



Office of Addiction Services and Supports

KATHY HOCHUL
Governor

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Commissioner

Addressing Violence in Buffalo and Beyond Supporting Staff and People We Serve

May 26, 2022





< Activities

Visual settings

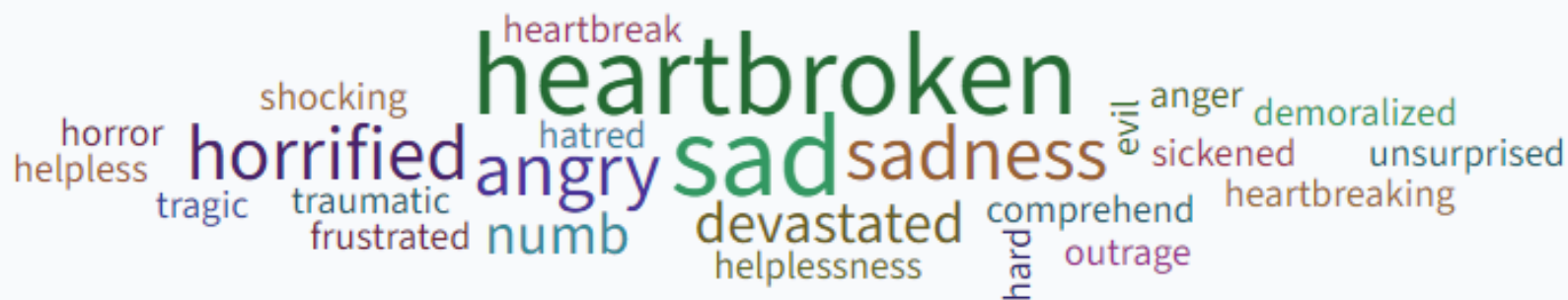
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i Poll is full and no longer accepting responses



In a word or two, how would you describe your feelings/reactions about the Buffalo tragedy?



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It really DOES matter how we respond...



Safety



Trustworthiness





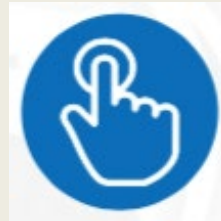
Choice




Collaboration



Empowerment

| Value/Principle | Self/Colleague | Workforce |
|---|---|---|
|  <p>Safety</p> | <ul style="list-style-type: none"> • Check in and debrief regularly • Develop informal opportunities to connect • Engage in self-awareness/self-check-ins | <ul style="list-style-type: none"> • Acknowledge/witness the impact the work may be having • Promote the use of wellness and self-care strategies • Ensure ongoing culturally specific supervision and/or team meetings |
|  <p>Trustworthiness</p> | <ul style="list-style-type: none"> • Maintain boundaries with providing support • Communicate expectations for self and others • Follow-through on commitments | <ul style="list-style-type: none"> • Encourage and provide routine that includes breaks • Focus on what IS expected rather than what is not • Be transparent about policy/protocol changes and reasoning behind them |
|  <p>Choice</p> | <ul style="list-style-type: none"> • Ask what already works or what worked before • Offer the option to engage/connect • Engage in activities that fill your cylinders (HALT) | <ul style="list-style-type: none"> • Balance need for flexibility while defining parameters • Highlight any small options in how they do their work • Offer choice & be creative around supports provided |

| Value/Principle | Self/Colleague | Workforce |
|--|--|---|
|  <p>Collaboration</p> | <ul style="list-style-type: none"> • Utilize peer supervision/consultation teams • Create and use a buddy system • Join others around a common purpose or value | <ul style="list-style-type: none"> • Elicit feedback around what is working and what is needed • Encourage staff to work together as a team when possible • Provide space for affinity groups and peer support |
|  <p>Empowerment</p> | <ul style="list-style-type: none"> • Attend training opportunities • Notice capacity, success, possibility • Participate in agency/community building activities | <ul style="list-style-type: none"> • Provide education & training on the impact of the work • Invite the workforce to engage with self-assessment tools • Help the workforce notice what is working and how they are managing |

Ideas for Addressing Racism and Equity in the Workforce

- Voluntary participation
- Establish a safe setting
- Identify training needs
- Provide information for discussion (books, peer reviewed articles, podcasts)
- Brown bag sessions
- Bring in experts





