

The image features a landscape background of mountains at sunset or sunrise, with a large, semi-transparent geometric logo overlaid. The logo consists of a central vertical bar and two diagonal bars that meet at the top, forming a stylized 'N' or a similar abstract shape. The text 'NAATP' is positioned on the left side of the logo, 'NATIONAL' is in the center, and '2024' is on the right. The text is rendered in a clean, sans-serif font. The colors of the text are white and yellow, contrasting with the dark blue and orange background.

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# Inclusivity, Health, Equity, and the NAATP DEIB Toolkit



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# Learning Objectives

- Describe health disparities and inequities in substance use disorder treatment.
- Utilize tools to assess your organizations' Diversity, Equity, Inclusion, and Belonging (DEIB) culture and readiness for change to implement DEIB practices and policies.
- Discuss best practices for implementation of DEIB practices into the addiction treatment setting.

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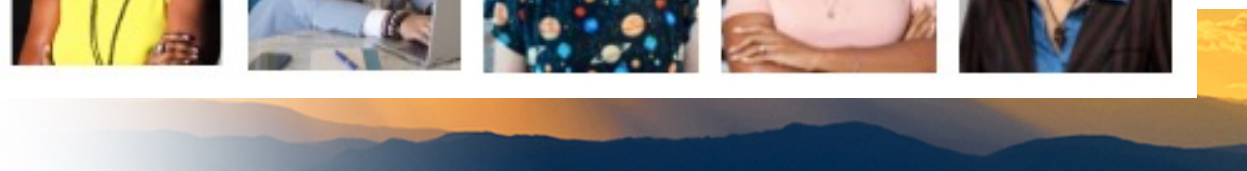
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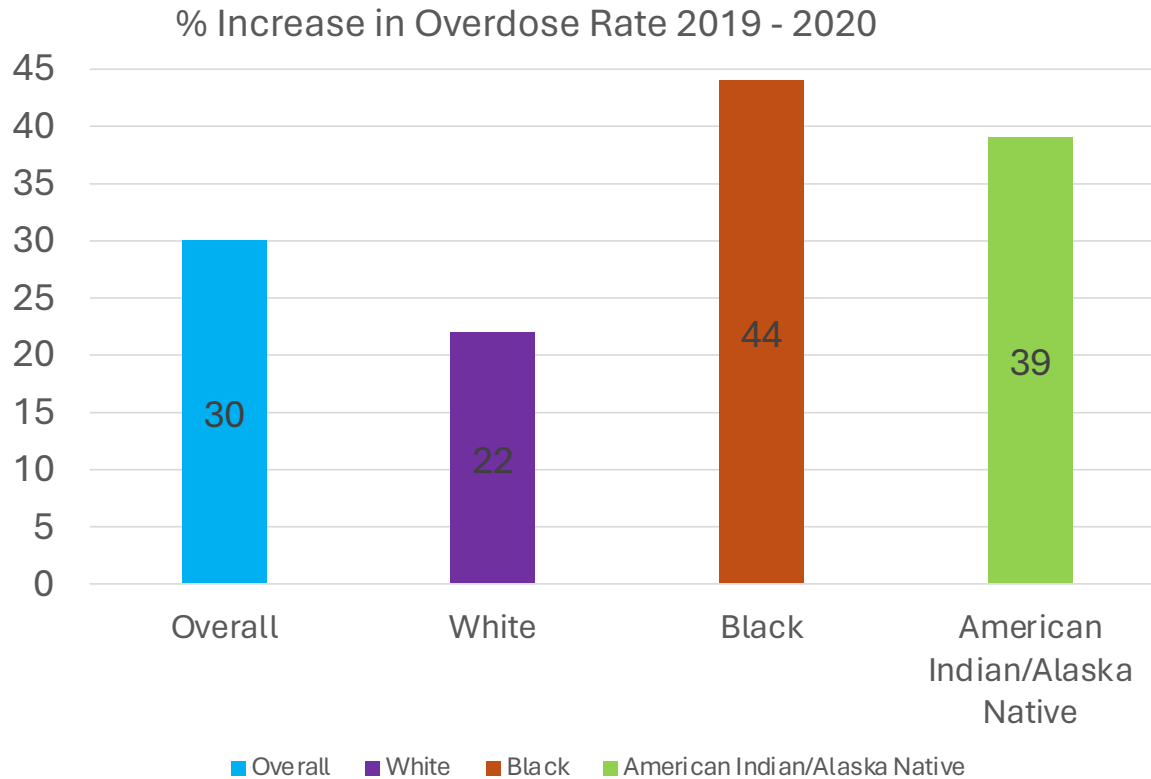
# NAATP Diversity, Equity, and Inclusivity Committee



