

WEBVTT

NOTE duration: "00:57:46.280"

NOTE Confidence: 0.9118353

00:00:02.320 --> 00:00:03.060 Good morning,

NOTE Confidence: 0.9699136

00:00:03.760 --> 00:00:05.779 good afternoon, good night.

NOTE Confidence: 0.9863316

00:00:06.160 --> 00:00:07.839 We have people here today

NOTE Confidence: 0.9863316

00:00:07.839 --> 00:00:09.679 from around the world, so

NOTE Confidence: 0.9863316

00:00:09.679 --> 00:00:11.200 thank you all for coming

NOTE Confidence: 0.9863316

00:00:11.200 --> 00:00:12.019 here today.

NOTE Confidence: 0.98062336

00:00:12.914 --> 00:00:14.675 Welcome to two thousand twenty

NOTE Confidence: 0.98062336

00:00:14.675 --> 00:00:16.614 five, two thousand twenty six

NOTE Confidence: 0.7224522

00:00:17.235 --> 00:00:19.335 International Recovery Citizenship

NOTE Confidence: 0.91330427

00:00:19.635 --> 00:00:21.494 Collective Seminar Series.

NOTE Confidence: 0.89805704

00:00:23.075 --> 00:00:25.235 Today, we will have our

NOTE Confidence: 0.89805704

00:00:25.235 --> 00:00:27.670 colleagues from port talking about

NOTE Confidence: 0.89805704

00:00:27.670 --> 00:00:29.290 the work they're doing here,

NOTE Confidence: 0.88577974

00:00:29.830 --> 00:00:32.070 centering lived experience to a

NOTE Confidence: 0.88577974

00:00:32.070 --> 00:00:34.650 defense employment for people with,
NOTE Confidence: 0.9345082

00:00:35.750 --> 00:00:36.970 psychiatric disabilities.
NOTE Confidence: 0.9878819

00:00:37.670 --> 00:00:38.650 Next, please.
NOTE Confidence: 0.95880854

00:00:40.784 --> 00:00:43.604 So we work here, very
NOTE Confidence: 0.95880854

00:00:43.905 --> 00:00:45.504 hard and very happy to
NOTE Confidence: 0.95880854

00:00:45.504 --> 00:00:46.945 put the two thousand twenty
NOTE Confidence: 0.95880854

00:00:46.945 --> 00:00:47.425 six,
NOTE Confidence: 0.96679527

00:00:48.225 --> 00:00:49.765 webinar series together.
NOTE Confidence: 0.96866345

00:00:50.305 --> 00:00:51.665 What we want to do
NOTE Confidence: 0.96866345

00:00:51.665 --> 00:00:53.125 here is really highlight,
NOTE Confidence: 0.9113539

00:00:54.225 --> 00:00:55.950 practices that co create a
NOTE Confidence: 0.9113539

00:00:55.950 --> 00:00:58.530 sense of belonging meaningful lives
NOTE Confidence: 0.9843743

00:00:59.150 --> 00:01:00.850 and full social inclusion.
NOTE Confidence: 0.9474862

00:01:01.470 --> 00:01:03.390 So as a participant, we
NOTE Confidence: 0.9474862

00:01:03.390 --> 00:01:05.250 will reflect together
NOTE Confidence: 0.96944034

00:01:06.030 --> 00:01:06.850 in how,

NOTE Confidence: 0.95451534
00:01:07.870 --> 00:01:10.265 how your experiences can transform
NOTE Confidence: 0.82101834
00:01:10.565 --> 00:01:11.525 life, this is how you
NOTE Confidence: 0.82101834
00:01:11.525 --> 00:01:13.305 can foster a deeper understand
NOTE Confidence: 0.82101834
00:01:13.444 --> 00:01:14.825 of the five r's
NOTE Confidence: 0.8752845
00:01:15.285 --> 00:01:16.584 of citizenship
NOTE Confidence: 0.8014876
00:01:17.045 --> 00:01:19.065 and the impact in our
NOTE Confidence: 0.31576762
00:01:19.685 --> 00:01:20.185 personal
NOTE Confidence: 0.9759314
00:01:20.725 --> 00:01:21.465 and well-being,
NOTE Confidence: 0.99627
00:01:21.925 --> 00:01:22.425 family,
NOTE Confidence: 0.99711186
00:01:22.805 --> 00:01:23.305 workplace,
NOTE Confidence: 0.8865649
00:01:24.040 --> 00:01:26.360 social relationships, and at our
NOTE Confidence: 0.8865649
00:01:26.360 --> 00:01:26.860 community.
NOTE Confidence: 0.7280843
00:01:30.200 --> 00:01:31.020 Our ideas
NOTE Confidence: 0.91743934
00:01:31.319 --> 00:01:32.780 is rooted in advocacy
NOTE Confidence: 0.99388546
00:01:33.799 --> 00:01:36.360 and informed by both local
NOTE Confidence: 0.99388546

00:01:36.360 --> 00:01:37.259 and global
NOTE Confidence: 0.953995

00:01:37.560 --> 00:01:38.060 perspectives.
NOTE Confidence: 0.9211089

00:01:38.995 --> 00:01:40.135 We will examine
NOTE Confidence: 0.95428354

00:01:40.595 --> 00:01:41.735 how recovery
NOTE Confidence: 0.9981134

00:01:42.354 --> 00:01:43.174 and citizenship
NOTE Confidence: 0.8889112

00:01:43.715 --> 00:01:46.615 have evolved across different cultures
NOTE Confidence: 0.8889112

00:01:46.674 --> 00:01:48.354 and contacts, so how this
NOTE Confidence: 0.8889112

00:01:48.354 --> 00:01:49.635 apply for each one of
NOTE Confidence: 0.8889112

00:01:49.635 --> 00:01:50.135 us.
NOTE Confidence: 0.9722532

00:01:50.595 --> 00:01:51.335 And together,
NOTE Confidence: 0.77731377

00:01:51.955 --> 00:01:53.015 we will restraint
NOTE Confidence: 0.7443287

00:01:53.315 --> 00:01:53.975 our shared
NOTE Confidence: 0.9554906

00:01:54.829 --> 00:01:56.990 commitments and explore how the
NOTE Confidence: 0.9554906

00:01:56.990 --> 00:01:58.130 community based
NOTE Confidence: 0.8218386

00:01:58.509 --> 00:01:59.649 culturally responsive
NOTE Confidence: 0.9831455

00:02:00.030 --> 00:02:01.009 lived experience

NOTE Confidence: 0.8314017
00:02:01.390 --> 00:02:03.390 and person centric approach can
NOTE Confidence: 0.8314017
00:02:03.390 --> 00:02:04.369 foster sustainable
NOTE Confidence: 0.6900087
00:02:05.229 --> 00:02:06.350 and change of what you
NOTE Confidence: 0.6900087
00:02:06.350 --> 00:02:08.965 view and much more. So
NOTE Confidence: 0.6900087
00:02:08.965 --> 00:02:10.264 that's just the cities.
NOTE Confidence: 0.962335
00:02:11.365 --> 00:02:12.105 In February,
NOTE Confidence: 0.8661159
00:02:12.725 --> 00:02:13.225 nineteen,
NOTE Confidence: 0.90397453
00:02:13.685 --> 00:02:15.225 we will have our colleagues,
NOTE Confidence: 0.9994186
00:02:15.925 --> 00:02:16.825 from Brazil
NOTE Confidence: 0.9385264
00:02:17.925 --> 00:02:19.945 and UK talking about,
NOTE Confidence: 0.40472832
00:02:21.125 --> 00:02:22.105 Uno Bo.
NOTE Confidence: 0.8942182
00:02:23.370 --> 00:02:25.210 And March, we will have
NOTE Confidence: 0.8942182
00:02:25.210 --> 00:02:26.970 our colleagues from Hong Kong
NOTE Confidence: 0.8942182
00:02:26.970 --> 00:02:28.030 get here today.
NOTE Confidence: 0.91523033
00:02:28.650 --> 00:02:30.970 And then in April, we
NOTE Confidence: 0.91523033

00:02:30.970 --> 00:02:32.990 will present our experience
NOTE Confidence: 0.99329084

00:02:33.610 --> 00:02:34.910 here in Connecticut.
NOTE Confidence: 0.8642874

00:02:38.895 --> 00:02:40.175 I'm sorry. In April, you
NOTE Confidence: 0.8642874

00:02:40.175 --> 00:02:41.955 will be with our colleagues,
NOTE Confidence: 0.8396016

00:02:42.495 --> 00:02:44.735 from UK, and then March,
NOTE Confidence: 0.8396016

00:02:44.735 --> 00:02:46.195 we will be our colleagues
NOTE Confidence: 0.8396016

00:02:46.335 --> 00:02:46.835 here,
NOTE Confidence: 0.9755963

00:02:47.295 --> 00:02:48.275 in Connecticut.
NOTE Confidence: 0.9149139

00:02:49.440 --> 00:02:51.280 And June, we have colleagues
NOTE Confidence: 0.9149139

00:02:51.280 --> 00:02:53.379 from, Colombia and Brazil.
NOTE Confidence: 0.99732727

00:02:53.840 --> 00:02:54.739 Next, please.
NOTE Confidence: 0.97243464

00:02:57.200 --> 00:02:58.879 I want to just do
NOTE Confidence: 0.97243464

00:02:58.879 --> 00:03:00.419 some land acknowledgment.
NOTE Confidence: 0.9810376

00:03:01.755 --> 00:03:04.014 So our land in Connecticut
NOTE Confidence: 0.79115266

00:03:04.555 --> 00:03:06.415 was once native territory.
NOTE Confidence: 0.9674759

00:03:07.115 --> 00:03:09.035 It is our duty to

NOTE Confidence: 0.9674759
00:03:09.035 --> 00:03:11.194 acknowledge that many of the
NOTE Confidence: 0.9674759
00:03:11.194 --> 00:03:11.694 institutions
NOTE Confidence: 0.916281
00:03:12.235 --> 00:03:14.014 where we work or conduct
NOTE Confidence: 0.916281
00:03:14.075 --> 00:03:14.575 research
NOTE Confidence: 0.8975353
00:03:14.955 --> 00:03:16.255 are in the native land.
NOTE Confidence: 0.7433045
00:03:16.635 --> 00:03:17.460 Give a text.
NOTE Confidence: 0.7463509
00:03:18.420 --> 00:03:19.320 Land acknowledgment
NOTE Confidence: 0.99511874
00:03:19.780 --> 00:03:21.300 do not exist in the
NOTE Confidence: 0.99511874
00:03:21.300 --> 00:03:23.720 past tense or historical context.
NOTE Confidence: 0.95901775
00:03:24.340 --> 00:03:24.840 Colonialism
NOTE Confidence: 0.91522795
00:03:25.220 --> 00:03:26.600 is a coherent ongoing,
NOTE Confidence: 0.9703591
00:03:27.700 --> 00:03:29.540 process, and we need to
NOTE Confidence: 0.9703591
00:03:29.540 --> 00:03:31.639 be mindful of our present
NOTE Confidence: 0.9703591
00:03:31.860 --> 00:03:32.360 participation.
NOTE Confidence: 0.99382484
00:03:33.085 --> 00:03:33.585 Next.
NOTE Confidence: 0.9856707

00:03:35.085 --> 00:03:36.945 I want to welcome to,
NOTE Confidence: 0.8995402

00:03:37.485 --> 00:03:38.845 and and and say thank
NOTE Confidence: 0.8995402

00:03:38.845 --> 00:03:40.545 you to all your committee,
NOTE Confidence: 0.8995402

