



Best Practices in Implementing Culturally Responsive and Inclusive Peer Recovery Support Services in Latinx Communities

March 1, 2023

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Joseph Hogan-Sanchez

- Joseph began working in the recovery field after joining the Continuation and Development Team, with the Recovery Alliance of El Paso, the recovery community organization that assisted him in his own recovery.
- Joseph celebrates the commencement of his recovery on October 2, 2005.
- As a distinguished graduate of the 2009 Leadership Institute for Recovery Support Service Emerging Leaders, Joseph has championed local, state, and national peer - based initiatives through active mentorship and servant leadership.
- A passionate advocate for recovery, Joseph inspires others to view systems of care through a lens of hope and change, always embracing his personal mission statement, “To Inspire Positive Thinking and Forward Movement through Motivation, Education and Empowerment.”



Angel Lagares

- Angelo Lagares is the Founding Director of LARA, the first internationally recognized Latino Advocacy non-profit organization that works to reduce health disparities, improve policies, and increase recovery support services for Latinx people in or seeking recovery from substance use disorders and other behavioral health challenges.
- Angelo is also the creator of the recovery program, Recovery Without Borders, along with an International Addiction and Prevention Specialist, and a consultant on Culturally Responsive Recovery Support Services.
- Angelo is a bilingual Certified Recovery Coach, Certified Recovery Support Specialist, and a Certified Addiction Professional.





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Our Programs



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Remember 2020.....



North Star



Race & Equity in Recovery North Star- June 2021

PREAMBLE

It is important to acknowledge that this document intentionally and unambiguously addresses the needs of Black and Indigenous communities. We understand that there are other marginalized groups that we have harmed; we recognize that this work cannot be completed in a single document. Each group has been harmed uniquely and will require different solutions that promote healing, equity, and justice. To blanket all groups under one approach would be to ignore their individual needs, strengths, and distinct experiences. We understand that taking a one-size-fits-all approach would be disrespectful and could generate further harm. We have piloted this project by first highlighting the needs of Black and Indigenous peoples. We are committed to making a more just community for all people in recovery. We look forward to future collaborations to meet our commitments to Black and Indigenous people in recovery, and to build initiatives for additional marginalized communities.

The work continues.

NORTH STAR(I) GUIDE FOR RECOVERY LEADERS JUNE 19, 2021

INTRODUCTION AND INVITATION

Over the years, many Black and Indigenous(ii) community members have attempted to hold recovery organizations and recovery advocacy community leaders accountable by pointing out the lack of inclusivity and representation and overt acts that promoted marginalization. In some cases, organizations met these criticisms with vague promises of "doing better" or changing, but little effective change occurred. As 2020 was a year of upheaval on many fronts, it also served as a catalyst to refocus national attention on racial injustice, specifically the history and contemporary legacy of anti- Black racism in America, in addition to the multitude of white-dominant, racist, and discriminatory practices that block access to essential, life-saving services and supports. In response, the founding members of this group(iii) decided to attempt systemic changes within our respective organizations. We acknowledge the importance of directly addressing anti-Black racism in recovery as an essential starting point for equity. This document serves as a reflection of our commitments, and we invite you to join us and hold us accountable in this process.

[Diversity, Equity and Inclusion - Faces & Voices of Recovery
\(facesandvoicesofrecovery.org\)](https://facesandvoicesofrecovery.org)



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Action Plan- May 2020

On April 24, 2020, Faces & Voices committed to releasing an action plan within 30 days to address diversity, equity, and inclusion (DEI) and to lift voices from communities of color or other marginalized groups.

