



# NAATP NATIONAL 2022

# Implementing the NAATP Stages of Change Model for DEI Best Practices

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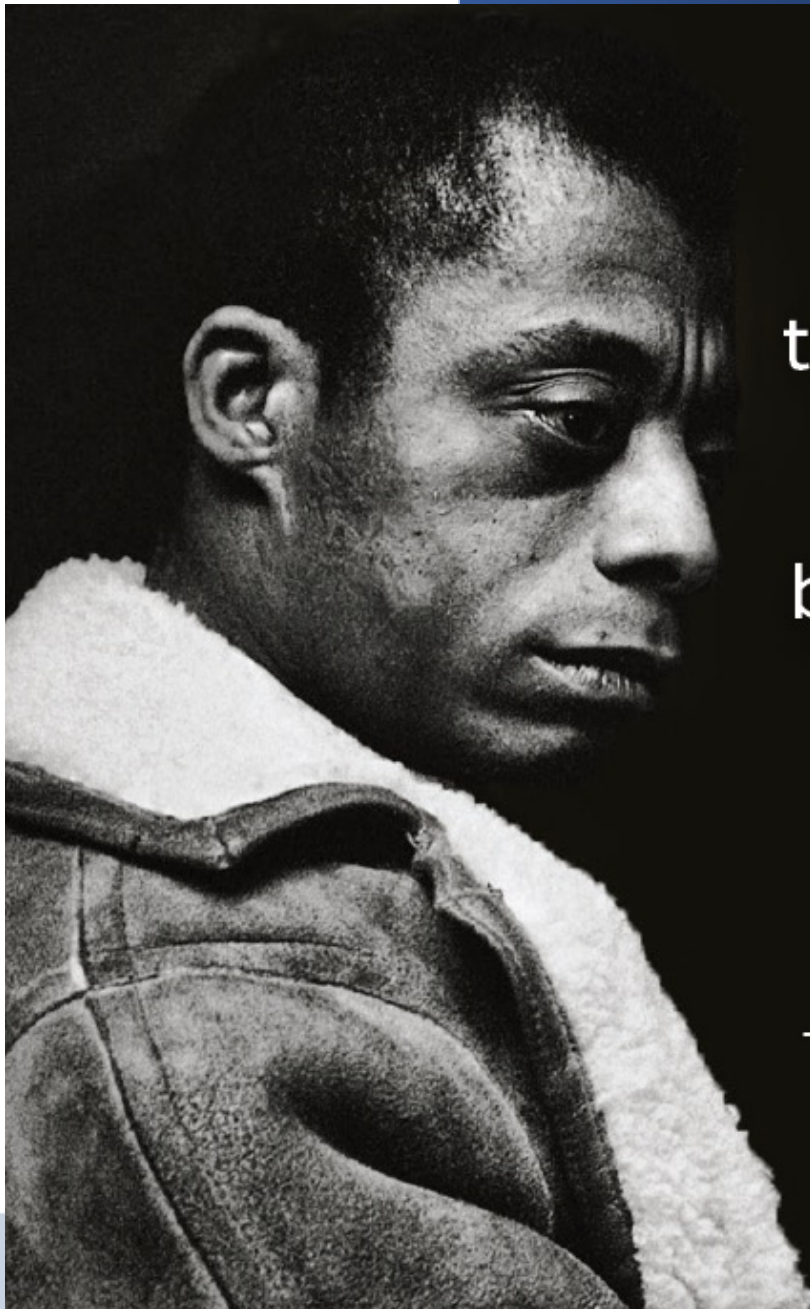
**Dr. Annie Peters**

Director of Research and Education

NAATP

Executive Director


FoRSE



“Not  
everything  
that is faced  
can be  
changed,  
but nothing  
can be  
changed  
until it is  
faced.”

—James Baldwin





Diversity, Equity, and Inclusion (DEI)  
Best Practices in Addiction Treatment

STAGES OF  
CHANGE MODEL AND  
ORGANIZATIONAL

# ASSESSMENT TOOL

NAATP NATIONAL 2022



## 9 Domains of Occupational Functioning

### 5 Stages of Change (scale = 0 to 4)

	Organizational DEI Commitment	Policies & Procedures	Leadership and Infrastructure
<b>Pre-Contemplation</b> (0)	Does not see DEI as relevant to its work, or does not have an interest in advancing DEI work.	Does not have any DEI-related organizational policies beyond non-discrimination policies.	Members of management or board have not taken leadership on DEI issues.
<b>Contemplation</b> (1)	Recognizes the importance of DEI to its work and is contemplating next steps.	Does not have, but is interested in developing, DEI-related organizational policies.	A few members of management, staff, or board are leading internal DEI discussions, but infrastructure to guide the organization's DEI work is not established.

