

2021



Annual Impact Report



Annual Report Contents

Who We Are

- 2 Letter from Recovery Advocacy Project's Organizing Director
- 3 Organizing the Grassroots to think and act locally
- 4 State Team Member Experiences

Initiatives

- 6 Recovery Advocacy Project by the numbers
- 7 Active State Organizing Teams
- 8 State Platforms - Common Themes
- 9 Community Organizing Trainings & Support
- 10 Ongoing Learning Tools
- 11 Intensive Organizing Institute

Impact Case Studies

- 13 Maine
- 15 Nevada
- 17 Mississippi
- 18 North Carolina

Mobilize Recovery

Inclusivity Caucus

- 24 Partnerships

Who We Are.

Mission

The Recovery Advocacy Project (RAP) is committed to giving people in recovery from all pathways, family members, and supporters of recovery the grassroots organizing tools to think and act locally.

Vision

RAP is working to build a visible and effective constituency in demand of community and public policy based solutions in response to America's long-standing addiction crisis.

Diversity, Equity, and Inclusion Statement.

RAP believes a diverse movement full of unique life experiences and perspectives will foster vibrant and creative campaigns and solutions. We actively work to dismantle structures of oppression and create meaningful representation at every level of our organization. We continue to educate ourselves and challenge our assumptions about race, gender, class, identity, and other factors that affect both addiction and recovery. RAP has a goal of diversity, intersectionality, and inclusivity on all levels for a stronger, unified movement.

dear friends,

In spite of the tremendous challenges of dual pandemics—an ongoing overdose crisis, compounded by the COVID-19 epidemic—the Recovery Advocacy Project persisted in its commitment to serve our most vulnerable populations. We remained flexible, teachable, and fearless in 2021. As a result, we far exceeded our organizational vision for the year. In a time when isolation and anxiety were widespread, we continued to build life-saving connections within the recovery advocacy community and to prepare for the months ahead.

The Recovery Advocacy Project was founded three years ago and has embraced an organizing strategy of thinking and acting locally. RAP is based on the simple idea that when inspired people have the tools to transform the world, they can create positive change that impacts generations to come. Putting power in the hands of grassroots advocates has proven to drive sweeping, meaningful social movements such as the recovery movement. The enthusiasm of our advocates, organizers, activists, and grassroots leaders was well-represented at our third annual Mobilize Recovery convening, held in Las Vegas.

Once again, people of diverse backgrounds, beliefs, and regional challenges came together to swap skills, share tools, and learn new strategies. Mobilize Recovery emphasized authentic storytelling this year, with coaching sessions in public narrative. Panels, workshops, and listening sessions focused on inclusiveness and finding ways to reach across the aisle to connect with others. Families of loss, transgender people in recovery, LGBTQ folks, and the voices of Black, Indigenous, and people of color were centered at Mobilize, reminding all of us that while recovery is a spectrum, our community is a rainbow.

We also worked to deepen our understanding of the four “building blocks” of recovery. We consider these elements to be the essential requirements for sustainable recovery from substance use disorder, which also include basic human needs and rights:

- Peer Recovery Support Services
- Recovery Housing
- Harm Reduction
- Justice Reform

Following the many social justice movements of 2021, RAP is renewing its commitment to keep pushing pro-recovery policy. We know it is essential to establish equitable access to recovery supports for marginalized communities, while addressing racial disparities, removing barriers, and expanding culturally appropriate services, regardless of neighborhood, race, age, gender, sexual orientation, recovery pathway, insurance, or socioeconomic status. To accomplish this, we hosted over 40 trainings in 2021, built 12 Recovery Advocacy Classrooms with content for recovery community organizers, and focused our efforts on state based organizing. Many states with an emerging RAP presence successfully passed pro-recovery legislation and established recovery as a “dealbreaker” issue for policymakers.

In spite of the obstacles created by the COVID-19 pandemic and the mental health crisis, we are feeling hopeful, strong, and ready for whatever 2022 brings. Our community is closer than ever. Once again, we have risen to the task and learned more about how to better serve our most vulnerable members.

I am proud of what we have accomplished, and I know that we will see the impact of our work for years to come. As we enter 2022, let's remember how far we've come since day one. Together, we're doing the work. And together, we can continue reshaping the future.