00:03:40.685 --> 00:03:42.685 doctor Shurell Bellamy. It's here
NOTE Confidence: 0.8995402

00:03:42.685 --> 00:03:44.305 with us. Elizabeth,
NOTE Confidence: 0.95156544

00:03:44.765 --> 00:03:45.265 Julian,
NOTE Confidence: 0.790462

00:03:46.310 --> 00:03:49.050 Graciela, Maria Estrepo, Marco Costa,
NOTE Confidence: 0.790462

00:03:49.110 --> 00:03:51.050 Patricia Benedikt, Snigda,
NOTE Confidence: 0.8822769

00:03:51.430 --> 00:03:53.590 and also our ISSC chair,
NOTE Confidence: 0.8822769

00:03:53.590 --> 00:03:55.530 Shirelles, Julian, and Graciela.
NOTE Confidence: 0.8426751

00:03:55.990 --> 00:03:57.270 Are you on turn off
NOTE Confidence: 0.8426751

00:03:57.270 --> 00:03:58.650 to my colleague, Maria?
NOTE Confidence: 0.9661433

00:04:00.365 --> 00:04:02.365 Good morning, everybody, and good
NOTE Confidence: 0.9661433

00:04:02.365 --> 00:04:02.865 afternoon,
NOTE Confidence: 0.95079195

00:04:03.645 --> 00:04:05.965 and very good, night, actually,
NOTE Confidence: 0.95079195

00:04:05.965 --> 00:04:07.005 for Hong Kong. My name

NOTE Confidence: 0.95079195

00:04:07.005 --> 00:04:08.845 is Maria Rustre Coutoro, and

NOTE Confidence: 0.95079195

00:04:08.845 --> 00:04:10.785 I am the director of

NOTE Confidence: 0.94482636

00:04:11.165 --> 00:04:13.105 health education training and development

NOTE Confidence: 0.94482636

00:04:13.200 --> 00:04:14.239 at the Yale program on

NOTE Confidence: 0.94482636

00:04:14.239 --> 00:04:16.160 recovery and community health. And

NOTE Confidence: 0.94482636

00:04:16.160 --> 00:04:17.520 it is an honor and

NOTE Confidence: 0.94482636

00:04:17.520 --> 00:04:19.220 pleasure to be here today,

NOTE Confidence: 0.9859034

00:04:20.080 --> 00:04:20.580 introducing,

NOTE Confidence: 0.9990551

00:04:21.279 --> 00:04:22.720 the amazing work of our

NOTE Confidence: 0.9990551

00:04:22.720 --> 00:04:23.220 colleagues.

NOTE Confidence: 0.9591914

00:04:23.680 --> 00:04:25.440 We wanna thank everybody for

NOTE Confidence: 0.9591914

00:04:25.440 --> 00:04:26.660 joining us and,

NOTE Confidence: 0.9602986

00:04:27.495 --> 00:04:29.255 want to notice that PERC,

NOTE Confidence: 0.9602986

00:04:29.255 --> 00:04:30.615 as you know, we're very

NOTE Confidence: 0.9602986

00:04:30.615 --> 00:04:32.854 well connected international. We have

NOTE Confidence: 0.9602986

00:04:32.854 --> 00:04:33.354 multiple
NOTE Confidence: 0.97744185

00:04:33.654 --> 00:04:35.255 initiatives, but this one, the
NOTE Confidence: 0.97744185

00:04:35.255 --> 00:04:35.755 RCC,
NOTE Confidence: 0.9443282

00:04:36.695 --> 00:04:37.735 is really one of the
NOTE Confidence: 0.9443282

00:04:37.735 --> 00:04:40.050 most important legacies of doctor
NOTE Confidence: 0.9443282

00:04:40.050 --> 00:04:41.970 Michael Rolfe, doctor Sherry Bellamy,
NOTE Confidence: 0.9443282

00:04:41.970 --> 00:04:43.810 doctor Larry Davidson, and we
NOTE Confidence: 0.9443282

00:04:43.810 --> 00:04:44.310 have,
NOTE Confidence: 0.9398746

00:04:44.930 --> 00:04:45.430 connections,
NOTE Confidence: 0.98323226

00:04:46.210 --> 00:04:48.230 committees from Australia, Brazil,
NOTE Confidence: 0.99558794

00:04:49.250 --> 00:04:49.750 Catalonia,
NOTE Confidence: 0.9650596

00:04:50.050 --> 00:04:52.690 Spain, Chile, Colombia, France, Hong
NOTE Confidence: 0.9650596

00:04:52.690 --> 00:04:53.190 Kong,
NOTE Confidence: 0.922501

00:04:53.565 --> 00:04:55.805 China, Italy, New Zealand, Norway,
NOTE Confidence: 0.922501

00:04:55.805 --> 00:04:58.785 Quebec, Canada, Scotland, u Kingdom,
NOTE Confidence: 0.922501

00:04:58.845 --> 00:04:59.745 United States.

NOTE Confidence: 0.95963085

00:05:00.205 --> 00:05:01.404 And and this is one

NOTE Confidence: 0.95963085

00:05:01.404 --> 00:05:02.925 of the most important efforts

NOTE Confidence: 0.95963085

00:05:02.925 --> 00:05:04.125 we do, and we have

NOTE Confidence: 0.95963085

00:05:04.125 --> 00:05:05.265 multiple other,

NOTE Confidence: 0.98129046

00:05:05.805 --> 00:05:07.085 projects that we as well

NOTE Confidence: 0.98129046

00:05:07.085 --> 00:05:07.825 have international.

NOTE Confidence: 0.9956355

00:05:09.110 --> 00:05:10.490 So next slide.

NOTE Confidence: 0.99634016

00:05:11.910 --> 00:05:14.250 Just for housekeeping information, please

NOTE Confidence: 0.99634016

00:05:14.310 --> 00:05:15.290 keep your microphones

NOTE Confidence: 0.98037887

00:05:15.670 --> 00:05:16.170 muted,

NOTE Confidence: 0.988397

00:05:16.550 --> 00:05:18.150 and use the chat. We

NOTE Confidence: 0.988397

00:05:18.150 --> 00:05:19.589 are all here. There's a

NOTE Confidence: 0.988397

00:05:19.589 --> 00:05:21.430 whole team ready to answer

NOTE Confidence: 0.988397

00:05:21.430 --> 00:05:22.950 the questions. We'll have some

NOTE Confidence: 0.988397

00:05:22.950 --> 00:05:24.015 time for to do that

NOTE Confidence: 0.988397

00:05:24.015 --> 00:05:24.515 at
NOTE Confidence: 0.9623294

00:05:24.895 --> 00:05:26.735 the end. If you need
NOTE Confidence: 0.9623294

00:05:26.735 --> 00:05:28.654 CC captions, please turn it
NOTE Confidence: 0.9623294

00:05:28.654 --> 00:05:29.635 on and,
NOTE Confidence: 0.87667686

00:05:31.135 --> 00:05:33.535 you know, email, text us,
NOTE Confidence: 0.87667686

00:05:33.535 --> 00:05:34.035 Graciela
NOTE Confidence: 0.9063847

00:05:34.415 --> 00:05:36.735 or, Snigdha or anybody else
NOTE Confidence: 0.9063847

00:05:36.735 --> 00:05:37.775 on the team for any
NOTE Confidence: 0.9063847

00:05:37.775 --> 00:05:39.315 questions that you may have.
NOTE Confidence: 0.9063847

00:05:39.510 --> 00:05:40.010 Next
NOTE Confidence: 0.99507594

00:05:41.190 --> 00:05:41.690 slide.
NOTE Confidence: 0.895961

00:05:43.830 --> 00:05:45.190 Want to acknowledge that this
NOTE Confidence: 0.895961

00:05:45.190 --> 00:05:46.170 is a disclaimer.
NOTE Confidence: 0.85431147

00:05:47.110 --> 00:05:48.970 The twenty five twenty six
NOTE Confidence: 0.85431147

00:05:49.029 --> 00:05:49.529 international
NOTE Confidence: 0.8919266

00:05:49.910 --> 00:05:51.529 recovery and citizen collaborative

NOTE Confidence: 0.99255717
00:05:51.830 --> 00:05:52.330 presentations
NOTE Confidence: 0.9582281
00:05:53.029 --> 00:05:54.810 were prepared for the seminar
NOTE Confidence: 0.9178133
00:05:55.805 --> 00:05:57.964 series titled co creating access
NOTE Confidence: 0.9178133
00:05:57.964 --> 00:05:59.724 of belonging in illness and
NOTE Confidence: 0.9178133
00:05:59.724 --> 00:06:01.104 disability, a holistic
NOTE Confidence: 0.6328876
00:06:01.404 --> 00:06:01.904 worldview
NOTE Confidence: 0.91627246
00:06:02.365 --> 00:06:04.125 experience to the five r's
NOTE Confidence: 0.91627246
00:06:04.125 --> 00:06:04.865 of citizenship.
NOTE Confidence: 0.99642694
00:06:06.764 --> 00:06:08.625 All materials in this presentation
NOTE Confidence: 0.98447275
00:06:09.259 --> 00:06:10.699 except for the content taken
NOTE Confidence: 0.98447275
00:06:10.699 --> 00:06:12.080 directly for copyright
NOTE Confidence: 0.96980596
00:06:12.460 --> 00:06:14.139 resources is in the public
NOTE Confidence: 0.96980596
00:06:14.139 --> 00:06:14.639 domain
NOTE Confidence: 0.98001516
00:06:15.020 --> 00:06:16.620 and can be reproduced or
NOTE Confidence: 0.98001516
00:06:16.620 --> 00:06:18.300 copied without permission from the
NOTE Confidence: 0.98001516

00:06:18.300 --> 00:06:18.800 RCC
NOTE Confidence: 0.80344296

00:06:19.339 --> 00:06:20.639 or the other speakers.
NOTE Confidence: 0.97898

00:06:21.100 --> 00:06:22.860 We will appreciate if you
NOTE Confidence: 0.97898

00:06:22.860 --> 00:06:24.525 cited the resource. Please do
NOTE Confidence: 0.97898

00:06:24.525 --> 00:06:26.765 not reproduce or distribute this
NOTE Confidence: 0.97898

00:06:26.765 --> 00:06:28.765 presentation for a fee. The
NOTE Confidence: 0.97898

00:06:28.765 --> 00:06:31.425 opinions expressed here and those
NOTE Confidence: 0.9735916

00:06:31.805 --> 00:06:33.325 are the moderator, are the
NOTE Confidence: 0.9735916

00:06:33.325 --> 00:06:35.425 panelists, and do not represent
NOTE Confidence: 0.9735916

00:06:35.485 --> 00:06:36.065 the official,
NOTE Confidence: 0.9880605

00:06:36.525 --> 00:06:38.220 position of the RCC. The
NOTE Confidence: 0.9880605

00:06:38.220 --> 00:06:40.460 RCC does not officially support
NOTE Confidence: 0.9880605

00:06:40.460 --> 00:06:41.199 or endorse
NOTE Confidence: 0.90038747

00:06:41.500 --> 00:06:43.419 the opinion described in this
NOTE Confidence: 0.90038747

00:06:43.419 --> 00:06:43.919 presentation.
NOTE Confidence: 0.970919

00:06:45.900 --> 00:06:46.400 So,

NOTE Confidence: 0.88899934

00:06:47.099 --> 00:06:47.919 the sponsors,

NOTE Confidence: 0.84201103

00:06:48.380 --> 00:06:49.660 we, of course, at the

NOTE Confidence: 0.84201103

00:06:49.660 --> 00:06:50.940 Yale program and recovery and

NOTE Confidence: 0.84201103

00:06:50.940 --> 00:06:52.319 community health value,

NOTE Confidence: 0.90889853

00:06:53.794 --> 00:06:54.995 the work that we have

NOTE Confidence: 0.90889853

00:06:54.995 --> 00:06:56.135 with our sponsors.

