

SECURITY DISCLAIMER

- In the case of any security issues that may occur, this session will immediately end.
- A separate email will be sent to all participants with further instruction.

DISCLAIMER

- This session was conducted for members of county-based teams in CA that are working to expand access to Medications for Addiction Treatment in jails and drug courts. The project is funded through California's Department of Health Care Services with State Opioid Response funding from SAMHSA. The content is being made available to all interested parties.
- Please note this content has not been professionally edited and the session was conducted using Zoom.

ZOOM FEATURES

- You will join the meeting muted; however, this is an interactive meeting and lines will be unmuted during discussions
- We encourage you to have your video on – Start Video
- The preferred audio is using “Phone Call” and enter your participant ID so that your name is associated with your phone number
- Use the “Chat” feature to type in a question or make a comment
- Use the “Raise Your Hand” feature by going to Manage Participants. You will see your name and can raise your hand
- Polling questions will be used



Expanding Access to MAT in County Criminal Justice Settings: All Team-Learning Collaborative



January 10, 2022

AGENDA

Project Updates

Trivia

Holiday Celebrations

Working through the Opioid Crisis: From Burn Out to Resilience

Wrap Up

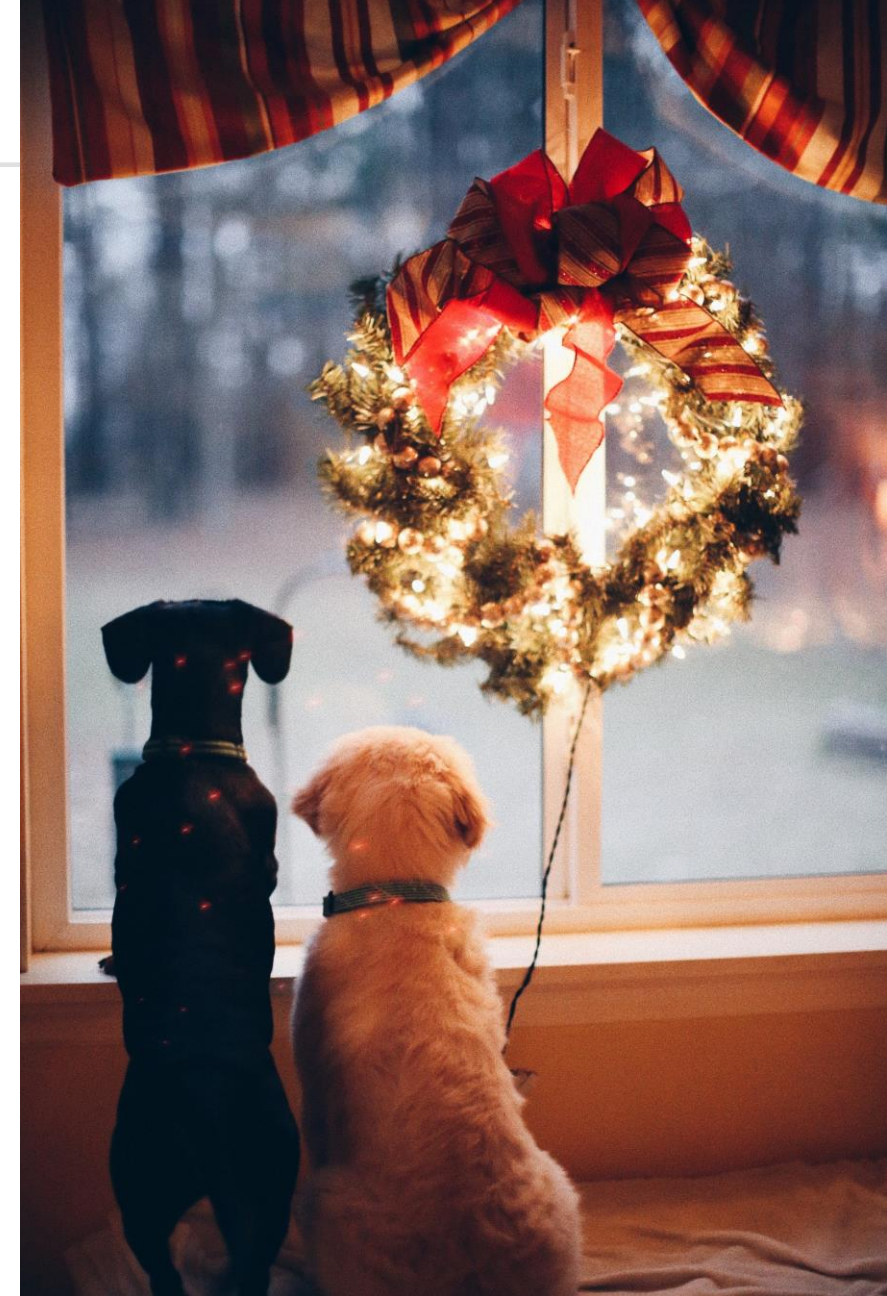
PROJECT UPDATES

12:00-12:15

HEALTH MANAGEMENT ASSOCIATES

HOUSEKEEPING

- Interim Reports due by **January 14, 2022**
 - Reports will include data submission for July through September 2021
 - Report templates were sent to champions in December. If you need another copy of the template or if you have questions, please email MATinCountyCJ@healthmanagement.com
- On-Site Visits with Coaches
 - Previously scheduled on-site visits in January will be pushed to February/March due to current COVID surge.



2022 EVENTS

- **Office Hours – All Team Members:** 1st Thursday of the Month at 12:00 pm PST

[Register here](#)

- **Office Hours – Prescriber:** 2nd Thursday of the Month at 12:00 pm PST

[Register here](#)



2022 EVENTS

- **Sublocade® Peer Discussion Group:** 2nd Tuesday of Every Month at 12:00 pm PST (starting in January)

[Register here](#)

- **Champions Convening:** 1st Wednesday of Every Other Month at 12:00 pm PST (starting in February)

[Register here](#)

2022 EVENTS AND INITIATIVES

- Initiating Suboxone
- Gender-Specific Treatment/Housing Considerations in Jail
- Continuous Quality Improvement
- Housing

More information coming soon!

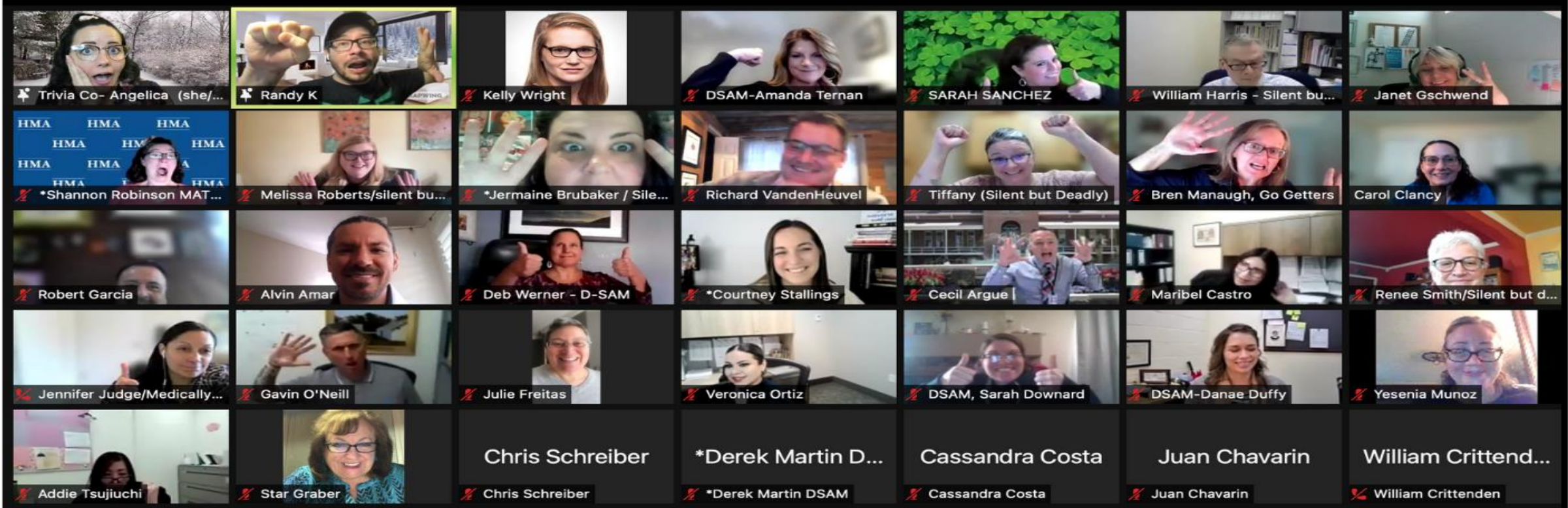


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TRIVIA

12:15-1:00

HEALTH MANAGEMENT ASSOCIATES



Shout out to the Winning Team:
DSAM with 22 points!