Onward,



Ryan Hampton
Organizing Director



Organizing the grassroots to think and act locally.



People from all pathways to recovery, family members, and allies to recovery are embracing community organizing strategies to maximize local impact with community and legislative based solutions.

State Team Members are responsible for listening to the experiences of people impacted by addiction, providing community organizing tools and guiding them towards local solutions.

Experiences of volunteer State Team Members.



Marshall Mercer

MAINE - RECOVERY ADVOCACY PROJECT

"My whole life changed when I met the ME-RAP team for the first time. When I was invited to this project, in November of last year, I knew nothing about policy or advocacy work, or what would happen to me when I entered this world. Now I couldn't imagine what would have happened if I never did say yes to this experience! This project has become my life."

Thomas Guerra

FLORIDA - RECOVERY ADVOCACY PROJECT

"I was inspired to participate in community organizing through my introduction to Mobilize Recovery in 2019. I learned how limited I was putting my efforts by just focusing only on college students with collegiate recovery. I was inspired to think bigger. It took me a little while to follow through, but I began the process of starting a Recovery Community Organization in Miami. I also began to get more involved with Florida RAP and connecting with other Florida leaders. I realized that although I don't feel like it, that I am a leader. I have received the support of other leaders in my state and nationwide through RAP. I now have the confidence to lead in my city, state and country."



Carleah Summers

MARYLAND - RECOVERY ADVOCACY PROJECT

"RAP has inspired me immensely to be a community organizer and to make sure our voices are heard. As a Congressional candidate, I fully aspire to show the world that we do recover. I recover out loud, because lives depend upon it."



Tom Jackson

VIRGINIA - RECOVERY ADVOCACY PROJECT

"I came to Virginia RAP from a long history of advocacy all the way back to protesting the Vietnam war in junior high and for LGBTQ+ rights and against the government's inaction against HIV/AIDS in the 80's and 90's. However I'd gotten complacent and it was RAP's think/act local call to strong action to the overdose crisis that got me back in the game. Since then, as a member of our State Organizing Team I've seen our efforts lead to initial successes particularly in LGBTQIA+ peer recovery support and housing which were a true stretch and proof that grassroots advocacy works."



Angela Bogota

MICHIGAN - RECOVERY ADVOCACY PROJECT

"I am inspired to do community organizing work because I want to create a healthier world for my son. I've learned so much this year. I'm learning when to share and when to step back, and how my strengths fit into my team. We aren't focused on what the team wants but what our community wants and needs. We also have a diverse range of skills which proves to be an asset."



Recovery Advocacy Project

by the numbers.

40 Established State Organizing Teams

115 Listening Sessions held in communities across the U.S.

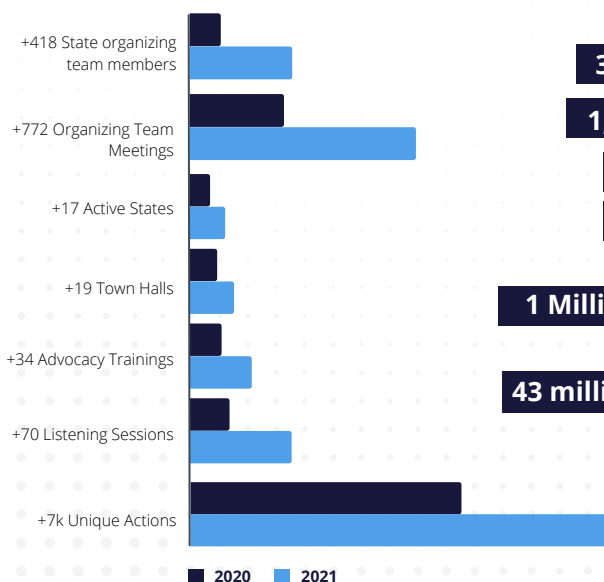
20k Action takers including petitions and letters to elected officials