NOTE Confidence: 0.98775375

00:06:56.675 --> 00:06:57.175 Clearly,

NOTE Confidence: 0.98549986

00:06:58.355 --> 00:06:59.014 the university

NOTE Confidence: 0.95249635

00:06:59.395 --> 00:07:00.855 oh, I'm not gonna pronounce

NOTE Confidence: 0.95249635

00:07:00.915 --> 00:07:02.835 this one and and start

NOTE Confidence: 0.95249635

00:07:02.915 --> 00:07:03.415 okay.

NOTE Confidence: 0.9106199

00:07:04.514 --> 00:07:05.495 And and Glasgow,

NOTE Confidence: 0.9862887

00:07:06.595 --> 00:07:07.555 is one of the key

NOTE Confidence: 0.9862887

00:07:07.555 --> 00:07:08.935 sponsors of the RCC.

NOTE Confidence: 0.762999

00:07:09.930 --> 00:07:12.590 The Yale LEADS experience transformational

NOTE Confidence: 0.8739879

00:07:12.890 --> 00:07:14.810 leadership academy, which I have
NOTE Confidence: 0.8739879

00:07:14.810 --> 00:07:16.010 the honor to colleague with
NOTE Confidence: 0.8739879

00:07:16.010 --> 00:07:17.230 doctor Shurer Bellamy,
NOTE Confidence: 0.7612321

00:07:18.410 --> 00:07:20.330 the Yale doctor and National
NOTE Confidence: 0.7612321

00:07:20.330 --> 00:07:22.570 Institute of Disability, Independent Living
NOTE Confidence: 0.7612321

00:07:22.570 --> 00:07:23.205 and Rehabilitation
NOTE Confidence: 0.69713855

00:07:23.685 --> 00:07:24.664 Searcher, Natalie.
NOTE Confidence: 0.8999564

00:07:25.205 --> 00:07:26.564 The copia will tell you
NOTE Confidence: 0.8999564

00:07:26.564 --> 00:07:27.525 a little bit about that.
NOTE Confidence: 0.8999564

00:07:27.525 --> 00:07:29.384 This is what this presentation
NOTE Confidence: 0.8999564

00:07:29.604 --> 00:07:31.544 is funded from. The Citizen
NOTE Confidence: 0.8999564

00:07:31.604 --> 00:07:32.104 Collaborative,
NOTE Confidence: 0.9138907

00:07:32.645 --> 00:07:33.384 the CCC.
NOTE Confidence: 0.9023103

00:07:33.844 --> 00:07:35.604 The Conejo Department of Mental
NOTE Confidence: 0.9023103

00:07:35.604 --> 00:07:37.300 Health and Addiction services, one
NOTE Confidence: 0.9023103

00:07:37.300 --> 00:07:39.080 of our most important partners

NOTE Confidence: 0.9023103

00:07:39.220 --> 00:07:40.580 in in this work and

NOTE Confidence: 0.9023103

00:07:40.580 --> 00:07:41.560 multiple others,

NOTE Confidence: 0.9122149

00:07:41.940 --> 00:07:43.300 the Yale program on recovery

NOTE Confidence: 0.9122149

00:07:43.300 --> 00:07:44.660 and community health, and the

NOTE Confidence: 0.9122149

00:07:44.660 --> 00:07:46.440 Yale recovery Latino collective.

NOTE Confidence: 0.9819623

00:07:47.780 --> 00:07:49.860 So without further ado, I

NOTE Confidence: 0.9819623

00:07:49.860 --> 00:07:50.750 am going to,

NOTE Confidence: 0.90475476

00:07:51.884 --> 00:07:52.625 very briefly,

NOTE Confidence: 0.9876259

00:07:53.245 --> 00:07:54.764 and I won't have the,

NOTE Confidence: 0.9955564

00:07:55.805 --> 00:07:57.565 the I'm gonna tell you

NOTE Confidence: 0.9955564

00:07:57.565 --> 00:07:59.004 who the amazing team is

NOTE Confidence: 0.9955564

00:07:59.004 --> 00:08:00.865 gonna lead the presentation today.

NOTE Confidence: 0.9704552

00:08:01.565 --> 00:08:02.845 You're gonna hear first for

NOTE Confidence: 0.9704552

00:08:02.845 --> 00:08:04.365 doctor O'Connell, who is an

NOTE Confidence: 0.9704552

00:08:04.365 --> 00:08:06.305 associate professor at the Yale,

NOTE Confidence: 0.91315025

00:08:07.720 --> 00:08:09.480 at at Yale and director
NOTE Confidence: 0.91315025

00:08:09.480 --> 00:08:10.940 of the research and evaluation
NOTE Confidence: 0.91315025

00:08:11.160 --> 00:08:12.360 at the Yale program for
NOTE Confidence: 0.91315025

00:08:12.360 --> 00:08:14.520 recovery and community health. She's
NOTE Confidence: 0.91315025

00:08:14.520 --> 00:08:15.900 the PA of the postdoctoral
NOTE Confidence: 0.91315025

00:08:16.120 --> 00:08:17.100 training program
NOTE Confidence: 0.99402595

00:08:17.880 --> 00:08:19.580 that's being highlighted today.
NOTE Confidence: 0.9985883

00:08:19.955 --> 00:08:21.235 She has worked for over
NOTE Confidence: 0.9985883

00:08:21.235 --> 00:08:22.515 thirty years in the field
NOTE Confidence: 0.9985883

00:08:22.515 --> 00:08:24.775 of recovery and psychiatric rehabilitation.
NOTE Confidence: 0.7428091

00:08:26.195 --> 00:08:27.495 Doctor Mark Costa,
NOTE Confidence: 0.9171515

00:08:28.195 --> 00:08:29.395 Miles per hour, she's a
NOTE Confidence: 0.9171515

00:08:29.395 --> 00:08:30.995 research scientist at the Yale
NOTE Confidence: 0.9171515

00:08:30.995 --> 00:08:32.434 School of Medicine, Department of
NOTE Confidence: 0.9171515

00:08:32.434 --> 00:08:32.934 Psychiatry,
NOTE Confidence: 0.8841822

00:08:33.530 --> 00:08:35.050 program for recovery and community

NOTE Confidence: 0.8841822
00:08:35.050 --> 00:08:36.910 health, one of the RNIBBLY
NOTE Confidence: 0.8841822
00:08:37.130 --> 00:08:37.630 program
NOTE Confidence: 0.97019494
00:08:38.010 --> 00:08:39.530 to advance employment for people
NOTE Confidence: 0.97019494
00:08:39.530 --> 00:08:40.830 with psychiatric disabilities,
NOTE Confidence: 0.98336995
00:08:41.370 --> 00:08:42.590 is the project coordinator.
NOTE Confidence: 0.9384349
00:08:43.370 --> 00:08:45.050 Doctor Megan Evas is an
NOTE Confidence: 0.9384349
00:08:45.050 --> 00:08:46.270 associate researcher,
NOTE Confidence: 0.87402016
00:08:47.755 --> 00:08:48.875 at the Yale program of
NOTE Confidence: 0.87402016
00:08:48.875 --> 00:08:50.554 recovery and community health and
NOTE Confidence: 0.87402016
00:08:50.554 --> 00:08:52.095 former NIDILRR art,
NOTE Confidence: 0.848076
00:08:53.595 --> 00:08:54.095 postdoctoral
NOTE Confidence: 0.9419912
00:08:54.395 --> 00:08:56.415 fellow trained in public health,
NOTE Confidence: 0.96960604
00:08:56.875 --> 00:08:59.275 and she studies the social
NOTE Confidence: 0.96960604
00:08:59.275 --> 00:09:00.875 determinants of mental health and
NOTE Confidence: 0.96960604
00:09:00.875 --> 00:09:02.670 substance use recovery and is
NOTE Confidence: 0.96960604

00:09:02.829 --> 00:09:05.329 especially interested in social, relation,
NOTE Confidence: 0.96960604

00:09:05.389 --> 00:09:06.850 and vocational recovery.
NOTE Confidence: 0.9402418

00:09:07.790 --> 00:09:09.709 And doctor Elizabeth Bresola is
NOTE Confidence: 0.9402418

00:09:09.709 --> 00:09:12.190 a resilient psychologist passionate about
NOTE Confidence: 0.9402418

00:09:12.190 --> 00:09:14.269 exploring the ways people strive
NOTE Confidence: 0.9402418

00:09:14.269 --> 00:09:16.029 to to live fuller, more
NOTE Confidence: 0.9402418

00:09:16.029 --> 00:09:17.010 meaningful lives,
NOTE Confidence: 0.8759505

00:09:17.665 --> 00:09:19.825 research and subjective experience to
NOTE Confidence: 0.8759505

00:09:19.825 --> 00:09:20.405 a phenomenology
NOTE Confidence: 0.90439034

00:09:21.105 --> 00:09:22.885 person centered lens. Currently,
NOTE Confidence: 0.97304237

00:09:23.345 --> 00:09:24.785 she's a postdoc at the
NOTE Confidence: 0.97304237

00:09:24.785 --> 00:09:26.945 Perch. At Perch, she's looking
NOTE Confidence: 0.97304237

00:09:26.945 --> 00:09:28.785 at the experience of being
NOTE Confidence: 0.97304237

00:09:28.785 --> 00:09:30.225 unemployed and living with a
NOTE Confidence: 0.97304237

00:09:30.225 --> 00:09:31.525 serious mental illness.
NOTE Confidence: 0.7975333

00:09:32.360 --> 00:09:35.179 Lastly, Doctor. Sai Snigdha Chaluri,

NOTE Confidence: 0.7975333

00:09:35.240 --> 00:09:36.059 she's a postdoctoral

NOTE Confidence: 0.9492621

00:09:36.440 --> 00:09:37.800 associate at the Yale program

NOTE Confidence: 0.9492621

00:09:37.800 --> 00:09:39.660 on recovery and community health.

NOTE Confidence: 0.9492621

00:09:39.800 --> 00:09:41.880 Her research focuses on recovery

NOTE Confidence: 0.9492621

00:09:41.880 --> 00:09:43.740 oriented mental health and substance

NOTE Confidence: 0.9492621

00:09:43.800 --> 00:09:46.199 use services with particular attention

NOTE Confidence: 0.9492621

00:09:46.199 --> 00:09:47.259 to how stigma

NOTE Confidence: 0.8882288

00:09:47.834 --> 00:09:48.574 shapes care

NOTE Confidence: 0.96438617

00:09:49.035 --> 00:09:50.495 experiences and outcomes.

NOTE Confidence: 0.9787102

00:09:50.954 --> 00:09:52.795 So please welcome this amazing

NOTE Confidence: 0.9787102

00:09:52.795 --> 00:09:54.154 team, and it's now my

NOTE Confidence: 0.9787102

00:09:54.154 --> 00:09:55.115 honor to turn it to

NOTE Confidence: 0.9787102

00:09:55.115 --> 00:09:56.495 doctor Maria O'Connell.

NOTE Confidence: 0.9436675

00:09:57.754 --> 00:09:59.514 Hello. Good morning and good

NOTE Confidence: 0.9436675

00:09:59.514 --> 00:10:00.014 evening.

