

NAATP NATIONAL 2023



NATIONAL ASSOCIATION
OF
ADDICTION TREATMENT PROVIDERS

Voice. Vision. Leadership.

How the Ethics of Equity Can Drive Your Bottom Line: A DEIB Perspective on Acuity, Equity, Workforce, and Reimbursement



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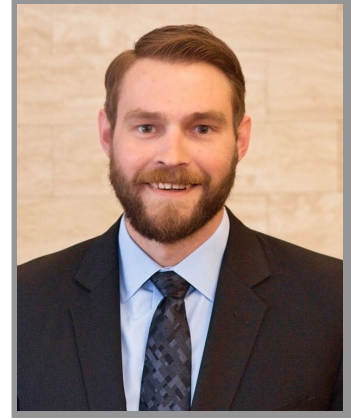
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Director of Operations
Faces & Voices of Recovery



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Executive Director
Friendly House



Peter Thomas

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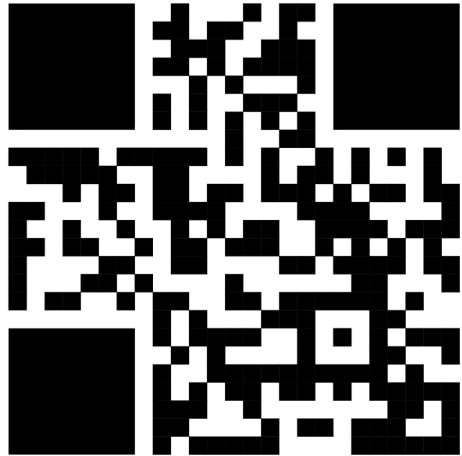
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- This is not our usual ethics session.
 - If you are here about LegitScript or google ads welcome, but that's not our focus.
 - We believe it is critical to our members and your patients to continue our focus on DEIB.
- We continue to focus on deceptive marketing.
 - Look out for an upcoming release on reemerging challenges in addiction marketing.

NAATP Code of Ethics 3.1

Ethics of Equity

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- In May 2023, the NAATP Board voted unanimously to adopt NAATP Code of Ethics Version 3.1
 - Amended Preamble to show NAATP's commitment to Diversity, Equity Inclusion and Belonging (DEIB).
 - Added DEIB provisions to each existing section.
 - Created new DEIB section with five provisions.

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THE ETHICS OF EQUITY

Cecilia Jayme, MA, LADC
Director of Clinical Services
Hazelden Betty Ford Foundation

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Founder
InclusivityIQ

NAATP ETHICS CODE

Section III: Diversity, Equity, Inclusion and Belonging (DEIB)

- A. NAATP Members must reflect a **commitment to DEIB** by developing a shared DEIB vision, and work to **align their programs and operations** with this vision.
- B. NAATP Members must **dedicate resources** to reducing healthcare inequities and building diversity, equity, inclusion and belonging in clinical and work environments.
- C. NAATP members must **develop policies and procedures** that reflect attention to diversity, equity, inclusivity and belonging in clinical and operational practices.
- D. NAATP Members **must provide DEIB education** to their board, leadership, and staff relevant to their role in the organization.
- E. NAATP members must **seek relationships with leaders from communities facing healthcare disparities** and when indicated where opportunities exist, provide support to these communities.

slido



Do you have a DEIB/Equity Plan?

ⓘ Start presenting to display the poll results on this slide.

slido



How many hours of DEIB training do you provide yearly?

ⓘ Start presenting to display the poll results on this slide.

