

Responsiveness to Culture, Bias, and Stigma

Addressing Recovery for Addiction with a Trauma-Informed Approach

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Some slides adapted from Susan Beaulieu



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Stratis Health

- Independent, nonprofit organization founded in 1971 and based in Minnesota
- Core expertise in design and implementation of improvement initiatives across the continuum of care
- Rural health care, health equity supporting recovery for addiction care are organizational priorities

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Objectives

- Define culture, bias and stigma and effects of them within the context of recovery in addictions.
- Review the core principles in trauma-informed care.
- Identify opportunities and strategies to create safe and supportive recovery environments.

Definitions

What is Culture?

- “The way of life, especially the general customs and beliefs, of a particular group of people at a particular time”
- “The attitudes, behavior, opinions, etc., of a particular group of people within society”

– Cambridge Dictionary

What is Culture? cont.

What we see

- Clothing
- Art
- Food
- Language
- Etiquette
- Lifestyle
- Architecture

What is learned

- Values
- Traditions
- Ethics
- Customs
- Morals
- Philosophy
- Beliefs



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Explicit and Implicit Bias

- **Explicit bias:** (Prejudice) refers to the attitudes and beliefs we have about a person on a *conscious* level.
- **Implicit bias:** Refers to attitudes or stereotypes that affect our understanding, actions, and decisions in an *unconscious* manner.

DID YOU KNOW?

Bias is a systematic error in judgment and decision-making common to all human beings which can be due to cognitive limitations, motivational factors, and or adaptations to natural environments. It's important to understand hate, discrimination, explicit bias, implicit bias.



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How to address implicit bias?

- Learn and educate yourself about groups and cultures different from your own
- Being mindful of your unconscious thoughts, beliefs, stereotyping and attitude towards people different from you
- See the person as an individual and not make assumptions
- Use patient-centered and family-centered approaches to treat the person as a whole



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Stigma and its Effect on Us



- Labeling, stereotyping and discriminating
- Thinking addiction is a personal choice
- Damages health, relationships, and quality of care

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Words Matter

Triggering or Stigmatizing Term	Instead, try
Frequent flier/high utilizer	People with high cost/high acuity conditions or needs
Stakeholder	Partner/collaborator; People affected by
Diabetics	People with diabetes
Tackle or combat	Prioritize, engage, address
The homeless	People experiencing homelessness
Victims	Survivors; People experiencing
Frontline staff	Direct care staff
Pow wow	Huddle
Targeted Population	Population of focus

Resource: [Health_Equity_Style_Guide_CDC_Reducing_Stigma.pdf \(jhu.edu\)](#)

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Core Principles in a Trauma-Informed Approach



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What is 'Trauma-Informed'?

- SAMHSA 'Four R's':
 - ✓ **R**earcizes the widespread impact of trauma and understands potential paths for recovery
 - ✓ **R**ecognizes the signs and symptoms of trauma in clients, families, staff, and others involved with the system
 - ✓ **R**esponds by fully integrating knowledge about trauma into policies, procedures, and practices
 - ✓ **R**esists re-traumatization actively






Source: SAMHSA (2014). SAMHSA's Concept of Trauma and Guidance for a Trauma-Informed Approach. SAMHSA's Trauma and Justice Strategic Initiative

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Core Principles of a Trauma-Informed Approach

-  **Patient empowerment:** Using individuals' strengths to empower them in the development of their treatment
-  **Choice:** Informing patients regarding treatment options so they can choose the options they prefer
-  **Collaboration:** Maximizing collaboration among health care staff, patients, and their families in organizational and treatment planning
-  **Safety:** Developing health care settings and activities that ensure patients' physical and emotional safety
-  **Trustworthiness:** Creating clear expectations with patients about what proposed treatments entail, who will provide services, and how care will be provided

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Core Principles of a Trauma-Informed Approach cont.