NOTE Confidence: 0.9990505

00:10:00.410 --> 00:10:01.530 Thank you all for being

NOTE Confidence: 0.9990505

00:10:01.530 --> 00:10:03.470 here. We are absolutely thrilled

NOTE Confidence: 0.9990505

00:10:03.530 --> 00:10:04.970 to see so many faces

NOTE Confidence: 0.9990505

00:10:04.970 --> 00:10:06.090 and so many of you

NOTE Confidence: 0.9990505

00:10:06.090 --> 00:10:06.590 here.

NOTE Confidence: 0.9898602

00:10:07.450 --> 00:10:08.890 Today, we'll be sharing some

NOTE Confidence: 0.9898602

00:10:08.890 --> 00:10:10.570 insights from our program, and

NOTE Confidence: 0.9898602

00:10:10.570 --> 00:10:11.690 you'll get a chance to

NOTE Confidence: 0.9898602

00:10:11.690 --> 00:10:13.130 hear about some of the

NOTE Confidence: 0.9898602

00:10:13.130 --> 00:10:14.270 specific projects

NOTE Confidence: 0.9777443

00:10:14.665 --> 00:10:15.485 that our postdoctoral

NOTE Confidence: 0.9770037

00:10:15.785 --> 00:10:16.665 fellows have,

NOTE Confidence: 0.948926

00:10:17.225 --> 00:10:18.345 taken on or or are

NOTE Confidence: 0.948926

00:10:18.345 --> 00:10:19.485 conducting now.

NOTE Confidence: 0.995878

00:10:20.905 --> 00:10:22.765 As Maria said, our

NOTE Confidence: 0.98272973

00:10:23.385 --> 00:10:24.985 our program is really a

NOTE Confidence: 0.98272973

00:10:24.985 --> 00:10:27.225 a postdoctoral training program designed

NOTE Confidence: 0.98272973

00:10:27.225 --> 00:10:28.905 to advance employment for people

NOTE Confidence: 0.98272973

00:10:28.905 --> 00:10:29.565 with psychiatric

NOTE Confidence: 0.74512565

00:10:29.949 --> 00:10:30.449 disabilities,

NOTE Confidence: 0.996619

00:10:31.070 --> 00:10:32.769 and that is via

NOTE Confidence: 0.9475553

00:10:33.470 --> 00:10:35.709 by centering lived experience into

NOTE Confidence: 0.9475553

00:10:35.709 --> 00:10:36.990 sort of all that we

NOTE Confidence: 0.9475553

00:10:36.990 --> 00:10:38.190 do. So it really is

NOTE Confidence: 0.9475553

00:10:38.190 --> 00:10:39.009 lived experiences

NOTE Confidence: 0.91303474

00:10:39.309 --> 00:10:40.529 infused throughout

NOTE Confidence: 0.95995337

00:10:41.230 --> 00:10:42.509 our program and our training.

NOTE Confidence: 0.95995337

00:10:42.509 --> 00:10:44.190 You'll you'll hear more about

NOTE Confidence: 0.95995337

00:10:44.190 --> 00:10:45.410 that in a moment.

NOTE Confidence: 0.52573353

00:10:47.225 --> 00:10:48.045 And, Snika,

NOTE Confidence: 0.98224986

00:10:48.985 --> 00:10:50.184 first, we would like to,

NOTE Confidence: 0.99947006

00:10:51.945 --> 00:10:52.845 take a moment
NOTE Confidence: 0.97439295

00:10:53.465 --> 00:10:54.285 and recognize,
NOTE Confidence: 0.9955671

00:10:55.465 --> 00:10:56.205 our colleague,
NOTE Confidence: 0.9798038

00:10:56.665 --> 00:10:57.885 friend, mentor,
NOTE Confidence: 0.96395266

00:10:58.840 --> 00:11:00.040 who passed away this past
NOTE Confidence: 0.96395266

00:11:00.040 --> 00:11:01.580 Sunday, Patrick Horgan.
NOTE Confidence: 0.97386074

00:11:02.760 --> 00:11:04.280 We want to honor his
NOTE Confidence: 0.97386074

00:11:04.280 --> 00:11:04.780 memory,
NOTE Confidence: 0.9450178

00:11:05.559 --> 00:11:06.760 and I'll say just a
NOTE Confidence: 0.9450178

00:11:06.760 --> 00:11:08.040 couple words back. And Pat
NOTE Confidence: 0.9450178

00:11:08.040 --> 00:11:08.540 was
NOTE Confidence: 0.9954526

00:11:08.840 --> 00:11:10.460 more than a prolific scholar.
NOTE Confidence: 0.99321353

00:11:10.795 --> 00:11:12.795 He fundamentally changed how our
NOTE Confidence: 0.99321353

00:11:12.795 --> 00:11:14.255 field understands stigma,
NOTE Confidence: 0.99573153

00:11:14.875 --> 00:11:16.235 recovery, and the power of
NOTE Confidence: 0.99573153

00:11:16.235 --> 00:11:17.054 lived experience.

NOTE Confidence: 0.9670014
00:11:17.915 --> 00:11:19.215 He taught us that education
NOTE Confidence: 0.9670014
00:11:19.275 --> 00:11:21.375 alone does not reduce stigma.
NOTE Confidence: 0.9670014
00:11:21.515 --> 00:11:22.575 The real change
NOTE Confidence: 0.99874854
00:11:23.379 --> 00:11:24.360 comes through connection,
NOTE Confidence: 0.9656206
00:11:25.220 --> 00:11:25.720 storytelling,
NOTE Confidence: 0.9977209
00:11:26.100 --> 00:11:27.620 and centering the voices of
NOTE Confidence: 0.9977209
00:11:27.620 --> 00:11:28.839 those most affected.
NOTE Confidence: 0.99113643
00:11:29.540 --> 00:11:30.899 Many of us here were
NOTE Confidence: 0.99113643
00:11:30.899 --> 00:11:31.959 mentored by Pat.
NOTE Confidence: 0.9981993
00:11:32.740 --> 00:11:33.959 All of us are influenced
NOTE Confidence: 0.9981993
00:11:34.019 --> 00:11:34.839 by his work.
NOTE Confidence: 0.9873304
00:11:35.634 --> 00:11:36.834 The program you're about to
NOTE Confidence: 0.9873304
00:11:36.834 --> 00:11:38.355 hear about and the fellows
NOTE Confidence: 0.9873304
00:11:38.355 --> 00:11:40.355 you'll hear from are walking
NOTE Confidence: 0.9873304
00:11:40.355 --> 00:11:41.634 the path that he helped
NOTE Confidence: 0.9873304

00:11:41.634 --> 00:11:42.134 pave.
NOTE Confidence: 0.995299

00:11:42.595 --> 00:11:44.194 We dedicate today's session to
NOTE Confidence: 0.995299

00:11:44.194 --> 00:11:44.934 his memory.
NOTE Confidence: 0.92395055

00:11:49.760 --> 00:11:51.440 Just before we get started,
NOTE Confidence: 0.92395055

00:11:51.440 --> 00:11:52.720 and thank you for that,
NOTE Confidence: 0.9985539

00:11:53.280 --> 00:11:54.740 taking a moment to recognize
NOTE Confidence: 0.73655933

00:11:55.360 --> 00:11:55.860 Pat.
NOTE Confidence: 0.9965492

00:11:57.440 --> 00:11:59.200 We'd like to acknowledge that
NOTE Confidence: 0.9965492

00:11:59.200 --> 00:11:59.940 our program
NOTE Confidence: 0.9902357

00:12:00.395 --> 00:12:02.255 is made possible through NIDILRR,
NOTE Confidence: 0.9673906

00:12:03.035 --> 00:12:04.155 and we're very grateful to
NOTE Confidence: 0.9673906

00:12:04.155 --> 00:12:05.835 have our project officer, doctor
NOTE Confidence: 0.9673906

00:12:05.835 --> 00:12:07.595 Courtney Ward Sutton here with
NOTE Confidence: 0.9673906

00:12:07.595 --> 00:12:08.335 us today.
NOTE Confidence: 0.97982615

00:12:08.875 --> 00:12:10.715 We are also deeply thankful
NOTE Confidence: 0.97982615

00:12:10.715 --> 00:12:12.255 for our partnership with Demus.

NOTE Confidence: 0.9842643

00:12:13.679 --> 00:12:15.059 Their on the ground collaboration

NOTE Confidence: 0.9842643

00:12:15.199 --> 00:12:16.480 is fundamental to the work

NOTE Confidence: 0.9842643

00:12:16.480 --> 00:12:17.759 that we're doing and helps

NOTE Confidence: 0.9842643

00:12:17.759 --> 00:12:19.040 ensure that the lessons that

NOTE Confidence: 0.9842643

00:12:19.040 --> 00:12:20.480 we learn are translated to

NOTE Confidence: 0.9842643

00:12:20.480 --> 00:12:21.620 changes in practice.

NOTE Confidence: 0.994893

00:12:22.639 --> 00:12:24.399 Our program aligns directly with

NOTE Confidence: 0.994893

00:12:24.399 --> 00:12:26.404 NIDILRR's mission to advance employment

NOTE Confidence: 0.994893

00:12:26.464 --> 00:12:27.985 and self sufficiency for people

NOTE Confidence: 0.994893

00:12:27.985 --> 00:12:28.644 with disabilities.

NOTE Confidence: 0.9977977

00:12:29.265 --> 00:12:30.404 What sets it apart

NOTE Confidence: 0.97591203

00:12:30.785 --> 00:12:32.304 from other training programs is

NOTE Confidence: 0.97591203

00:12:32.304 --> 00:12:33.745 that we don't just study

NOTE Confidence: 0.97591203

00:12:33.745 --> 00:12:35.505 lived experience, we lead with

NOTE Confidence: 0.97591203

00:12:35.505 --> 00:12:36.005 it.

NOTE Confidence: 0.91830504

00:12:36.545 --> 00:12:38.304 Every postdoctoral fellow in this
NOTE Confidence: 0.91830504

00:12:38.304 --> 00:12:40.625 program brings lived experience of
NOTE Confidence: 0.91830504

00:12:40.625 --> 00:12:42.420 some sort as a professional
NOTE Confidence: 0.91830504

00:12:42.480 --> 00:12:44.160 strength that shapes our research
NOTE Confidence: 0.91830504

00:12:44.160 --> 00:12:45.220 ethics and impact.
NOTE Confidence: 0.97988147

00:12:46.080 --> 00:12:47.300 This is not a personal
NOTE Confidence: 0.97988147

00:12:47.360 --> 00:12:48.720 footnote. It's it is a
NOTE Confidence: 0.97988147

00:12:48.720 --> 00:12:50.800 professional asset that shapes all
NOTE Confidence: 0.97988147

00:12:50.800 --> 00:12:53.060 the research questions, methods, analysis,
NOTE Confidence: 0.97988147

00:12:53.120 --> 00:12:53.780 and impact.
NOTE Confidence: 0.959422

00:12:55.365 --> 00:12:57.445 We'll start first by, I
NOTE Confidence: 0.959422

00:12:57.445 --> 00:12:59.045 will hand it over to
NOTE Confidence: 0.959422

00:12:59.045 --> 00:13:01.625 doctor Mark Posta, who is
NOTE Confidence: 0.959422

00:13:01.925 --> 00:13:03.365 our project director, and he
NOTE Confidence: 0.959422