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# Overdose Disparities



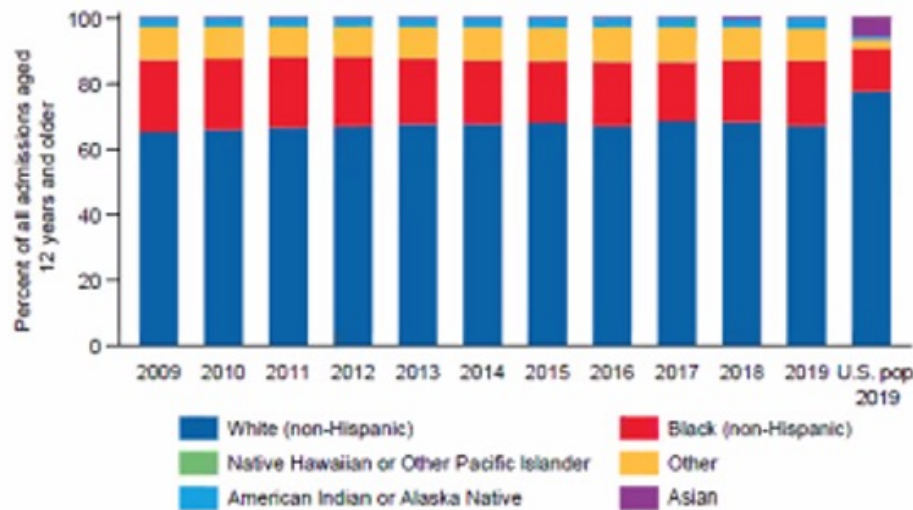
Persons with a disability made up 15% of the Medicare population but ~ 80% of overdose deaths in Medicare patients.

- Karisa M, Davis NL, Kumar S, et al. MMWR 2022; Kuo, Y, Raji M, and Goodwin J. JAMA Network Open, 2019

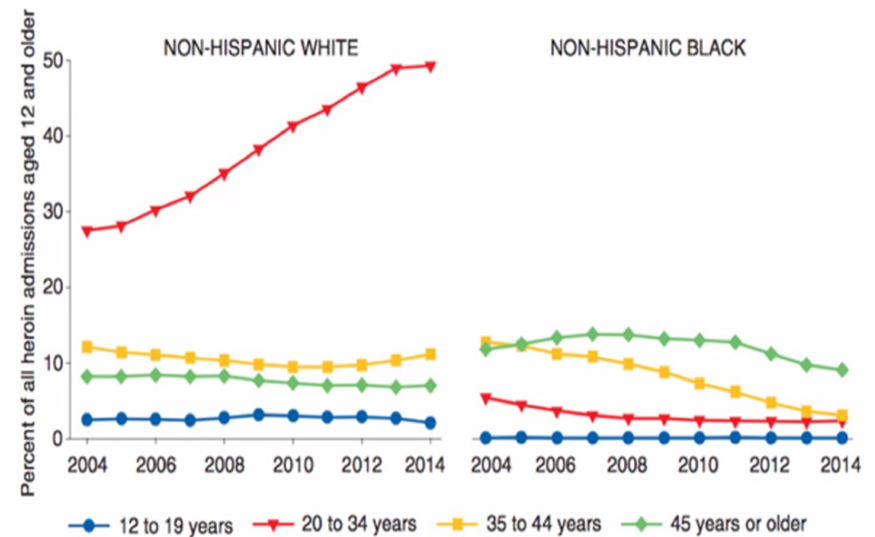


# Racial Disparities in Admissions to Treatment

Figure 3. Race of admissions: TEDS 2009–2019 and U.S. population 2019



SOURCES: Center for Behavioral Health Statistics and Quality, Substance Abuse and Mental Health Services Administration, Treatment Episode Data Set (TEDS). Data received through 11.03.20. Population: U.S. Census Bureau, NC-EST2019-ALLDATA: "Monthly Population Estimates by Age, Sex, Race, and Hispanic Origin for the United States."



