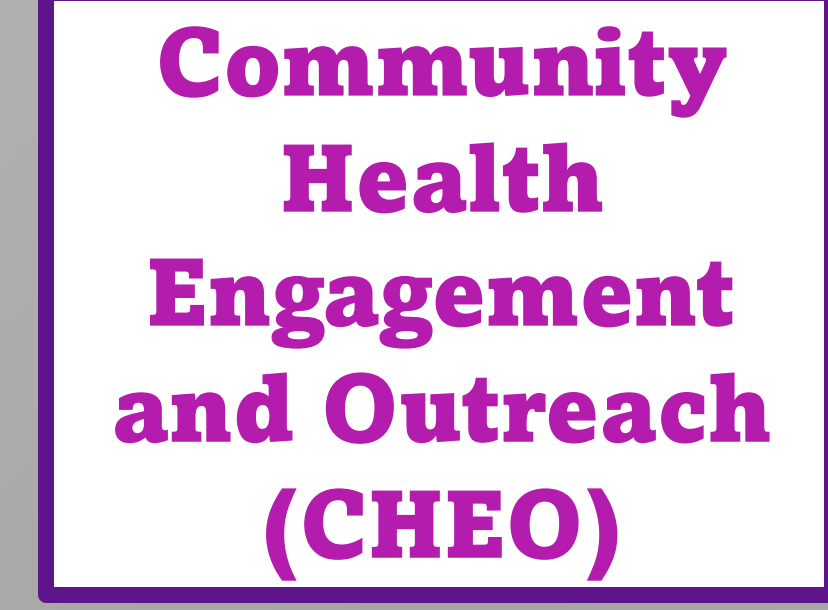




# Recovery Friendly Workplace – Missouri: RFW-MO Rural Opioids Technical Assistance-Regional Grant



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**RFW-MO Partners:** University of Missouri Extension · Iowa State University, Partnerships in Prevention Science Institute · Nebraska Safety Council · University of Kansas Medical Center · University of Iowa, Healthier Workforce Center of the Midwest · Shatterproof · Southeast Missouri Alliance · Center for Applied Research and Engagement Systems

*“It meant everything to me to put my foot forward and get myself some help and then be able to keep by job.” – Torry, employee in recovery*

### Background

- MU Extension’s Community Health Engagement and Outreach (CHEO) received a grant in 2020 to address Opioid Use Disorder in rural communities throughout Missouri.
- In 2022, Iowa State provided a subaward to CHEO and the University of Missouri Extension to expand into HHS region 7.
- Both grants provide funding for the Recovery Friendly Workplace initiative.

### Motivation

- RFW-MO is providing training and technical assistance for managers and employees to address issues surrounding addiction, including becoming RFW designated.
- RFW-MO fosters a workplace culture that promotes employee safety, health, and well-being by reducing stigma and providing recovery resources related to the challenges surrounding substance use disorders.

### Projects

- Designated 30 businesses in MO
- Partnered with Nebraska Safety Council to create a designation process and pilot program.
- Partnered with the Small Business Development Centers in Missouri to create an RFW promotional model across HHS region 7.
- Collaborated with KU Medical Center, Iowa State, and University of Iowa to provide systems training.
- Developed a region-wide stigma campaign.
- Created Understanding Substance Use Disorders curriculum for Extension Professionals.

### Future

- Designate two (2) businesses in Nebraska for an RFW pilot project.
- Provide RFW systems training and technical assistance to KU Medical Center.
- Continue to designate Missouri businesses and form a statewide community of practice.
- Establish collaborative working relationship between Iowa State and University of Iowa to support an RFW model.
- Expansion of RFW designation to Institutions of Higher Education and adult high schools in Missouri.
- Collaborate with Iowa State University to co-host a regional conference in Kansas.
- Develop an interactive map of designated businesses in Missouri and a recovery housing resource guide in partnership with the Center for Applied Research and Engagement Systems.