Patient empowerment:

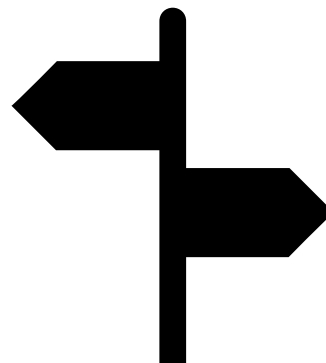
Using individuals' strengths to empower them in the development of their treatment



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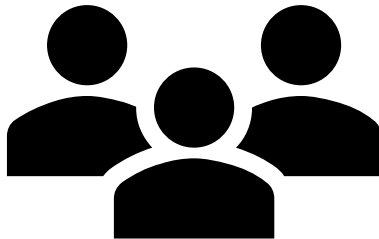
Core Principles of a Trauma-Informed Approach cont.

- **Choice:** Informing patients regarding treatment options so they can choose the options they prefer



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Core Principles of a Trauma-Informed Approach cont.



- **Collaboration:** Maximizing collaboration among health care staff, patients, and their families in organizational and treatment planning

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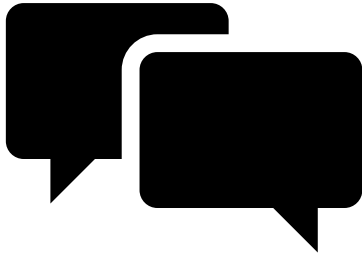
Core Principles of a Trauma-Informed Approach cont.

- **Safety:** Developing health care settings and activities that ensure patients' physical and emotional safety



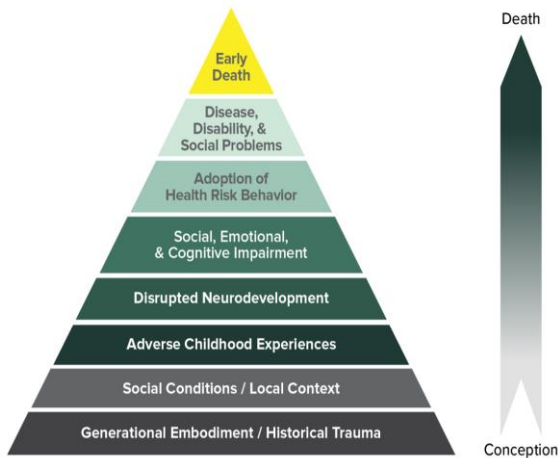
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Core Principles of a Trauma-Informed Approach cont.



- **Trustworthiness:** Creating clear expectations with patients about what proposed treatments entail, who will provide services, and how care will be provided

Safe and Supportive Environments

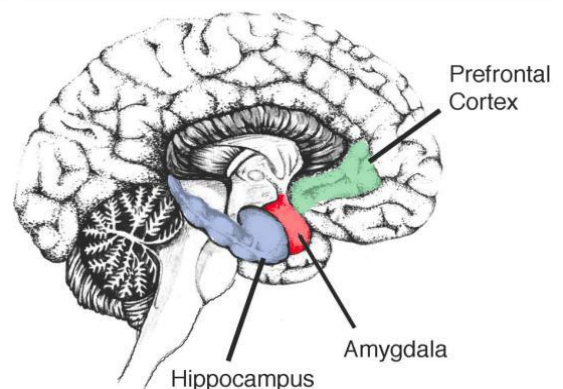


Mechanism by which Adverse Childhood Experiences Influence Health and Well-being Throughout the Lifespan



Trauma Reminders

- The body responds to senses and/or emotions associated with a traumatic experience.
- A person can be “triggered” back into the moment or the aftermath of the event.
- The body reacts as though the trauma is actively occurring.



FIGHT, FLIGHT, FREEZE

Core Principles of a Trauma-Informed Approach cont.

- ⊕ Patient empowerment
- ➡ Choice
- 👥 Collaboration
- 🛡️ Safety
- 💬 Trustworthiness



AND...

Cultural, Historical and Gender Considerations!

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Cultural, Historical and Gender Considerations

- The organization incorporates policies, protocols and processes that are responsive to the racial, ethnic and cultural needs of individuals served; there is a responsiveness to gender and consideration for historical trauma.
 - SAMHSA
- How do we do this?

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Changing the Conversation

- Ask what function the behaviors serve to keep that child, that adult, that community safe?
 - Reducing fear, anxiety
 - Staying physically safe
 - Avoiding heartache through relationships
- Movement towards recognizing children, adults and communities as struggling to cope with what they have experienced.



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Questions? Comments?

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Thank You!

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