Here are the actions that have occurred in the past 30 days:

- Retained an outside consultant, Dr. Dietra Hawkins, a Cultural Competency specialist.
- Full board briefing on the need for specific activities regarding DEI
- Individual assessments with staff and board regarding cultural competency
- Frequent staff meetings regarding the issue, collaboration to identify next steps

The short-term actions planned are:

- Collect feedback and comments regarding action plan starting May 22, 2020
- Hold an all-staff DEI training before June 12, 2020
- Implement the [Annie E. Casey Racial Analysis tool](#) for all meetings and projects by July 1, 2020
- Refine the Strategic Plan with a DEI lens by July 31, 2020
- Conduct community forums with external stakeholders starting with Recovery Leadership Summit June 16, 2020

The long-term and ongoing actions are:

- Formalize and Implement DEI plan
- Deliver biannual progress reports on Faces & Voices DEI activities
- Examine all events for balance and representation from marginalized groups
- Restructure internal programs to eliminate structural barriers to equity

These actions will in no way solve the problems associated with race, gender, and other marginalized populations within the national recovery movement. Our goal is to amend our mistakes, move forward, and continue to grow in recovery.



ARCO DEI Committee Role

To support the development of equity in recovery spaces by:

- Educating recovery communities and recovery allies
- Elevating the layers of human experience in recovery spaces through storytelling
- Celebrating our differences and individual recovery needs through culturally defined and driven services.

ARCO DEI Committee Role

- Create a space for everyone to come together to share their stories, experiences, and culture and what recovery looks like for their community
- Use stories to develop a shared language/roadmap
- Create a DEI designation for ARCO members

Everything Happens Within a Cultural Context, Including Recovery

- Each individual person has a multitude of layers that are made up and informed by societal norms and folkways of all of the pieces that make up that entire person.
- What do people need to heal: feeling valued, being heard, passion, purpose, expression, wellness, and recovery.

WHEEL OF POWER/PRIVILEGE



Adapted from ccrweb.ca

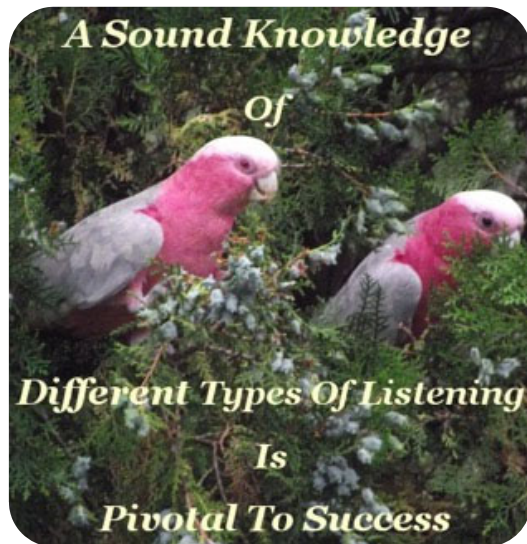
@sylvia duckworth

Nothing About
Us Without
Us you


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Inclusive Recovery



Recovery emerges from communities and each community has unique strengths and challenges shaped by its cultural history and values.

- Who: Has not been heard?
- Where: Should we go?
- How: Do we build trust for safe and brave communication?

Creating a Roadmap for Organizations

What Resources does YOUR Organization need to:

- Develop a shared language around diversity, equity, and inclusion
- Create messaging that is culturally congruent and represents intersectional lived experiences
- Help to heal historical trauma
- Increase equity among the peer workforce, and the recovery movement
- Other comments/feedback

Our Conversations with Members

- Recovery spaces and recovery advocacy has been colonized by abstinence-based, 12-step recovery. Other arenas of lived experience are not always honored or celebrated in the recovery spaces.
- There is sometime alienation of those with lived experience versus those without lived experience.
- Allowing self-identification is a more holistic, personalized way to collect information. Using a focus of ethnicity, versus race, can escape the overuse of “isms” that using race can sometimes start.
- Equity is what we are fighting for now. Where are the resources so we can thrive as individuals and work past our historical traumas.



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Recovery Spaces Are Not Always Brave and Safe Spaces

The recovery movement was created largely by advocates with a background and lived-experience in 12-step abstinence-based programs.

