

Recovery Friendly Workplace - Missouri: RFW-MO

Rural Opioids Technical Assistance Grant

PRESENTERS

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RFW-MO PARTNERS

University of Missouri Extension

Missouri Chamber of Commerce and Industry

Missouri Hospital Association

Missouri Rural Health Association

State of Missouri Department of Mental Health

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BACKGROUND

MU Extension's Community Health Engagement and Outreach (CHEO) received a one-million-dollar grant in August, 2020 to address Opioid Use Disorder in rural communities throughout Missouri.

The Rural Opioids Technical Assistance Project (ROTA) provides funding for the Recovery Friendly Workplace - Missouri (RFW-MO) initiative.

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MOTIVATION

RFW-MO is working to find strategies that provide support for managers and employees to address issues surrounding addiction, including becoming RFW certified.

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.

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PROJECTS

March 18, 2021 Livestream Economic Analysis

RFW Website: recoveryfriendlymo.com

Employer/Employee Success Stories

Employer Survey Completed/Data Compiled

Employee Survey Developed

Trainings and Webinars/Shatterproof

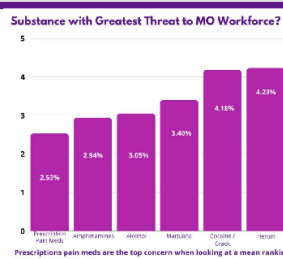
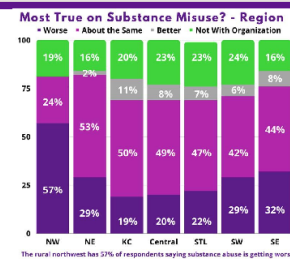
Community Conversations/Road Tour

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FUTURE

Beginning in November 2021, MU Extension's Community Health, Labor and Workforce Programs, along with CHEO, will send staff on a road tour throughout the state to administer the employee surveys and gather data to be used in the development of a Recovery Friendly Workplace Certification.

Trainings and technical assistance surrounding opioid use disorder in the workplace are being developed and will become a featured part of the website.



"It meant everything to me to put my foot forward and get myself some help and then to be able to keep my job."

-Torry, employee in recovery

"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, we 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

Graphics from Missouri Chamber of Commerce and Industry and Cole Hargrave Snodgrass & Associates

This work is supported by the Substance Abuse and Mental Health Services Administration, Rural Opioids Technical Assistance Grants program [grant opportunity #: 1H79T1083259-01].



Recovery Friendly Workplace
MISSOURI

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), Matua Raki (2016) Language Matters, NADA Network of Alcohol and Other Drugs Agencies, and NUA.

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Recovery Friendly Missouri

www.recoveryfriendlymo.com



Extension
University of Missouri

Community Health Engagement and Outreach – CHEO



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

SAMHSA Recovery Framework

Health

Overcome/manage one's 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