00:13:03.365 --> 00:13:04.804 has led this project for
NOTE Confidence: 0.959422

00:13:04.804 --> 00:13:05.705 seven years

NOTE Confidence: 0.85911596
00:13:06.325 --> 00:13:06.825 and,
NOTE Confidence: 0.95256156
00:13:07.605 --> 00:13:10.345 through two funding cycles. So,
NOTE Confidence: 0.9866535
00:13:11.150 --> 00:13:12.430 Mark and then after Mark,
NOTE Confidence: 0.9866535
00:13:12.430 --> 00:13:14.450 we'll hear from our, current
NOTE Confidence: 0.9384696
00:13:14.910 --> 00:13:16.850 and one forward postdoc.
NOTE Confidence: 0.98779625
00:13:17.470 --> 00:13:18.290 Thank you.
NOTE Confidence: 0.95090353
00:13:20.910 --> 00:13:22.270 Thank you, Maria. Thank you
NOTE Confidence: 0.95090353
00:13:22.270 --> 00:13:24.130 so much. Good morning, everybody.
NOTE Confidence: 0.9952624
00:13:25.230 --> 00:13:26.485 First, I want
NOTE Confidence: 0.9236696
00:13:27.024 --> 00:13:28.865 to thank the IRCC committee
NOTE Confidence: 0.9236696
00:13:28.865 --> 00:13:29.845 for this series.
NOTE Confidence: 0.9940113
00:13:30.464 --> 00:13:31.925 Last month was amazing,
NOTE Confidence: 0.9781926
00:13:32.625 --> 00:13:34.005 with Luigi's presentation,
NOTE Confidence: 0.99395436
00:13:34.945 --> 00:13:36.144 and I can wait for
NOTE Confidence: 0.99395436
00:13:36.144 --> 00:13:36.644 the
NOTE Confidence: 0.87250054

00:13:40.704 --> 00:13:41.524 next month,
NOTE Confidence: 0.9781389

00:13:42.010 --> 00:13:43.390 with Norway and Brazil.
NOTE Confidence: 0.95464265

00:13:44.250 --> 00:13:45.209 For those who don't know
NOTE Confidence: 0.95464265

00:13:45.209 --> 00:13:46.809 me, I'm Mark Costa. I'm
NOTE Confidence: 0.95464265

00:13:46.809 --> 00:13:48.510 a psychiatrist from Brazil
NOTE Confidence: 0.93729675

00:13:48.970 --> 00:13:50.410 and a research scientist at
NOTE Confidence: 0.93729675

00:13:50.410 --> 00:13:51.870 the Yale program for recovery
NOTE Confidence: 0.86277217

00:13:52.490 --> 00:13:54.490 in community in community health,
NOTE Confidence: 0.86277217

00:13:54.490 --> 00:13:54.990 also,
NOTE Confidence: 0.9366536

00:13:55.529 --> 00:13:56.750 known as Purge.
NOTE Confidence: 0.89847267

00:13:57.695 --> 00:13:58.195 So,
NOTE Confidence: 0.9953662

00:13:58.815 --> 00:13:59.875 I've been at Purge
NOTE Confidence: 0.9960264

00:14:00.575 --> 00:14:02.195 for, I think, eleven or
NOTE Confidence: 0.99293673

00:14:02.575 --> 00:14:03.395 twelve years,
NOTE Confidence: 0.9094162

00:14:03.855 --> 00:14:04.355 maybe.
NOTE Confidence: 0.9959827

00:14:05.054 --> 00:14:06.335 And one of the first

NOTE Confidence: 0.9959827
00:14:06.335 --> 00:14:07.875 projects I was involved
NOTE Confidence: 0.99660766
00:14:08.495 --> 00:14:09.235 in Purge
NOTE Confidence: 0.9971943
00:14:09.610 --> 00:14:10.590 was the evaluation
NOTE Confidence: 0.9338354
00:14:11.290 --> 00:14:11.790 on,
NOTE Confidence: 0.997281
00:14:12.730 --> 00:14:13.550 the expansion
NOTE Confidence: 0.9765846
00:14:14.090 --> 00:14:15.929 of the Connecticut Department of
NOTE Confidence: 0.9765846
00:14:15.929 --> 00:14:17.870 Mental Health and Addiction Services
NOTE Confidence: 0.9227504
00:14:18.410 --> 00:14:20.590 known as DMAS, support employment
NOTE Confidence: 0.9227504
00:14:20.730 --> 00:14:22.810 program for people receiving mental
NOTE Confidence: 0.9227504
00:14:22.810 --> 00:14:23.550 health services.
NOTE Confidence: 0.89421827
00:14:24.904 --> 00:14:26.685 The DMAS DMAS program of
NOTE Confidence: 0.98515934
00:14:27.545 --> 00:14:29.064 unemployment is based on the
NOTE Confidence: 0.98515934
00:14:29.064 --> 00:14:30.125 IPS model.
NOTE Confidence: 0.97527426
00:14:30.824 --> 00:14:32.425 And in that project, we
NOTE Confidence: 0.97527426
00:14:32.425 --> 00:14:34.204 learned that it was possible
NOTE Confidence: 0.97527426

00:14:34.345 --> 00:14:36.925 to increase competitive employment placement

NOTE Confidence: 0.97527426

00:14:37.064 --> 00:14:37.725 and placement

NOTE Confidence: 0.7523377

00:14:38.425 --> 00:14:39.084 in retention

NOTE Confidence: 0.90163565

00:14:40.670 --> 00:14:41.490 through creative

NOTE Confidence: 0.9831643

00:14:41.870 --> 00:14:43.870 new ideas involving people with

NOTE Confidence: 0.9831643

00:14:43.870 --> 00:14:44.770 lived experience.

NOTE Confidence: 0.9980376

00:14:45.150 --> 00:14:45.630 So,

NOTE Confidence: 0.9977946

00:14:46.270 --> 00:14:48.130 therefore, it was very fortunate

NOTE Confidence: 0.93519163

00:14:48.510 --> 00:14:50.830 when the National Institute on

NOTE Confidence: 0.93519163

00:14:50.830 --> 00:14:51.330 Disability,

NOTE Confidence: 0.8891452

00:14:52.185 --> 00:14:54.205 Independence Living, and Rehabilitation

NOTE Confidence: 0.9942836

00:14:54.585 --> 00:14:55.085 Research,

NOTE Confidence: 0.970129

00:14:56.025 --> 00:14:57.005 known as NIDILRR,

NOTE Confidence: 0.9831825

00:14:57.545 --> 00:14:59.545 accepted our proposal to train

NOTE Confidence: 0.9831825

00:14:59.545 --> 00:15:00.045 postdocs

NOTE Confidence: 0.9992803

00:15:00.665 --> 00:15:02.685 in developing research skills

NOTE Confidence: 0.9869526

00:15:03.065 --> 00:15:05.145 to increase employment among people

NOTE Confidence: 0.9869526

00:15:05.145 --> 00:15:06.445 with psychiatric disabilities.

NOTE Confidence: 0.98589605

00:15:07.440 --> 00:15:08.800 This is so much needed

NOTE Confidence: 0.98589605

00:15:08.800 --> 00:15:09.300 because,

NOTE Confidence: 0.99479836

00:15:10.160 --> 00:15:11.840 we know that we we

NOTE Confidence: 0.99479836

00:15:11.840 --> 00:15:13.220 need to improve strategies,

NOTE Confidence: 0.96184134

00:15:14.800 --> 00:15:16.500 to increase employment because

NOTE Confidence: 0.71370435

00:15:17.040 --> 00:15:17.540 currently

NOTE Confidence: 0.9243702

00:15:18.080 --> 00:15:19.520 less than twenty percent of

NOTE Confidence: 0.9243702

00:15:19.520 --> 00:15:20.020 people

NOTE Confidence: 0.87844163

00:15:20.535 --> 00:15:21.995 living with, psychiatric

NOTE Confidence: 0.9731255

00:15:22.375 --> 00:15:24.295 disability are employed in the

NOTE Confidence: 0.9731255

00:15:24.295 --> 00:15:24.795 US,

NOTE Confidence: 0.99338377

00:15:25.255 --> 00:15:27.175 while seventy percent would like

NOTE Confidence: 0.99338377

00:15:27.175 --> 00:15:27.995 to be employed.

NOTE Confidence: 0.99879026

00:15:28.454 --> 00:15:29.274 In comparison,
NOTE Confidence: 0.9908573

00:15:30.135 --> 00:15:31.415 more than thirty percent of
NOTE Confidence: 0.9908573

00:15:31.415 --> 00:15:33.675 adults living with disability under
NOTE Confidence: 0.9908573

00:15:33.735 --> 00:15:35.514 sixty five years of age
NOTE Confidence: 0.9933277

00:15:35.920 --> 00:15:37.360 are employed. So,
NOTE Confidence: 0.990328

00:15:38.160 --> 00:15:40.080 people with psychiatric disability, they
NOTE Confidence: 0.990328

00:15:40.080 --> 00:15:40.580 do,
NOTE Confidence: 0.97854406

00:15:41.120 --> 00:15:42.560 much worse in employment in
NOTE Confidence: 0.97854406

00:15:42.560 --> 00:15:43.060 comparison
NOTE Confidence: 0.99894667

00:15:44.160 --> 00:15:45.140 with other disabilities.
NOTE Confidence: 0.98679376

00:15:46.640 --> 00:15:47.940 So, of course,
NOTE Confidence: 0.9995213

00:15:48.320 --> 00:15:49.600 a way to move forward
NOTE Confidence: 0.9995213

00:15:49.600 --> 00:15:50.100 is
NOTE Confidence: 0.9876652

00:15:50.834 --> 00:15:51.334 through
NOTE Confidence: 0.896742

00:15:51.954 --> 00:15:53.475 research. There are other ways
NOTE Confidence: 0.896742

00:15:53.475 --> 00:15:55.975 advocacy, but we are concerted

NOTE Confidence: 0.896742
00:15:56.194 --> 00:15:58.295 in moving forward to
NOTE Confidence: 0.9958689
00:15:58.754 --> 00:16:00.915 research. And for research, we
NOTE Confidence: 0.9958689
00:16:00.915 --> 00:16:02.134 need to train
NOTE Confidence: 0.922001
00:16:02.754 --> 00:16:03.654 new researchers,
NOTE Confidence: 0.9963788
00:16:04.180 --> 00:16:04.620 and,
NOTE Confidence: 0.99001056
00:16:05.060 --> 00:16:06.580 new researchers are needed to
NOTE Confidence: 0.99001056
00:16:06.580 --> 00:16:07.720 develop, evaluate,
NOTE Confidence: 0.99929833
00:16:08.100 --> 00:16:10.360 and disseminate effective interventions
NOTE Confidence: 0.9989529
00:16:11.220 --> 00:16:12.740 to enhance employment for people
NOTE Confidence: 0.9989529
00:16:12.740 --> 00:16:13.960 with psychiatric disabilities.
NOTE Confidence: 0.99763036
00:16:15.700 --> 00:16:17.940 We we acknowledge that there
NOTE Confidence: 0.99763036
00:16:17.940 --> 00:16:19.220 is a lack of knowledge
NOTE Confidence: 0.99763036
00:16:19.220 --> 00:16:19.720 about
NOTE Confidence: 0.99959934
00:16:20.355 --> 00:16:21.335 workplace inclusion
NOTE Confidence: 0.99952364
00:16:21.715 --> 00:16:22.775 from the perspective
NOTE Confidence: 0.9967099

00:16:23.715 --> 00:16:25.335 of the employees with psychiatric
NOTE Confidence: 0.9967099

00:16:25.395 --> 00:16:27.895 disabilities and their colleagues also.
NOTE Confidence: 0.9967099