teambuilding™

HOLIDAY CELEBRATIONS

1:00-1:10

HEALTH MANAGEMENT ASSOCIATES

27 grant
applications
received in 2021
to fund...

POSITIONS FUNDED THROUGH MAT GRANTS

Care Coordinator

SUD Counselor

Correctional Nurse

Addiction Supervisor

Sheriff Deputy - MAT

Patient Education and Discharge Coordinator

Recovery Specialist/Coach

MAT Navigator

Telepsychiatrist

MAT Coordinator

Peer

Navigator

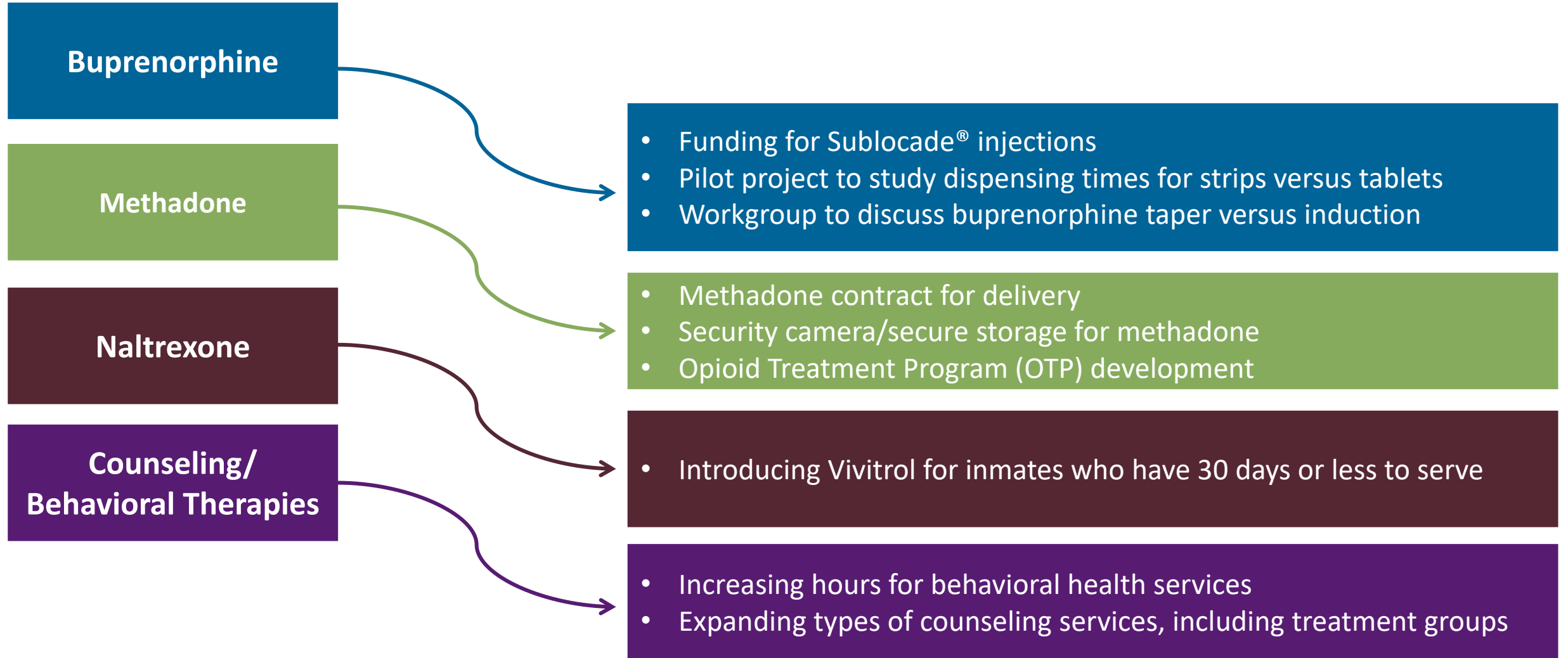
Medication

Room Staff

Case Manager

X-Waivered Provider

INCREASING ACCESS/CAPACITY TO MAT AND BEHAVIORAL INTERVENTIONS



RESOURCES FOR CLIENTS



Transition packages/naloxone kits

- Hygiene kits
- Naloxone/Narcan
- Transportation vouchers
- Information on MAT community providers and other community resources