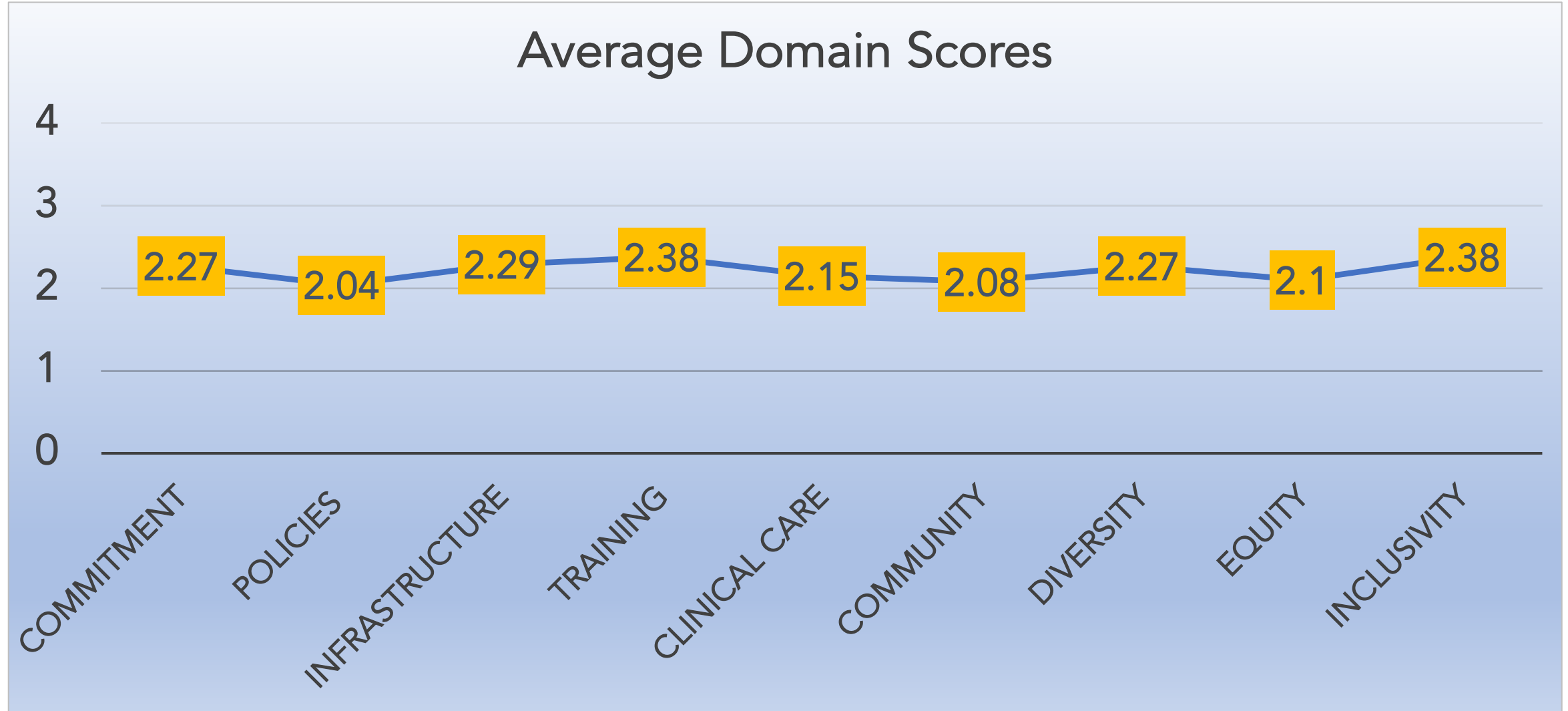


# NAATP DEI Advisory Committee



# NAATP DEI Assessment Tool: Survey Results

(20 facilities; 49 responses)



# Survey: Evidence of Change


- Engaged DEI consultants
- Created DEI committee; hired staff to focus on DEI
- Added patient support groups re: LGBTQ+, cultural trauma
- Offered training on antiracism, LGBTQ+ issues
- Hosted community leaders



# Next Steps

- NAATP: Apply DEI lens to NAATP Code of Ethics, Public Policy Statement, and Quality Assurance Guidebook
- NAATP DEI Committee: Climate survey for all staff at addiction treatment organizations
- Providers: Engage with DEI trainers and consultants to identify areas for growth and action steps





F-E-A-R has two meanings: 'Forget Everything And Run' or 'Face Everything And Rise.' The choice is yours.

Zig Ziglar



# Applying the NAATP DEI Assessment

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## NAATP Member Experiences







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OF  
ADDICTION TREATMENT PROVIDERS

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VISION.  
LEADERSHIP.

Thank you!

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# Thank you for attending

## Next Sessions:

### General Session 4:

Defining a Comprehensive, Equitable, and Measurable  
Model for Addiction Treatment

11:15 – 12:15

*Seaport Ballroom  
FGH*

### Public Policy Lunch:

The Value of a United Voice The NAATP Policy Agenda and  
the Political Action Committee

12:30 - 2:30

*Grand Ballroom  
D*

### Closing Session:

Access, Values, Efficacy, and Sustainability: The Association's  
Role in the Viability of Addiction Treatment

3:00 - 4:30

*Seaport Ballroom  
FGH*