



DCengage

HealthHIV.org

Closing Plenary:
New, Now, Next:
New Initiatives,
Workplace
Wellness and A
Call to Action to
Reduce Harm
Handout

**Inaugural DC Engage
Harm Reduction Conference**
AUGUST 25, 2022


What's Next: SAMHSA's Continuing Commitment for Harm Reduction

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SAMHSA's Harm Reduction Grant Program

- 25 grants for the first-ever SAMHSA Harm Reduction grant program SP-22-001). Eligible applicants for this program included State, local, Tribal, and territorial governments, Tribal organizations, non-profit community-based organizations, and primary and behavioral health organizations.
- SAMHSA will distribute \$10 million between 2022-2025.
- Important Notes about this grant program:
 - Grant recipients receiving federal funding must adhere to applicable federal, state, and local laws, regulations, and other requirements as specified in federal grant terms and conditions of award.
 - The Harm Reduction grant program is authorized under Section 2706 of the American Rescue Plan Act (ARPA) of 2021, which is not subject to the same syringe funding restrictions as other federal grants. Syringes to prevent and control the spread of infectious diseases are allowed for purchase with grant funds authorized by ARPA for SAMHSA Harm Reduction programs.
 - No federal funding is used directly or through subsequent reimbursement of grantees to purchase pipes in safer smoking kits. Grants include explicit prohibitions of federal funds to be used to purchase drug paraphernalia.



SAMHSA's Minority AIDS Initiative Programming

- SAMHSA's Minority AIDS Initiative: Substance Use Disorder Treatment for Racial/Ethnic Minority Populations at High Risk for HIV/AIDS (short title: MAI – High Risk Populations) allows up to 5% of the award to be spent on Harm Reduction services.
 - Note that this program is not funded through the American Rescue Plan and so has some limitations that our other Harm Reduction grant program does not.
- Awards expected to be announced August 31, 2022.
- Geographic Focus: An additional 5 points were awarded to applicants in the 57 Ending the HIV Epidemic in the U.S. Initiative's priority jurisdictions.
 - Washington, DC
 - Maryland: Baltimore City, Montgomery County, Prince George's County



SAMHSA's Harm Reduction Funds May be Used For...

- Harm Reduction Services:
 - Overdose reversal education and training services
 - Navigation services to ensure linkage to HIV and viral hepatitis prevention, testing, treatment and care services, including antiretroviral therapy for HCV and HIV, pre-exposure prophylaxis (PrEP), post-exposure prophylaxis (PEP), prevention of mother to child transmission and partner services
 - Referral to hepatitis A and hepatitis B vaccinations to reduce risk of viral hepatitis infection
 - Provision of education on HIV and viral hepatitis prevention, testing, and referral to treatment services
 - Provision of information on local resources and/or referrals for PrEP



SAMHSA's Harm Reduction Funds May be Used For...

- Harm Reduction Supplies:
 - Overdose reversal supplies, including the purchase of naloxone kits (this may include syringes for the purpose of administering injectable naloxone only)
 - Substance test kits, including fentanyl test strips
 - Safer sex kits, including condoms
 - Sharps disposal and medication disposal kits
 - Wound care supplies
 - Medication lock boxes
 - Supplies to promote sterile injection and reduce infectious disease transmission through injection drug use, exclusive of sterile needles, syringes, and other drug paraphernalia (recognizing federal limitations)
 - Safer smoking kits to reduce infectious disease transmission, excluding pipes/pipettes and other drug paraphernalia
 - FDA-approved home testing kits for viral hepatitis (i.e., HBV and HCV) and HIV
 - Written educational materials on safer injection practices and HIV and viral hepatitis and prevention, testing, treatment, and care services
 - Distribution mechanisms (e.g., bags for naloxone or safer sex kits, metal boxes/containers for holding naloxone) for harm reduction supplies, including stock as otherwise described and delineated on this list



988 National Suicide Prevention Lifeline

- The 988 Suicide and Crisis Lifeline is funded by SAMHSA and transitioned to 988 in July 2022.
- 988 offers 24/7 access to trained crisis counselors who can help people experiencing mental health-related distress, including:
 - Thoughts of suicide
 - Mental health or substance use crisis
 - Any other kind of emotional distress
- People can call or text 988 or chat 988lifeline.org for themselves or if they are worried about a loved one who may need crisis support.



Thank You

SAMHSA's mission is to reduce the impact of substance abuse and mental illness on America's communities.