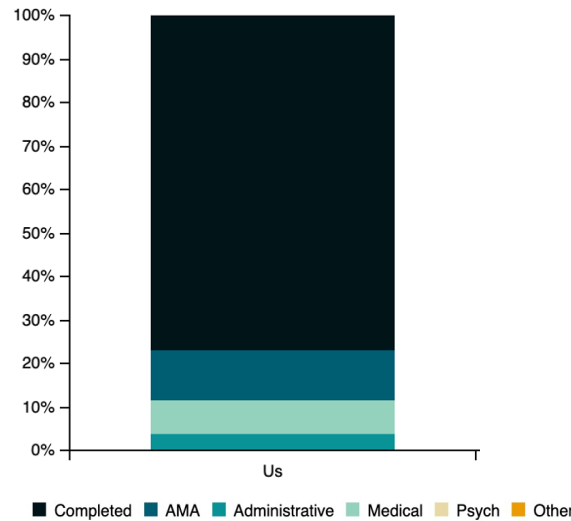
SOURCE: Center for Behavioral Health Statistics and Quality, Substance Abuse and Mental Health Services Administration, Treatment Episode Data Set (TEDS). Data received through 02.01.16.

# Stratifying Data by Social Determinants



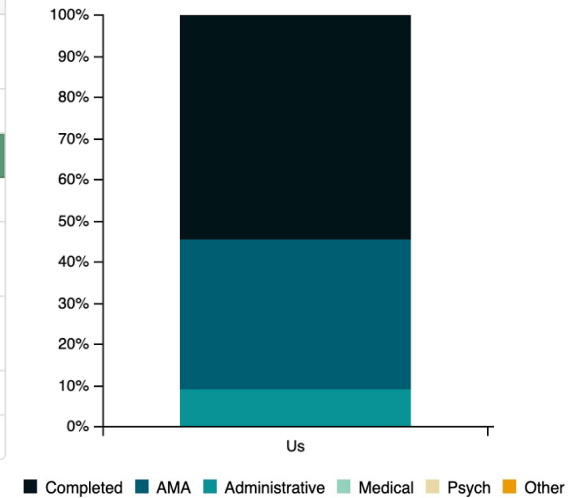
Race and Ethnicity
American Indian or Alaska Native
Asian
Black or African American
Hispanic or Latinx
Middle Eastern or North African
Native Hawaiian or Other Pacific Islander
White
Other