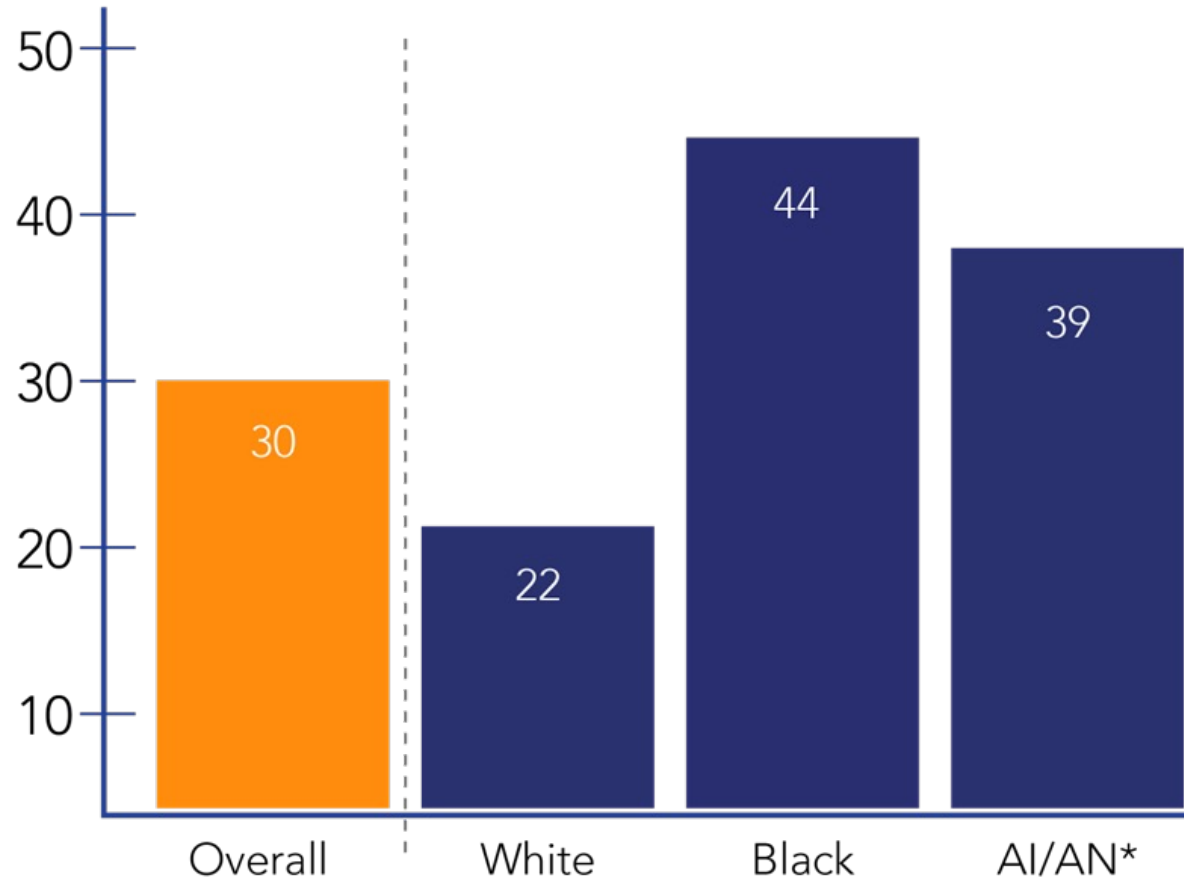
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**TREATMENT PROVIDERS PERSPECTIVE ON ACUITY AND
RECOVERY CAPITAL**

Dr. Peter Hayden, CEO, Turning Point, Minneapolis

Christina Simos, Executive Director, Friendly House, Los Angeles

2019-2020 Percent Increase of Overdose Death



*Non-Hispanic American Indian or Alaska Native (AI/AN)

Building DEIB Recovery Capital

“Recovery Capital” = the total resources an individual has available to find and maintain recovery from addiction (FacesAndVoicesofRecovery.org)

- Can be built through personal, social, and community efforts

DEIB Recovery Capital = the internal and external resources an organization (and our society at large) has available to find and maintain recovery from systemic racism & oppression

