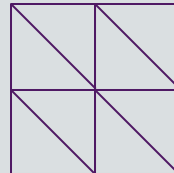
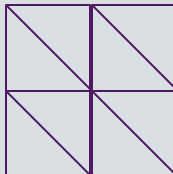




Recovery Friendly Workplaces Marinette: Changing Social Determinants of Health

Kendelle Nelson, Bridges Peer Recovery Coach
Paul Haasl, Bridges Peer Recovery
Coach
Danielle Lemke, Extension Health and Well-
Being Educator





01

**A little bit
about our
organizations**

Biehl Bridges to Recovery



Biehl Bridges to Recovery is funded by a grant from Health Resources & Services Administration (HRSA) through the non-profit Marinette County Group Home Association. Bridges serves those seeking, affected by, or in recovery from substance abuse by supporting recovery efforts in the communities of Marinette County, WI and Menominee County, MI.





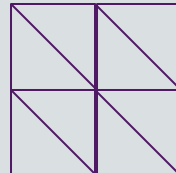
#Recoveryispossible

- **Peer Recovery Coaching**
- **Jail Programming**
- **Case Management**
- **Recovery Friendly Workplace**
- **Recovery Community Center/Meeting Place**
- **Overdose Awareness Day**
- **Parenting Classes**
- **Harm Reduction Vending Machine**
- **Recovery Support meetings**
- **Recovery Friendly events**



Extension's mission is to connect people with the University of Wisconsin. We teach, learn, lead and serve, transforming lives and communities.

—Extension's Mission



How Extension is organized



6 Institutes

- Agriculture
- Community Development
- Health & Well-Being
- Human Development
- Natural Resources
- Positive Youth Development

Geographical areas



Health & Well-Being Institute

FoodWise

Healthy Eating, Active Living

Behavioral Health

Covering Wisconsin

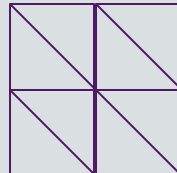
Center for Patient Partnerships





02

What are Recovery Friendly Workplaces





System Change

Recovery Friendly Workplaces (RFW) are employers who support their communities by recognizing recovery from substance use disorder (SUD) as a strength, and by intentionally employing people in recovery



RFW is **SYSTEMS CHANGE**



Stigma

Stigma Reduction Training

SUD

Education on Substance
Use Disorders and
Recovery in the
Workplace

Education

Education on benefits to
Recovery Friendly Workplaces

Barriers

Address Barriers

Policies

Healthy Workplace Policies
and Practices

Community

Community of Practice

COMMUNITY VOICE

- The community most impacted by our initiative is individuals in recovery, specifically those who are criminal justice involved. Our initiative aims to advance health equity by changing the system of economic stability. Bridges as the only local SUD community based, peer driven agency in our community gives our community and academic partners a voice on the impact that this initiative will have on the community.
- Bridges staff include individuals who have graduated drug court, were formerly incarcerated, are justice involved with probation and parole supervision due to charges obtained during active addiction.
- Advisory Board of employers, individuals in recovery, treatment providers, and community members.



Project **Goals**



Educate Workplaces on Recovery

Focus groups -> find resources ->
develop manual



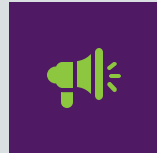
Support Recovery for Employment

Resource Mobilization; Recovery
Coaching; Pre-employment support;
Case management



Connect Workplaces with Supports

Resource Guides & local RFW
network



Stakeholder and Community Voice

Peer recovery coaches; advisory
boards; survey participants; survey
workplaces



Goal 1: Educate Workplaces on Recovery

Focus groups



resources



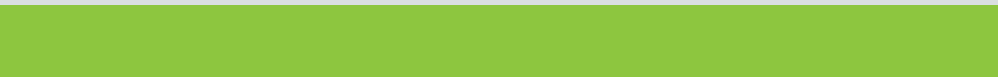
manual

Goal 2: Connect Workplaces with Supports

- ❖ Resource Guides with Federal and State resources such as tax credits
- ❖ Community resource guide to recovery services
- ❖ Build and convene a network of RFWs


