaces: A Multifaceted Approach

- Creating a recovery-ready workplace involves a multifaceted approach that prioritizes employee wellness, community engagement, and collaboration with recovery community organizations.
- Connecting with community-based organizations allows the workplace to extend its impact beyond the office walls.
- Furthermore, engaging with recovery community organizations brings a specialized focus to the workplace's commitment to supporting employees in recovery.
- In essence, a recovery-ready workplace is one that recognizes the interconnectedness of individual well-being, community support, and specialized recovery resources.



# Addressing SUD in a RRW: Who's involved?



COMMUNITY MEMBERS



COMMUNITY-BASED ORGANIZATIONS



RECOVERY COMMUNITY ORGANIZATIONS



# The Impact of Community Support:

Community support provided by both community members and community-based organizations (CBOs) plays a significant and positive role in the recovery from substance use disorder. Below, are key points highlighting this impact:

## Emotional Support and Encouragement:

**Community Members:** The encouragement and understanding provided by community members help individuals in recovery navigate challenges, boosting their confidence and motivation.

**CBOs:** These organizations often are staffed by CHWs and offer direct support for SDOH challenges, and referrals to support to address emotional and physical wellness.

## Reducing Stigma and Fostering Acceptance:

**Community Members:** A supportive community helps individuals in recovery feel accepted and valued, facilitating their recovery process.

**CBOs:** Through education and awareness programs, they play a vital role in reducing stigma and fostering a more compassionate and informed community.

## Social Connection and Integration:

**Community Members:** Inclusion in community activities fosters social connections, helping individuals rebuild their social networks. This integration is crucial for preventing feelings of isolation and loneliness, which can be triggers for substance use.

**CBOs:** Organizes events, programs, and community-building activities that provide opportunities for individuals in recovery to connect. This sense of community helps in rebuilding a supportive social network.

## Access to Resources and Services:

**Community Members:** Practical support such as transportation or childcare can provide support that alleviates stressors that could potentially hinder the recovery process.

**CBOs:** Offers access to resources and services to address a variety of challenges. They can bridge the gap between individuals in recovery and the necessary resources, enhancing their overall support system.

## Prevention of Recurrence:

- **Community Members:** A supportive community can act as a protective factor against relapse. By understanding SUD and providing a safety net, they contribute to maintaining a recovery environment.
- **CBOs:** Through ongoing support, prevention programming, and education, these organizations help equip individuals with the skills and strategies needed to navigate challenges and avoid relapse.

## Community Empowerment and Advocacy:

- **Community Members:** Empowered communities advocate for policies that support recovery and mental health. The collective voice of community members can influence local attitudes, leading to more inclusive and supportive environments.
- **CBOs:** These organizations play a crucial role in community advocacy, working towards policy changes that prioritize addiction treatment, mental health services, and the overall well-being of individuals in recovery.

## Recovery Community Organizations (RCOs):

A Recovery Community Organization (RCO) is a non-profit entity or group that is led and governed by individuals in recovery from substance use disorders, as well as their allies and supporters. The organization operates with the primary goal of promoting and supporting sustained recovery from addiction.

### KEY FUNCTIONS OF A RCO

- **Advocacy:** RCOs advocate for the rights and needs of individuals in recovery, working to reduce stigma and discrimination associated with addiction. RCOs play a crucial role in promoting the concept of recovery as a positive and achievable goal.
- **Support Services:** RCOs provide a range of support services to individuals in recovery, including peer support, counseling, and educational programs.
- **Lived Experience:** Individuals with addiction and recovery experience, take on leadership roles, utilizing their unique insights to guide the organization's initiatives and ensure that services are tailored to the needs of the recovery community.
- **Community Building:** Through various events, meetings, and initiatives, they foster connections among people in recovery, their families, and the broader community to build a supportive network.
- **Education and Awareness:** RCOs work to educate the public, policymakers, and healthcare professionals about the challenges faced by those in recovery.



## The Value of Employers Partnering with RCOs:

Partnering with RCOs allows employers to actively address substance use disorders (SUD) within their workforce, promoting the overall well-being of employees. By supporting recovery, employers contribute to a healthier and more productive work environment

**Community and Social Connections:** Employers collaborating with RCOs can facilitate community and social connections for employees.

**Demonstrates a commitment to compliance with a RRW:** By integrating RCO resources and utilizing their expertise, will promote engagement in prevention and recovery support programs.

**Enhanced Employee Retention:** Supporting employees in recovery through RCO collaboration can contribute to enhanced employee retention.

**Positive Corporate Image:** Building relationships with RCOs allows employers to demonstrate a commitment to social responsibility, and helps to destigmatize SUD in the community.