- Can be built through personal, social, and community efforts



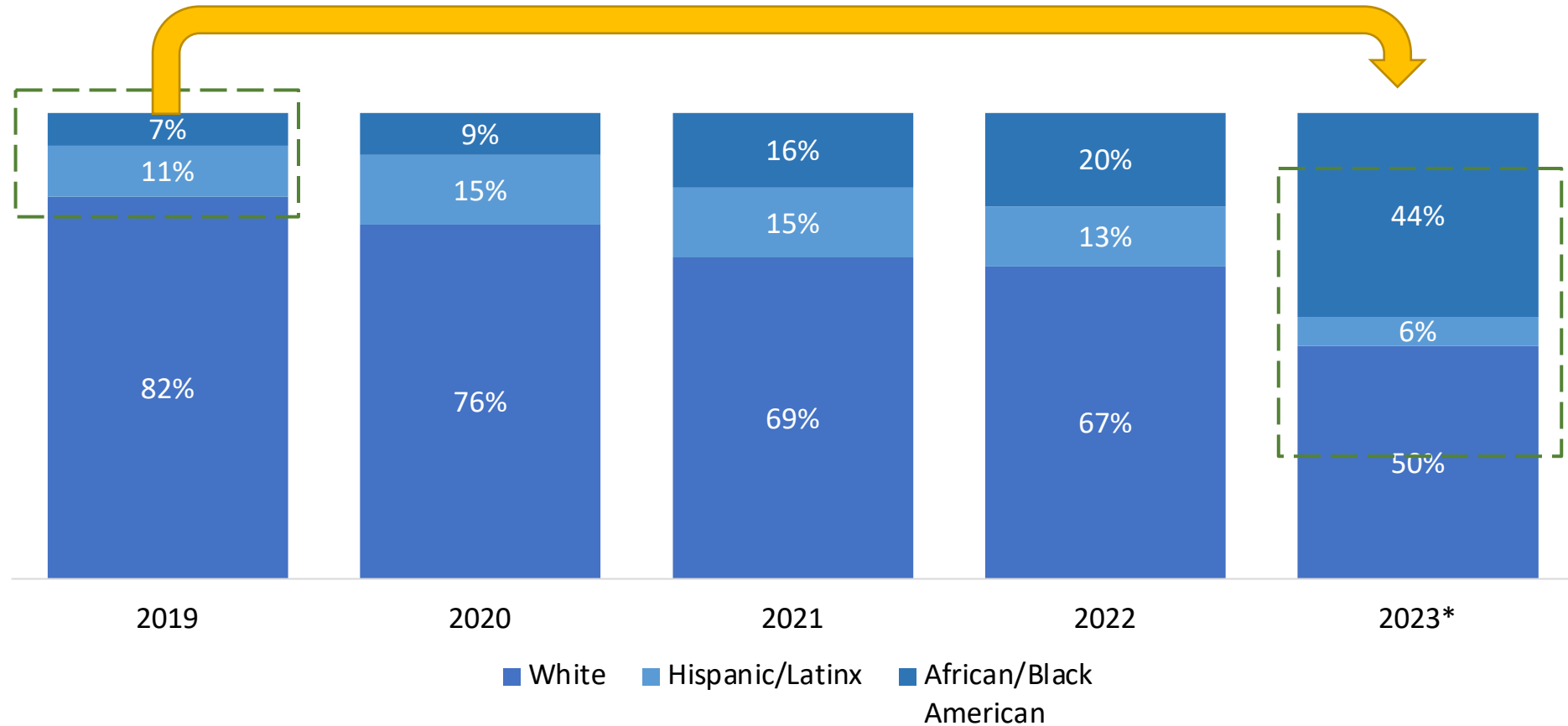
Image from <https://www.myrecoveryplan.ca/>

