

From Stigma to Strength: The Recovery Friendly Workplace Initiative



C O P - R C O R P

Communities of Practice for Rural Communities Opioid Response Program

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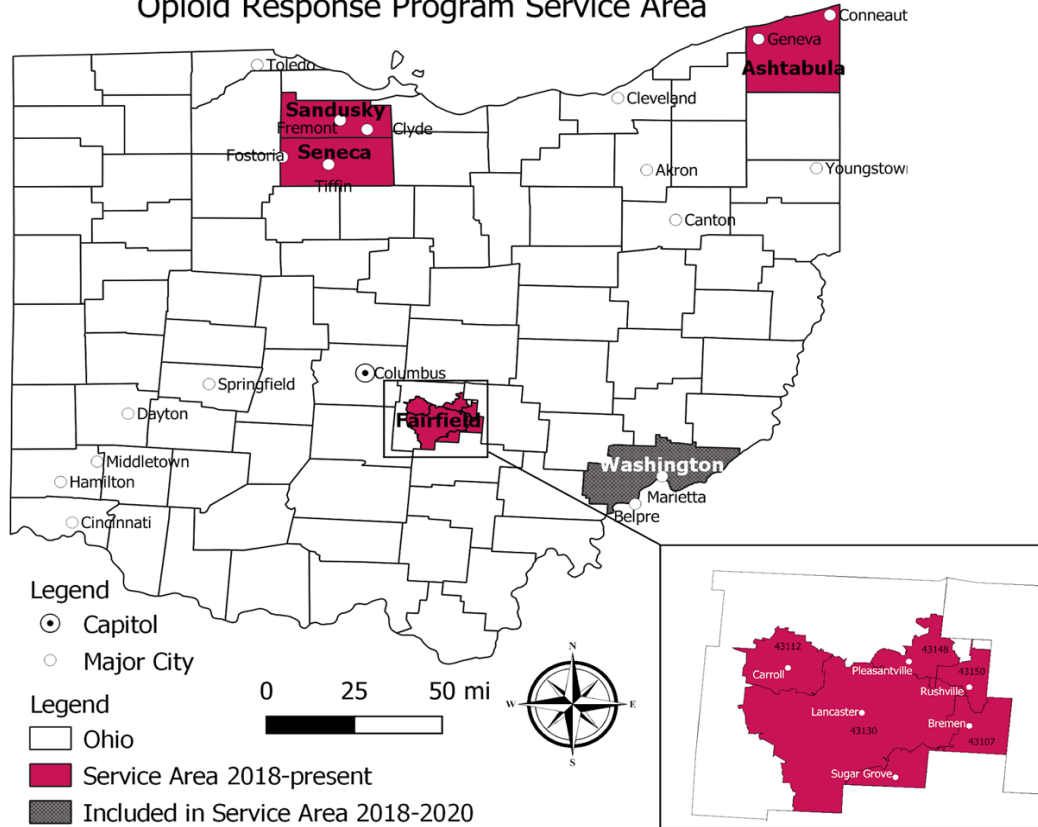
All presentation information can be found on our website. Please scan here to access the presentation content. We invite you to stay awhile and visit other pages on the website as well.