Recovery Spaces Are Dominated By Hetero-Sexual, Cis-Gendered People

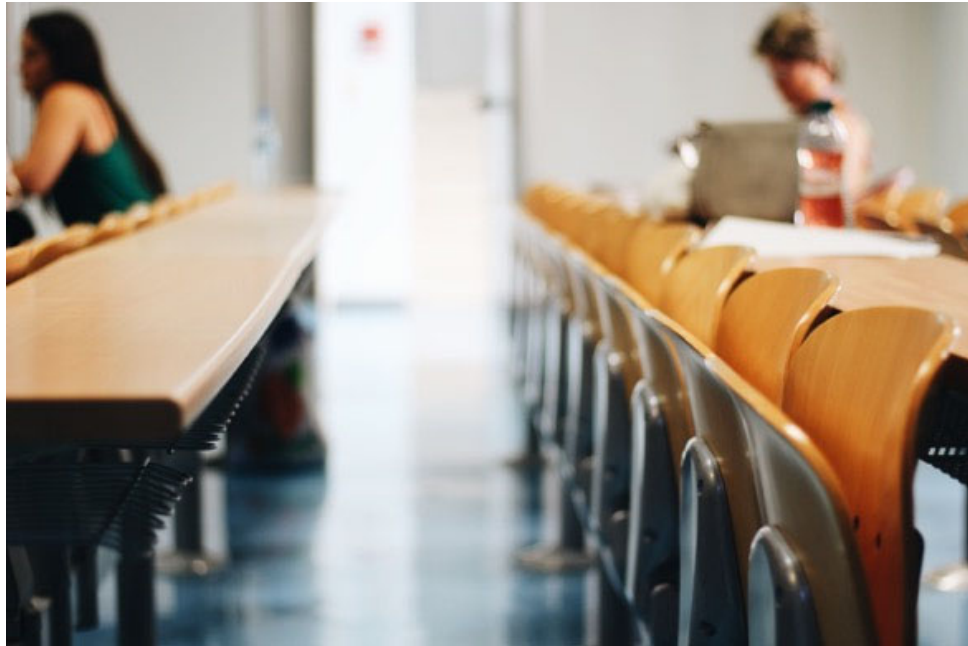
Services developed for the LGBTQ+ community and reflective of LGBTQ+ community members are frequently developed by hetero-sexual, cis-gendered people.

Recovery is Predominantly Represented by White People & People With Lighter Skin Tones

People who identify as Black, Indigenous, People of Color, or Biracial experience overdoses and overdose related deaths at a higher rate than those of White people, and White people access treatment at a higher rate.

The Peer Service Provider: The Glass Ceiling in Recovery Spaces

- Recovery Spaces often lack equitable representation of professional leadership at the RCO executive director and board leadership level and state and national level recovery advocates who:
 - Reflect multiple recovery pathways.
 - Represent the LGBTQ+ communities
 - Represent Black, Indigenous, People of Color, or Biracial communities
 - Represent Non-English-speaking populations
 - Represent people in recovery who are deaf or hard of hearing and/or are blind or have visual impairments.
- At the statewide RCO calls, nearly every call lacks any representation of diversity in terms of race, gender, and sexuality.



Recovery Spaces are
Dominated by
English Written and
Spoken Language.

Latinx Communities



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Things to Consider

- Family – it's benefits, it's barriers
- Community leaders/ gate keepers – open the gates to community or persuade others
- There is sometime alienation of those with lived experience versus those without lived experience
- Religion – know where faith and science can compliment each other
- Gender roles - don't make assumptions
- Importance of work - not just a sense of purpose
- Self-identity – how one feels in relation to their culture, cultural upbringing, and who they are

Gender Roles

- Depending on generation – 1st, 2nd, 3rd
- Depending on age –
 - Ex. Latinx vs. Hispanic vs. Mexican
- When Machismo or Marianismo are benefits or barriers