BIPOC participation grew by 2.8x in just 5 years

RESULTS OF CHANGE

Friendly House

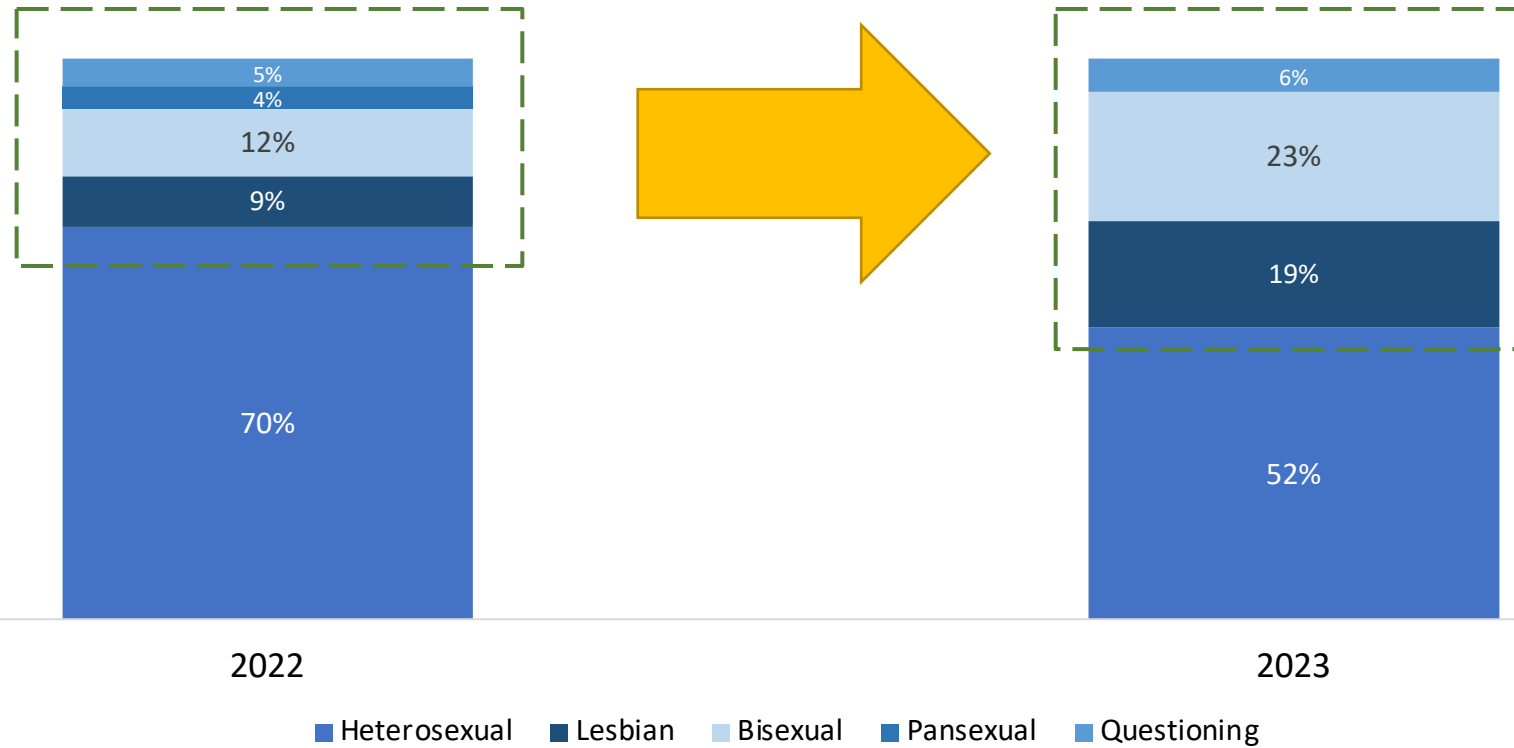
% of Clients by Race, 2019 - Q1 2023



Sexuality Diversity has increased by 18%

RESULTS OF CHANGE

Friendly House
% of Clients by Sexuality, 2022 - Q1 2023





**FACES & VOICES
OF RECOVERY**

ADVOCATE. ACT. ADVANCE.