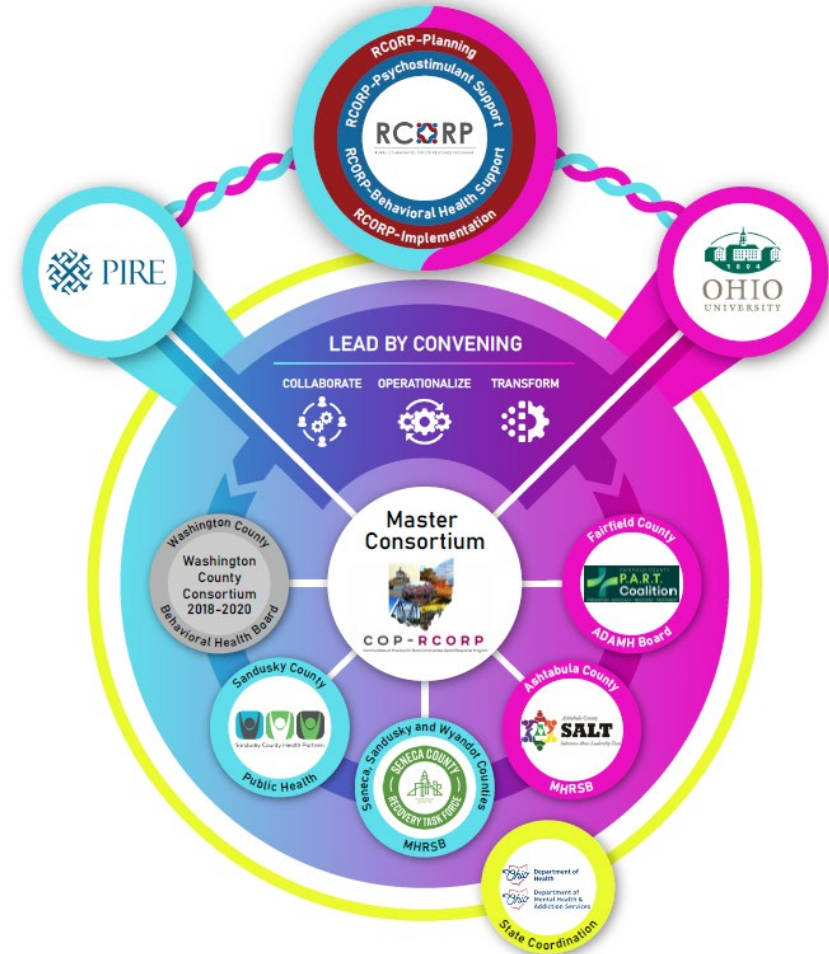
<https://communitiesofpractice-rcorp.com/at-conferences/>

About COP-RCORP

Community of Practice Rural Community Opioid Response Program Service Area



Schweinhart, A. (November 2020). Sourced from: census.gov and simplemaps.com
 Made possible by grants GA1RH335320102 and GA1RH335290102 from the Health Resources and Services Administration (HRSA), an operating division of the U.S. Department of Health and Human Services. Contents are solely the responsibility of the authors and do not necessarily represent the official views of HRSA or the U.S. Department of Health and Human Services.



Schweinhart, A., Raffle, H., Courser, M., & Dacanay, J. (2024). COP-RCORP Organizational Chart. Pacific Institute for Research and Evaluation: Calverton, MD and Ohio University's Voinovich School of Leadership and Public Service: Athens, OH. This project was made possible by grants #G25RH32461, #GA1RH33532, #G25RH32459, #GA1RH33529, #H7NRH42563, #H7NRH45748, and #G28RRH46290 from the Health Resources and Services Administration (HRSA), an operating division of the U.S. Department of Health and Human Services. This figure is solely the responsibility of the authors and does not necessarily represent the official views of HRSA or the U.S. Department of Health and Human Services.

Our COP-RCORP Grant Portfolio

RCORP Planning

- G25RH32459 (Ohio University)
- G25RH32461 (PIRE)

RCORP Implementation

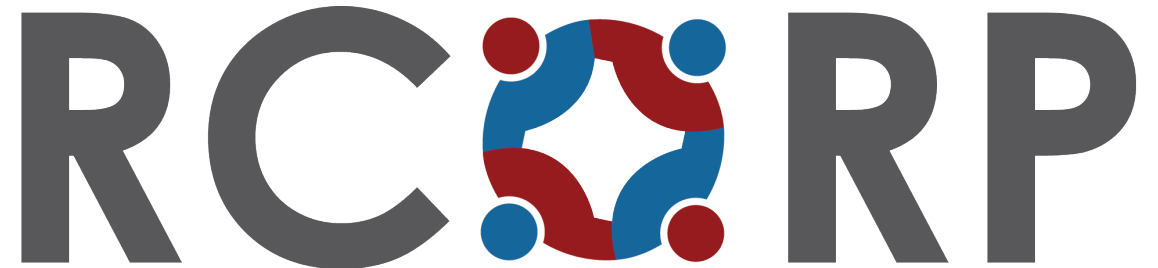
- GA1RH33529 (Ohio University)
- GA1RH33532 (PIRE)

