

NAATP

WEBINAR **SERIES**



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Faces & Voices of Recovery

Telling the Truth:
Diversity, Equity, and
Inclusion in the Addiction
Recovery World

Where are we?

- Different spaces
 - Different cases
 - Different faces
 - Different places
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- One thing is clear- There has been a shift in the way the public at large is discussing matters of DEI.
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- What is the role of the treatment community in this discussion?



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Level Set

Basic Tenets

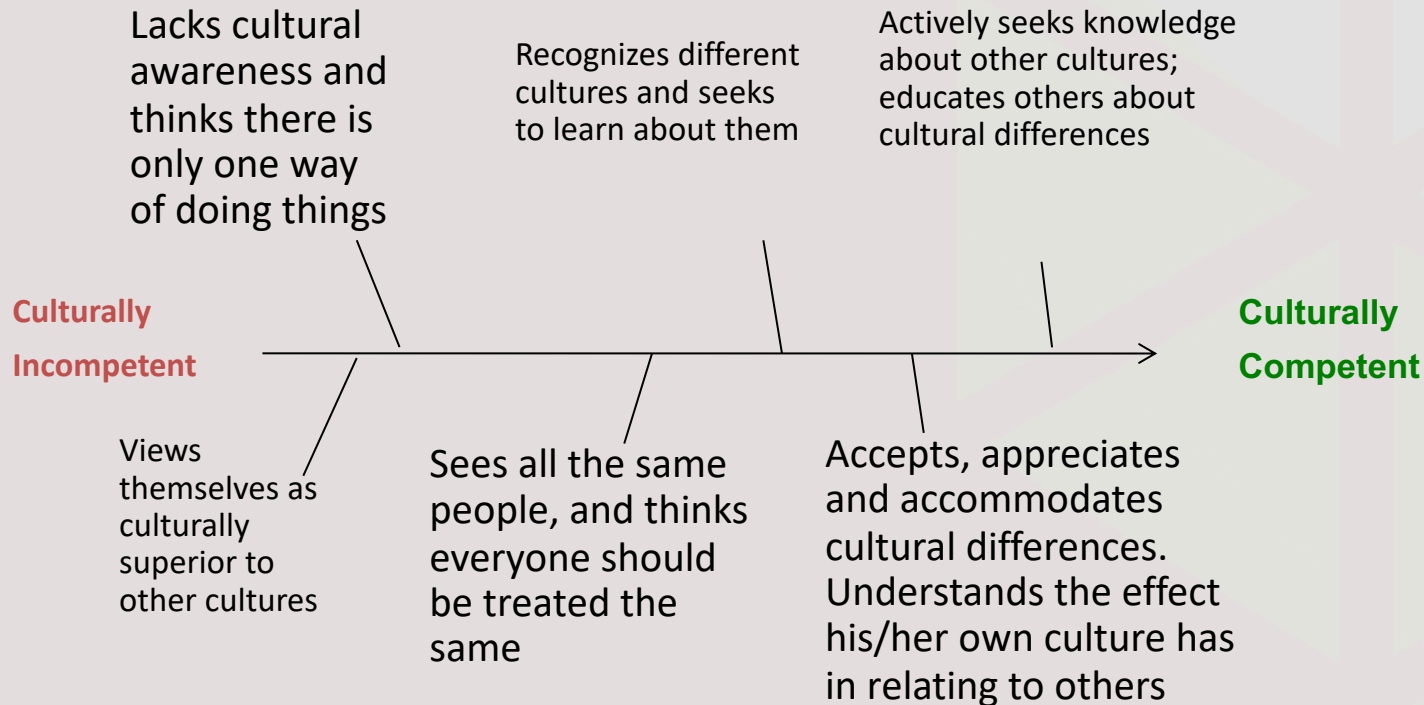
The Basics

- Everything we do exists within a cultural context.
- Becoming culturally competent is a process; there is no endpoint.
- “How to” and cookbook approaches actually work to promote stereotyping.

The Basics

- Stereotyping is a natural part of what we as “people” do.
- This work is messy, some toes will be trampled.
- No one here is to blame nor personally responsible for institutional bias.