Workforce multiplier

The link between equity, revenue, workforce, and retention

Phil Rutherford

Chief Operating Officer



Special Issue: Mental Health Workforce

MENTAL HEALTH WEEKLY

Essential information for decision-makers

Volume 33 Number 18
May 8, 2023
Online ISSN 1556-7583

In This Issue...

Although many providers said their passion for working in the behavioral health field is "unwavering," many are still experiencing burnout, according to a new survey of behavioral health workers and more than 2,000 adults from the National Council for Mental Wellbeing. About 83% of behavioral health workers worry that workforce shortages in the industry will negatively impact society as a whole.
... See top story, this page

SAMHSA readies peer certification standards for release ... See page 3

How one Kansas CMHC aims to address workforce challenges ... See page 6

Loan forgiveness, lottery bonus key in Pennsylvania bills ... See page 7

APA Foundation welcomes its largest class of fellows ... See page 8

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National survey finds BH workforce remains passionate, but burned out

Mental health treatment and substance use treatment providers said they are burned out, and unless there are public policy changes, they will be unable to meet the demand for mental health or substance use treatment care, according to a new survey of behavioral health workers and the general population. Adding fuel to the fire, providers warn of a potential exodus of behavioral health workers resulting from burnout.

The survey, "New Study: Behavioral Health Workforce Shortage Will Negatively Impact Society," from the National Council for Mental Well-being (National Council), was conducted by The Harris Poll among 750 behavioral health workers and more than 2,000 U.S. adults.

According to the findings, more than 9 in 10 behavioral health providers (93%) said they have experienced burnout, and a majority report suffering from moderate or severe levels of burnout (62%).
See Survey page 2

Bottom Line...
Behavioral health providers report overwhelming paperwork, lack of resources, and concern about ability to provide mental health, SUD treatment and care among their challenges.

New Jersey MH advocacy campaigning incorporates stories of clinicians

(Editor's note: In each issue of MHW during Mental Health Awareness Month, we will feature an innovative initiative in mental health advocacy/promotion.)

The stories of people who receive help from human services providers can carry much weight for policymakers, but they come with the risk that every anecdote will start to sound the same. Leaders of the New Jersey Association of Mental Health and Addiction Agencies, Inc. (NJAMHAA) decided that this year their advocacy efforts would feature members of the behavioral health workforce as well as patients.

"We're taking a diverse portfolio approach. You can't just do one thing," NJAMHAA President and CEO Debra L. Wentz, Ph.D., told MHW.

Wentz said she thinks it is important to get policymakers to understand the efforts of the treatment field's unsung heroes. Often it seems that decision-makers who haven't been exposed to the work of mental health therapists can confuse clinicians with the professionals who work for insurers, she said.
See Advocacy page 4