RCORP Psychostimulant Support

- H7NRH42563 (PIRE)
- H7NRH45748 (Ohio University)

RCORP Behavioral Health Support

- G28RH46290 (Ohio University)



RURAL COMMUNITIES OPIOID RESPONSE PROGRAM

Acknowledgement

This presentation was made possible by grants G28RH46290 from the Health Resources and Services Administration (HRSA), an operating division of the U.S. Department of Health and Human Services. Its contents are solely the responsibility of the authors and do not necessarily represent the official views of HRSA or the U.S. Department of Health and Human Services.

Today's Objectives

1. Outline a roadmap for implementing a Recovery Friendly Workplace (RFW) Initiative

2. Utilize the organizational readiness tool to determine an organization's current stage of readiness and tailor RFW strategic planning accordingly.

3. Apply key lessons learned from our implementation experience to prioritize authentic employer support and effectively address organizational readiness challenges.

Join at menti.com | use code **2587 2260**



What do people in recovery need most from an employer?



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Waiting for participants



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Select which slide to add

- What do people in recovery need most from an employer?
- Which aspect of a Recovery Friendly Workplace do you believe provides the most significant support for individuals in our community?
0 0 0 0
Reducing stigma Increasing access to employment Providing and valuing flexibility Strengthening retention
- How do you see Recovery Friendly Workplaces impacting recovery housing?
- What is one thing you took from today's presentation that you could act on today?

Today's Presentation Team



Jamie Belcher



Cale Burke



Miranda Gray



Holly Raffle



Bridget Sherman



Nicole Williams



Video Content

To access the video on YouTube, please visit:

<https://youtu.be/djRdYtFXQPs?si=jAy68fC1Y4bEjJAo>

Ohio Designation – Introduction to RFW

Describe the criteria associated with Ohio's Recovery Friendly Workplace (RFW) Designation

Describe



Recognize that RFW is an Ohio Department of Behavioral Health designation

(and not a certification)

Recognize



How to assess organizational readiness for Ohio's RFW Designation

(and hopefully become RFW)

Assess



Ohio RFW Designation – RFW Webpage

Recovery Friendly Workplace Webpage

The screenshot shows the Ohio Department of Behavioral Health website. The header includes the logo and navigation links: LEARN & FIND HELP, SUPPORTING PROVIDERS, KNOW OUR PROGRAMS & SERVICES (highlighted with a red underline), COMMUNITY PARTNERS, and WHAT WE DO ABOUT US. There are also links for Help and Search. The breadcrumb trail reads: DBH / Know our Programs and Services / Ohio Recovery Friendly Workplace / Become a Recovery Friendly Workplace. The main content area features a sidebar with 'Welcome' and 'Become a Recovery Friendly Workplace' (highlighted with a red bar). The main heading is 'Become a Recovery Friendly Workplace'. Below it, a paragraph states: 'The Recovery Friendly Workplace program helps employers:'. This is followed by a bulleted list of five practices: 1. Assist employees with mental health or substance use disorders to seek recovery. 2. Expand and retain their workforce. 3. Highlight their status as a recovery friendly business. 4. Remove barriers and stigma for individuals with mental health and substance use disorders. 5. Maintain connections with workers. At the bottom, a paragraph states: 'To become a Recovery Friendly Workplace, start by implementing at least five of the practices listed below. Once you've completed these steps, visit our "[Get Designated](#)" link to receive your Recovery Friendly Workplace welcome kit.'

Ohio Department of Behavioral Health

LEARN & FIND HELP SUPPORTING PROVIDERS **KNOW OUR PROGRAMS & SERVICES** COMMUNITY PARTNERS WHAT WE DO ABOUT US ? Help Search

DBH / Know our Programs and Services / Ohio Recovery Friendly Workplace / Become a Recovery Friendly Workplace

Welcome

Become a Recovery Friendly Workplace

Education & Training

Financial Assistance

Additional Support & Connections to Treatment

Become a Recovery Friendly Workplace

The Recovery Friendly Workplace program helps employers:

- Assist employees with mental health or substance use disorders to seek recovery.
- Expand and retain their workforce.
- Highlight their status as a recovery friendly business.
- Remove barriers and stigma for individuals with mental health and substance use disorders.
- Maintain connections with workers.