Self-Identity

- Negative or Positive connection to their own culture
- Feeling disconnected or rejected from
- Identity Crisis

Culturally Responsive

- Avoid making assumptions
- Invest the time in building relationships
- Engage in participatory processes
- Evaluate organization
- Review Policies and Procedures
- Have bi-lingual and bi-cultural staff

Takeaways

- You can not partially invest in the (Latinx) Community and expect to be successful
- It matters who you know and who knows you
- It's all about relationships
- You do more harm by being inconsistent
- It matters that what we do works
- Surround yourself with the “right people”
- Understanding others not like yourself requires time, patience and openness
- Recovery and family support is not about you, but it has everything to do with you

Faces and Voices of Recovery: Implementing Culturally Inclusive and Responsive PRSS Services



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The importance of Cultural Elements in Building Recovery Communities

Diversity, Equity and Inclusion

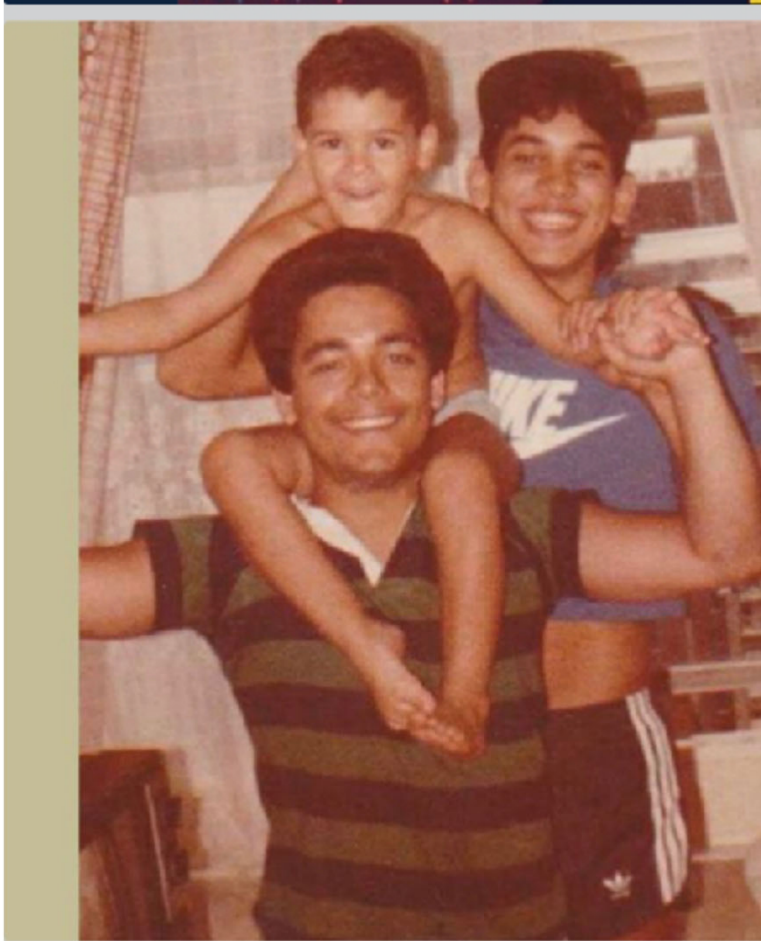
Angelo Lagares, Latino Recovery Advocacy (LARA)
Executive Director



LATINO RECOVERY ADVOCACY



LARA is a (501) (c) 3 Non -Profit
Recovery community organization
that promotes Cultural and linguistic
Recovery support services



Racial Justice Improving Cultural Competence
 Equity Cultural Identification Inclusion Culturally Appropriate Justice
 Cultural Awareness Culturally Appropriate Cultural Identification
 Equality Ethnicity Improving Cultural Competence
 Cultural Identity Inclusion Equity Cultural Awareness
 Improving Cultural Competence Inclusion Equity Cultural Awareness
 Cultural Responsive Services
 Culturally Appropriate Cultural Identity Equity Justice Cultural Identification
 Cultural Identity Justice
 Cultural Ethnicity Racial Justice Cultural Ethnicity
 Equity Diversity Improving Cultural Competence
 Improving Cultural Competence Culturally Appropriate Inclusion
 Culturally Responsive Services Equality Racial Justice
 Cultural Awareness Justice Cultural Identification



WHAT IS CULTURE?