Transportation to appointments



Temporary emergency lodging for former inmates while being connected to services/permanent housing

INCREASING COMMUNITY AND JAIL CAPACITY AND RESOURCES

Enhancing EHR by adding forms/reports specific to MAT

Equipment/Purchases for Virtual Platform Communication

Fentanyl Testing Strips

Touring other jails/detention facilities MAT programs

Gift cards/patient incentives for interviews and follow-up surveys

Education and training for staff

INCREASING COMMUNICATION AND INFORMATION ON MAT INITIATIVES

- Creating continuum of care between jail and community-based MAT and SUD programs
- Promotional and marketing materials
- Infomercial
- Community outreach and engagement
- Facilitation of local opioid coalition
- Education and training materials



The background of the slide is a blue-tinted photograph of several hands of different skin tones cupped together, holding several white, oval-shaped pills. The overall mood is one of care and support.

WORKING THROUGH THE OPIOID CRISIS: FROM BURN OUT TO RESILIENCE

1:10-1:55 PM

Carol Clancy, Psy.D and Deborah (Deb) Werner, MA, PMP

HEALTH MANAGEMENT ASSOCIATES

SESSION OUTLINE

Welcome and introductions

January Check Point

Burn-out and Compassion Fatigue

Strategies for Resilience and Re-Energizing - Self

Team Considerations

Commitments



CHATTERFALL

- + We'd like to start with a "chatterfall." Answer this question on chat but don't send until instructed to do so

Question: Holidays can be like a rose. What was your holiday "bloom" and what was your holiday "thorn"?

■ JANUARY – FULL OF POSSIBILITIES AND BACK TO THE GRIND



- In 2005, the term “Blue Monday” was coined. Blue Monday is one week from today (January 17)
- Regardless of whether your holidays were more stressful or more relaxing, coming back after the holidays can be challenging
- Resolutions, habits and “the daily grind” of reality

RECOGNIZING COMPASSION FATIGUE AND BURN-OUT IN OURSELVES AND OTHERS

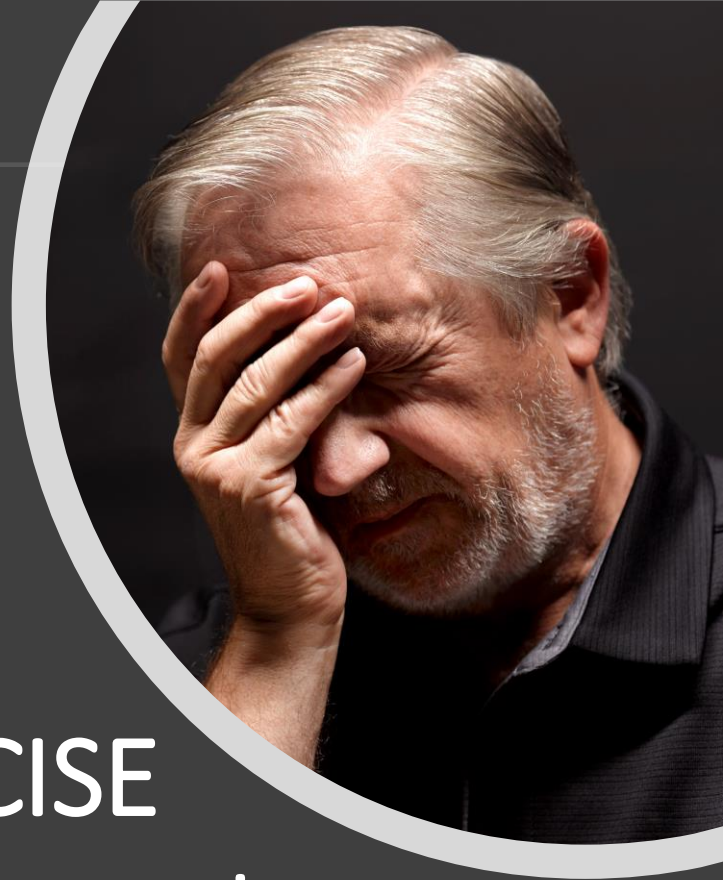
Compassion fatigue affects all of us working in the opioid epidemic