Discharge Type



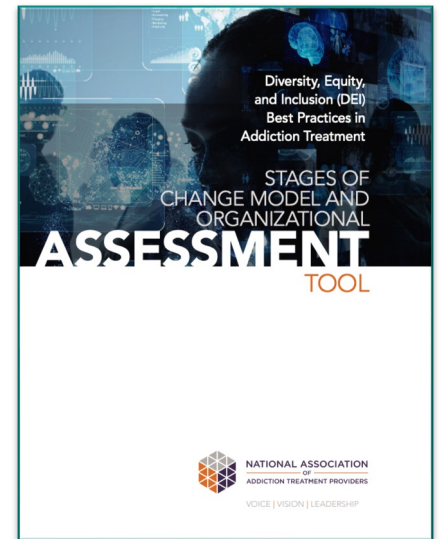
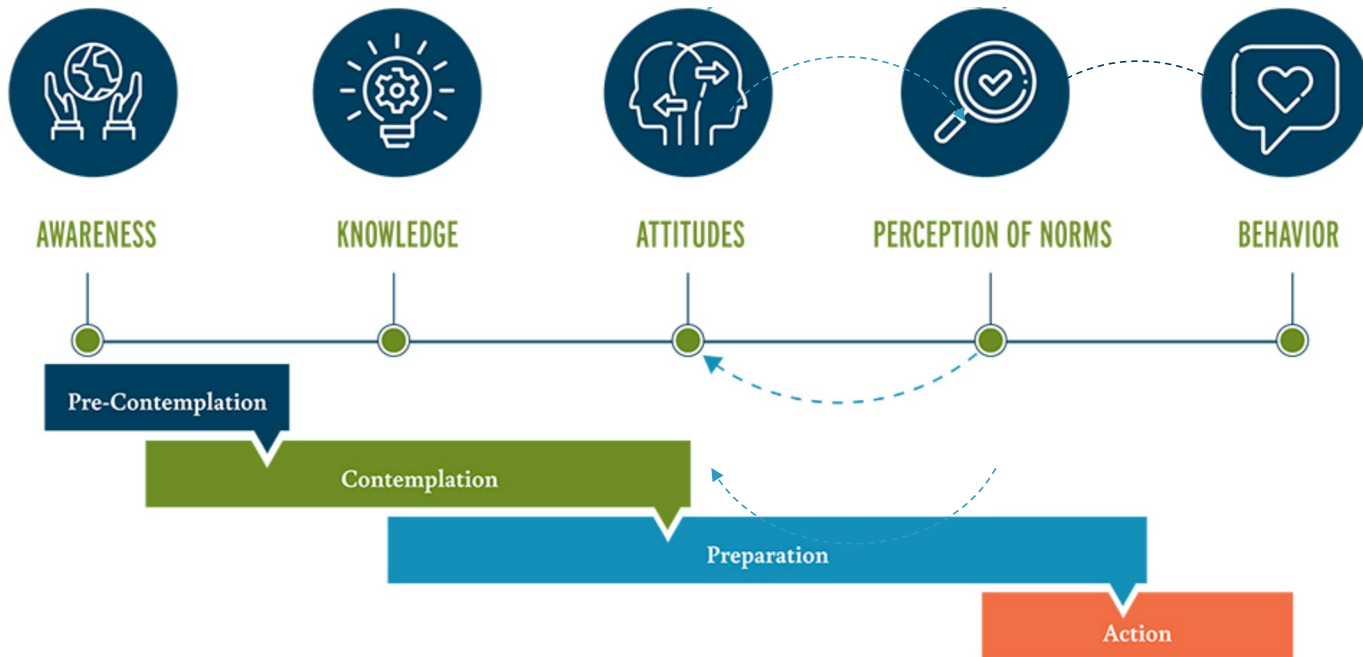
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White
Other

Discharge Type





# Stages of Change Organizational Model



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# Contemplation

## Organizational DEI Commitment

Recognizes the importance of DEI to its work and is contemplating next steps.

## Policies & Procedures

Does not have, but is interested in developing, DEI-related organizational policies.

## Leadership and Infrastructure

A few members of management, staff, or board are leading internal DEI discussions, but infrastructure to guide the organization's DEI work is not established.

## Training

Is contemplating expanding organizational DEI training; individual staff may have delivered some internal training.

## Clinical Care

Adaptations to treatment materials and modalities are made by some staff for diverse patients.

## Community

Values the idea of building partnerships with communities facing disparities, but may not know how or have relationships to draw upon.

## Diversity

Has had initial discussions about and values the idea of diversifying its leadership, board, and staff.

## Equity

Does not collect DEI-related metrics\* in its programmatic or operational work, but views this as a future goal.

## Inclusivity

Values the idea of being an inclusive organization but tries to achieve this by encouraging diverse staff and patients to participate in the dominant culture or represent their own culture to educate others.

## CONTEMPLATION

**GOALS:** Explore ambivalence, identify reasons for change and risks of not changing, and increase confidence in the ability to change. As awareness grows, address guilt and shame through healing practices



# Inclusivity, Health, Equity, and the NAATP DEIB Toolkit



Andrew Williams

Director of Diversity, Equity & Inclusion  
Hazelden Betty Ford Foundation

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# Hazelden Betty Ford Foundation DEIB Vision and Goals

*We are a diverse, inclusive and equity-minded organization harnessing the power of learning, culture, and lived experience to be a transformative force for health and recovery equity.*

- Create a workplace culture of inclusion
- Diversify our workforce at all levels
- Sustain a robust and transformative DEIB learning culture
- Expand access for individuals and families from historically minoritized and marginalized backgrounds
- Expand our outreach and collaboration with a more diverse roster of community partners