>50 Vote Recovery events and Town Halls

1,324 Organizing Team Meetings

>70 Trainings for Teams & grassroots advocates

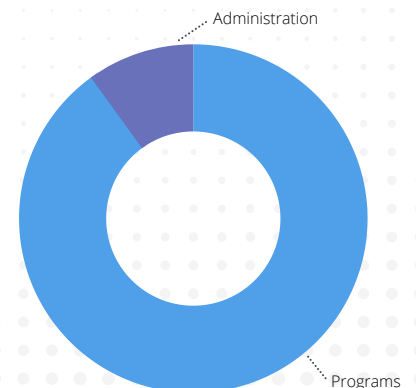
2021 Growth



Mobilize Recovery 2021 Outcomes

- 300+** in-person participants
- 1,000** virtual participants
- 50** states represented
- 30** interactive trainings over three full days
- 1 Million+** live viewers for *Recover Out Loud* (over 24 hours)
- 43 million+** media impressions

In 2021, 90% of RAP's total functional expenses were spent on programs & services—with less than 10% spent on administration & fundraising.





Recovery Advocacy Project

2021 Active State Organizing Teams

- Alabama
- Arizona
- California
- Colorado
- Connecticut
- D.C.
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Kentucky
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nevada
- New Jersey
- North Carolina
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Virginia
- West Virginia
- Wisconsin



State Platforms - Common Themes

Since the Recovery Advocacy Project began in 2019 it has embraced an organizing strategy of thinking and acting locally. The issues impacting our communities and states on the grassroots level should always be a changing variable in guiding advocacy work. For example, what is happening in Providence, Rhode Island is most likely different from what the recovery community is experiencing in Louisville, Kentucky, or Las Vegas, Nevada.

Each state held listening sessions and was able to identify pillars to their state organizing platforms. These platforms were created by the grassroots recovery community to help focus on community and legislative solutions.

Over 1,000 community listening sessions, team meetings, town halls and events held from 2020-2021, advocates were able to identify pillars to their state organizing platforms. These platforms were created by the grassroots recovery community to help focus on community and legislative solutions.

While each platform was unique to each state, the Recovery Advocacy Project also wanted to identify and report the priorities most associated within the state platforms to show some common barriers and advocacy commonalities across the country.

After going through each individual state platform, the four top focuses for organizing are:



Recovery Support Services



Recovery Housing



Harm Reduction



Justice Reform

All of these pillars are woven together with an expectation that there will be equitable access for marginalized communities, while addressing racial disparities, removing barriers, and expanding culturally appropriate services, regardless of neighborhood, race, age, gender, sexual orientation, recovery pathway, insurance or socioeconomic status.



Community Organizing Trainings & Support.

The Recovery Advocacy Project (RAP) is committed to giving people in recovery, family members, and supporters of recovery the grassroots organizing tools to think and act locally.

In 2021, these tools were passed down to the grassroots level through a number of trainings, support materials, and campaigns built using Action Network, our online organizing platform.

The Recovery Advocacy Project has hosted over 40 trainings in 2021. Trainings & Workshops covered a number of topics essential to community organizing including but not limited to:

- Introduction to Relational Organizing
- Developing your Public Narrative
- Diversity Equity & Inclusion (DEI)
- LGBTQAI+ Cultural Humility
- Ethical Framework for Recovery Advocates
- Layers of Community Activism
- Self Care for Organizers
- Recovery Month Engagement Activities
- Understanding Racialization and Addiction Recovery Advocacy
- Language Training
- From Vision to Action
- Transforming the Addiction Recovery and Mental Health Workforce
- Re Envisioning Crisis Response in America
- Building a Recovery Community Organization from the Ground Up
- Unmasking Racism to create an Anti-Racist Recovery Space
- Working with Media to achieve your goals
- Emerging Funding Streams & Policy Goals
- Family Recovery & Advocacy
- Advocacy and Collegiate Recovery
- Leveraging Technology for Recovery Engagement
- Bridging Harm Reduction & Recovery Advocacy
- Delivering Recovery Support Services for LGBTQAI+
- Recovery Friendly Workplaces
- Culturally Responsive Recovery Support Services
- Creating State Advocacy Platforms

Online Learning Classrooms

Recovery Advocacy Project has built 12 Recovery Advocacy Classrooms with content for recovery community organizers to access at any point in their journey. Each training is recorded and assigned to the appropriate classroom for current and future organizers to access.