00:16:28.035 --> 00:16:29.175 So next slide.
NOTE Confidence: 0.9665342

00:16:30.995 --> 00:16:31.495 So,
NOTE Confidence: 0.99678755

00:16:32.355 --> 00:16:33.415 in our program,
NOTE Confidence: 0.8950921

00:16:34.640 --> 00:16:36.240 which is called the AOPOS
NOTE Confidence: 0.8950921

00:16:36.240 --> 00:16:38.000 Doctor Research Training Program to
NOTE Confidence: 0.8950921

00:16:38.000 --> 00:16:40.720 advance competitive integrated employment
among
NOTE Confidence: 0.8950921

00:16:40.720 --> 00:16:42.340 people with psychiatric disabilities,
NOTE Confidence: 0.94027305

00:16:43.120 --> 00:16:43.860 we propose,
NOTE Confidence: 0.9804466

00:16:44.880 --> 00:16:45.380 disability
NOTE Confidence: 0.9993804

00:16:45.680 --> 00:16:46.580 rights framework
NOTE Confidence: 0.9996144

00:16:47.145 --> 00:16:48.665 in which people with mental
NOTE Confidence: 0.9996144

00:16:48.665 --> 00:16:50.045 illness are supported
NOTE Confidence: 0.998322

00:16:50.585 --> 00:16:51.405 in working
NOTE Confidence: 0.9766555

00:16:52.025 --> 00:16:52.525 while
NOTE Confidence: 0.9333579

00:16:53.065 --> 00:16:54.765 they are psychiatric disabled.
NOTE Confidence: 0.9893315

00:16:55.145 --> 00:16:55.645 Or
NOTE Confidence: 0.93299603

00:16:56.105 --> 00:16:57.305 we we are looking not
NOTE Confidence: 0.93299603

00:16:57.305 --> 00:16:58.685 only for people to
NOTE Confidence: 0.9464105

00:16:59.090 --> 00:17:01.250 to become a symptomatic and
NOTE Confidence: 0.9464105

00:17:01.250 --> 00:17:02.530 then find a job, but
NOTE Confidence: 0.9464105

00:17:02.530 --> 00:17:04.470 what we're mostly interested is
NOTE Confidence: 0.9464105

00:17:04.770 --> 00:17:05.590 people to
NOTE Confidence: 0.99921465

00:17:06.210 --> 00:17:07.030 find jobs,
NOTE Confidence: 0.9477362

00:17:07.410 --> 00:17:08.950 work, live full lives
NOTE Confidence: 0.91211

00:17:09.330 --> 00:17:11.410 regardless of and even if,
NOTE Confidence: 0.98665434

00:17:11.890 --> 00:17:12.390 manifesting
NOTE Confidence: 0.9850727

00:17:12.850 --> 00:17:15.275 symptoms. And we want people
NOTE Confidence: 0.9850727

00:17:15.275 --> 00:17:15.355 to,
NOTE Confidence: 0.9998461

00:17:17.275 --> 00:17:17.775 to

NOTE Confidence: 0.9954219
00:17:18.315 --> 00:17:20.255 to reclaim a full life,
NOTE Confidence: 0.9995592
00:17:20.715 --> 00:17:22.494 as possible in the present
NOTE Confidence: 0.97458273
00:17:22.875 --> 00:17:24.015 and as a foundation,
NOTE Confidence: 0.99475956
00:17:25.115 --> 00:17:26.575 for further recovery.
NOTE Confidence: 0.9988084
00:17:27.529 --> 00:17:28.029 Therefore,
NOTE Confidence: 0.9994748
00:17:29.130 --> 00:17:30.809 for this process to be
NOTE Confidence: 0.9994748
00:17:30.809 --> 00:17:31.309 successful,
NOTE Confidence: 0.90248185
00:17:31.929 --> 00:17:33.869 we need to use live
NOTE Confidence: 0.90248185
00:17:33.929 --> 00:17:34.429 expertise
NOTE Confidence: 0.99018127
00:17:34.730 --> 00:17:36.330 in learning from a stand
NOTE Confidence: 0.99018127
00:17:36.809 --> 00:17:38.270 from a central standpoint.
NOTE Confidence: 0.99105114
00:17:40.010 --> 00:17:40.830 Next slide.
NOTE Confidence: 0.9917023
00:17:43.055 --> 00:17:43.555 So,
NOTE Confidence: 0.91338664
00:17:44.975 --> 00:17:46.335 I think a great asset
NOTE Confidence: 0.91338664
00:17:46.335 --> 00:17:47.855 and feature of this program
NOTE Confidence: 0.91338664

00:17:47.855 --> 00:17:49.715 is our partnership with Dimas
NOTE Confidence: 0.96278286

00:17:50.335 --> 00:17:50.835 that,
NOTE Confidence: 0.99982196

00:17:51.855 --> 00:17:53.075 has been working
NOTE Confidence: 0.9607601

00:17:53.935 --> 00:17:55.715 on employment and support employment
NOTE Confidence: 0.9980588

00:17:56.400 --> 00:17:57.520 since two thousand and three.
NOTE Confidence: 0.98377043

00:17:59.119 --> 00:18:00.900 We work closely with,
NOTE Confidence: 0.8934724

00:18:01.600 --> 00:18:03.700 the employment services at Demas,
NOTE Confidence: 0.9602358

00:18:04.480 --> 00:18:06.320 listening and and and learning
NOTE Confidence: 0.9602358

00:18:06.320 --> 00:18:07.920 from them as well what
NOTE Confidence: 0.9602358

00:18:07.920 --> 00:18:09.460 is important to the field.
NOTE Confidence: 0.9909844

00:18:09.915 --> 00:18:11.675 And in this sense, our
NOTE Confidence: 0.9909844

00:18:11.675 --> 00:18:13.675 program has an advisory board
NOTE Confidence: 0.9909844

00:18:13.675 --> 00:18:15.055 of people with lived experience
NOTE Confidence: 0.97408545

00:18:15.355 --> 00:18:16.015 who are
NOTE Confidence: 0.8999667

00:18:16.475 --> 00:18:17.115 not only,
NOTE Confidence: 0.9404072

00:18:17.675 --> 00:18:18.635 not only they have they

NOTE Confidence: 0.9404072
00:18:18.635 --> 00:18:20.155 bring their lived experience, but
NOTE Confidence: 0.9404072
00:18:20.155 --> 00:18:21.835 they're also working at Demus
NOTE Confidence: 0.9404072
00:18:21.835 --> 00:18:22.815 as peer supporters,
NOTE Confidence: 0.9472707
00:18:23.380 --> 00:18:24.659 and then they are providing
NOTE Confidence: 0.9472707
00:18:24.659 --> 00:18:27.299 employment support. So we we
NOTE Confidence: 0.9472707
00:18:27.299 --> 00:18:28.740 we we are building our
NOTE Confidence: 0.9472707
00:18:28.740 --> 00:18:30.659 strength and our training and
NOTE Confidence: 0.9472707
00:18:30.659 --> 00:18:32.200 in developing new ideas
NOTE Confidence: 0.99059534
00:18:32.900 --> 00:18:34.200 with this collaboration
NOTE Confidence: 0.8915341
00:18:34.580 --> 00:18:35.320 with people,
NOTE Confidence: 0.9946801
00:18:36.545 --> 00:18:38.065 in the field with lived
NOTE Confidence: 0.9946801
00:18:38.065 --> 00:18:38.565 experience.
NOTE Confidence: 0.7747526
00:18:40.625 --> 00:18:41.125 Next.
NOTE Confidence: 0.78531456
00:18:42.145 --> 00:18:42.965 And so
NOTE Confidence: 0.99650633
00:18:43.984 --> 00:18:44.945 to hear a little bit
NOTE Confidence: 0.99650633

00:18:44.945 --> 00:18:46.705 more about what we've been
NOTE Confidence: 0.99650633

00:18:46.705 --> 00:18:48.005 doing, I'll pass
NOTE Confidence: 0.9125247

00:18:48.799 --> 00:18:50.820 to Megan to present
NOTE Confidence: 0.9929415

00:18:51.200 --> 00:18:51.940 her research
NOTE Confidence: 0.95998883

00:18:52.960 --> 00:18:53.940 and what she learned
NOTE Confidence: 0.9823705

00:18:54.320 --> 00:18:56.000 through this program. Thank you
NOTE Confidence: 0.9823705

00:18:56.000 --> 00:18:56.580 so much.
NOTE Confidence: 0.8575183

00:18:57.200 --> 00:18:57.700 Megan?
NOTE Confidence: 0.9778366

00:18:58.400 --> 00:18:59.380 Thanks, Mark.
NOTE Confidence: 0.9811922

00:19:00.240 --> 00:19:02.020 So my name is Megan
NOTE Confidence: 0.9811922

00:19:02.159 --> 00:19:03.940 Evans, and I'm a former
NOTE Confidence: 0.9811922

00:19:04.159 --> 00:19:04.659 postdoctoral
NOTE Confidence: 0.9434146

00:19:05.174 --> 00:19:05.674 researcher
NOTE Confidence: 0.9935507

00:19:06.375 --> 00:19:06.774 in the
NOTE Confidence: 0.9584053

00:19:07.494 --> 00:19:08.315 at the NIDILRR,
NOTE Confidence: 0.85275507

00:19:08.695 --> 00:19:09.674 advanced rehabilitation

NOTE Confidence: 0.98695856

00:19:09.975 --> 00:19:11.975 research training program. And today,

NOTE Confidence: 0.98695856

00:19:11.975 --> 00:19:13.255 I'd like to present to

NOTE Confidence: 0.98695856

00:19:13.255 --> 00:19:14.075 you some

NOTE Confidence: 0.9942968

00:19:14.534 --> 00:19:16.154 findings from my postdoctoral

NOTE Confidence: 0.9487054

00:19:16.615 --> 00:19:18.215 project, advancing employment in the

NOTE Confidence: 0.9487054

00:19:18.215 --> 00:19:19.740 lived experience work workforce, and

NOTE Confidence: 0.9487054

00:19:19.740 --> 00:19:21.180 also explain a little bit

NOTE Confidence: 0.9487054

00:19:21.180 --> 00:19:22.540 about how my background and

NOTE Confidence: 0.9487054

00:19:22.540 --> 00:19:23.040 training

NOTE Confidence: 0.98604125

00:19:23.420 --> 00:19:24.940 really informed this work as

NOTE Confidence: 0.98604125

00:19:24.940 --> 00:19:25.980 well as how this work

NOTE Confidence: 0.98604125

00:19:25.980 --> 00:19:27.840 is informing my current research.

NOTE Confidence: 0.9851859

00:19:30.859 --> 00:19:32.060 So first off, a little

NOTE Confidence: 0.9851859

00:19:32.060 --> 00:19:33.600 bit about who am I.

NOTE Confidence: 0.9810641

00:19:34.015 --> 00:19:35.615 I, first and foremost, am

NOTE Confidence: 0.9810641

00:19:35.615 --> 00:19:36.895 a person with lived experience
NOTE Confidence: 0.9810641

00:19:36.895 --> 00:19:38.095 of mental health and substance
NOTE Confidence: 0.9810641

00:19:38.095 --> 00:19:39.934 use recovery. I'm also a
NOTE Confidence: 0.9810641

00:19:39.934 --> 00:19:41.775 former caseworker for people with
NOTE Confidence: 0.9810641

00:19:41.775 --> 00:19:43.075 psychiatric disabilities.
NOTE Confidence: 0.9780376

00:19:43.934 --> 00:19:45.294 My formal training is in
NOTE Confidence: 0.9780376

00:19:45.294 --> 00:19:46.840 psychology and public health. I
NOTE Confidence: 0.9780376

00:19:46.840 --> 00:19:47.960 have a bachelor's degree in
NOTE Confidence: 0.9780376

00:19:47.960 --> 00:19:49.480 psychology and a master's and
NOTE Confidence: 0.9780376

00:19:49.480 --> 00:19:51.100 a PhD in public health.
NOTE Confidence: 0.9780376

00:19:51.320 --> 00:19:53.100 I'm a proud former NIDILRR
NOTE Confidence: 0.9780376

00:19:53.240 --> 00:19:53.740 ARRT
NOTE Confidence: 0.8922832

00:19:54.119 --> 00:19:54.619 postdoctoral
NOTE Confidence: 0.9716502

00:19:55.000 --> 00:19:56.759 fellow, and I'm currently an
NOTE Confidence: 0.9716502

00:19:56.759 --> 00:19:58.519 associate research scientist at the
NOTE Confidence: 0.9716502

00:19:58.519 --> 00:20:00.039 Yale program for recovery and

NOTE Confidence: 0.9716502

00:20:00.039 --> 00:20:01.259 community health.