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www.samhsa.gov

1-877-SAMHSA-7 (1-877-726-4727) • 1-800-487-4889 (TDD)




7



Self Care & Healing-Centered Management


Jona Tanguay, MMSc, PA-C, AAHIVS (they/them)
Health Care Provider, Whitman-Walker Health
VP for Education, GLMA Health Professionals Advancing LGBTQ+ Equality


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Land Acknowledgement

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Trauma Informed Care

A program, organization, or system that is trauma informed:

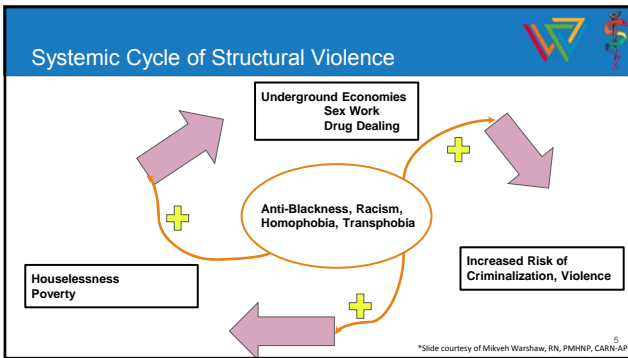
- **Realizes** the widespread impact of trauma and understand potential paths for recovery;
- **Recognizes** the signs and symptoms of trauma in clients, families, staff, and others involved with the system;
- **Responds** by fully integrating knowledge about trauma into policies, procedures, and practices; and seeks to actively
- **Resists** re-traumatization

(SAMHSA, 2012)

Trauma, Substance Use, and Care

What we know:

- Trauma is prevalent in our communities at individual and collective levels
- Trauma, ACE scores, and experiences of discrimination are associated with Substance Use Disorders
- People and organizations who provide care should be sensitive to trauma
- Patients and communities are more than their trauma...



Evolving Beyond Trauma-Informed

+	-
<p>Trauma-Informed Care</p> <ul style="list-style-type: none"> Providing sensitive exams and affirming bodily autonomy Recognizing triggers and avoiding retraumatization Organizational training and safe space planning 	<p>Trauma-Informed Care</p> <ul style="list-style-type: none"> Defining people as their trauma Pathologizing trauma and confining narratives Treating methods of resilience as negative consequences of trauma Focusing on individual vs systems change

Substance Use as an Attempt to Heal

Substance use is often used as self medication/escape to heal the effects of...

- Gender/sexuality discrimination
- Racism and body dysmorphia/fatphobia
- Anxiety, depression, minority stress
- Experiences of homelessness/poverty
- Queer ageism

For some, substance use is a means of survival, of self healing, that can be celebrated

Healing Centered Management

- Celebrating all attempts at survival and healing
- Wellness, recovery, and health are defined by the individual, or by the community itself
- Focusing on manifesting health, rather than treating disease
- Removing stigma and biases about "victims"
- Empowering individuals to create their own narrative

Doing the work - Healing Centered Substance Care

Personal	Team	Organization
<ul style="list-style-type: none"> • Challenging our biases and expectations • Receiving care for vicarious trauma • Making allies with other TIC/Harm reduction providers 	<ul style="list-style-type: none"> • Change in language • Recognizing burnout and supporting each other • Make space for processing painful clinical experiences • Recognize difference of experiences of team members due to ID and Hxs • Acknowledge and discuss systemic issues impact on clients 	<ul style="list-style-type: none"> • Advocate for peer inclusion • Ensure language on forms, etc is gender and sexuality inclusive • Access to pharmacotherapy for SUD is fast and easy • Celebrating resilience and empathy • Removing punitive structures

*Slide courtesy of Mikveh Warshaw, RN, PMHNP, CARN-AP

Self Care & Healing for the Care Provider


- Tolerating abuse does not lead to healing
- Care providers need care
- Advocating for your safety, and physical and mental health
- Unlearning biases that cause frustration and feelings of failure


Language Matters

Stigmatizing and Inaccurate	Affirming and Evidence-Based
MAT	Medications for Opioid Use Disorder (MOUD)
Substance Abuse or Misuse	Substance Use or Substance Use Disorder
Relapse	Return To Use (RTU)
dirty or clean urine	positive or negative urine
Patient is Clean/Dirty	Patient is in recovery/in active use
addict	person living with a SUD
alcoholic	person living with an AUD
polysubstance abuse	-
IV Drug Abuse or IVDA	IV Drug Use or IVDU
addiction	?

11 Botticelli 2016

Wrap Up:

Centering

Healing



Is Your Workplace Healthy?

Ebony Johnson, MHS


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Toxic Work Environments




“Toxic work environments can create all sorts of issues for employers and employees. A hostile workplace can hinder employee effectiveness, undermine job satisfaction, spoil engagement with work and cut productivity.”

Indeed.com

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What Does A Toxic Work Look Like? Do You Know The Signs?



