



Rural Opioid Technical Assistance - Regional Center
Funded by Substance Abuse and Mental Health Services Administration

How to Be A Recovery Ally

Hosted by University of Wisconsin Madison





FUNDING ACKNOWLEDGEMENT

The Great Lakes Rural Opioid Technical Assistance Regional Center (ROTA-RC) is funded by SAMHSA to serve rural areas in IL, IN, MI, MN, OH, and WI. The University of Wisconsin-Madison Extension leads ROTA-RC in partnership with the University of Illinois Extension, Purdue Extension, Michigan State University Extension, University of Minnesota Extension, and Ohio State University Extension. Learn more at our website:

<https://greatlakesrota.extension.wisc.edu>





WORDS MATTER

ROTA-RC promotes the use of affirming, person-first language when discussing behavioral health disorders. Non-stigmatizing, recovery-oriented language can help reduce negative bias and promote successful engagement in treatment and recovery.

How to be a Recovery Ally in the Workplace

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LEARNING OUTCOMES

- Understand substance use disorders and recovery
- Confront myths and stigma about substance use disorders
- Describe how to use person first, recovery friendly language
- Identify strategies to support someone seeking, or already in, recovery



Background



According to the National Safety Council

- While 75% of employers have had an issue with opioids in the workplace; more than 75% of adults with a substance use disorder are in the workforce
- 1 in 4 Americans have been directly impacted by the opioid crisis
- More than 10% of Americans with SUD are in recovery



Consider

19.7 million people (age 12 and older) battled a substance use disorder in 2017



Alcohol Use

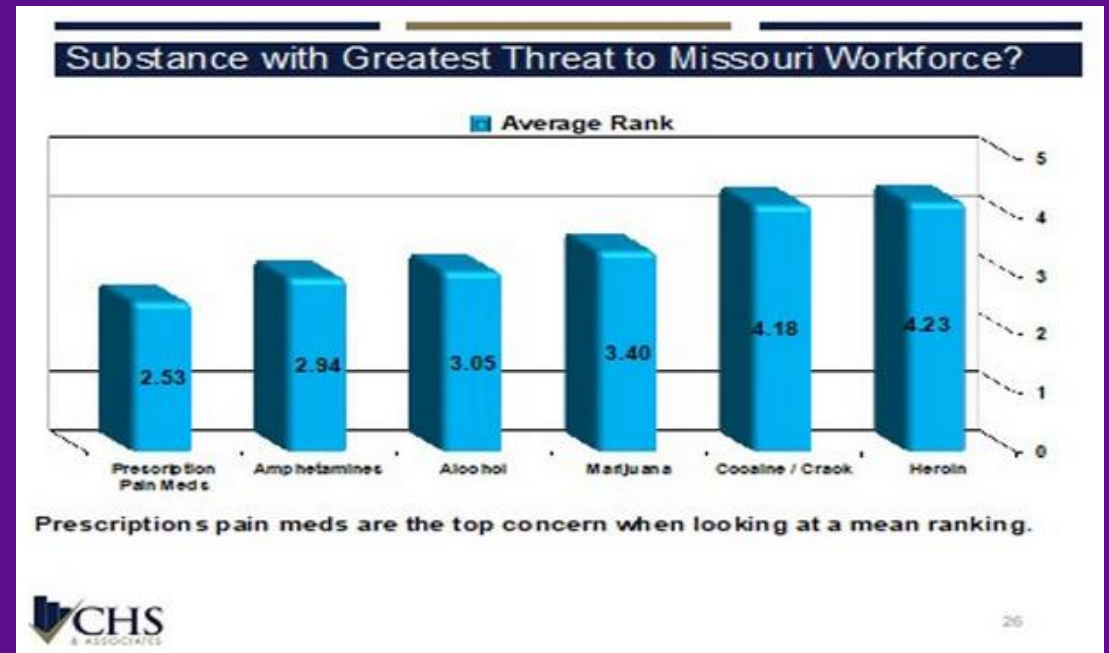
- **14.1 million adults suffered from alcohol use disorder (AUD) in 2019**
- **80% of those adults will not seek the help they need**



National Institute on Alcohol Abuse and Alcoholism – NIAAA. (2021, April). Understanding Alcohol Use Disorder. Retrieved from Understanding Alcohol Use Disorder | National Institute on Alcohol Abuse and Alcoholism (NIAAA) (nih.gov)
Grant, B.F., Goldstein, R.B., Sana, T.D., Chou, S.P., Jung, J., Zhang, H., Pickering, R.P., Ruan, W.J., Smith, S.M., Huang, B., Hasin, D.S. (2015, August). Epidemiology of DSM-5 Alcohol Use Disorder: Results from the National Epidemiologic Survey on Alcohol and Related Conditions III. *JAMA Psychiatry*. 72(8): 757-766. Retrieved from Epidemiology of DSM-5 Alcohol Use Disorder: Results From the National Epidemiologic Survey on Alcohol and Related Conditions III - PubMed (nih.gov)

Substance Use

Employers feel that substances are becoming a threat to the state's workforce



Recovery

- Substance use disorders are treatable and recovery is attainable
- Know that there are individuals who are struggling with substance use, *as well as* those who are in recovery from substance use disorders



Substance use disorders



What is a substance use disorder?