Advocacy Guides

RAP also published a number of Advocacy Guides for grassroots advocates including:

- ✓ How to Give effective Public Testimony
- ✓ How to advocate for a bill to become law
- ✓ How to host a community listening session
- ✓ How to write a media advisory or press release
- ✓ How to write a letter to the editor
- ✓ How to build an advocacy base
- ✓ How to create a recovery asset resource map
- ✓ How to organize a town hall meeting with key decision makers
- ✓ How to host a virtual town hall meeting
- ✓ How to effectively speak out as a recovery advocate

Ongoing Learning Tools





Recovery Advocacy Project

Intensive Organizing Institute

In 2021, the Recovery Advocacy Project partnered with Drawn to Lead to support 30 organizers in leveling up their leadership in the movement for recovery advocacy.

These coaches committed to additional training so they may assist their peers in learning the craft of impactful public narrative at the Mobilize Recovery convening. Over the course of twelve weeks they were introduced to an organizer's perspective on leadership and were given support in practicing the six key organizing practices based on the teaching of Marshall Gantz of Harvard Kennedy School.

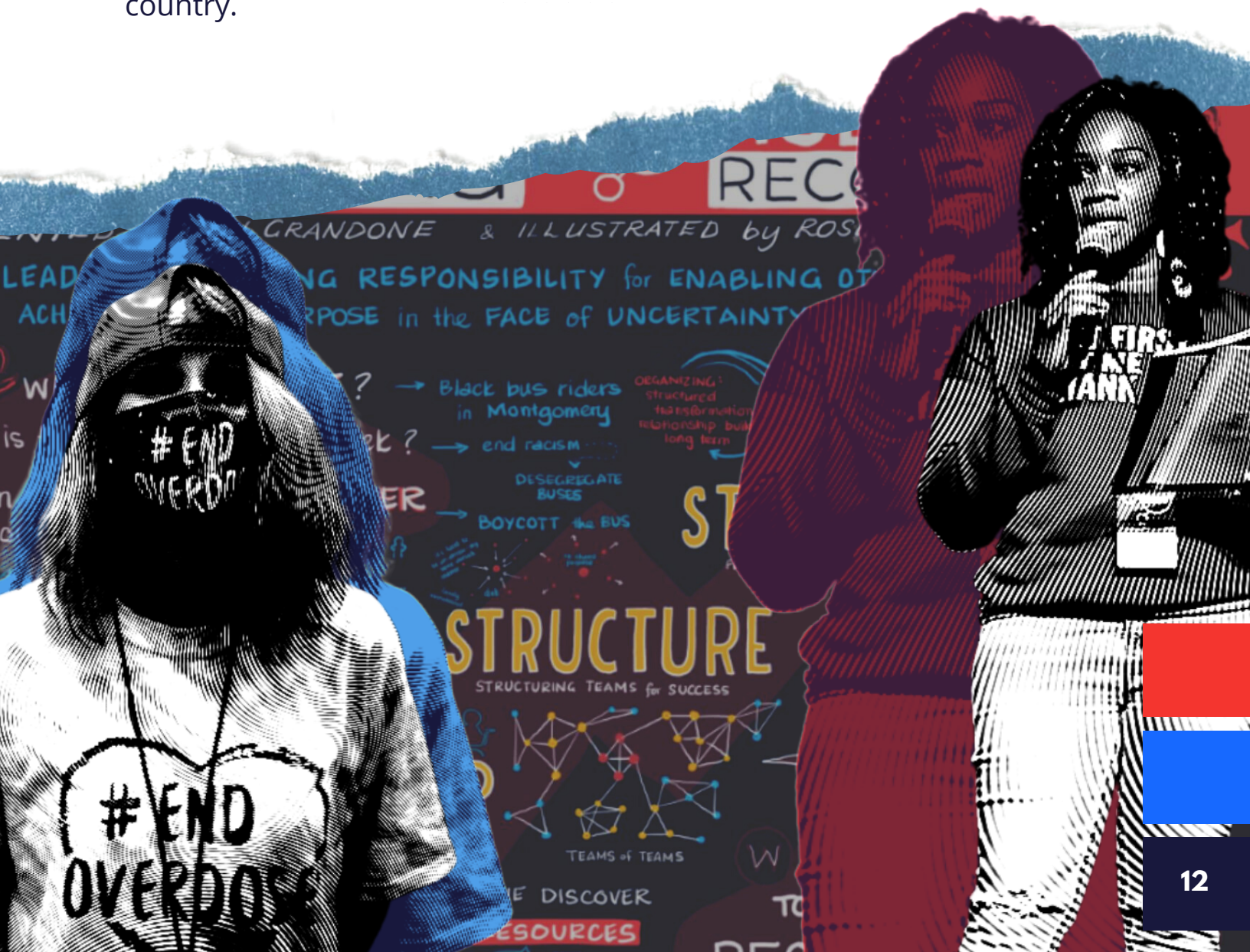
Organizing can be learned as a leadership practice based on accepting responsibility for enabling others to achieve purpose under conditions of uncertainty: identifying, recruiting and developing leadership, building a constituency around that leadership, and transforming the resources of that constituency into the power they need to achieve their purposes.