It's enormously frustrating for my staff. They see some of these folks and have a sense of these (overdoses were) preventable. . . and they're frustrated by that. And feeling helpless, ... we're sending them to training to identify these cases and try and ensure their survivability. ... And they do everything we ask them to do. And the patient dies through no fault of their own, but they get to go back and, and deal with the fallout

- A police chief interviewed on officer's responses to the opioid epidemic

“As I think about the emotional well-being for our country, I am particularly interested in how to cultivate emotional well-being for healthcare providers. If healthcare providers aren't well, it's hard for them to heal the people for whom they are caring.”

<https://www.health.harvard.edu/blog/opioid-crisis-physician-burnout-tale-two-epidemics-201606089709>



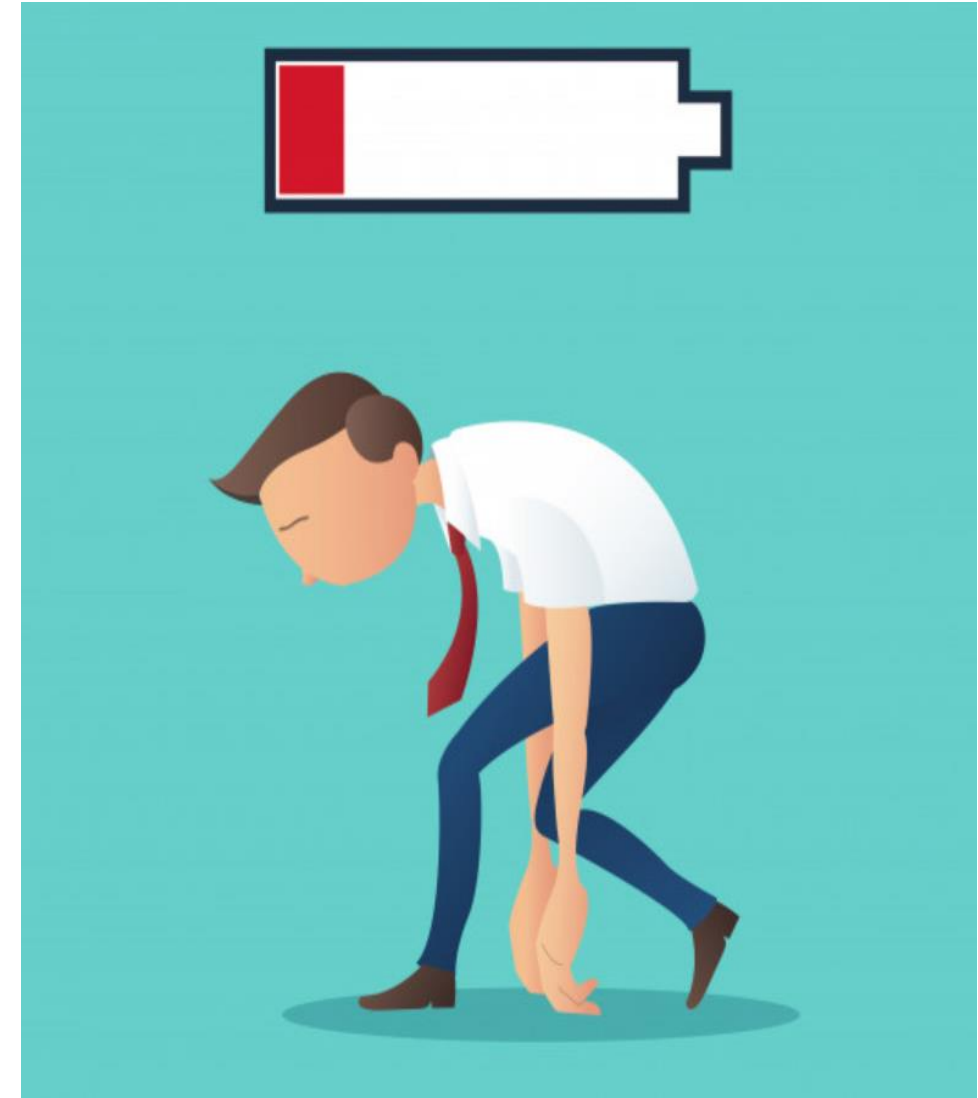
CHATTERFALL EXERCISE

What symptoms of compassion fatigue and burn out have you experienced or witnessed recently?