**Strategic Workplace Policies:** Collaboration with RCOs provides employers with insights to develop strategic workplace policies that address substance use disorders comprehensively.



# Multiple Pathways to Recovery

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Recovery from Substance Use Disorder (SUD) is a deeply personal and diverse journey. The concept of multiple pathways recognizes that there is no one-size-fits-all approach to recovery. For some, it involves participation in formal treatment programs, such as counseling or medication supported recovery, while others find solace in mutual support groups or 12-step programs.

Physical activities, spiritual practices, and creative pursuits also serve as transformative pathways for many. The key lies in embracing the individualized nature of recovery, honoring personal choices, strengths, and cultural backgrounds. This inclusive perspective recognizes that each person's journey is unique, shaped by various factors, and empowers individuals to explore and navigate the diverse avenues available to them on the path to sustained recovery.



## The 8 Dimensions of Wellness & Recovery:

The 8 dimensions of wellness are essential for recovery from Substance Use Disorder (SUD).

- \***Physical wellness** involves maintaining a healthy body,
- \***Emotional wellness** manages stress
- \***Intellectual wellness** fosters cognitive growth
- \***Social wellness** emphasizes healthy relationships
- \***Environmental wellness** creates a supportive living environment
- \***Spiritual wellness** provides purpose
- \***Occupational wellness** finds purpose
- \***Financial wellness** manages resources.

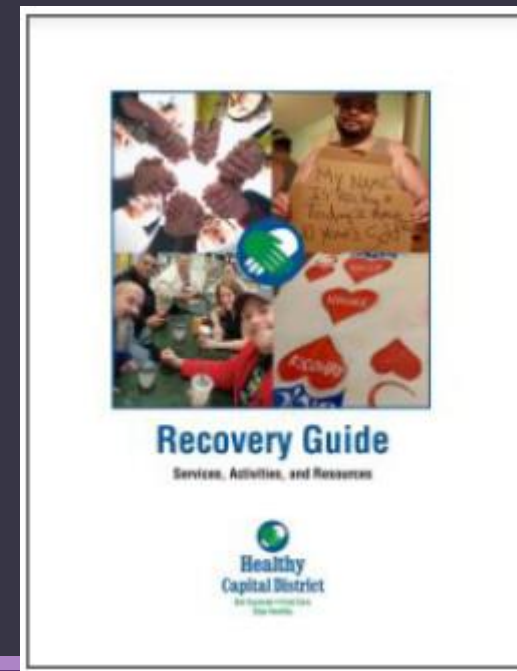
Addressing and/or providing resources for these not only for the individual in recovery, but for the organization as a whole, contributes to the broader goal of creating a resilient, informed, and compassionate workplace.



# Next Steps:

## Recommendations for Developing Relationships that Support Recovery and Promote Well-Being (aka RRW):

- Engage with your local Recovery Center Organization. Learn their resources, supports, hours of operation, and share their event calendar with employees.
- Advocate for community involvement in shaping a recovery oriented environment. Learn what programming your local CBOs offer to address SDOH challenges, as well as what they offer to promote the 8 dimensions of wellness, and share these resources with staff.
- Promote education and awareness around the 8 dimensions of wellness, and find a champion to help lead the efforts to get involved





Thank You For  
Your Time Today

—  
ANY QUESTIONS?



**Contact Info: [Cdunn-Herrera@hcdiny.org](mailto:Cdunn-Herrera@hcdiny.org)**

**Carrie Dunn-Herrera, MS, CARC  
Assistant Director of Health Promotion  
Healthy Capital District  
[HCD Community Health Professionals](#)**

# Need for Overdose Prevention – Harm Reduction – Recovery Workplaces

- ❖ **2022: 111,000 Americans lost their lives to preventable opioid overdose deaths** - highest number of reported annual overdose deaths (CDC, 2023) – overdose deaths have consistently accelerated during and post COVID
- ❖ **Almost 6,900 were New Yorkers** who left behind mothers, fathers, sisters, brothers, and in many instances – children.
- ❖ Each loss is a heartbreaking story that leaves behind a cluster of loved ones who are forced to pick up the shattered pieces of their preventable tragedy.
- ❖ **Preventable overdose deaths are accelerating in New York State by 10% each year.** Harm Reduction approaches keep people alive so that they can find recovery and thrive.

Harm reduction-recovery policies and practices in the workplace seek to engage individuals who may have a substance use disorder with dignity, respect, and support – and facilitate help-seeking among employees with substance use disorder, rather than punitive threats or judgement.