Throughout the program, the 30 coaches applied skills and practices to their ongoing work and learning through doing. Participants in the Organizing Institute learned how to coach others to enable their agency and leadership, translate values into the motivation for action by learning to tell a story, build intentional relationships as the foundation of purposeful collective action, structure a collaborative leadership team with shared purpose, strategize turning the resources of one's constituency into the power needed to achieve clear goals, and secure commitments required to generate measurable, motivational, and effective action.

Impact

Case Studies

Local organizing efforts add up. Here we will highlight four examples of RAP State Team efforts where organizing led to community, statewide or legislative victories. The work highlighted here provides proof that organizing strategies that encourage advocates to think and act locally is truly making a difference for those impacted by addiction all across the country.



Maine Recovery Advocacy Project

Over the course of 2021, the Maine Recovery Advocacy Project (ME-RAP) worked tirelessly to identify and pass legislation that directly correlated to the barriers identified by grassroots recovery community members during listening sessions. Organizers hosted a virtual call - attended by over a hundred activists, lawmakers, media representatives, and more - to launch their campaign. Throughout the year, organizers continued to raise awareness about their campaign by hosting community events, writing letters to the editors, organizing a postcard campaign to lawmakers, engaging on social media, turning out dozens of advocates at public hearings on their priority bills, engaging in direct action at the State House, and more.

By leaning deeply into grassroots organizing tactics and building strong partnerships with other community organizations, the team was successful in passing eleven pieces of legislation that will increase access to recovery community centers, change stigmatizing language in the Maine Revised Statutes, expand access to certified recovery residences, decriminalize possession of harm reduction supplies, and more.

While the team was not successful in passing every piece of legislation they worked on, the work they did in the state house shifted the conversation for decades to come.



As someone who has served in the legislature for 7 years, and advocated at the legislature previously, I can say without any hesitation that the addition of ME-RAP organizers to the state house has drastically changed the conversation for the better. People in recovery and/or who use drugs are the experts on what their community needs, and when you include them in the conversation you create better policy for everyone. I couldn't be more grateful for the work of the Maine Recovery Advocacy Project.

- Representative Charlotte Warren, Chair of the Maine Criminal Justice and Public Safety Committee



Maine's legislative victories

 **LD 488: Resolve, To Expand Recovery Community Organizations throughout Maine (Sen. Chloe Maxmin)**

Directs the Maine Department of Health and Human Services to give preference in awarding contracts that establish or develop new recovery community centers in counties that have no state-funded recovery community centers or no other recovery community centers until every county has a center.

 **LD 1588: An Act To Identify and Replace Certain Stigmatizing References throughout the Maine Revised Statutes (Rep. Bill Pluecker)**

Directs the Revisor of Statutes to change stigmatizing language throughout Maine Law. The stigmatizing language to be changed includes "prisoner," "inmate" and "convict," which must be changed to "resident of a correctional facility" or "resident of a jail"; "drug user," which must be changed to "person who uses drugs"; "probationer," which must be changed to "client of the Department of Corrections"; and "mentally ill person," which must be changed to "person with a mental illness."

 **LD 964: An Act To Expand Access to Certified Substance Use Disorder Recovery Residence Services (Honorable Representative Justin Fecteau)**

Beginning July 1st, 2021, recovery residences in Maine must be certified to the National Standards of Recovery Residences to receive any type of public funding. The Department of Health and Human Services will also be required to establish appropriate maximum housing assistance for eligible persons residing in a certified recovery residence to receive general assistance funding.