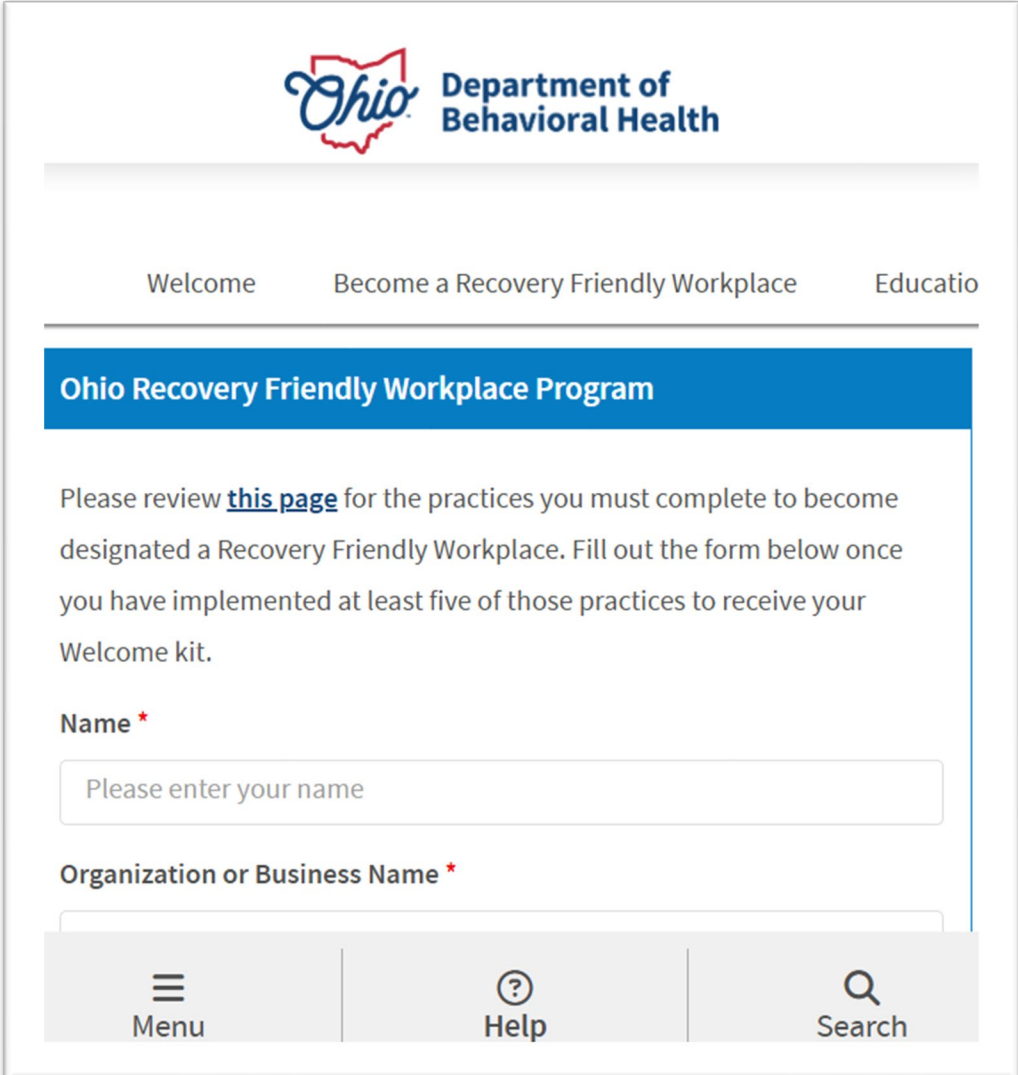
To become a Recovery Friendly Workplace, start by implementing at least five of the practices listed below. Once you've completed these steps, visit our "[Get Designated](#)" link to receive your Recovery Friendly Workplace welcome kit.