NOTE Confidence: 0.9936518

00:20:03.215 --> 00:20:04.175 So how did all of

NOTE Confidence: 0.9936518

00:20:04.175 --> 00:20:06.415 this inform my postdoc project,

NOTE Confidence: 0.9936518

00:20:06.415 --> 00:20:07.695 which is really centered on

NOTE Confidence: 0.9936518

00:20:07.695 --> 00:20:10.015 advancing employment among people with

NOTE Confidence: 0.9936518

00:20:10.015 --> 00:20:11.234 psychiatric disabilities?

NOTE Confidence: 0.99316245

00:20:12.095 --> 00:20:13.715 So as I mentioned before,

NOTE Confidence: 0.99447507

00:20:14.590 --> 00:20:15.790 I spent some time after

NOTE Confidence: 0.99447507

00:20:15.790 --> 00:20:18.270 completing my bachelor's degree working

NOTE Confidence: 0.99447507

00:20:18.270 --> 00:20:19.150 in the field as a

NOTE Confidence: 0.99447507

00:20:19.150 --> 00:20:20.910 caseworker, and my first job

NOTE Confidence: 0.99447507

00:20:20.910 --> 00:20:22.270 out of college was actually

NOTE Confidence: 0.99447507

00:20:22.270 --> 00:20:22.670 working,

NOTE Confidence: 0.998113

00:20:23.950 --> 00:20:25.470 in a position where I

NOTE Confidence: 0.998113

00:20:25.470 --> 00:20:26.910 assisted people with serious mental

NOTE Confidence: 0.998113

00:20:26.910 --> 00:20:28.930 illnesses and psychiatric disabilities

NOTE Confidence: 0.978516

00:20:29.794 --> 00:20:31.554 to regain valued roles in

NOTE Confidence: 0.978516

00:20:31.554 --> 00:20:33.234 their communities, most of which

NOTE Confidence: 0.978516

00:20:33.234 --> 00:20:34.535 centered around employment,

NOTE Confidence: 0.9978116

00:20:34.994 --> 00:20:36.375 education, and housing.

NOTE Confidence: 0.99760395

00:20:37.475 --> 00:20:38.914 I worked in the field

NOTE Confidence: 0.99760395

00:20:38.914 --> 00:20:40.674 for about eight years before

NOTE Confidence: 0.99760395

00:20:40.674 --> 00:20:41.174 returning

NOTE Confidence: 0.96493196

00:20:41.600 --> 00:20:43.520 to graduate school where my

NOTE Confidence: 0.96493196

00:20:43.520 --> 00:20:45.140 research really started to coalesce

NOTE Confidence: 0.96493196

00:20:45.280 --> 00:20:46.880 around the social determinants of

NOTE Confidence: 0.96493196

00:20:46.880 --> 00:20:47.700 mental health.

NOTE Confidence: 0.9876741

00:20:49.200 --> 00:20:50.320 And then by the time

NOTE Confidence: 0.9876741

00:20:50.320 --> 00:20:51.359 I came to Yale as

NOTE Confidence: 0.9876741

00:20:51.359 --> 00:20:52.560 a postdoc, I had just

NOTE Confidence: 0.9876741

00:20:52.560 --> 00:20:54.400 finished my PhD in health

NOTE Confidence: 0.9876741

00:20:54.400 --> 00:20:55.840 behavior at the University of

NOTE Confidence: 0.9876741

00:20:55.840 --> 00:20:57.494 North Carolina in Chapel Hill,

NOTE Confidence: 0.9985568

00:20:57.895 --> 00:21:00.135 where my dissertation research really

NOTE Confidence: 0.9985568

00:21:00.135 --> 00:21:02.055 focused on, the uses of

NOTE Confidence: 0.9985568

00:21:02.055 --> 00:21:02.875 peer support

NOTE Confidence: 0.992471

00:21:03.815 --> 00:21:06.215 among people with serious mental

NOTE Confidence: 0.992471

00:21:06.215 --> 00:21:08.155 illnesses and psychiatric disabilities.

NOTE Confidence: 0.95657784

00:21:08.775 --> 00:21:09.895 Not on a personal level.

NOTE Confidence: 0.95657784

00:21:09.895 --> 00:21:11.335 I'm also just a person

NOTE Confidence: 0.95657784

00:21:11.335 --> 00:21:12.535 who's found a lot of

NOTE Confidence: 0.95657784

00:21:12.535 --> 00:21:13.035 meaningful

NOTE Confidence: 0.9898383

00:21:13.810 --> 00:21:15.650 recovery through my academic and

NOTE Confidence: 0.9898383

00:21:15.650 --> 00:21:16.869 professional pursuits.

NOTE Confidence: 0.99054474

00:21:18.130 --> 00:21:19.430 So coming to a postdoctoral

NOTE Confidence: 0.99054474

00:21:19.650 --> 00:21:21.650 fellowship really centered on,

NOTE Confidence: 0.99858665

00:21:22.130 --> 00:21:24.050 advancing employment among people with

NOTE Confidence: 0.99858665

00:21:24.050 --> 00:21:25.190 psychiatric disabilities

NOTE Confidence: 0.9935469

00:21:25.570 --> 00:21:26.530 really just seemed like the

NOTE Confidence: 0.9935469

00:21:26.530 --> 00:21:28.275 perfect opportunity for me to

NOTE Confidence: 0.9935469

00:21:28.435 --> 00:21:29.635 weave some of these different

NOTE Confidence: 0.9935469

00:21:29.635 --> 00:21:30.994 threads from my work and

NOTE Confidence: 0.9935469

00:21:30.994 --> 00:21:32.135 background together.

NOTE Confidence: 0.98591965

00:21:33.395 --> 00:21:34.675 So I decided to focus

NOTE Confidence: 0.98591965

00:21:34.675 --> 00:21:36.275 my project on how employment

NOTE Confidence: 0.98591965

00:21:36.275 --> 00:21:37.795 and the lived experience or

NOTE Confidence: 0.98591965

00:21:37.795 --> 00:21:39.715 peer support workforce affected a

NOTE Confidence: 0.98591965

00:21:39.715 --> 00:21:41.734 person's own recovery process.

NOTE Confidence: 0.9821189

00:21:44.179 --> 00:21:45.619 So first off, some of

NOTE Confidence: 0.9821189

00:21:45.619 --> 00:21:47.540 the research questions that I,

NOTE Confidence: 0.73369455

00:21:48.660 --> 00:21:49.480 sought to

NOTE Confidence: 0.94388705

00:21:50.580 --> 00:21:52.340 investigate were, one, what impact

NOTE Confidence: 0.94388705

00:21:52.340 --> 00:21:53.380 does employment on a peer

NOTE Confidence: 0.94388705

00:21:53.380 --> 00:21:54.520 will have on a person's

NOTE Confidence: 0.94388705

00:21:54.580 --> 00:21:55.320 own recovery,

NOTE Confidence: 0.9913711

00:21:55.619 --> 00:21:57.799 what job related factors facilitate

NOTE Confidence: 0.9913711

00:21:58.020 --> 00:21:58.520 recovery,

NOTE Confidence: 0.9830994

00:21:59.115 --> 00:22:00.635 as well as what job

NOTE Confidence: 0.9830994

00:22:00.635 --> 00:22:03.135 related factors might hinder recovery

NOTE Confidence: 0.9830994

00:22:03.195 --> 00:22:04.734 among peer or lived experience

NOTE Confidence: 0.9830994

00:22:04.875 --> 00:22:05.375 workers.

NOTE Confidence: 0.9950698

00:22:07.195 --> 00:22:09.455 So I conducted in-depth qualitative

NOTE Confidence: 0.9950698

00:22:09.595 --> 00:22:11.355 interviews with a convenient sample

NOTE Confidence: 0.9950698

00:22:11.355 --> 00:22:12.840 of people employed in lived

NOTE Confidence: 0.9950698

00:22:13.000 --> 00:22:15.080 experience roles throughout the state

NOTE Confidence: 0.9950698

00:22:15.080 --> 00:22:16.679 of Connecticut to really gain

NOTE Confidence: 0.9950698

00:22:16.679 --> 00:22:18.359 an understanding of how working

NOTE Confidence: 0.9950698

00:22:18.359 --> 00:22:19.820 as a peer impacts recovery
NOTE Confidence: 0.9958628

00:22:20.200 --> 00:22:21.799 and the job related factors
NOTE Confidence: 0.9958628

00:22:21.799 --> 00:22:23.159 that might help or hinder
NOTE Confidence: 0.9958628

00:22:23.159 --> 00:22:23.659 such.
NOTE Confidence: 0.97709274

00:22:24.919 --> 00:22:25.900 I then thematically
NOTE Confidence: 0.8015293

00:22:26.279 --> 00:22:27.419 analyze them,
NOTE Confidence: 0.9932388

00:22:29.545 --> 00:22:31.805 After recording and transcribing the
NOTE Confidence: 0.99299514

00:22:33.385 --> 00:22:35.625 interviews, we undertook a thematic
NOTE Confidence: 0.99299514

00:22:35.625 --> 00:22:36.744 analysis project
NOTE Confidence: 0.9008781

00:22:37.145 --> 00:22:37.645 process.
NOTE Confidence: 0.99921167

00:22:38.185 --> 00:22:39.385 When I was lucky enough
NOTE Confidence: 0.99921167

00:22:39.385 --> 00:22:41.085 to have a coding team
NOTE Confidence: 0.98216873

00:22:43.799 --> 00:22:45.720 to that was comprised of
NOTE Confidence: 0.98216873

00:22:45.720 --> 00:22:47.559 my lived experience mentor as
NOTE Confidence: 0.98216873

00:22:47.559 --> 00:22:48.279 well as a lot of
NOTE Confidence: 0.98216873

00:22:48.279 --> 00:22:50.119 research assistants and interns at

NOTE Confidence: 0.98216873
00:22:50.119 --> 00:22:51.400 Perch. So shout out to
NOTE Confidence: 0.98216873
00:22:51.400 --> 00:22:52.220 all of you.
NOTE Confidence: 0.96845436
00:22:52.520 --> 00:22:53.240 We read,
NOTE Confidence: 0.99887574
00:22:53.799 --> 00:22:55.559 through the transcripts together to
NOTE Confidence: 0.99887574
00:22:55.559 --> 00:22:57.100 become familiar with the data.
NOTE Confidence: 0.96437156
00:22:57.615 --> 00:22:59.215 From that, we iteratively developed
NOTE Confidence: 0.96437156
00:22:59.215 --> 00:23:00.415 a codebook, and then we
NOTE Confidence: 0.96437156
00:23:00.415 --> 00:23:01.855 double coded a selection of
NOTE Confidence: 0.96437156
00:23:01.855 --> 00:23:02.355 interviews,
NOTE Confidence: 0.969693
00:23:02.815 --> 00:23:04.595 single coded the remainings,
NOTE Confidence: 0.99847066
00:23:05.215 --> 00:23:07.155 and developed the following themes.
NOTE Confidence: 0.98886794
00:23:07.695 --> 00:23:08.895 So in the interest of
NOTE Confidence: 0.98886794
00:23:08.895 --> 00:23:10.175 time, I'm going to quickly
NOTE Confidence: 0.98886794
00:23:10.175 --> 00:23:11.295 and broadly go over the
NOTE Confidence: 0.98886794
00:23:11.295 --> 00:23:13.280 main results of the study
NOTE Confidence: 0.98724294