 **LD 994: An Act To Promote Public Health by Eliminating Criminal Penalties for Possession of Hypodermic Apparatuses (Rep. Genivene McDonald)**

Previously, it was illegal to possess more than 10 hypodermic apparatuses and other safe use supplies. Under this new law, people may possess all harm reduction supplies without fear of being prosecuted and unlawful possession of a scheduled drug does not include possession of a residual amount of any scheduled drug that is contained in one or more hypodermic apparatuses.



[A full list can be found here.](#)

Nevada Recovery Advocacy Project

During 2021, the Nevada Recovery Advocacy Project worked on supporting recovery-friendly bills during Nevada's 81st Legislative Session. Using the 2020-2021 platform we were able to identify our priorities and spend time educating our community and our elected officials about the importance of supporting recovery in our community. We are happy to report that recovery had several tremendous victories during the session!

Our legislators are becoming familiar with the recovery community and recognizing us as a valuable resource during the legislative process. We saw record attendance at the virtual Recovery Advocacy Day, with over 200 attendees. We were able to proactively pass and get signed into law our proposal to certify peer recovery support specialists, and went on the record to promote recovery-friendly bills. We educated individual legislators on recovery related topics to offer insight, best practices from other states, and suggestions for improvement.

Although we celebrate our victories, we are working to make sure that recovery advocacy in Nevada continues past the legislative session. Since the session adjourned, we have focused on hosting listening sessions to learn about the needs of the recovery community across the state, with special focus on the rural and more underrepresented areas. With the knowledge we are gathering from all of the listening sessions, we are now in the process of developing our platform for years 2022-2023. We will use our new platform to continue breaking down stigma and increasing access to services by educating community members and stakeholders alike about the importance of building recovery capital in our state.



Nevada's legislative victories



Senate Bill 69

Sponsored by the Washoe Regional Behavioral Health Policy Board, passed both houses and is awaiting the Governor's signature. This new law will require certification of a person who receives compensation to provide or supervise the provision of peer recovery support services. This bill will also address evidence-based curricula and programs concerning the prevention of substance misuse and substance use disorder by the Department of Education.



Senate Bill 390

Sponsored by Senator Julia Ratti, establishes a statewide suicide prevention and mental health crisis hotline utilizing the 9-8-8 National Suicide Prevention Lifeline program. It will also require the Division of Public and Behavioral Health to establish mobile crisis teams to respond to calls by coordinating and deploying necessary services. And this bill will create the Fund for a Resilient Nevada to hold the proceeds of opioid litigation and creates the Advisory Committee for a Resilient Nevada to administer, allocate, and distribute the funds to remediate the harms, impacts, and risks caused by the opioid epidemic to the State of Nevada and to its residents.



Assembly Bill 374

sponsored by Assemblywoman Jill Tolles, creates the Statewide Substance Use Response Working Group within the Office of the Attorney General. This bill will require the working group to comprehensively review all aspects of substance misuse and substance use disorder including prevention, intervention, programs, treatment, and recovery. Most importantly, this group will meet all year to consider these issues, not just during a legislative session. And they will submit annual reports of their recommendations to the Governor, the Attorney General, the Legislature, and other entities.



Assembly Bill 158

Sponsored by Assemblywoman Daniele Monroe-Moreno, revises the penalties for persons under 21 in possession of alcohol, marijuana, or cannabis. Instead of imposing a punishment of imprisonment and fines, this bill will now require for a first violation that an offender perform community service and attend a victim impact panel of persons injured or killed by a person who was driving under the influence. For a second offense, an offender must complete counseling or participate in an educational program, a support group, or another program of treatment for the use of alcohol or other substances.

Mississippi Recovery Advocacy Project

The Problem

The United States sued the State of Mississippi regarding the treatment of people with mental illness in 2016.

The Recovery Advocacy Project State Organizing Team in Mississippi learned on June 23, 2021, that the state had filed findings in the case regarding defunding peer support, stating there is no evidence that proved recovery peer support works. The team quickly set an organizing meeting to discuss the recovery community's response.

Actions taken and Organizing Strategy

Here are the actions they decided to take in a short period of time:

1. Draft a petition to engage the recovery community in having their voices heard to save peer support in Mississippi.
2. Traditional & Social Media campaign to highlight the issues impacting the recovery community.
3. Attend the court hearing in July of 2021 to show a unified front.