<https://dbh.ohio.gov/know-our-programs-and-services/ohio-recovery-friendly-workplace/>

Ohio RFW Designation – Designation Status

- Good News / Bad News Ohio's RFW Initiative is a designation and NOT a certification
- No verification
- No periodic audits
- No step-by-step documentation
- Get designation and receive a welcome kit for recovery friendly workplaces

There is **NO COST** to become Ohio RFW designated!



The screenshot shows the Ohio Department of Behavioral Health website. At the top, there is a logo for "Ohio Department of Behavioral Health" with the word "Ohio" in a red script font and "Department of Behavioral Health" in a blue sans-serif font. Below the logo, there is a navigation bar with links for "Welcome", "Become a Recovery Friendly Workplace", and "Education". A blue banner below the navigation bar reads "Ohio Recovery Friendly Workplace Program". The main content area contains the following text: "Please review [this page](#) for the practices you must complete to become designated a Recovery Friendly Workplace. Fill out the form below once you have implemented at least five of those practices to receive your Welcome kit." Below this text are two form fields: "Name *" with a text input box containing the placeholder "Please enter your name", and "Organization or Business Name *" with an empty text input box. At the bottom of the page, there is a footer with three icons: a hamburger menu icon labeled "Menu", a question mark icon labeled "Help", and a magnifying glass icon labeled "Search".

Ohio RFW Designation – Our Groupings

Group 1

Practices that Prepare Workplaces to Be Recovery Friendly

1. Use state/national resources

2. Connect with a recovery entity

3. Educate leaders on best practices (value proposition)

Group 2

Practices that Support Everyone in the Workplace

4. Introduce wellness education (Mental Health + Physical Health)

5. Inform staff how to seek help

6. Engage staff with recovery-friendly content (Stigma Reduction)

Group 3

Practices that Support People in Recovery

7. Include recovery friendly practices

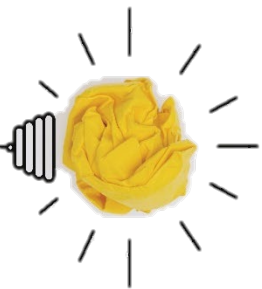
8. Provide alternatives for staff in recovery

9. Include recovery friendly practices in new hire training

Ohio RFW Designation – Let's Break It Down

Ohio Department of Behavioral Health (DBH) has a list of criteria on the website.

- While it's numbered, it's not a sequential list
- The criteria is presented here in an order that we recommend (However, it's not mandatory to complete in this order)
- We also “translate” the text on the website to make it community-friendly



Remember!

You only need to meet 5 of the 9 criteria.

We suggest you explore all nine criteria and then narrow it down to what makes sense for your workplace.

Ohio RFW Designation – Summary

Purpose: Promote physical health and mental wellness of employees.

Flexibility: Ohio's RFW Initiative is a designation, not a certification.

Key Components:

- No verification
- No periodic audits
- No step-by-step documentation
- Complete at least 5 of 9 criteria
- Receive a Welcome Kit for Recovery Friendly Workplaces

Which aspect of a Recovery Friendly Workplace do you believe provides the most significant support for individuals in your community?



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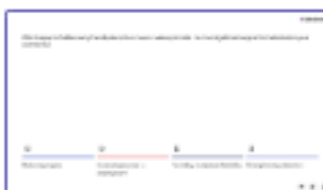
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Today's Panel