BURNOUT: A STATE OF PHYSICAL, EMOTIONAL, AND MENTAL EXHAUSTION

Symptoms

- + **Physical** (Increased cortisol levels lead to fatigue, depletion, sleep difficulty, somatic problems)
- + **Emotional** (irritability, anxiety, depression, guilt, sense of helplessness, feeling numb)
- + **Behavioral** (aggression, callousness, pessimism, defensiveness, cynicism, substance misuse)
- + **Interpersonal symptoms** (withdrawal from colleagues, dehumanizing others)
- + **Work-related symptoms** (poor work performance, absenteeism, presenteeism)



https://www.freepik.com/premium-vector/businessman-tired-working-with-low-battery_3692456.htm#page=1&query=tired&position=0

NEW YEAR, NEW SOLUTIONS: THE OZ PRINCIPLE

“Only when you assume full accountability for your thoughts, feelings, actions, and results can you direct your own destiny; otherwise, someone or something else will.”

- Connors, Smith & Hickman, *The Oz Principle*, 2004

■ OZ PRINCIPLE: ACCOUNTABILITY LADDER



8. Just do it! (do it)
7. Look for solutions (solve it)
6. My role (own it)
5. Acceptance (see it)

4. Hope it goes away
3. Rationalizing
2. Blaming
1. Unaware of situation

The goal is to operate above the line!

Connors, Smith & Hickman, *The Oz Principle*, 2004

BURNOUT CAN PROMOTE BURNOUT



When Operating Below the Line

- You feel captive or lack any control over your present circumstances.
- You find yourself blaming others and pointing fingers.
- Your discussions focus more on what you *cannot* do, rather than on what you *can* do.
- You find yourself being sought out by others so they can tell you what someone else did to them this time.
- You feel you are being treated unfairly and you don't think you can do anything about it.
- You spend a lot of time talking about things you cannot change.

Connors, Smith & Hickman, *The Oz Principle*, 2004

RESILIENCE AND MOVING ABOVE THE LINE



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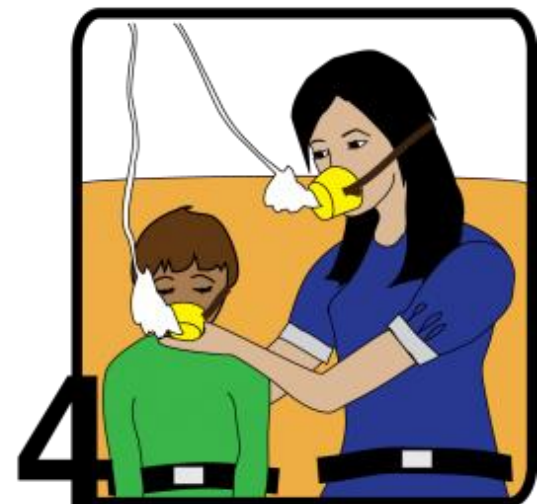
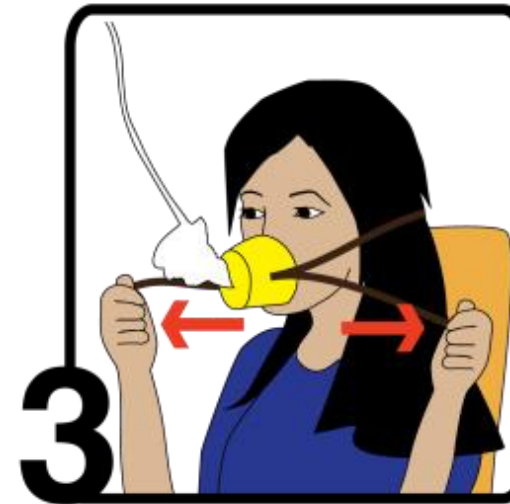
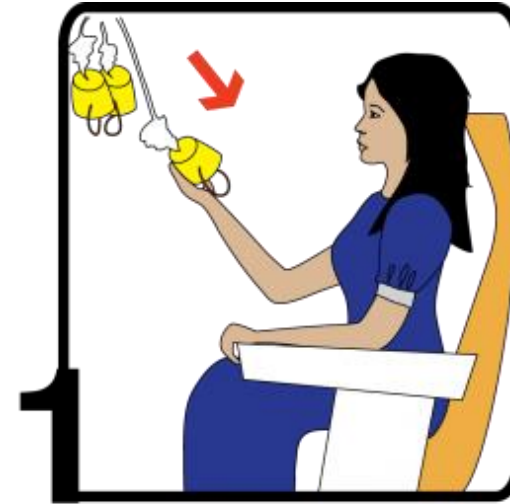
GETTING TO AND STAYING ABOVE THE LINE: DEVELOPING COMPASSION RESILIENCE