The team then met weekly to discuss how things were going and if we needed to do anything else.

The petition received hundreds of signatures and were emailed to all relative decision makers.

Recovery Advocacy Project - Mississippi then contacted Association of Mississippi Southern peer support specialists, impacted family members, and allies to help get the word out. The team then ordered T-shirts to wear to court that stated, "I am proof peer support works". One day after the petition began, they received a letter from the Executive Director of the Department of Mental Health stating she believes peer support is valuable and will continue to fight to keep it funded.

Impact of the Actions

Advocates then showed up at court on July 12, 2021 to witness the state had changed their minds about the value of recovery support services going on to state that "peer support is a valuable service and needs more funding."

Conclusion

This is a fantastic advocacy example of how showing others that our community is paying attention is an impactful organizing strategy. This was all done with urgency using both in person engagement and digital organizing tools.

North Carolina Recovery Advocacy Project

The Problem


Pedestrian walkways or a bridge were desperately needed on Curtis Bridge Road, Wilkesboro, NC. Following the loss of two people that were experiencing residential insecurities due to lack of safe access, the NC Recovery Advocacy Project wanted to take action that would result in helping people access social services in the county. This action would help individuals that may be experiencing transportation or housing issues in the county.

They implored that something be done to avert further tragedy. Many incidents have occurred on this bridge and now it has taken the lives and experiences of two pedestrians. The width of the bridge and the absence of lighting create hazardous conditions. Countless people walk through this location and are required to place their lives in jeopardy to reach sites, such as the local soup kitchen, areas of employment, and the heart of the county, daily.



Actions taken and Organizing Strategy

- A petition was created to rally the local community
- Community Outreach to allies
- Media Strategy



The strategy was to show decision makers the urgency after a tragedy occurred as two individuals lost their lives because of lack of lighting and a pedestrian walkway as they were accessing county social services.

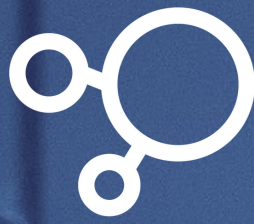
Impact of the Actions



Organizers reached out to allies in the recovery, harm reduction, and faith based community. Within a week, nearly 400 people signed the petition. Allies were able to secure 3 local media interviews to highlight the problem and solutions. The petition was then delivered to five decision makers including the mayor and the department of transportation. The town is now fast tracking the project to provide a safer access to the county services by constructing a pedestrian walkway.

Conclusion

Sadly this action had to be created after two people lost their lives. This is a good example of how a local community outreached to community leaders and rallied around a population that needs safe access to social services. Hopefully this action can prevent additional tragedies in the community.



MOBILIZE RECOVERY

2021

Mobilize Recovery is an annual convening that brings participants together to build capacity for organized civic engagement for people in recovery, family members, and recovery allies.

Mobilize Recovery 2021 was the third annual conference for recovery advocates across the United States. Due to the COVID-19 pandemic, the national advocacy event was a hybrid event, making it the largest and most accessible training to date. Over 300 advocates attended in person, while nearly 1,000 participants logged in to network, share skills, and cultivate community online. The conference was hosted by the Westgate Las Vegas Resort & Casino and supported by Nevada's public health department, ensuring that participants would stay healthy and safe.



[View our 2021 recap video here](#)



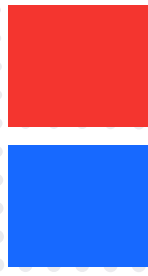
“

Three years into Mobilize, we are stronger than ever,” said Ryan Hampton, organizing director at the Recovery Advocacy Project. “In spite of a pandemic, in spite of the challenges front-line advocates face in their own communities, it’s incredibly meaningful that we can come together and renew our commitment to building equity in the recovery space. This movement is for everyone, and as we grow, we’re making sure that everybody feels like they have a seat at the table.

”

The conference included a two-day training in public narrative, led by storytelling coaches and based on the work of Marshall Ganz at Harvard University.

Participants worked with coaches to learn to tell their stories in compelling, persuasive ways to help change the narrative around addiction and recovery. Other trainings included skills in community building, relational organizing, creating culturally responsive recovery support services, and including families in recovery support.