# Create Harm Reduction- Recovery- Ready workplaces

1. 70% of people who are struggling with SUD are working
2. Antiquated workplace policies discipline workers who have SUD/MH issues – silencing those who need support.
3. Pain related to hazardous and stressful work are drivers of the crisis.
4. Overdose Prevention, Harm Reduction, and Recovery-Friendly Workplace programs are part of the solution.
5. Partnerships between employers, unions, and advocates can prevent SUD and help affected workers build and sustain their recovery.

# Workplace SUD & Harm Reduction

Harm Reduction does not encourage, enable or condone workplace use.

Examples of Workplace Harm Reduction: providing naloxone training; having access to supports for Mental and Physical Health

Reduce risk of substance misuse and SUD including education and steps to prevent injury



# HR-RR Workplace Toolbox

Create awareness about toxic drug supply, reduce stigma, provide awareness in workplace that help is available.

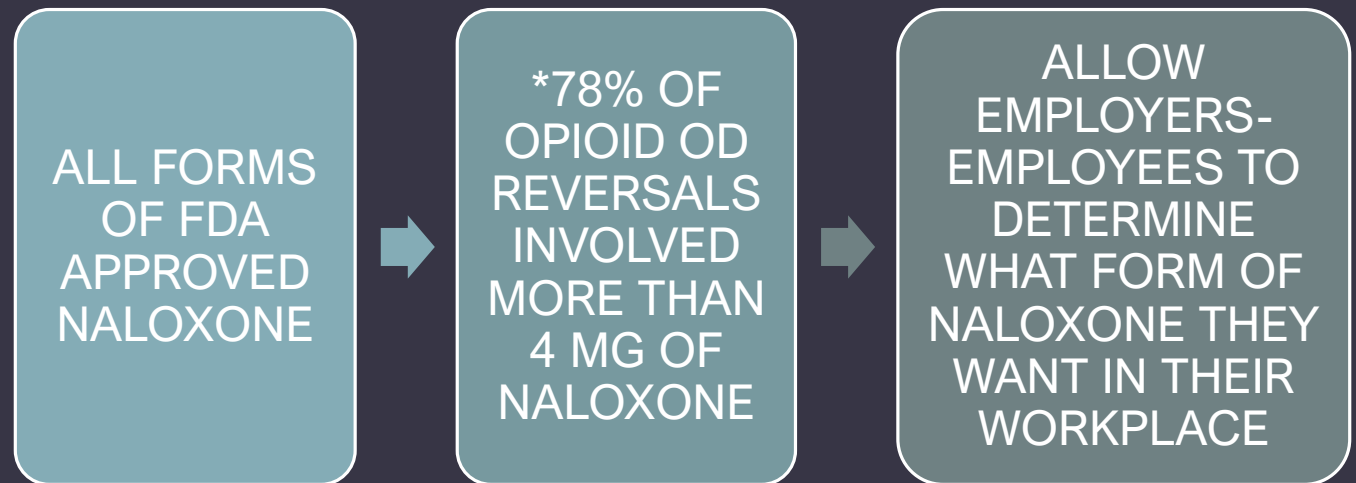
Provide supervisor training which empowers workplace leadership with knowledge, skills, confidence to reduce stigma, provide support, and have difficult conversations.

Provide regionally specific resources to help support local businesses in relation to referrals and listings for mental health and harm reduction-recovery support.

Have industry specific support groups (virtually/weekly and led by someone w/lived experience) that is not limited to 12-step, rather utilizes peer support approach.



# ALL FORMS OF NALOXONE IN THE TOOLBOX



SOURCE: Abdelal, R., Raja Benerjee, A., Carlberg-Racich, S., et al. Real-world study of multiple naloxone administration for opioid overdose reversal among bystanders, Harm ReductJ 19, 49 (2022).

# THE VALUE OF A NEW APPROACH

Primary prevention of work-related pain due to unsafe/unhealthy working conditions should be a priority for employers, labor, health and safety advocates who care about the well-being of workers.

Punitive workplace drug policies and stigmatizing workplace cultures are a deterrent to workers getting access to treatment and recovery resources.

The importance of addressing these gaps is bolstered when taking into account the more than 70% individuals who have an SUD are currently in the workforce.

Non-medical opioid use cost the US almost \$125 billion in productivity from 2015-2019.

Workers with an active SUD miss an average 14.8 days per years, while those on pain medication miss an average of 29 days per year.

# Benefits to Employers/Employees: Recovery-Ready Workplaces



Retention of skilled and trained workers.



Cultivate culture that encourages workers to preemptively come forward and access help.



Overall improved safety on the job.