- Resilience is the ability to recover and continue in the face of adversity
- Compassion resilience is “the ability to maintain our physical emotional and mental well being while responding compassionately to those who are suffering.”
- We do this by identifying, preventing and minimizing compassion fatigue within ourselves.

<https://compassionresiliencetoolkit.org/healthcare/compassion-resilience/>

WE LEARN THIS ON AIRPLANES...

We can't take care of others before caring for ourselves



BENEFITS OF DEVELOPING SELF-COMPASSION

It is easy to feel time spent developing self-compassion as time that could be spent on “more important things.” Actually . . .

Myths	What the research shows us
Self-compassion is another word for self-pity	Self-compassionate people tend to spend less time brooding about negative events
Self-compassion is selfish	Self-compassion helps people sustain the act of caring for others
Self-compassion breeds narcissism	Self-compassion promotes a stable self-image, in spite of the amount of praise or injuries from others

https://greatergood.berkeley.edu/article/item/the_five_myths_of_self_compassion

HUMANS NEED FOUR SOURCES OF ENERGY

PHYSICAL

quantity of your energy

EMOTIONAL

quality of your energy

MENTAL

focus of your energy

HUMAN SPIRIT

energy derived from purpose



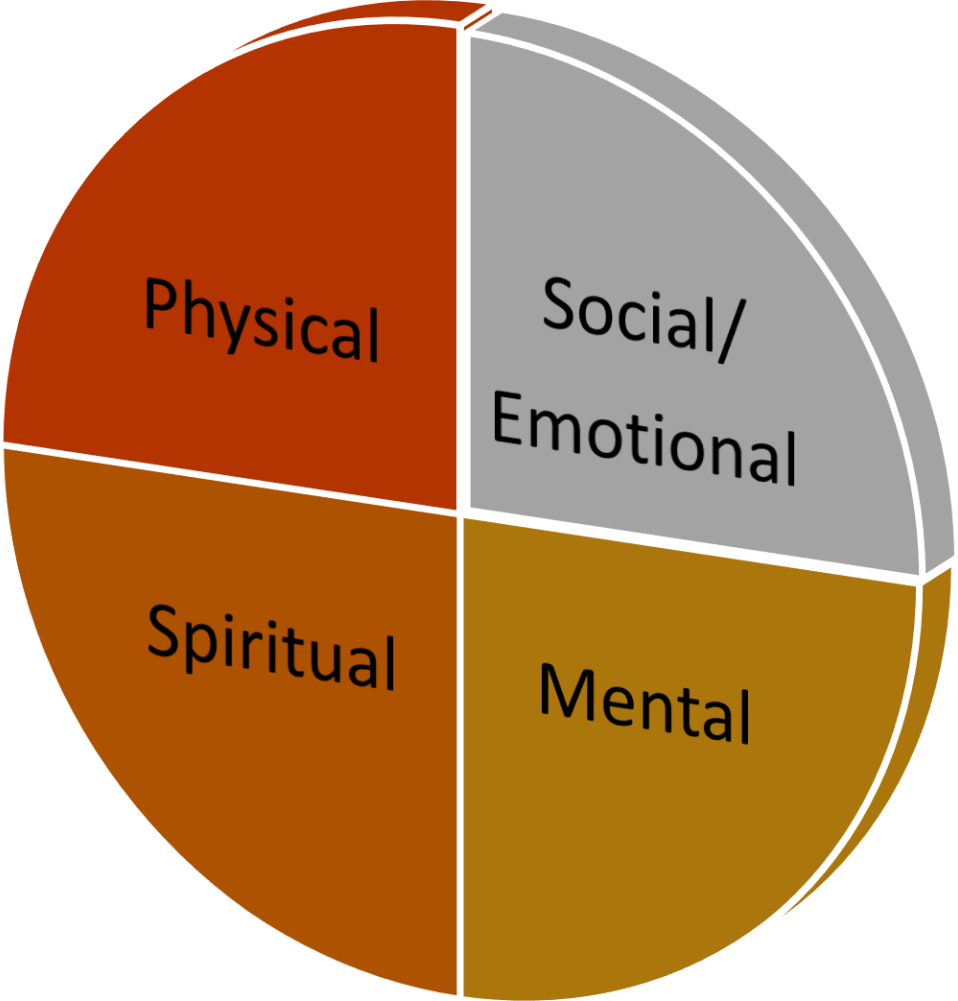
The Energy Project

<http://theenergyproject.com/>

THE LIFE BALANCE WHEEL



Is your life in balance?
Add spokes to the wheel to represent your self-care activities in each area.



PUT YOU ON YOUR CALENDAR

- Set a realistic goal
- Schedule it first
- Fit everything else in after
- Find your **Happy Place!**

Wednesday	
27	
6 AM	
7 AM	
8 AM	Yoga
9 AM	
10 AM	
11 AM	
12 PM	Lunch/Take a Walk
1 PM	
2 PM	
3 PM	
4 PM	
5 PM	Stop Work at 5:00 pm

TIPS FOR CREATING BALANCE AT WORK

- Take time in the morning to focus. Where possible balance the day's more and less challenging tasks. Do the most important first.
- Create a healthy work-space for yourself (in your office, cubicle, car, etc.) Stretch and adjust positions regularly. Consider your shoes.