Goal 3: Support Recovery for Employment



- ❖ Resource Mobilization
 - ❖ Recovery Coaching
 - ❖ Pre-employment support
 - ❖ Case management
- 

Goal 4: Provide mechanisms for community voice of those most impacted



- ❖ **Advisory boards**
 - ❖ **Peer recovery coaches**
 - ❖ **Participants**
 - ❖ **Workplaces**
- 

What we didn't expect

**Statewide
Networks**

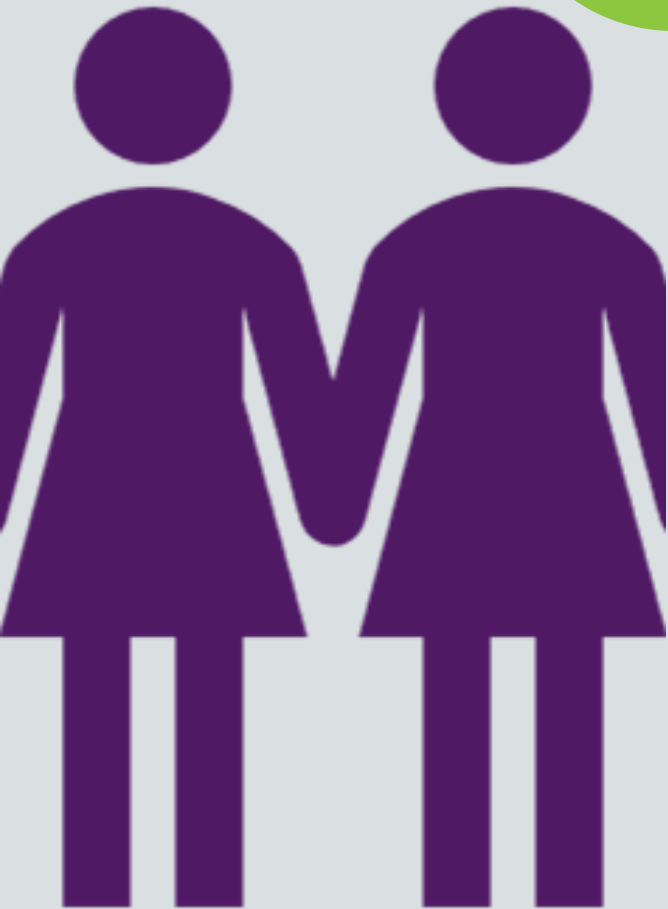


**National
Networks**



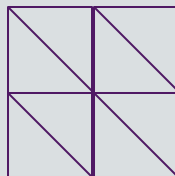
**Demand and
Interest**





03

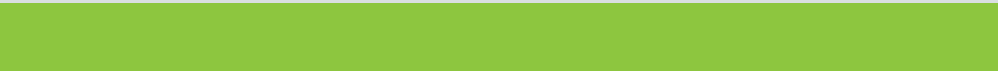
Our Partnership



Partnership with Biehl - Beginnings



Pivotal partnerships to connection

1. County educator and their supervisor
 2. County coalition
- 

Extension as an academic partner

- Best Practices
- Training
- Toolkit
- Evaluation

Bridges as community partner

- Recovery coaching
- Training implementation
- Employer engagement
- Networking facilitation
- Add 'lived experience' voice to program development

Perspectives on Partnership: A Conversation

- Diverse backgrounds- personally, professionally, geographically
 - ◆ Acceptance/understanding of different perspectives
 - ◆ Communication/ checking understanding
- Collaboration Virtually



Marinette County Recovery Friendly Workplaces

Thank you very much!

This project was developed by the University of Wisconsin-Madison, Division of Extension and the Biehl Bridges to Recovery Team and is Funded by the Wisconsin Partnership Program at the University of Wisconsin School of Medicine and Public Health.



Extension

UNIVERSITY OF WISCONSIN-MADISON
MARINETTE COUNTY



Wisconsin Partnership Program

UNIVERSITY OF WISCONSIN
SCHOOL OF MEDICINE AND PUBLIC HEALTH

Contact Information

Phone

715-330-6271

Email

RFW@mmbridges2recovery.com

Website

<http://behavioralhealth.extension.wisc.edu/rfw/>