Culture is defined by a community or society. It structures the way people view the world. It involves the particular set of beliefs, norms, and values concerning the nature of relationships, the way people live their lives, and the way people organize their environments.



WHAT IS CULTURAL COMPETENCE?



“A set of congruent behaviors, attitudes, and policies that come together in a system, agency, or among professionals and enable the system, agency, or professionals to work effectively in cross-cultural situations”

That is, the ability to provide effective services. **Bazron and Scallet (1998)** defined culturally responsive services as those that are “responsive to the unique cultural needs of bicultural/bilingual and culturally distinct populations” (p. 2). **The Office of Minority Health (OMH 2000)**

Culturally responsive services will likely provide a greater sense of safety from the client's perspective, supporting the belief that culture is essential to healing.

The lack of cultural knowledge among providers, culturally responsive environments, and diversity in the workforce contribute to disparities in healthcare. Even limited cultural competence is a significant barrier that can translate to ineffective provider–consumer communication, delays in appropriate treatment and level of care, misdiagnosis, lower rates of consumer compliance with treatment, and poorer outcome (**Barr 2008; CarpenterSong et al. 2011; Dixon et al. 2011**). Increasing the cultural competence of the healthcare workforce and across healthcare settings is crucial to increasing behavioral health equity.

Healing and wellness are universal

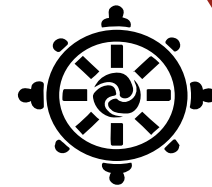
12 steps



Systems can adapt
To different cultures
And language



Meditation and yoga



Dharma
Recovery



REFUGE RECOVERY

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Addiction is a universal human experience

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Vision: A sustainable grassroots Wellbriety Movement that provides culturally based healing for the next seven generations of Indigenous people

Mission: Disseminate culturally based principles, values, and teachings to support healthy community development and servant leadership, and to support healing from alcohol, substance abuse, co-occurring disorders, and intergenerational trauma.

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The Global Women’s Recovery Roundtable is the first convening of women in recovery and organizations across the globe that celebrate and support women’s recovery from addiction, mental health and trauma on International Women’s Day Tuesday March 8th from 2:00pm–6:00pm EST.

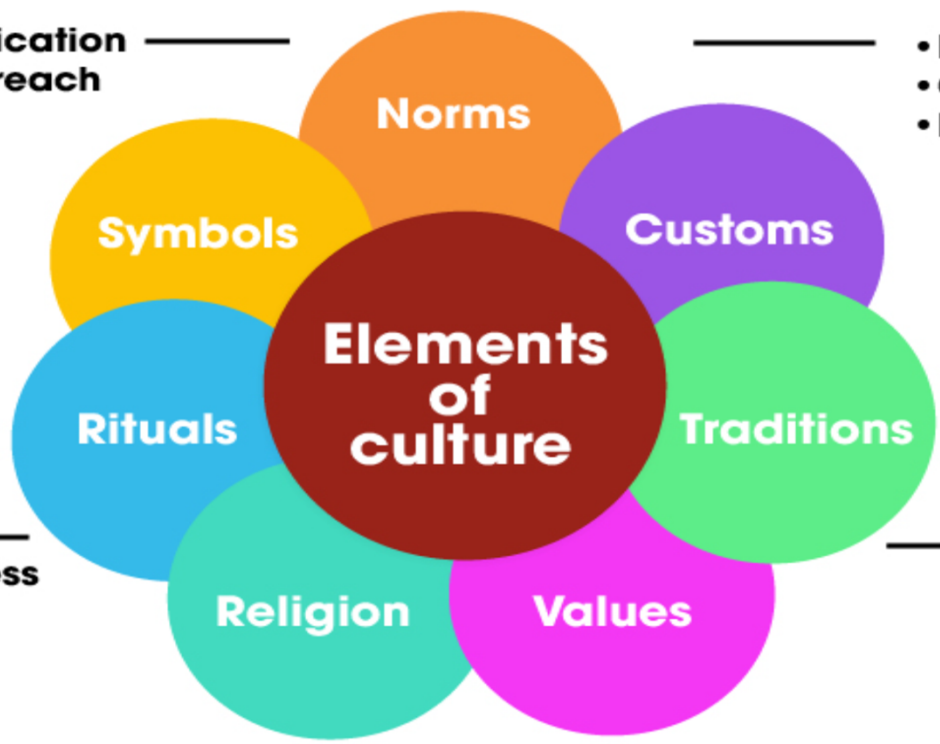
This four-hour virtual event available in English, Spanish, and Portuguese, will host speakers across the world to share about issues related to women’s recovery. Representatives from organizations like International Justice Mission, She Recovers, Recovery Africa, Faces and Voices of Recovery US and UK, and others will share in the celebration.