- A substance use disorder (SUD) is a disorder that impacts a person's brain, body, and behavior.
- With a SUD, symptoms are present indicating that an individual will continue using a substance despite significant problems



SUD Symptoms

- Using more than intended (higher quantity, more frequently or over a longer period of time than intended)
- Increasing tolerance (i.e., needing more of the substance to feel the same effect)
- Withdrawal symptoms
- Wanting to reduce use or stop use, but not being able to
- Craving for the substance
- Giving up important activities because of substance use
- Continuing to use despite danger
- Inability to manage commitments due to substance use
- Spending lots of time obtaining, using, and/or recovering from use
- Continuing to use despite negative consequences in relationships
- Continuing to use despite making physical or psychological problems worse



Curiosity

To perform better



To feel better

To fit in

To feel good



Risk and Protective Factors

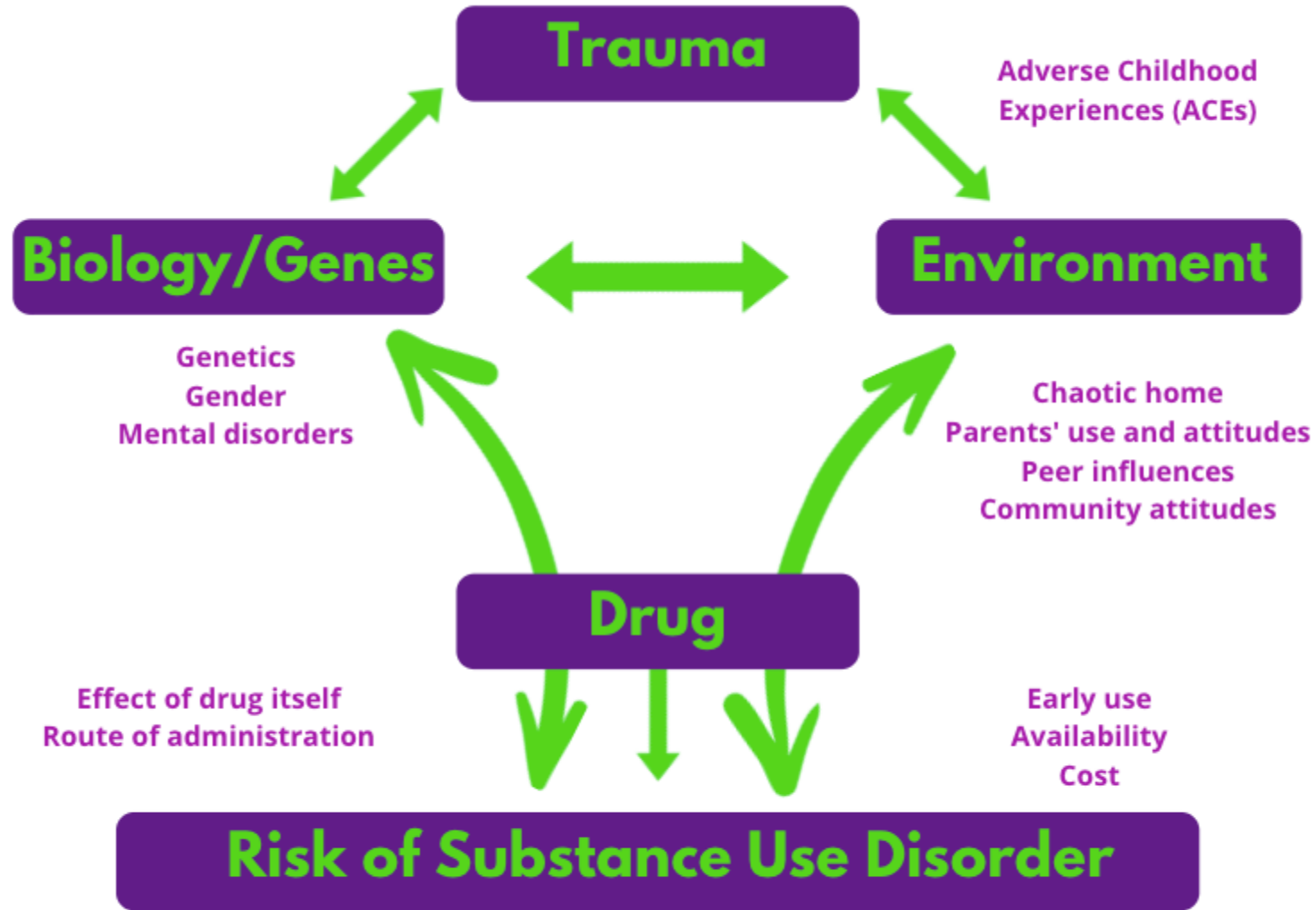
Risk Factor

A characteristic at the biological, psychological, family, community, or cultural level that precedes and is associated with a higher likelihood of developing a SUD

Protective Factor

A characteristic at the biological, psychological, family, community, or cultural level that precedes and is associated with a lower likelihood of developing a SUD





Myths or facts?



**Addiction is a voluntary behavior and
people just don't feel like quitting or
don't have the will power to quit**

MYTH!



Addiction is a **CHARACTER FLAW**

MYTH!



**Addiction typically affects ‘certain types’
of people**

MYTH!



Individuals can seek treatment at any time whether their SUD is mild, moderate, or severe

TRUE!



**If someone relapses, they are a lost
cause**

MYTH!



Employees in recovery are more unpredictable than their counterpart

MYTH!



Employer-initiated treatment is more effective than treatment initiated by friends and family

TRUE!