*“There’s going to be a lot of fears that come with people in recovery because to be honest there are risks. Recovery is an everyday thing and some of us fall short sometimes; and that happens. But if you never take that risk, you’ll never know what you’re missing out on.” – Kenajo, employee in recovery*

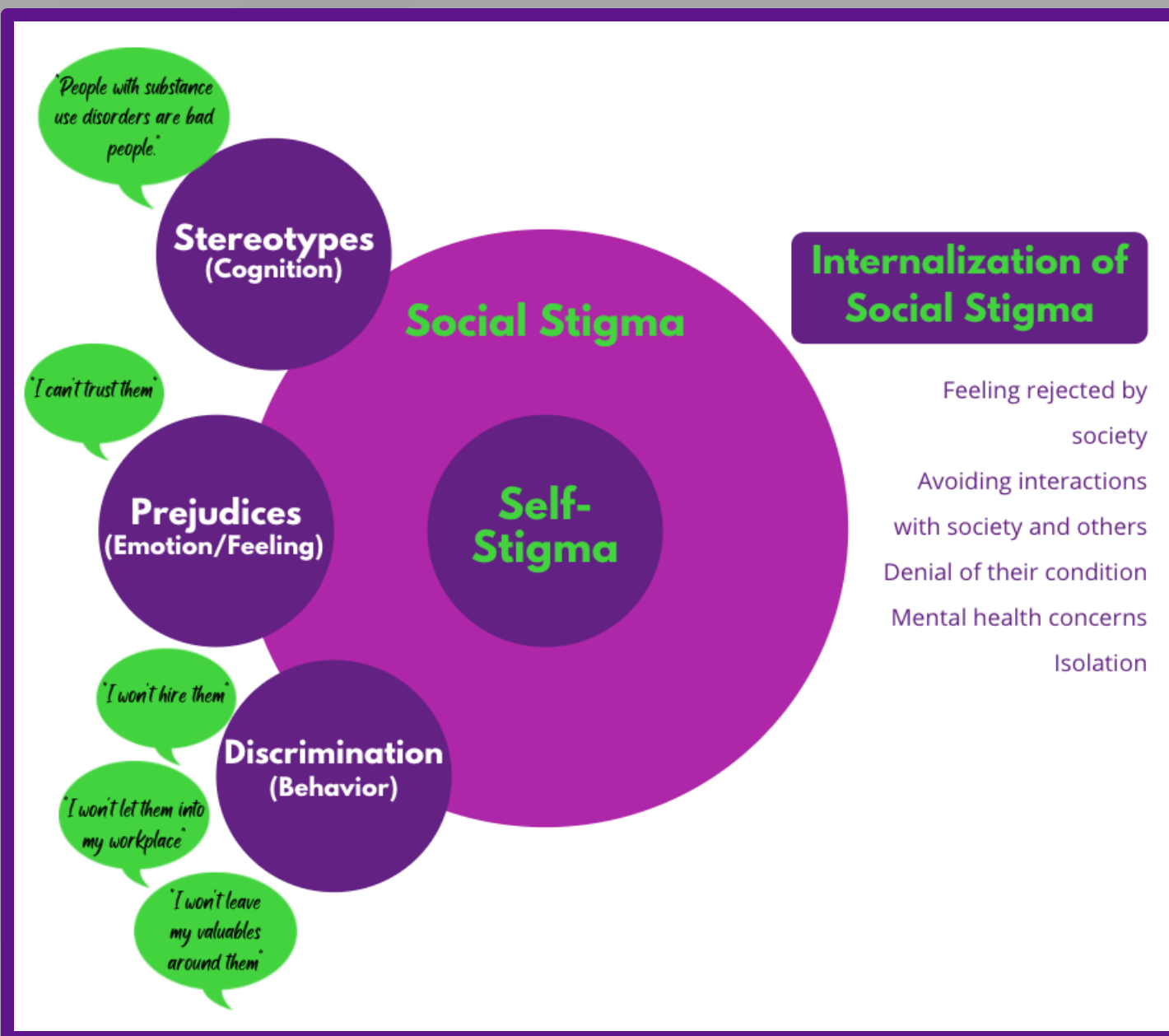
### LANGUAGE MATTERS

Language is powerful, especially when talking about addictions, because stigmatizing language perpetuates negative perceptions. Use “Person first” language that focuses on the person, not the disorder.