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Caroline Beidler msw
@Brightstoryshine



- Peer support certification
 - Peer support / outreach
- Coordinator**
- ER support
 - Family support



- Harm reduction
- Overdose prevention
- Narcan Training

- Detox
- Inpatient
- Outpatient

Recovery Oriented Systems of Care

- Wrap training
- Holistic and wellness
- Wrap facilitator

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Individual and person-Centered Approach

what is?

Is where the person is placed at the center of the service and treated as a person first.

What qualities make individual person different?

- Sex
- Age
- Cultural
- Language
- Sexuality
- Spirituality
- Special Needs

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Language

To tell our stories
To open the conversation

To connect

communicate

Engage

Organize

Mobilize

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A peer is an Essential



- Building recovery community
- ROSC Culturally and linguistic responsive
- Recovery capital

“The breadth and depth of internal and external resources that can be drawn upon to initiate and sustain recovery”

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**Bilingual
peer**



**Spanish peer
outreach
coordinator**



Recovery
Capital
Building

COMMUNITY

- Peer support certification in Spanish
- Community outreach
- Community organizing
- Recovery oriented system
- Cultural and linguistic appropriate
- Training family support
- Voter registration organizers
- Allies in recovery

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SYSTEMIC BARRIERS

- War on Drugs
- Discriminatory policy
- Mass incarceration
- Lack of access to recovery support services
- Cultural compliance
- As a result, there are health disparities and the community of color don't trust the system

CULTURAL BARRIERS

- Stigma
- Silence
- Ineffective communication with professionals
- Taboo
- Belief system

System of outreach culturally responsive



Information: Social media, internet dissemination.



Culturally adapted education and training.



Support lines and help with professionals and community members.



Community Leaders: Pastor religious leaders, doctors, RCO, Behavior Health Organization.



Political representatives: ministers, parliamentarians, town hall meeting.

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ACCESS

Culturally and linguistically
compliance

Information Resources Training Education
Prevention Treatment Recovery support
Peer support

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Access To Information Linguistic And Cultural Responsive Is An Emergency

- Peer support certification in spanish
- Narcan distribution
- Family support
- Training Advocacy 101 in spanish
- What is fentanyl and how deadly it is
- Recovery-oriented systems of care
- Medicated-Assisted Treatment (MAT)
- NARCAN® (Naxolone) training
- Harm reduction
- The language of Addiction
- Stigma
- All Recovery Meetings
- The Many Pathways to recovery

EN
ESPAÑOL

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~~Conversation
about diversity
and inclusion~~

**Policy and
change**

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Health disparities is
a policy **FAILURE**

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Entrenamiento y distribución

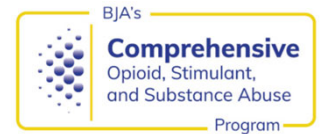
 **NARCAN[®]** (naloxone HCl)
NASAL SPRAY 4mg
EN ESPAÑOL



L A R A
Latino Recovery Advocacy

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<https://www.facebook.com/narcannasal/videos/376335481181006>



MAYO 10 DÍA NACIONAL DE CONCIENTIZACIÓN SOBRE EL FENTANILO

¿QUÉ ES EL FENTANILO?