< Activities



Visual settings



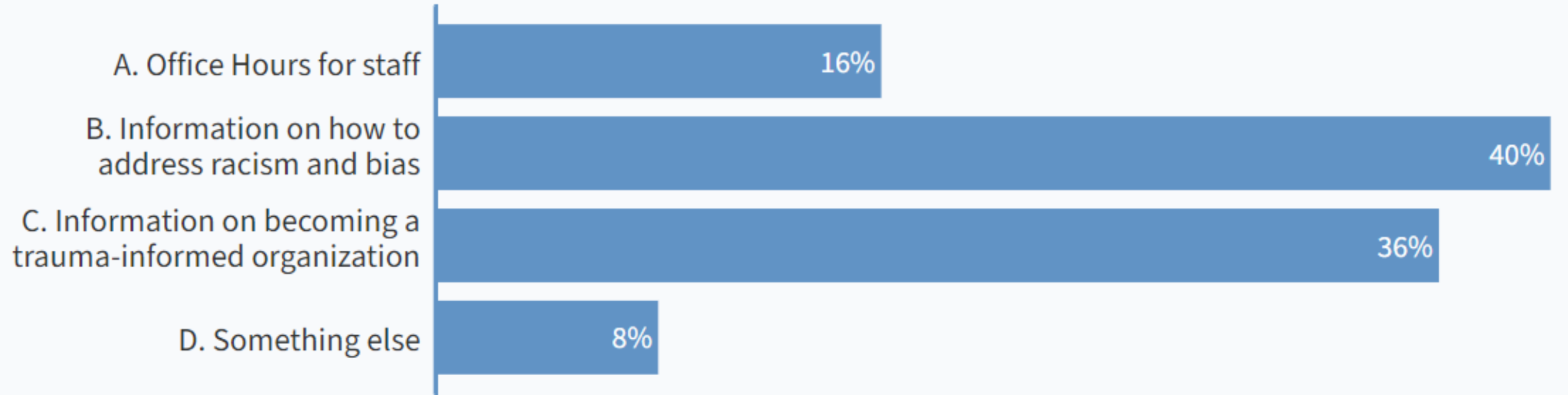
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What additional resources or support would you like from OASAS?



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Resources

- Racial Equity Tools: <https://www.racialequitytools.org/>
- Unconscious Bias Project: <https://www.unconsciousbiasproject.org/resources>
- National Juvenile Justice Network's Anti-Racist Organizational Development resources: <http://njjn.org/our-work/training-and-resources>
- Anti-Racism Resource Guide: <https://www.antiracismresourceguide.org/guide>
- SAMHSA's African American Behavioral Health Center of Excellence: <https://www.samhsa.gov/african-american-behavioral-health-center-of-excellence>



Resources

- SAMHSA Behavioral Health Equity
 - General Data and Resources: <https://www.samhsa.gov/behavioral-health-equity>
 - Population-Specific:
 - American Indian and Alaska Native: <https://www.samhsa.gov/behavioral-health-equity/ai-an>
 - Asian American, Native Hawaiian, and Pacific Islander: <https://www.samhsa.gov/behavioral-health-equity/aanhpi>
 - Hispanic/Latino Equity: <https://www.samhsa.gov/behavioral-health-equity/hispanic-latino>
 - Black/African American: <https://www.samhsa.gov/behavioral-health-equity/black-african-american>



Resources

- University of Minnesota's Historical trauma and cultural healing page:
<https://extension.umn.edu/trauma-and-healing/historical-trauma-and-cultural-healing>
- The Annie E. Casey Foundation:
 - “How to Have a Productive Conversation About Race:”
<https://www.aecf.org/blog/conversations-about-race>
 - A Toolkit for Centering Racial Equity Within Data Integration:
<https://www.aecf.org/resources/a-toolkit-for-centering-racial-equity-within-data-integration>
 - Race Equity and Inclusion Action Guide:
<https://www.aecf.org/resources/race-equity-and-inclusion-action-guide>



Resources

- Institute on Trauma and Trauma-Informed Care (ITTIC) Trauma-Informed Organizational Change Manual: <https://socialwork.buffalo.edu/social-research/institutes-centers/institute-on-trauma-and-trauma-informed-care/Trauma-Informed-Organizational-Change-Manual0.html>
- New York State Trauma-Informed Network: <https://traumainformedny.org/>
- SAMHSA TIP 57: TIC in Behavioral Health Services: <https://store.samhsa.gov/sites/default/files/d7/priv/sma14-4816.pdf>
- SAMHSA's National Hispanic and Latino Prevention Technology Transfer Center(NHL-PTTC): <https://pttcnetwork.org/centers/national-hispanic-latino-pttc/news/samhsas-national-hispanic-and-latino-prevention>



Videos

- *Healing Neen* Documentary Trailer: https://www.youtube.com/watch?v=QQfWE9TD_bA
- Brené Brown on Empathy: <https://www.youtube.com/watch?v=1Evwgu369Jw>
- Amy Cunningham, Drowning In Empathy: The Cost of Vicarious Trauma: <https://youtu.be/Zsaorjlo1Yc?t=541>



For additional information and/or
guidance please email:

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