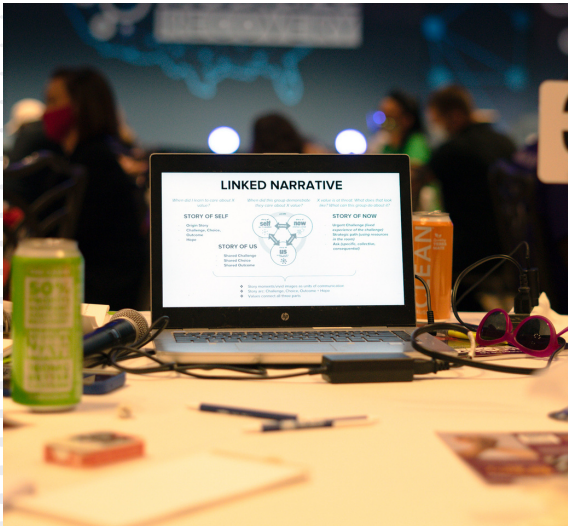


Special Guests participating at this year's Mobilize Recovery included President Bill Clinton, U.S. Secretary of Labor Marty Walsh, and performer Macklemore.



Advocates led panels about unpacking and dismantling racism in recovery spaces, as well as developing cultural humility in delivering services to the LGBTQIA+ community. The power of inclusive recovery spaces was a central theme of Mobilize, as participants were challenged to consider recovery from an intersectional lens and fill the gaps to support our most marginalized and historically excluded community members.

The hybrid event was popular and accessible, with high engagement between participants. Mobilize Recovery 2021 built on its successful platform by bringing people together to celebrate our wins, honor our struggles, and plan for our collective future.



Inclusivity Caucus.

This has been another year of awakenings for the recovery movement. Despite the many losses of lives due to the pandemic and epidemic, we continue to fight for marginalized communities around racial and human justice and call forward those who want to end systemic racism, advocate for equitable access to healthcare, recovery housing, and addiction recovery and harm reduction resources.

In this report, we look forward to sharing where we have committed to changing the status quo and are taking bold steps by sharing our stories of historical racialized trauma, building our own safe spaces, and holding others accountable in the recovery movement to address uncomfortable issues that not only focus on changing policies but developing sustainable solutions that reflect our mission statement of diversity, equity and inclusion.

The Inclusivity Caucus (IC) was initiated at the Mobilize Recovery 2020, and since then has grown its membership, selected a chairperson, and created shared learning spaces around inclusivity with State Organizing Team Members.

In October of 2020, the IC members began the process of creating a mission statement that took four months to finalize, but included the necessary language to support their initiative to build an national organizational structure on.

Inclusivity Statement.



The purpose of the Inclusivity Caucus is to co-create and strengthen safe spaces for people of all races, ethnicities, genders, sexual orientations, languages, socio-economic status, ages, and abilities; to end discrimination, disparities in care, and remove systemic barriers to all who seek support.

Our commitment to inclusion and the recovery advocacy movement means our members, supporters, and partners will always feel a sense of respect, connectedness, and belonging.



2021 inclusivity caucus training topics

- ✓ What is Diversity Equity & Inclusion (DEI)?
- ✓ LGBTQAI+ Cultural Humility
- ✓ Unmasking Racism to create an Anti-Racist Recovery Space
- ✓ Delivering Recovery Support Services for LGBTQAI+
- ✓ Culturally Responsive Recovery Support Services
- ✓ Resmaa Menakem - "My Grandmother's Hands Racialized Trauma and the Pathway to Mending Our Hearts and Bodies"

Planned training topics in 2022

- ✓ Access to Equitable Healthcare
- ✓ Harm Reduction and Peer Support
- ✓ Building Recovery Friendly Spaces for People Living with Disabilities
- ✓ Cultural Responsiveness and Healing for Indigenous People
- ✓ Allyship for Marginalized Communities

Building organizational culture & subcommittees

- Audit/Accountability Committee
- Policies and Procedures
- Diversity, Equity and Inclusion (DEI)
- Social Justice
- Access to Recovery
- Legislation and Policy Change

Legacy Partners

Our work is possible because of people in recovery, allies, and support from our partners.

SERVE YOU 

SANDGAARD
FOUNDATION



Mobilize Recovery Partners



Together
we'll build
a movement.

To get Involved & learn more please
visit www.recoveryvoices.com

