

Behavioral
Health
Workforce
Development



Honoring Recovery: Exploring and Supporting Family Dynamics through Addiction and Recovery

Indigenous Land Acknowledgement

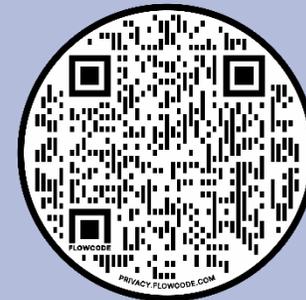
- We respectfully acknowledge that we live and work in territories where indigenous nations and tribal groups are traditional stewards of the land. Our California office currently resides in Tongva territory.
- Please join us in supporting efforts to affirm tribal sovereignty across what is now known as California and in displaying respect, honor, and gratitude for all indigenous people.

Whose land are you on?

Option 1: Text your ZIP code to 1-907-312-5085

Option 2: Enter your location at <https://native-land.ca>

Option 3: Access Native Land website via QR Code:





Mentored Internship Program Purpose

To help achieve the BHWD goals, the Mentored Internship Program (MIP) is designed to provide

1. Opportunities for students 18 and older, and at multiple stages of their education, to gain practical on-the-job experience as paid interns in nonprofit organizations and county-operated provider settings providing behavioral health (BH) services; and
2. BH provider organizations with an increased workforce of diverse and talented interns who are potentially interested in being hired as members of the BH workforce upon graduation and/or following their internship.



MIP's overarching goal is to enhance the professional development of diverse talent to help meet the urgent needs of California's BH workforce in the near term and develop ongoing partnerships with schools.



Modalities of TTA Participation

TTA will include:

- Regional quarterly Learning Collaborative meetings
- Coaching calls and webinars
- Affinity Groups, organized by profession, populations served, topics of interest, local needs, age groups served, etc.
- Tailored TA based on grantee requests and needs



Advocates for Human Potential (AHP) MIP Team



Kathleen West
Project Director



Tammy Bernstein
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Objectives

- Identify and discuss the various family and other support roles to loved ones with an active addiction.
- Discuss the impact that substance use disorders (SUD) have on families.
- Identify ways to reset family dynamics of addiction and recovery.

6 Common Dysfunctional Family Roles



Family Roles

- **Person with addiction**-The universe revolves around this person; become the center of attention. As the roles are defined, family/friends intuitively take on roles to complete the balance after the problem has been introduced.
- **Family hero**-Tries to make the family look good/normal. Takes on responsibility for taking care of the individual with a SUD. Often experience fear, guilt, and shame.
- **Mascot**-Often bring harmful humor to the family roles which may hinder recovery. Tends to avoid conflict. Often experience embarrassment, shame, and anger.



Family Roles

- **Lost child**-Silent family member. Doesn't mention the substance use or recovery. Careful to not cause problems and avoids any conversation regarding the underlying roles. Often experiences guilt, loneliness, neglect, and anger.
- **Scapegoat**-Often acts out. May rebel, deflect attention from the person with the addiction. May engage in substance misuse or spend time with others who do. May be at risk for future legal, educational, and occupational difficulties. Often experiences shame, guilt, and emptiness.
- **Enabler**-Protects the person with the addiction from experiencing the negative effects of substance misuse. May neglect personal needs and wellness.

Poll Question

- Do any of these roles resonate with you?



Family Perspective and Impact

Co-occurrence of Mental Health & Substance Use

- People with depression or other mental health concerns are particularly vulnerable to alcohol and drug use. Some may choose to drink alcohol or take drugs to alleviate stress or emotional pain but doing so often can develop or worsen mental health conditions.



Other Factors to Consider....

Genetic and environmental factors contribute to the development of mental health and substance use disorders.

Family is a system.

Relies on systematic functioning to keep it balanced.

- Attachment challenges
- Nurturing challenges
- Social challenges

Family and Support Circle

- Supporting a loved one with a mental or SUD can be challenging, demanding and tenuous.
- Common challenges
 - May struggle with creating a judgement-free and loving atmosphere.
 - May respond by blaming and demonstrating frustration.
 - May struggle with own emotional concerns.
 - May feel helpless.
 - Burnout or mental fatigue.



Impact on Families/Friends

- Living with/supporting a loved one with mental health/substance use disorder interrupts routines, creates stress, influences finances, employment, and impacts family unit.
- Creates adversary amongst those involved.
- Encounter legal challenges, justice related challenges.
- May cause division in family unit.