**When Discussing Addictions...**

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
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). Masha Raih (2016). Language Matters, NADA Network of Alcohol and Other Drug Agencies, and NAAA. This work is supported by the Substance Abuse and Mental Health Services Administration, Rural Opioids Technical Assistance Grants program (grant opportunity # 107016329-01). Recovery Friendly Missouri www.recoveryfriendlymo.com



### RECOVERY FRIENDLY WORKPLACE MISSOURI

#### ENGAGEMENT FLOWCHART

**Phase 1: Letter of Intent**  
Letter of Intent

**Phase 2: Orientation**  
Orientation

**Phase 3: Designation**  
Designation

**Phase 4: Implementation**  
Implementation

**Phase 1: Letter of Intent**  
Businesses and organizations interested in becoming a Recovery Friendly Workplace will submit the letter of intent form on the RFW website to express interest in learning more about the initiative and designation process.

**Phase 2: Orientation**  
Work with a Recovery Friendly Advisor to assess business needs and receive Recovery Friendly Workplace orientation.

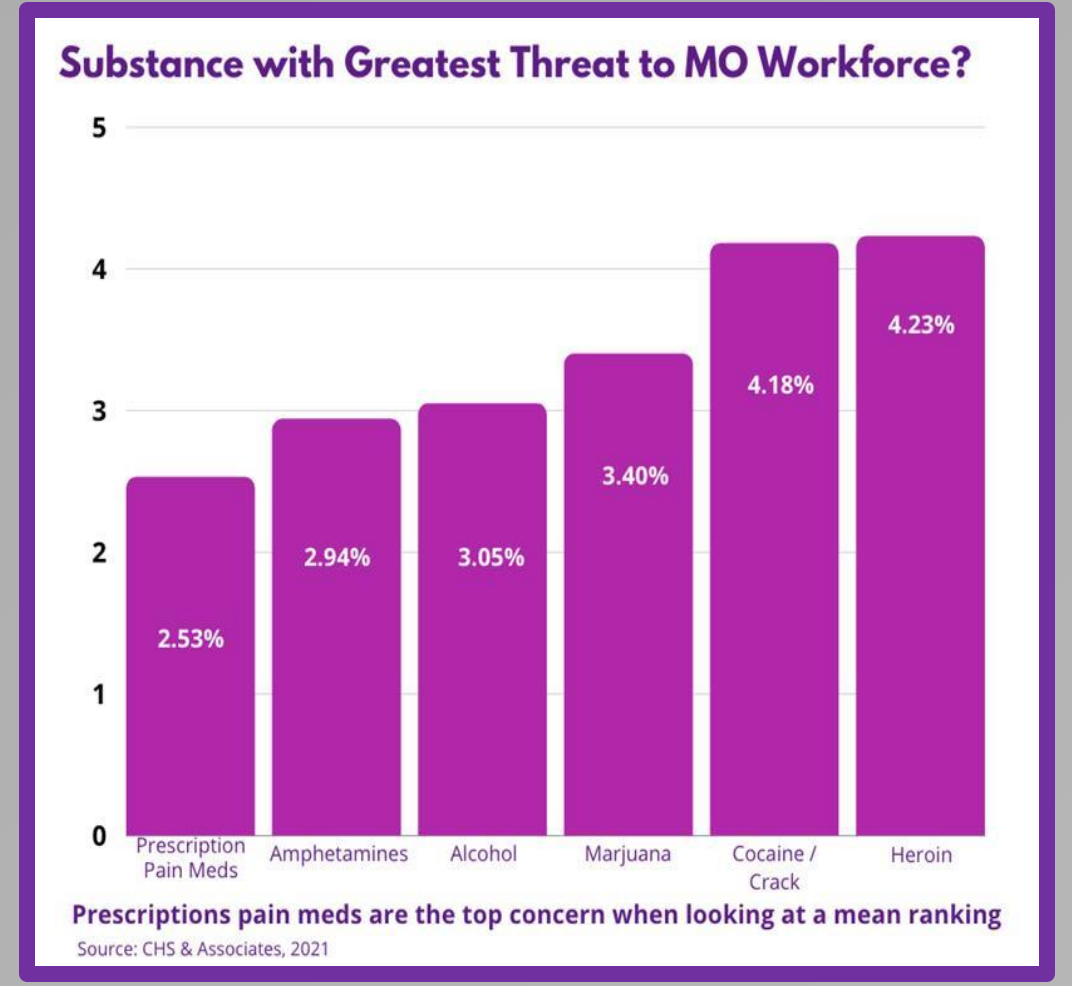