Debrief

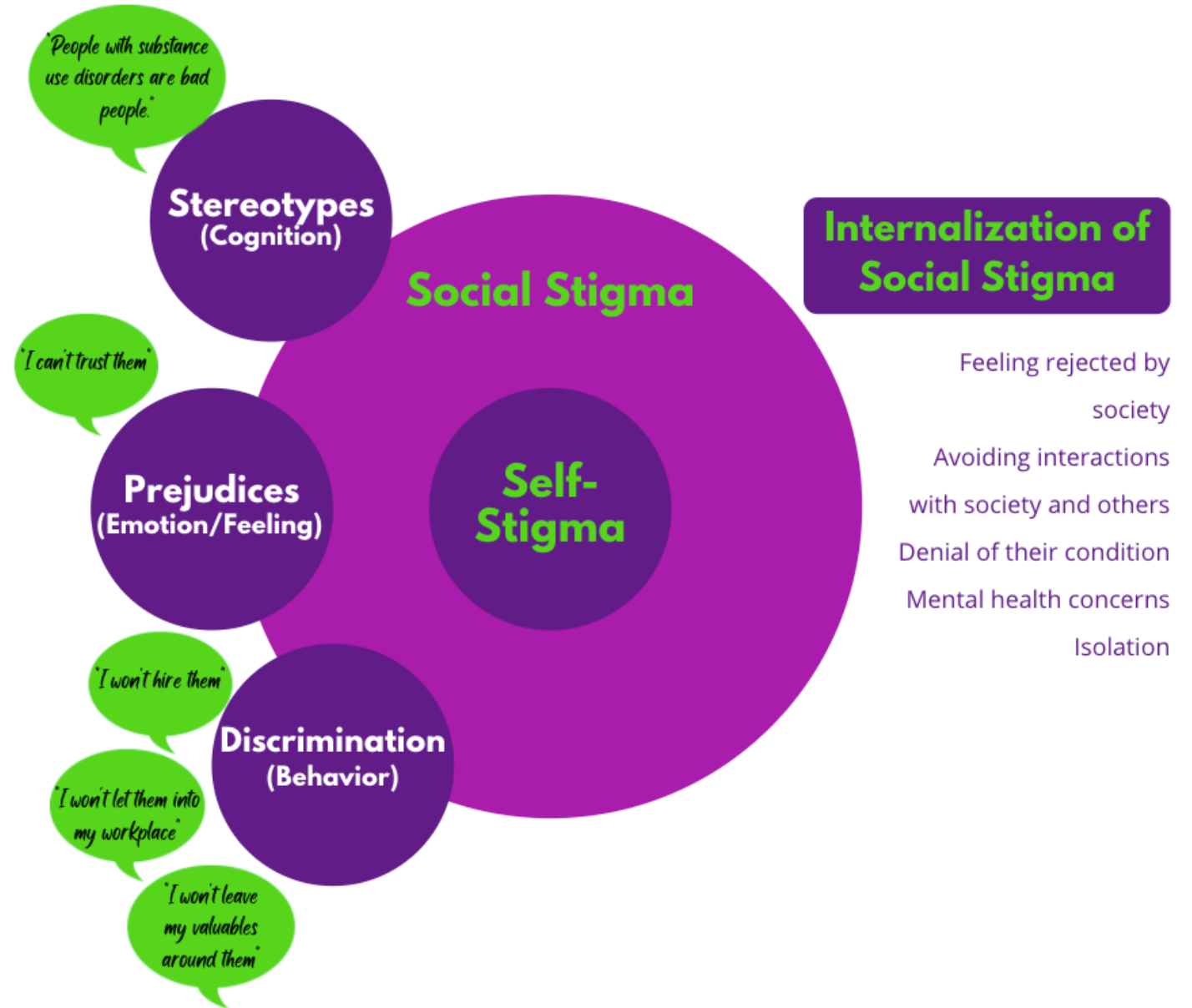


Stigma is a degrading and debasing attitude of the society that discredits a person or a group because of an attribute.

It destroys dignity, marginalizes affected individuals and violates basic human rights, diminishes the chance of a person achieving full potential, and hampers pursuit of happiness and contentment.

Stigma can lead to:

- Stereotypes – 
- Prejudices – 
- Discrimination – 



Language MATTERS



Fighting Stigma

- Use person-first language (e.g. person with a substance use disorder, person in recovery)
- Elevate and celebrate the many pathways to recovery
- Share the many diverse stories of recovery
- Highlight the recovery, not the addiction



SAY THIS	NOT THAT
person with a substance use disorder	addict, junkie, druggie
person living in recovery	ex-addict
person living with an addiction	battling/suffering from an addiction
person experiencing drug dependence	addicted, has a drug habit
recurrence of use	relapse
person who has stopped using drugs	clean, sober, drug-free
No longer using drugs	stayed clean
positive/negative drug screen	dirty/clean drug screen

Adapted from Language Matters from the National Council for Behavioral Health, United States (2015), Matua Raki (2016) Language Matters, NADA Network of Alcohol and Other Drugs Agencies, and NAAA.

This work is supported by the Substance Abuse and Mental Health Services Administration, Rural Opioids Technical Assistance Grants program [grant opportunity #: 1H79TI083259-01]

Recovery



What do you know about recovery?

- A process of change through which individuals improve their health and happiness, live meaningful lives, and strive