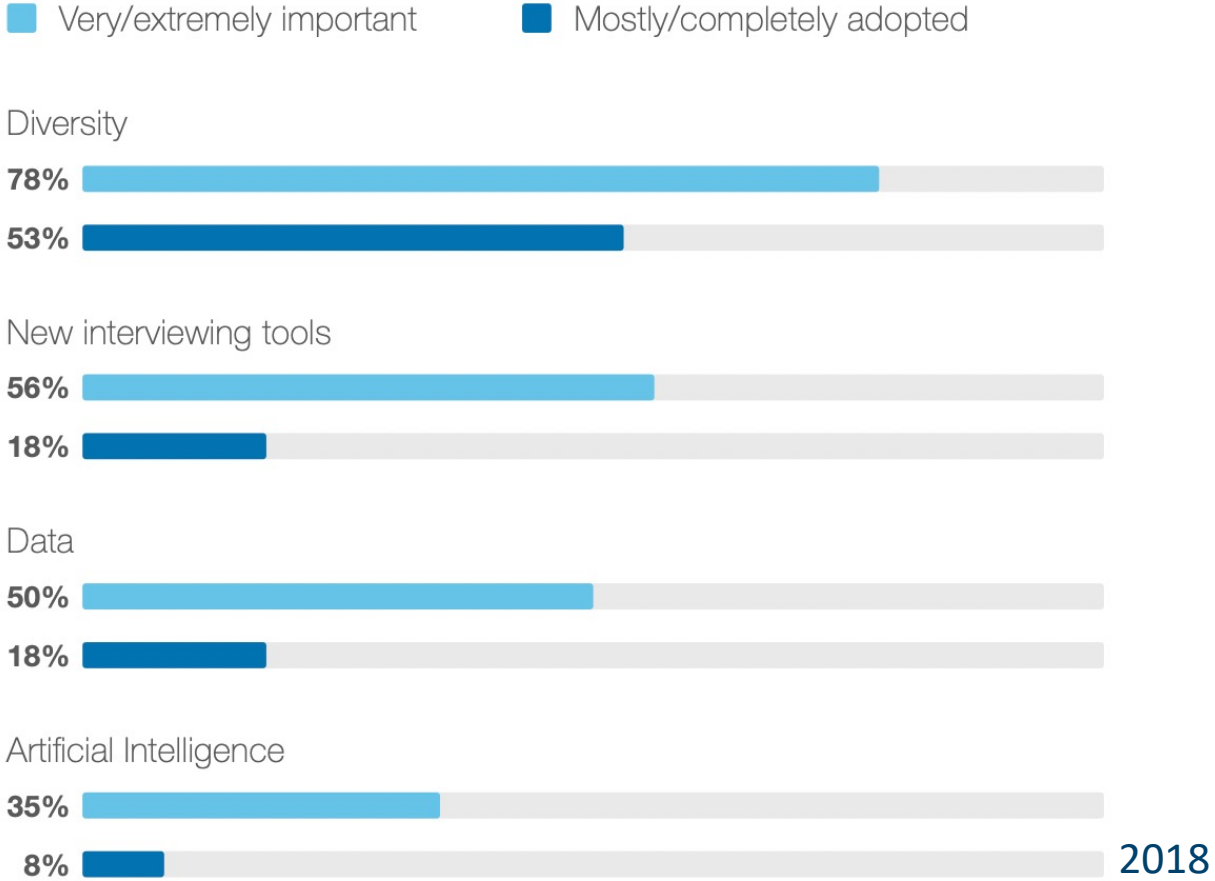
Bottom Line...
Mental health advocates in New Jersey consider it important to humanize the efforts of the often unheralded professionals working on the front lines of clinical care.

A Wiley Periodicals LLC publication

- More than nine in 10 behavioral health workers (93%) said they have experienced burnout, and a majority report suffering from moderate or severe levels of burnout
- Their work has had some negative impact on their life (80%), including their own mental health (37%).
- The impacts of workforce shortages have caused them to consider other employment options (48%).
- [HRSA Workforce Modeling tool](#)

LinkedIn Global Recruiting Trends

TOP TRENDS SHAPING THE FUTURE OF RECRUITING AND HIRING





Research from Deloitte, Boston Consulting Group, the Harvard Business Review, Forbes and more all show the same thing: more diverse and inclusive companies are more innovative and, therefore, more profitable

Deloitte research suggested incremental change might not be enough

HBR review says that we need to ignore the business case (though it is compelling)

Forbes (McKinsey study) shows a direct link between top-performing organizations and board diversity

BCG pointed out a direct link between diversity, innovation and resilience.

A little closer to home



Some of you know that we've done some of this work at FVR



Like every business story there have been ups and downs



But since we started this work in 2020, we are 3x in revenue and 2x in staff

Best Practice Recommendations from NIH lit review (70)

The institutional and departmental mission statements should include an explicit commitment to diversity, equity, and inclusion.

Institutions and departments should make focused efforts to expand the candidate pool with diverse candidates

Departmental and institutional recruitment committees should include diverse membership.

Institutions should incentivize all stakeholders and increase accountability for diversity efforts.