- Take breaks – walk at lunch; 5-minute break after 90 minutes of work; walk at lunch
- Check your attitude and gratitude. Get to and stay above the line.
- DWYSYWD (do what you say you will do) at home and work. Don't just calendar work.
- Remember you work with people – say hello, please, thank you and expect the same.
- Don't over-extend. Set appropriate limits around your responsibilities.

Add other tips that work for you into the chatbox.



A close-up photograph of several people's hands stacked together in a circle, symbolizing teamwork and resilience. The hands are of various skin tones and are wearing colorful, textured sweaters in shades of red, orange, green, blue, and brown. The text "Strong and Resilient Teams" is overlaid in the center in a bold, white, sans-serif font.

Strong and Resilient Teams

ADDRESSING TEAM BURNOUT

- Make your own health a priority
- Tackle the problem as a group
- Exhibit compassion
- Set a good example
- Focus on the why
- Advocate for your team
- Be a source of optimism

<https://hbr.org/2019/03/how-to-help-your-team-with-burnout-when-youre-burned-out-yourself>

COMMITMENTS

What are you currently doing that you will **STOP** doing because it isn't working?

What haven't you done that you will **START** doing because it may work?

What are you already doing that you will **CONTINUE** doing because it works well?



“Do your little bit of good where you are; it’s those little bits of good put together that overwhelm the world.”

Desmond Tutu, Nobel Peace Prize Recipient, Outspoken Critic Of Apartheid, & The First Black Anglican Archbishop Of South Africa



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WRAP UP

1:55 – 2:00 PM

HEALTH MANAGEMENT ASSOCIATES

HAPPY

NEW

YEAR

THANK YOU FOR ALL THAT YOU DO!

| POLLING QUESTIONS

1. Overall, today's learning collaborative was:

- A. Very useful**
- B. Somewhat useful**
- C. Not very useful**
- D. Not useful at all**

2. The material presented today was:

- A. At the right level**
- B. Too basic**
- C. Too detailed**

CONTACT US

FOR ANY QUESTIONS OR COMMENTS

MATinCountyCJ@healthmanagment.com

HEALTH MANAGEMENT ASSOCIATES