A process; not an endpoint





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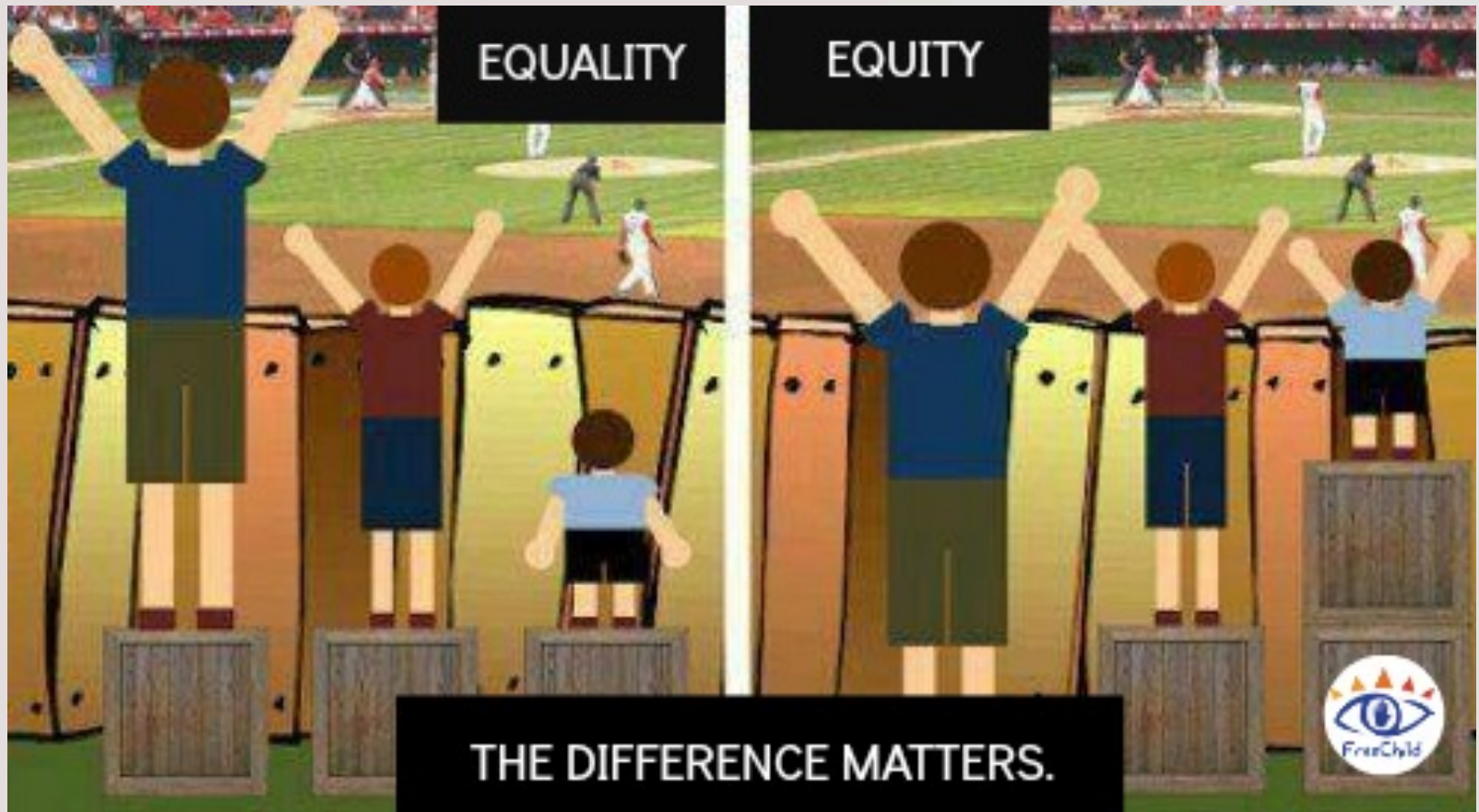
10 questions

Link is in chat box

10 questions

1. I can turn on the television or look at the front page of the paper and see people like me widely represented in positive roles.
2. When I am told about our national heritage or about "civilization," I am told that people like me made it what it is.
3. I have never been asked when and how I decided my sexual orientation.
4. I am able to serve in the armed forces with few doubts about my suitability to do the job.
5. I am rarely asked to speak for all people of my cultural group.
6. I do not have to educate my children to be aware of systemic racism for their own protection and safety.
7. I generally think of police as people that I can call on in times of emergency.
8. I can be sure that my children will be given curricular materials that testify to the existence of their race.
9. I can choose blemish cover or bandages in "flesh" color and have them more or less match my skin.
10. If have never skipped a meal or went away from a meal hungry because there wasn't enough money to buy food in my family.

Equality...Equity



Equality...Equity...Justice



Equality



The assumption is that everyone benefits from the same supports. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed.** The systemic barrier has been removed.

Q&A

Pathways to change

- Get educated
 - books, films, websites, discussions
- Listen and believe
- Practice Humility & Self Reflection
- Learn to make Repairs

Credits: Both and Partners, Inc. and Dr. Dietra Hawkins Psy. D.

National Advisory Group on Diversity, Equity, and Inclusivity

NAATP is looking for individuals who have experience in addiction treatment or personal recovery and wish to contribute to a dialogue on the changes needed to increase access to care for SUDs.

Topics to Include:

- Equity in admission to treatment
- Inclusivity in workplace environment
- Creating a safe treatment environment for diverse clients
- Cultural competency in treatment approaches
- Anti-racist organizational and public policy advocacy

Please indicate your interest in participating in the
Post-Webinar Survey!



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Thank you!