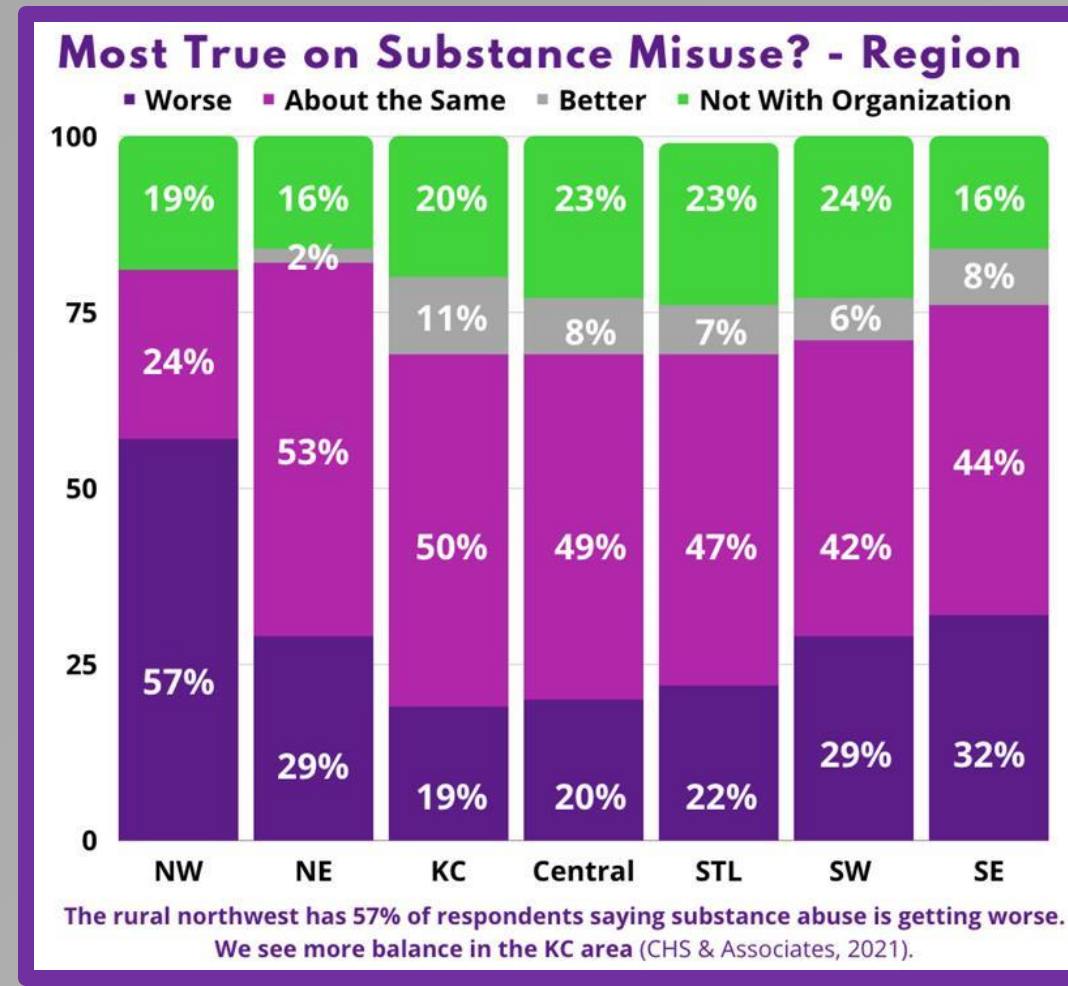
**Phase 3: Designation**  
Complete Initial Required Components of Checklist. Receive designation as a Recovery Friendly Workplace.

**Phase 4: Implementation**  
Receive continued access to education, training and technical assistance.

[www.recoveryfriendlymo.com](http://www.recoveryfriendlymo.com)

### SAMHSA’s Recovery Framework

- 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



Graphics to the left are from Missouri Chamber of Commerce and Industry and Cole Hargrove Snodgrass & Associates

### Getting Started: Easy Steps for Businesses

- Assess workplace culture** (policies, practices, employee perceptions)
- Communicate RFW commitment** to all staff
- Identify community resources** and share with employees and their families (bulletin boards, website, rack cards)
- Connect and develop relationships** with local public health/prevention and recovery organizations
- Have a plan** in place for how to respond to employee concerns
- Offer trainings** to increase knowledge and awareness
- Create an RFW Committee**

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