Jamie Belcher



Sandusky County Health Partners



SANDUSKY COUNTY
PUBLIC HEALTH



Miranda Gray



Bridget Sherman



Nicole Williams



Community Readiness: A Common Experience

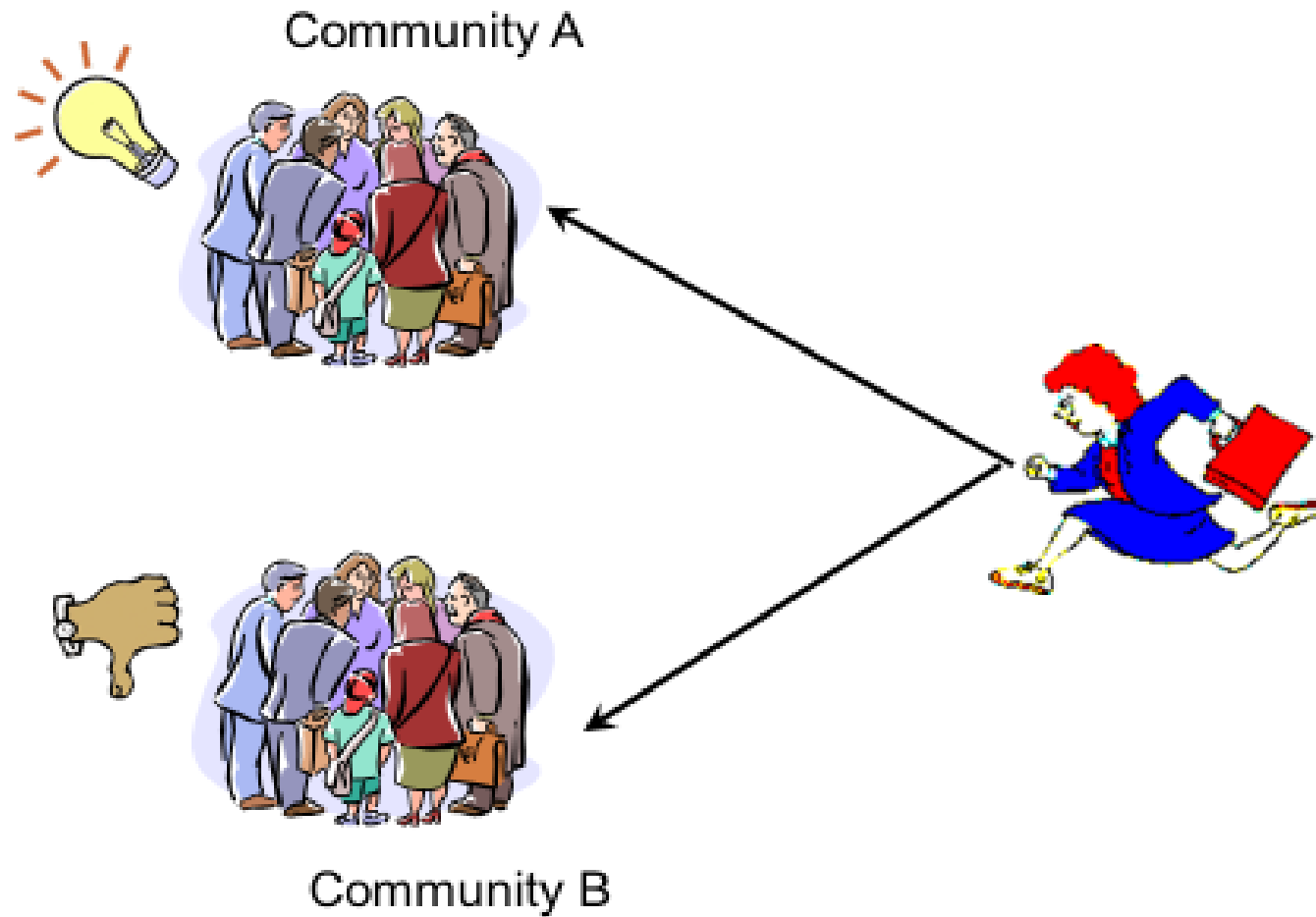
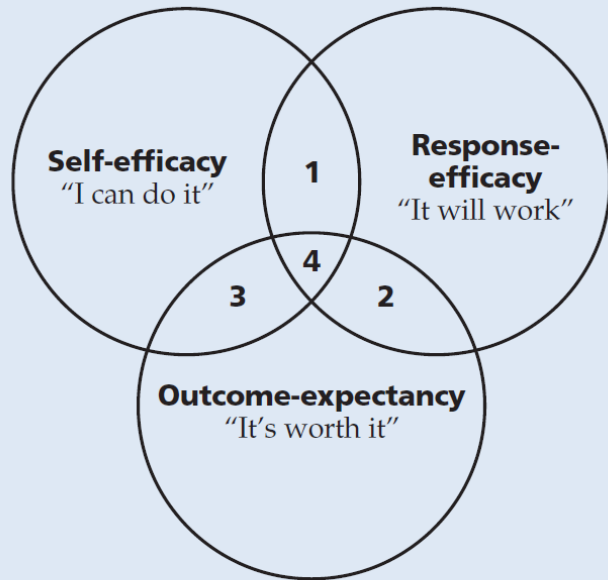