# 2023 The Measure of our Success

- **Completed site visits and DEIB assessments @ NYC Tribeca, Beaverton/Newberg, Bellevue.**
- Launched ELT DEI **Executive Coaching** Initiative
- Launched Pilot of DEI **Advanced Leadership Program**
- Launched DEI **Coaching Initiative with Graduate School** faculty & staff.
- Launched a **9-month DEIB Training @ Plymouth: *Reaching for Cultural Sensitivity and Responsiveness in SUD treatment***
- Hosted DEI Webinar to bring organizational focus on **Butler Center Research Report** on racial disparities in atypical discharge rates.
- Drafted **Health Equity Action Plan** for Joint Commission Review
  - Received “**high marks**” from Joint Commission in review of PNW operations
- Completed production of 3<sup>rd</sup> year of *Let’s Talk Recovery Equity* Podcast Series
- Expanded presence at **Pride Events** around the U.S.
- Curated more **inclusive and culturally-diverse art** across the organization’s campuses: Center City, Plymouth, & Newberg
- Implemented a **restorative justice policy** in relation to patient incidents of bias, hate, and discrimination

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# The Measure of Our Success Being Busy vs. Transformation

- Refined collection of Press Ganey data on culturally attentive and gender inclusive care to include disaggregated ethnic and gender data
- Increased Employee Engagement DEI score
  - Increased Employee Engagement BIPOC DEI score by 1 point @ 71%
- Increased Employee Engagement DEI score for African Americans by 6 points
- Increased female-identified Employee Engagement DEI score by 4 points

- Significant increase in cultural diversity of our Board of Directors
- Significant increase in the cultural and gender diversity of our Executive Leadership Team
  - 3 executives of color + President & CEO Dr. Joe Lee
  - Majority female-identified team
- Significant increase in BIPOC enrollment in HBFF Graduate School
- Almost 10% increase BIPOC workforce

# The Measure of our Success

- **Spring 2022**
  - A total of 40 executive leaders, senior leaders, and Board members completed the NAATP DEI Organizational Assessment Tool
  - 10+ Betty Ford Center senior leaders completed the NAATP DEI Organizational Assessment Tool as part of site health equity assessment and DEIB planning effort
- **Summer 2023**
  - 15 Pacific North West (Beaverton, Newberg, Bellevue) senior leaders completed the NAATP DEI Organizational Assessment Tool as part of site health equity assessment and DEIB planning effort
  - 13 NYC staff members including senior leaders, counselors, and other staff completed the NAATP DEI Organizational Assessment Tool
- **Spring 2024**
  - Naples staff completes the new NAATP Climate Assessment tool as part of site health equity assessment and DEIB planning effort.



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# The Measure of our Success

- NAATP Organizational & Climate Assessment tools will continue to be critical resources in our integrated and systemic approach to advancing DEIB
  - Important component of our toolkit to complete on-going assessments of our DEIB progress, including organizational climate.
  - Crucial resource in our efforts to develop robust and transparent DEI metrics
  - Offers foundation for establishing and calibrating both organization-wide DEIB goals & site-specific DEIB goals
  - Integrated into our health & recovery equity site assessment visits
  - Utilize to inform clinical training needs
  - Especially appreciate the prompt to interrogate our community engagement and partnership efforts



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# Group Exercise



1. **Review Domain:** Familiarize yourself with the questions and prompts related to your assigned domain.
2. **Discuss and Brainstorm:** Engage in discussions with your group members.
  1. What strengths does your organization currently possess in relation to this domain?
  2. What challenges or areas for improvement do you identify within this domain?
  3. What initiatives or strategies could be implemented to enhance diversity, equity, inclusion, and belonging in this domain?



# Transformational Change

“Not everything that is faced can be changed. But nothing can be changed until its faced.”

-James Baldwin

“Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.”

-Margaret Mead



# Upcoming Sessions

12:15-1:45

Exhibitor Appreciation Lunch

Sponsored By: NAATP Board



1:45-2:45

NAATP Educational Workshops

- Enough is Enough: Setting New Trends in Ethics  
**Governor's Square 15**
- Workforce: Acquisition, Retention, and The NAATP Salary Survey  
**Governor's Square 14**
- Understanding Provider Finances: A Business School Workshop  
**Governor's Square 12**

2:45-3:15

Exhibit Hall Popcorn Party & Networking Session

Sponsored By:



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