Individual Roles in the Family



Family Roles Helpful & Pre-emptive Steps

Individual

- Challenge and confront your biases
- Unlearn
- Check in on all family members
- Develop a self-care plan

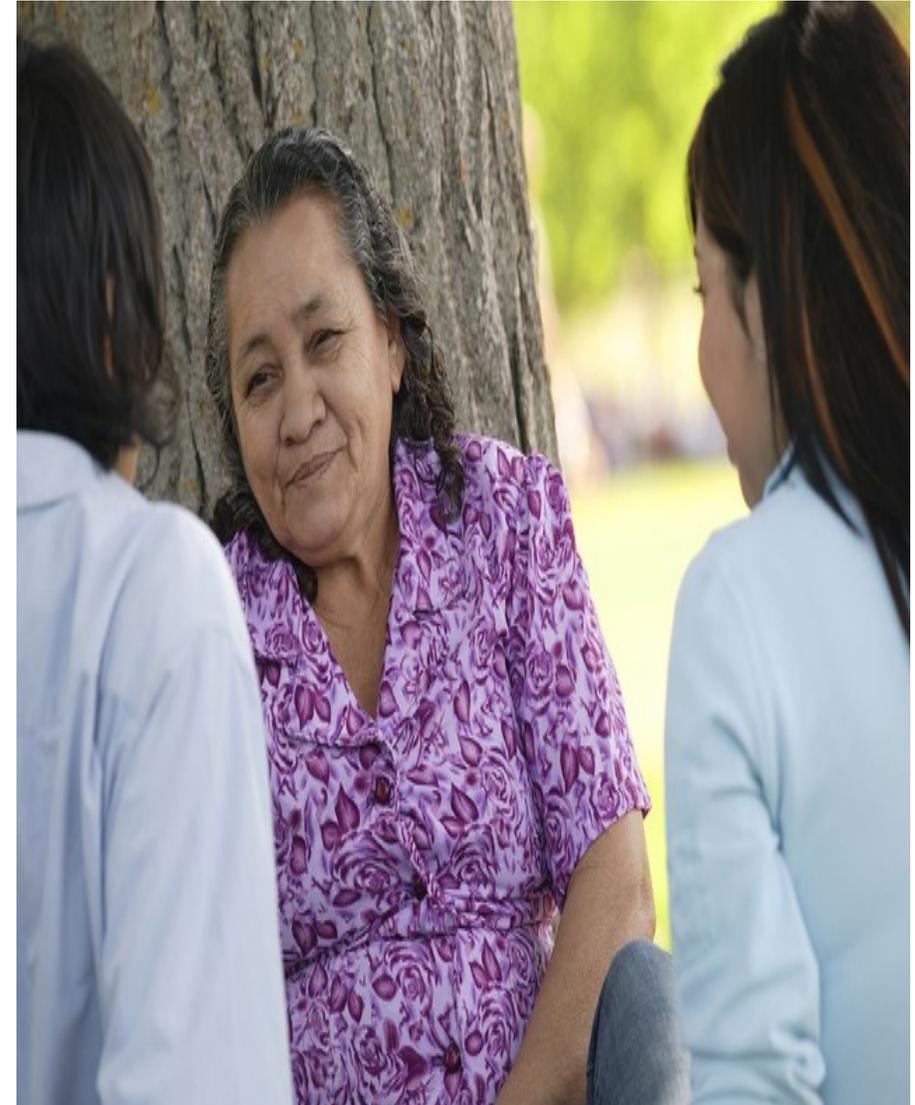
Communal

- Be a resource
- Meet People where they are
- Be vigilant

Challenge and Confront Your Biases

Stigma

- Biases people hold lead to judgment and promote shame, distance, and isolation.
- Challenge yourself to lead with empathy and open your mind to understanding the harm that bias causes not only for people with SUD but for your family and community as well.



Unlearn

- Work on learning more about what healing looks like. Try to unlearn damaging and unsupportive ideas about substance use, substance users, and recovery.
- Remember-healing is not linear.
- Slow progress is still progress. Don't give up.
- Focus on understanding their feelings and experiences and meet them where they are.

Check In on All Family

- Addiction is often referred to as a family disease.
- Be attentive to the roles people play and help them confront how their behavior may be enabling or harmful.
- Members of your family may be struggling in other ways and not know how to ask for the help they need.



Develop a Self-care Plan

- As important as communal care is, so is self-care.
- Helping a loved one draining, painful, and thankless.
- Be mindful of your own mental health and wellness.
- Reach out to others when you find you need support.
- Be your own advocate, establish and enforce boundaries.



Discussion

In your experience, what has been helpful in family roles?



Communal Roles in the Family



Be a Resource

- Offer support.
- Educate yourself on local and national resources.
- Become involved in learning how to reduce harm and offer resources.



Meet People Where They Are

- People ask for help in different ways and at different times.
- Allow space to overcome challenges.
- Learn what works for your family and your community and allow people to rather.
- Help guide people while understanding people must be stewards of their own goals.

Be Vigilant

- While we cannot prevent someone from developing an SUD we can help mitigate the factors that make it worse.
- Being vigilant does not mean being accusatory.
- If you know people in your family experience SUD keep an eye out for signs.
- Offer support-let the people know you are there for them, regardless of their relationship to substances.