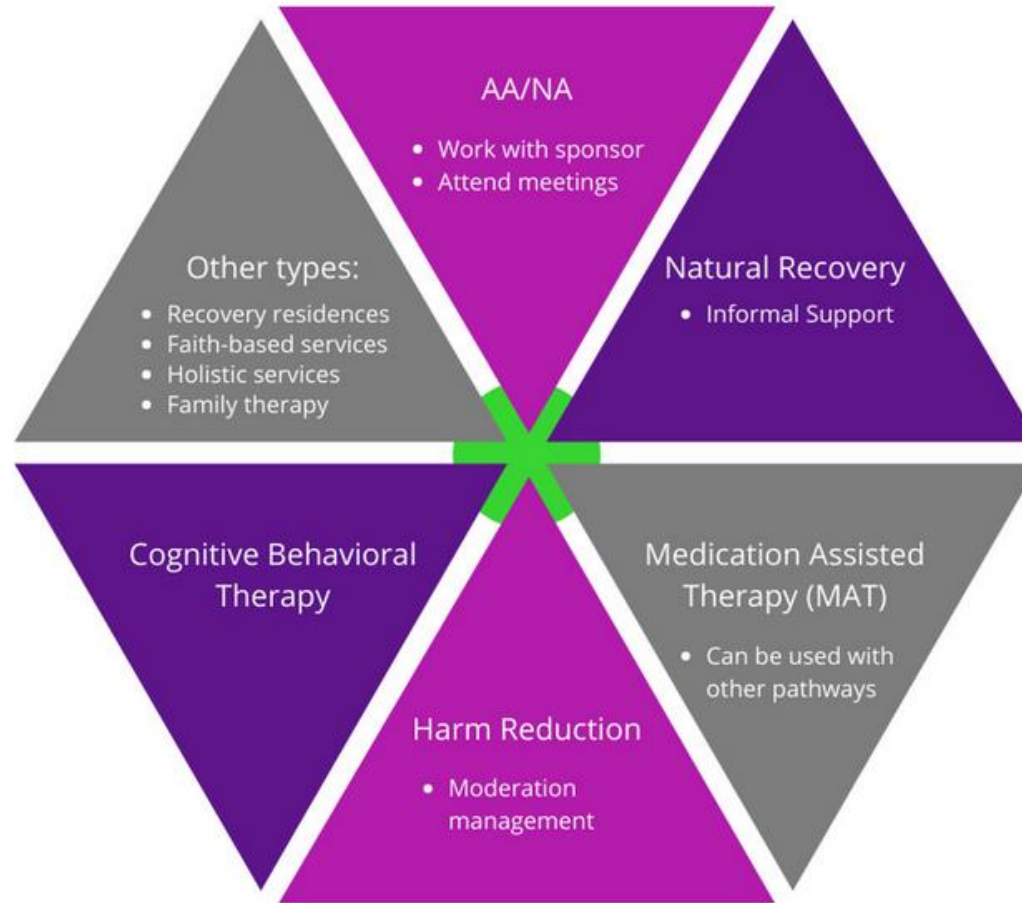


- by sobriety,
- when a person has reached a state of physical and psychological health such that abstinence from dependency-producing drugs is complete and comfortable





DIFFERENT PATHWAYS TO RECOVERY



Anonymity



- Important
- Protection
- Equality
- Safe space
- If someone discloses to you that they are in recovery, recognize that they may not have told others
- However, some people are open about their recovery and might feel comfortable discussing it freely.
- Use your best judgment and if you are unsure, just ask

Returning to Use

- Returning to use is seen as a part of the process for individuals in recovery
- While not everyone will return to use at some point in their recovery, it can happen, and should not be viewed as failure
- Returning to use often indicates that treatment needs to be adjusted, and certain stressors should be avoided that can trigger use



Recovery in the Workplace





Health

Overcome/
manage ones
disease

Physically and
emotionally
healthy

Home

Safe and
stable

Supports
recovery

Purpose

Creative endeavors;
jobs, school, family,
caretaking,
independence

Income & resources
to participate in
society

Community

Social Networks and
Relationships

Support, love,
friendship, hope



How to be a recovery ally

- Openly talk about the opioid crisis and SUDs
- Pay attention to your language
- Be supportive of others
- A supportive work environment
- Know the facts
- Celebrate recovery as a strength
- Despite best efforts, gossip can ensue
- Provide a variety of non-alcoholic options



Remember your coworker in recovery could be

- Learning how to maintain abstinence
- Restructuring their daily lives
- Balancing the demands
- Making new connections



Remember the following

- Not all coworkers use alcohol or other drugs
- Don't pry
- Substance use and recovery are not something to joke about
- Put yourself in their shoes



Helping someone struggling with substance use



Stages of change



Open-ended questions

Affirmations

Reflections

Summaries

Focus on the behavior

Express care and
concern

Listen and support



How to be a Recovery Ally



What is a recovery ally?