Figure 3

The Three Dimensions of Feeling Empowered



- 1) I can do it and it will work.
- 2) I'm motivated to make it work.
- 3) I can and want to do it.
- 4) I want to make a difference.

Is RFW right for you and / or the community you serve?

When faced with a new initiative, framework, idea, etc. ... ask:

1. Can I (we) do it?
2. Will it work?
3. Is it worth it?

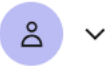
RFW in Practice – Smurfit Westrock, Fairfield County, OH



**Smurfit
Westrock**



Recovery Housing and RFW



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How do you see Recovery-Friendly Workplaces impacting recovery housing?

Responses can be up to 200 characters and will appear here.

You can group responses if you get more than 10.

Turn on voting so people can flag their favorite responses.



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What do people in recovery need most from an employer?

Which aspect of a Recovery-Friendly Workplace do you believe provides the most significant support for individuals in your community?

Reducing stigma	Increasing access to employment	Providing workplace flexibility	Strengthening retention
0	0	0	0

How do you see Recovery-Friendly Workplaces impacting recovery housing?

How to be an Ambassador for RFW in Your Community

✓ Ambassadors ARE people who:

- ✓ Are interested in supporting the recovery community and have existing relationships with employers
- ✓ Have opportunities to introduce RFW in routine outreach
- ✓ Are willing to “make the ask” to employers to gauge their willingness to explore RFW
- ✓ Are willing to connect prospective employers to the official RecoveryOhio / DBH designation pathway and to resources
- ✓ Are interested in playing a part of an employer’s RFW journey, specifically the “Connect with a recovery entity” designation criteria

✗ Ambassadors Are NOT:

- State representatives, RecoveryOhio, or DBH employees
- Certifiers—they cannot officially designate employers
- Compliance monitors or enforcers of any kind
- Required to have a personal recovery journey to be effective (those who support others in their recovery journey can be effective as well as those from employers who have become RFW designated)
- Adding a new full-time role—RFW is integrated into existing work

Action Steps



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Parting Thoughts from the Panelists



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Tools, Takeaways, and Q&A



Organizational Readiness Tool and Checklist

Developed with input from RFW Workgroup members, the Organizational Readiness Tool and the Ready to Apply Checklist help local governments, businesses, and nonprofits evaluate their preparedness for Recovery Friendly Workplace (RFW) designation. Together, they guide organizations in understanding their current readiness and in confirming the practices needed to move confidently through the application process.

The Organizational Readiness Tool helps workplaces assess their current capacity to support employee mental health and recovery. It guides organizations in reflecting on culture, resources, and existing practices to determine how prepared they are to meet Ohio's Recovery Friendly Workplace criteria.

Ohio Suicide Prevention Foundation CRA Toolkit

The Ready to Apply Checklist provides a quick, practical way for organizations to confirm whether they meet at least five of Ohio's Recovery Friendly Workplace criteria and are ready to submit their application. It focuses on verifying what is already in place and ensuring key practices are active and sustainable.

Readiness to Apply for RFW: Checklist

<https://communitiesofpractice-rcorp.com/recovery-friendly-workplace/>

What is one thing you took from today's presentation that you could act on today?

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What do people in recovery need most from an employer?



How do you see Recovery-Friendly Workplaces impacting recovery housing?

What is one thing you took from today's presentation that you could act on today?

With Gratitude

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Thank YOU for choosing to learn more about RFW today!



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