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Lack of Control




- Unable to negotiate your work schedule
- Heavy workload and constant task being added
- Inability to influence decisions that affect your job
- Lack of the resources, information or tools needed to complete work

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Unclear Job Expectations




- Lack of role clarity
- Uncertainty about workload
- Working without a workplan
- Absence of guidance / feedback
- Ambiguity on the line of supervision and reporting

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Scarcity of Support

- Isolation at work
- Absence of mental health care
- Lack of positive team dynamics
- Inadequate engagement with supervisors
- Limited social interactions outside of work
- Deficit of organizational support resources (EAP)




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Absence of a Healthy Work-life Balance

- Bringing work home routinely
- Work dominates physical time
- Inability to take vacation or use *sick leave*
- Work consumes mental space and thoughts
- **Feeling like one is living at work opposed to working from home**
- Lack of time to enjoy family, friends and loved ones
- Neglecting personal care and responsibilities to prioritize work




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Dysfunctional Workplace Dynamics

- Bullying
- Sexual Harassment
- Being undermined by colleagues
- Supervisors micromanages
- Conflict goes unresolved
- Limited accountability



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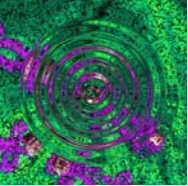
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Unaligned Values

- Policies incongruent with practices
- Lack of focus on equity
- Environments of favoritism
- Leaders redirecting the mission
- Lack of support for rights issues

A. Human Rights
 B. BLM
 C. LGBTQI+ Rights
 D. Harm Reduction




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Living At Work During the COVID Pandemic



- 69% of employees are experiencing burnout symptoms while working from home, according to data released by Monster
- Stress and financial anxiety are high, yet many employees are not taking enough time off to reenergize, fearing they could be the next layoff if they don't work hard enough
- Employees are responding to emails, group chats and professional social media channels around the clock


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Discrimination


- Substance Use
- Adjudication History
- Ethnicity & Race
- Sexual Orientation
- Gender Identity
- Disability
- Religion



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Burnout



"Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed."

"Burnout is characterized by "feelings of energy depletion or exhaustion; increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and reduced professional efficacy."



World Health Organization

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Consequences of Burnout

- Excessive stress & fatigue
- Triggered substance use
- Insomnia
- Sadness, anger or irritability
- Alcohol or substance increase
- Heart disease
- High blood pressure
- Type 2 diabetes
- Vulnerability to illnesses

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Dr. Ebony Johnson, MHS

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There Must Be Healing For The Healers

Employers

- Pay fair and competitive wages
- Hire ample staff members for for the workload
- Cross-train team members and promote collaboration
- Eliminate the culture of volunteerism and unpaid labor at work
- Provide clear and accurate job descriptions

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Create Inclusive & Supportive Workplaces

- Provide comprehensive leave to all employees
- Ensure workplace protections against discrimination, racism and other forms of rights violations
- Provide an Employee Assistance Program (EAP)
- Accommodations for persons who are differently abled
- Invest in workplace mental health supports (classes, memberships, in-house wellness programs)
- Being intention about cultivating the "New Normal" focused on employee wellness
- Access to Harm Reduction & Behavioral Health support services

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Managers

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Model Balance

- Strive for cross-training
- Assign reasonable workloads
- Set feasible timelines for completion of task
- Ensure consistent application of policies across the team
- Provide / delegate coverage when team members

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Make Mental Health & Wellbeing A Priority

- Allow and encourage team member to use their leave
- Curate a safe, open and supportive space in supervision
- Be motivational, empathic and respectful with team members
- Use strength-based approaches and affirm team members value
- Listen to concerns, without being defensive and generate solutions

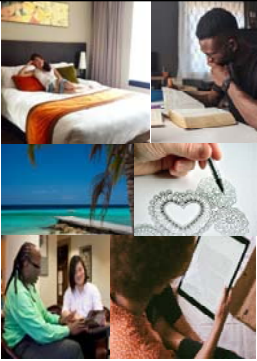


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What Can You Do?




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Develop Positive Professional Patterns

- Delegate tasks
- Take daily breaks
- Use sick leave when unwell
- Use vacation / personal leave
- Limit taking work home
- Ask for help when needed
- Work within your role & scope



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Set Healthy Boundaries

- Power down and *don't* always be available
- Raise concerns if workload is unreasonable
- Work with work hours / time compensated
- Communicate clearly about capacity or lack thereof
- Explore the feasibility before taking on new projects
- Reevaluate your role and how it fits with your professional vision

It's OK to Set Boundaries

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Practice Self Care

- Seeking support from a mental health professional
- Engage with a sponsor, mentor or substance support program (*if and as needed*)
- Taking permission to REST unapologetically
- Eating healthy (Reducing stimulants like caffeine)
- Exercising (Gym, Yoga, Fitness classes, Walking, etc.)
- Spending time with family, friends and loved ones
- Developing hobbies and interest outside of work
- Reduce heavy consumption of work-related social media and news

Practice Self Care

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Give Yourself PERMISSION To Be Where You Are

- Do not be defined by others
- Start and restart as many times as you need to
- Remember – Care is not only for the people you serve
- Do not internalize shame or stigma (You DESERVE to BE)
- Be gentle with yourself as you become your Best Self
- The more you invest in YOU – the more that you have to give

Give Yourself PERMISSION To Be Where You Are

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