Departments and institutions should engage in inclusive marketing and targeted recruitment of UIM candidates.

Institutions should consider recruitment packages and debt reduction programs for UIMs and ensure equitable salaries

Interview committees should use a holistic review of applications and consider faculty ambassadors.

Interviewers should undergo implicit bias training.

One last thing.



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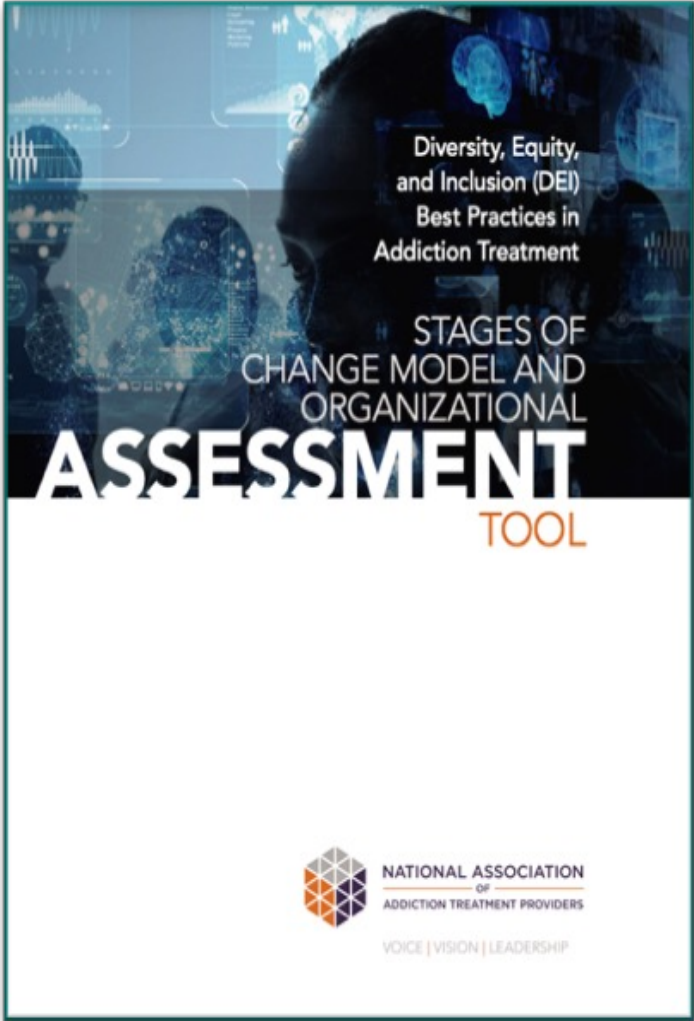
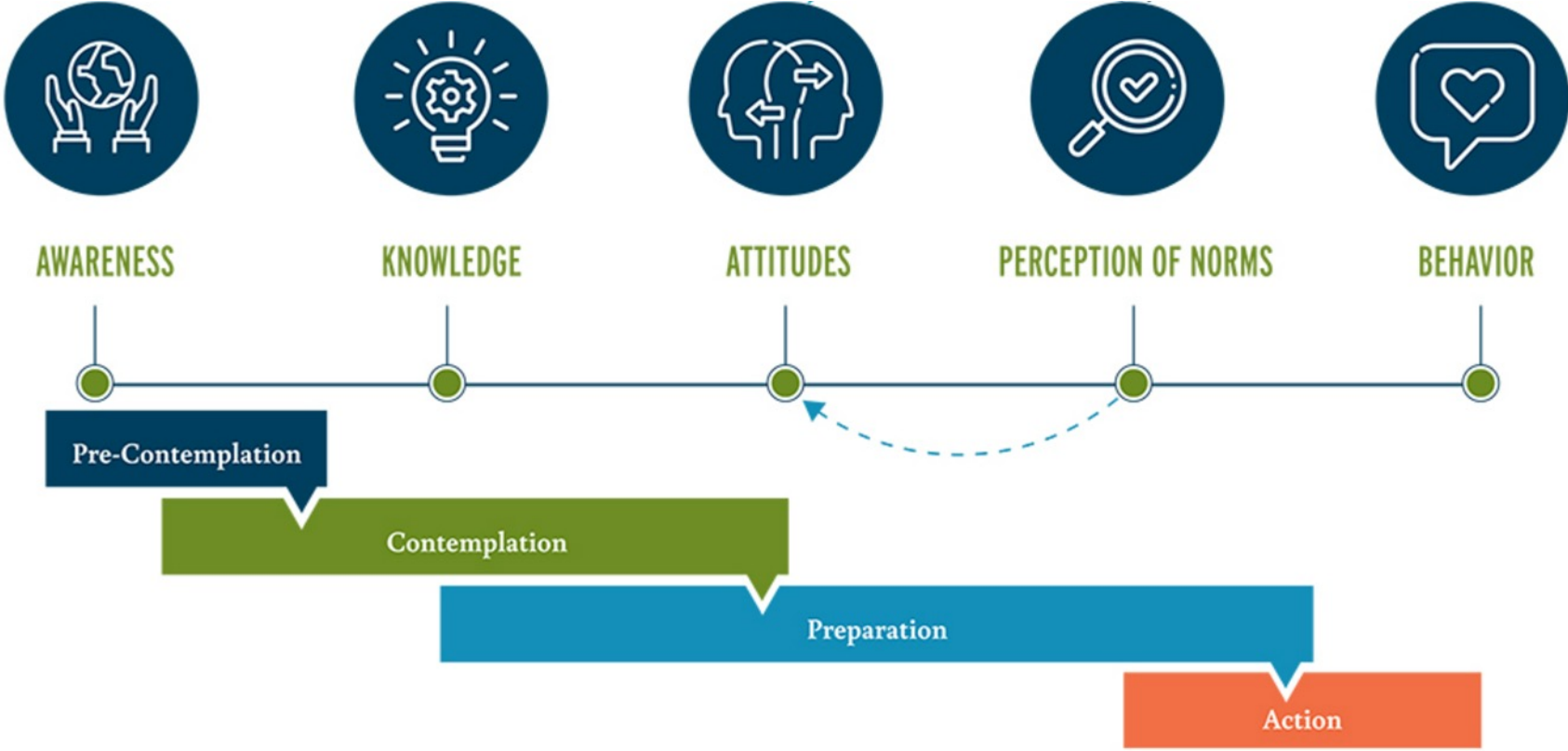
NAATP DEIB ASSESSMENT TOOL

Zina Rodriguez, MSW, MCAP, CDE
Founder
InclusivityIQ

NAATP's Stages of Change Model and Organizational Assessment Tool helps providers identify the DEIB work needed within their organization.

- **DIVERSITY:** Increase diversity of staff, leadership and people served
- **EQUITY:** Improve access to services for underserved communities and in treatment outcomes
- **INCLUSION:** Create inclusive, welcoming work and clinical environments
- **INDIVIDUALIZED CARE:** Utilize culturally-responsive treatment methods
- **COMMUNITY:** Engage with diverse communities
- **ADVOCACY:** Work toward social justice in addiction healthcare

Stages of Change Organizational Model



Thank you for attending

Upcoming Events:

- 12:15- 1:45 Attendee & Exhibitor Lunch in Exhibit Hall
- 12:15- 1:45 Ethics and Equity Leadership Discussion Tables

Sponsored By: NAATP Board



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- 1:45 – 2:45 General Session 4: Empowering the Evolution of Inclusive Treatment Leadership

Sponsored By:

- 2:45 – 3:15 Coffee and Ice Cream Social



Lightning Step

- 3:15 – 4:30 General Session 5: Hill Day 2023 Preparation

- 4:30 – 5:00 Farewell and Prize Drawing

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