El fentanilo es un potente opioide sintético.

Potente
Hasta 50 veces más fuerte que la heroína y 100 veces más fuerte que la morfina. Unos pocos granos de arena pueden ser letales.

Sintético
No a base de plantas. Hecho en laboratorio.

Opioide
Analgésicos como oxicodona, morfina y heroína



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MAYO 10 DÍA NACIONAL DE CONCIENTIZACIÓN SOBRE EL FENTANILO

El Fentanilo se puede mezclar con cocaína, marihuana, heroína y pastillas clandestinas

LA EDUCACIÓN ES PREVENCIÓN

Cultural and Language access is harm reduction



MAYO 10 DÍA NACIONAL DE CONCIENTIZACIÓN SOBRE EL FENTANILO

El fentanilo está involucrado en más muertes de estadounidenses menores de 50 años que cualquier otra causa de muerte, incluidas las enfermedades cardíacas, el cáncer y todos los demás accidentes.

LA EDUCACIÓN ES PREVENCIÓN

Cultural and Language access is harm reduction



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988

Es la versión de salud mental del **911** y se lanzará a nivel nacional el **16 de julio**.

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Diferencias entre 988 - 911 - 211

- 988** - Nuevo número de la línea Nacional de Prevención del Suicidio. Cuidado de crisis de salud mental.
- 911** - Emergencias médicas, bomberos y policía
- 211** - Información de recursos de salud mental, coordinación de servicios y cuidado de crisis de salud mental y suicidio.

CULTURAL COMPLIANCE ALLIANCE


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GRACIAS

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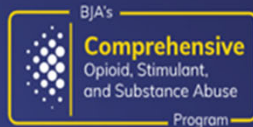


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Questions?

<https://cossapresources.org/Program/TTA>



COSSAP GRANT PROGRAM

LEARNING OPPORTUNITIES

AREAS OF FOCUS

PUBLICATIONS & DIGITAL MEDIA

PDMP TTAC



SEARCH

TRAINING AND TECHNICAL ASSISTANCE

The COSSAP training and technical assistance program offers a variety of learning opportunities and assistance to support BJA COSSAP grantees and other local, tribal, and state stakeholders to build and sustain multidisciplinary criminal justice responses to illicit substance use and misuse.

Training and technical assistance is provided in a variety of formats, including virtual and in-person training events, workshop and meeting presentations, and online resources.

REQUEST TTA

If you are interested in requesting training and technical assistance, please complete the form at <https://www.cossapresources.org/Program/TTA>



COSSAP Resources

Tailored Assistance—The COSSAP training and technical assistance (TTA) program offers a variety of learning opportunities and assistance to support local, tribal, and state organizations, stakeholders, and projects in building and sustaining multidisciplinary responses to the nation’s substance abuse crisis. ***You do not need to be a COSSAP grantee to request support.*** TTAs are provided in a variety of formats, including virtual and in-person training events, workshop and meeting presentations, and online resources. Request TTA to support your activities at <https://cossapresources.org/Program/TTA/Request>.

Funding Opportunities—Current COSSAP and complementary funding opportunities are shared at <https://www.cossapresources.org/Program/Applying>.

Join the COSSAP community! Send a note to COSSAP@iir.com with the subject line “Add Me” and include your contact information. We’ll be happy to ensure you receive the latest-and-greatest COSSAP opportunities, resources, and updates.

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