Reduction in healthcare and workers' compensation costs.



Increase health/productivity - workers in recovery from SUD on average miss 9.5 days of work (less than average 10.5 missed days for most employees)



Workers are less prone to impairment-related accidents.

# THANK YOU!!!

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Stephanie Campbell

❖ (phone): 518-788-3018

❖ (email): [stephanie@kentstrategicadvisors.com](mailto:stephanie@kentstrategicadvisors.com)



KSA

# Recovery Resources:



Treatment

Recovery Support

Harm Reduction

The image is a screenshot of the Friends of Recovery New York website. At the top left is the logo with the text 'RECOVERY New York' and 'ONE COMMUNITY ONE VOICE'. To the right are three navigation menus: 'ABOUT US', 'RECOVERY SUPPORT', and 'TRAINING', each with a dropdown arrow. Below the navigation is a large photograph of a diverse group of people sitting on a yellow couch, engaged in conversation. At the bottom of the page is another instance of the 'FRIENDS OF RECOVERY New York' logo with the tagline 'ONE COMMUNITY ONE VOICE'. On the right side of the page, a vertical list of resources is displayed, including 'GET HELP', 'RECOVERY COMMUNITY &amp; OUTREACH CENTERS', 'YOUTH CLUBHOUSES', 'PEER ENGAGEMENT SPECIALISTS', 'FAMILY SUPPORT NAVIGATORS', 'CENTERS OF TREATMENT INNOVATION (COTI)', '24/7 OPEN ACCESS CENTERS', 'REGIONAL ADDICTION RESOURCE CENTERS (RARC)', 'FAMILY RESOURCES', and 'RECOVERY COACHING/PEER ADVOCATES'.

GET HELP

RECOVERY COMMUNITY & OUTREACH CENTERS

YOUTH CLUBHOUSES

PEER ENGAGEMENT SPECIALISTS

FAMILY SUPPORT NAVIGATORS

CENTERS OF TREATMENT INNOVATION (COTI)

24/7 OPEN ACCESS CENTERS

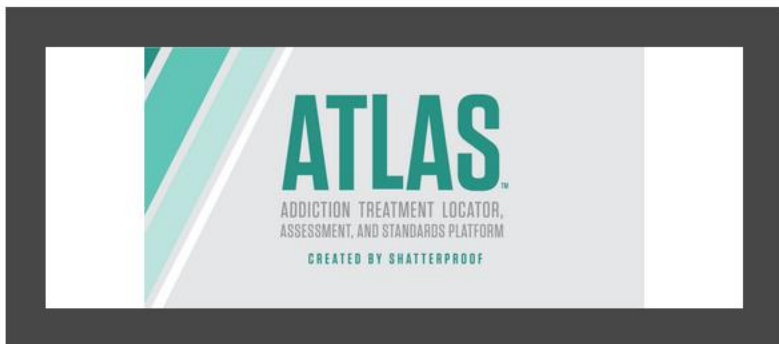
REGIONAL ADDICTION RESOURCE CENTERS (RARC)

FAMILY RESOURCES

RECOVERY COACHING/PEER ADVOCATES



# Recovery Resources:

[DONATE](#)[NEWS](#)[CRPA SCHOLARSHIP](#)[TREATMENT OPTIONS](#)[RCO/RCOC LOGIN](#)[ABOUT US](#) ▾[RECOVERY SUPPORT](#) ▾[TRAINING](#) ▾[ORGANIZING & ADVOCACY](#) ▾[YVM](#) ▾[EVENTS](#) ▾

ATLAS now serves 6 states, but Shatterproof plans to expand the tool across the country. You can support Shatterproof in this effort by holding a fundraiser, becoming an ambassador, or working for change in your state.

[VIEW ATLAS RESOURCES NOW](#)

## ABOUT ATLAS® – AN ADDICTION TREATMENT LOCATOR, ASSESSMENT, AND STANDARDS PLATFORM

# How to Get Started



## Recovery Ready/Friendly Workplace Toolkits

US Department of Labor



<https://tinyurl.com/DOL-RRW>

CT RFW Toolkit



<https://tinyurl.com/CT-RFWToolkit>

Peer Recovery  
Center of Excellence



<https://tinyurl.com/PRCOE-RFW>

Colorado RFW Toolkit



<https://tinyurl.com/CO-RFWToolkit>

**Scan the QR codes or use the links provided  
to see examples of how to implement  
Recovery Ready Workplace policies  
in your business.**

**FRIENDS OF  
RECOVERY**  
New York

ONE COMMUNITY  
ONE VOICE

# THANK YOU!

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