Resetting Family Dynamics of Addiction and Recovery



Family Behavior Therapy

- Focused on addressing substance use problems and other co-occurring difficulties
 - Conduct disorders
 - Child mistreatment
 - Mental illness
 - Family conflict
 - Financial concerns in family unit

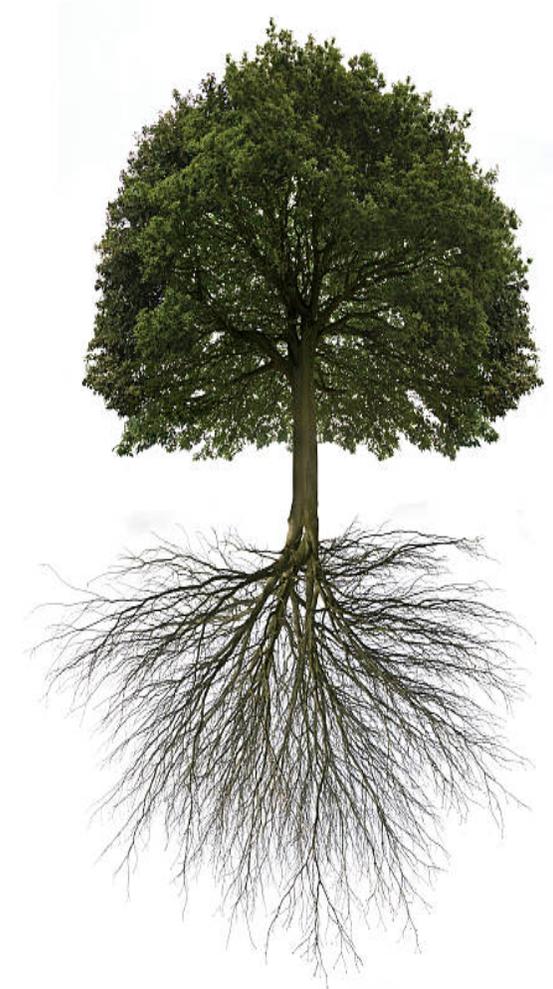
Family Therapy/Family Counseling

- Offers a safe environment to express and explore difficult feelings.
- Helps families learn to function in healthier ways.
- Strengthens the family bond.
- Establishes support system.
- Helps create a supportive home life.
- Offers opportunity to discuss mental health or behavioral health concerns.
- Establishes boundaries.



Resetting the Dynamic

- Offer support.
- Let the person know you are there.
- Withhold judgment.
- Encourage the person to open up.
- Be persistent, but gentle.
- Listen.
- Don't be afraid to address the issue.
- Be honest. Let the person know the signs you noticed.



Family Therapy/Family Counseling

- Critically important for families in which a child or adolescent is the one struggling with an addiction.
 - Youth may have a more difficult time getting sober and remaining sober.
 - More likely to struggle with recurrent relapses.

Discussion and Questions

What have we learned today?

What do we want to put into practice?



Upcoming Events and Important Reminders

- [MIP Educational Institution Program Capacity Survey](#): **Was due June 17, 2022**, for all MIP Educational Partners. Please ask your Ed Partners to submit ASAP.
- [MIP Intern Self-Assessment](#): Please distribute this link to your interns. **Each intern must take this self-assessment survey as soon as their internship is confirmed with your agency and no later than 1 work week after the first day of their internship.**
- [MIP Mentor Self-Assessment](#): Each mentor must take this self-assessment survey as soon as their role as a mentor is confirmed within your organization and no later than 1 month before they are assigned their first intern.
- **Contracts**: Contracts have begun to go out! Please be sure to follow the instructions in the email and submit the signed contract to ahpcontracts@ahpnet.com.
- **Invoices**: The MIP Invoice Template was sent out Friday, June 17, 2022, and may be submitted upon execution of contract.

Save the Dates!

The Learning Collaboratives will be 2-hour regional interactive sessions from 10:00 a.m. to 12:00 p.m. and 1:00 pm to 3:00 p.m. An email with registration links has been sent, please contact your Grantee Coach or the general MIP inbox ca_mip@ahpnet.com if you have any questions.

Learning Collaborative Dates:

- September 21 & 22
- December 14 & 15

Next Webinar :

- October 4, 2022 from 12:00 pm – 1:00 pm

Resources

- [Home - Faces & Voices of Recovery \(facesandvoicesofrecovery.org\)](https://facesandvoicesofrecovery.org)
- [Family Behavior Therapy | National Institute on Drug Abuse \(NIDA\) \(nih.gov\)](https://www.nida.nih.gov)
- [TIP 39 Substance Use Disorder Treatment and Family Therapy \(samhsa.gov\)](https://www.samhsa.gov)
- [Mental Health America](https://www.mentalhealthamerica.net)
- [Home - American Academy of Addiction Psychiatry \(aaap.org\)](https://www.aaap.org)
- [AACAP Home](https://www.aacap.org)
- [Partnership to End Addiction](https://www.partnershiptoendaddiction.org)
- [Addiction/Substance Use Disorder | Mental Health America \(mhanational.org\)](https://www.mhanational.org)