A recovery ally supports individuals in recovery and helps create a recovery friendly environment



Recovery allies...

- Listen!
- Support behavior change
- Champion a recovery friendly community
- Avoid and discourage stigmatizing language
- Avoid normalizing substance use
- Celebrate recovery!



Recovery allies...

- Learn more about Recovery Friendly Workplaces
- Add something about recovery to your email signature
- Post on social media about something you learned
- September is National Recovery Month
- Familiarize yourself with local resources
- Print the image below and post it



When to get Assistance

- Share resources
- Walk with the individual
- Provide help as soon as possible



Resources

- SAMHSA's National Helpline: 1-800-662-4357
- National Drug Helpline: 1-844-289-0879
- Alcoholics Anonymous: aa.org
- Narcotics Anonymous: na.org
- SMART Recovery: smartrecovery.org/community/calendar.php
- Connections Recovery App: addictionpolicy.org/connections-app
- Sober Grid app: www.sobergrid.com
- Recovery Link - Digital Recovery Support: myrecoverylink.com/digital-recovery-support



Want to revisit this content?

- This training was adapted from the Recovery Friendly Workplace Missouri Recovery Ally Training
- Visit <https://recoveryfriendlymo.com/>



Citations

Much of this training was adopted from other Recovery Ally Training programs from Penn State University, Virginia Commonwealth University, and the Ohio State University.

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Recovery Friendly Workplace
MISSOURI

Recovery Ally Training was created in Partnership with Missouri Partners in Prevention and Recovery Friendly Workplace Missouri

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great.lakes.rota@extension.wisc.edu

- Full name
- Email address

This will also ensure that you receive a certificate of attendance.





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Please Complete the Survey
About This Presentation

<https://go.wisc.edu/3f137m>



Upcoming Great Lakes ROTARC Events

Mental Health First Aid for Spanish Speakers

• *Wednesday, June 7, 2023*

• 9:00-3:30 PM CST/ 10:00-4:30 PM EST

MOUD/MAT Harm Reduction 101

• *coming this summer*