00:23:13.980 --> 00:23:16.060 as well as then, focus
NOTE Confidence: 0.98724294

00:23:16.060 --> 00:23:17.100 on some of my key
NOTE Confidence: 0.98724294

00:23:17.100 --> 00:23:18.380 takeaways and how this has
NOTE Confidence: 0.98724294

00:23:18.380 --> 00:23:20.160 informed my current research.
NOTE Confidence: 0.9653765

00:23:21.980 --> 00:23:23.680 So the first research question,
NOTE Confidence: 0.9653765

00:23:23.740 --> 00:23:25.100 what is the impact of
NOTE Confidence: 0.9653765

00:23:25.100 --> 00:23:26.744 employment in a peer or
NOTE Confidence: 0.9653765

00:23:26.744 --> 00:23:28.505 lived experience role on a
NOTE Confidence: 0.9653765

00:23:28.505 --> 00:23:30.665 person's own recovery really led
NOTE Confidence: 0.9653765

00:23:30.665 --> 00:23:31.565 me to the
NOTE Confidence: 0.98967475

00:23:32.425 --> 00:23:33.865 finding that peer work is
NOTE Confidence: 0.98967475

00:23:33.865 --> 00:23:35.545 incredibly meaningful to the people
NOTE Confidence: 0.98967475

00:23:35.545 --> 00:23:37.065 who engage in it. It
NOTE Confidence: 0.98967475

00:23:37.065 --> 00:23:38.105 gives them a chance to
NOTE Confidence: 0.98967475

00:23:38.105 --> 00:23:39.385 give back. Most of the
NOTE Confidence: 0.98967475

00:23:39.385 --> 00:23:41.160 peers I spoke to oops.

NOTE Confidence: 0.98987925
00:23:46.280 --> 00:23:47.480 Said that it's more than
NOTE Confidence: 0.98987925
00:23:47.480 --> 00:23:48.440 just a job. They were
NOTE Confidence: 0.98987925
00:23:48.440 --> 00:23:49.720 very satisfied with their jobs,
NOTE Confidence: 0.98987925
00:23:49.720 --> 00:23:50.680 and it really gives them
NOTE Confidence: 0.98987925
00:23:50.680 --> 00:23:51.800 a chance to have a
NOTE Confidence: 0.98987925
00:23:51.800 --> 00:23:53.240 sense of purpose. In the
NOTE Confidence: 0.98987925
00:23:53.240 --> 00:23:54.280 words of some of my
NOTE Confidence: 0.98987925
00:23:54.280 --> 00:23:56.280 participants, it's so, so, so
NOTE Confidence: 0.98987925
00:23:56.280 --> 00:23:56.780 rewarding.
NOTE Confidence: 0.9998289
00:23:57.375 --> 00:23:58.815 I couldn't see myself doing
NOTE Confidence: 0.9998289
00:23:58.815 --> 00:23:59.715 anything else.
NOTE Confidence: 0.99911046
00:24:00.095 --> 00:24:01.295 It's not a job. It's
NOTE Confidence: 0.99911046
00:24:01.295 --> 00:24:02.115 not a job.
NOTE Confidence: 0.99956936
00:24:02.415 --> 00:24:03.315 It's a lifestyle.
NOTE Confidence: 0.9409984
00:24:05.935 --> 00:24:06.835 On the other,
NOTE Confidence: 0.9745039

00:24:08.255 --> 00:24:10.115 another theme that really impacts
NOTE Confidence: 0.9745039

00:24:10.255 --> 00:24:12.255 recovery among peer workers is
NOTE Confidence: 0.9745039

00:24:12.255 --> 00:24:14.230 understanding that client outcomes really
NOTE Confidence: 0.9745039

00:24:14.230 --> 00:24:16.309 do affect peers both on
NOTE Confidence: 0.9745039

00:24:16.309 --> 00:24:17.609 the positive and
NOTE Confidence: 0.99961454

00:24:18.230 --> 00:24:20.090 the more challenging side.
NOTE Confidence: 0.9922241

00:24:20.869 --> 00:24:22.390 Almost everyone I spoke to
NOTE Confidence: 0.9922241

00:24:22.390 --> 00:24:23.210 had a
NOTE Confidence: 0.9720769

00:24:23.910 --> 00:24:25.270 a story of seeing their
NOTE Confidence: 0.9720769

00:24:25.270 --> 00:24:26.984 clients grow and succeed and
NOTE Confidence: 0.9720769

00:24:26.984 --> 00:24:28.505 a success story that really
NOTE Confidence: 0.9720769

00:24:28.505 --> 00:24:30.765 brought them incredible meaning and
NOTE Confidence: 0.9637665

00:24:31.225 --> 00:24:32.825 motivation to continue to the
NOTE Confidence: 0.9637665

00:24:32.825 --> 00:24:33.325 work
NOTE Confidence: 0.90323615

00:24:33.705 --> 00:24:34.744 as well as,
NOTE Confidence: 0.99942327

00:24:36.025 --> 00:24:36.525 losing

NOTE Confidence: 0.926087

00:24:37.145 --> 00:24:38.365 clients to,

NOTE Confidence: 0.9862599

00:24:39.350 --> 00:24:41.109 their behavioral health conditions and

NOTE Confidence: 0.9862599

00:24:41.109 --> 00:24:42.630 the the impact of that

NOTE Confidence: 0.9862599

00:24:42.630 --> 00:24:43.770 on them personally.

NOTE Confidence: 0.99790615

00:24:45.670 --> 00:24:46.710 So in the words of

NOTE Confidence: 0.99790615

00:24:46.710 --> 00:24:47.690 some of my participants,

NOTE Confidence: 0.9504701

00:24:48.150 --> 00:24:49.510 growth in anyone I'd love

NOTE Confidence: 0.9504701

00:24:49.510 --> 00:24:50.790 to see. Getting past your

NOTE Confidence: 0.9504701

00:24:50.790 --> 00:24:52.470 demons, I'd love to see.

NOTE Confidence: 0.9504701

00:24:52.470 --> 00:24:53.690 That's very fulfilling.

NOTE Confidence: 0.9644464

00:24:54.544 --> 00:24:55.984 And when something clicks for

NOTE Confidence: 0.9644464

00:24:55.984 --> 00:24:57.585 someone, something you say, when

NOTE Confidence: 0.9644464

00:24:57.585 --> 00:24:59.025 it clicks with someone, when

NOTE Confidence: 0.9644464

00:24:59.025 --> 00:25:00.725 you finally help someone,

NOTE Confidence: 0.9950686

00:25:01.025 --> 00:25:02.705 because, you know, sometimes people

NOTE Confidence: 0.9950686

00:25:02.705 --> 00:25:03.825 don't get it on the
NOTE Confidence: 0.9950686

00:25:03.825 --> 00:25:04.885 first try.
NOTE Confidence: 0.9479013

00:25:07.799 --> 00:25:09.419 Another thing that was really
NOTE Confidence: 0.9479013

00:25:09.559 --> 00:25:11.500 came out through these interviews
NOTE Confidence: 0.9479013

00:25:11.559 --> 00:25:13.399 is that one way that,
NOTE Confidence: 0.9940801

00:25:14.519 --> 00:25:15.960 working as a peer supporter
NOTE Confidence: 0.9940801

00:25:15.960 --> 00:25:18.119 really, impacts a person's recovery
NOTE Confidence: 0.9940801

00:25:18.119 --> 00:25:20.039 is they're constantly reminded of
NOTE Confidence: 0.9940801

00:25:20.039 --> 00:25:22.039 the struggle and where they
NOTE Confidence: 0.9940801

00:25:22.039 --> 00:25:22.859 came from.
NOTE Confidence: 0.9828121

00:25:23.994 --> 00:25:25.035 I see where people are
NOTE Confidence: 0.9828121

00:25:25.035 --> 00:25:26.155 when they come in and
NOTE Confidence: 0.9828121

00:25:26.155 --> 00:25:27.595 for support or resources or
NOTE Confidence: 0.9828121

00:25:27.595 --> 00:25:28.955 whatever, and I don't ever
NOTE Confidence: 0.9828121

00:25:28.955 --> 00:25:30.175 wanna go back there.
NOTE Confidence: 0.96785426

00:25:31.195 --> 00:25:32.335 And another participant.

NOTE Confidence: 0.9814778

00:25:32.875 --> 00:25:33.595 I could be on the

NOTE Confidence: 0.9814778

00:25:33.595 --> 00:25:34.875 other side of that cup,

NOTE Confidence: 0.9814778

00:25:34.875 --> 00:25:35.675 and I could be the

NOTE Confidence: 0.9814778

00:25:35.675 --> 00:25:36.715 one coming out of the

NOTE Confidence: 0.9814778

00:25:36.715 --> 00:25:38.310 train station or out from

NOTE Confidence: 0.95677567

00:25:43.670 --> 00:25:45.450 degree that I lost hope.

NOTE Confidence: 0.9854385

00:25:47.030 --> 00:25:48.390 And then losing people is

NOTE Confidence: 0.9854385

00:25:48.390 --> 00:25:50.070 the hardest part. These people

NOTE Confidence: 0.9854385

00:25:50.070 --> 00:25:50.310 really

NOTE Confidence: 0.9579647

00:25:50.870 --> 00:25:52.010 we form very

NOTE Confidence: 0.99879366

00:25:54.355 --> 00:25:56.195 significant and important bonds with

NOTE Confidence: 0.99879366

00:25:56.195 --> 00:25:56.855 the people,

NOTE Confidence: 0.9742799

00:25:57.394 --> 00:25:58.994 we work with. So one

NOTE Confidence: 0.9742799

00:25:58.994 --> 00:26:00.595 said one of my participants

NOTE Confidence: 0.9742799

00:26:00.595 --> 00:26:01.715 said, when I lost someone

NOTE Confidence: 0.9742799

00:26:01.715 --> 00:26:02.914 I was working with, that
NOTE Confidence: 0.9742799

00:26:02.914 --> 00:26:03.414 really
NOTE Confidence: 0.9131745

00:26:03.875 --> 00:26:04.375 hurts.
NOTE Confidence: 0.9677373

00:26:04.755 --> 00:26:06.195 One of those would've, could've
NOTE Confidence: 0.9677373

00:26:06.195 --> 00:26:08.135 moments where you're blaming yourself.
NOTE Confidence: 0.9876929

00:26:08.910 --> 00:26:10.750 And another spoke about working
NOTE Confidence: 0.9876929

00:26:10.750 --> 00:26:11.650 in the community.
NOTE Confidence: 0.99177575

00:26:12.990 --> 00:26:14.610 It's not easy. I'm burying
NOTE Confidence: 0.99177575

00:26:14.670 --> 00:26:16.270 friends, and I'm passing out
NOTE Confidence: 0.99177575

00:26:16.270 --> 00:26:17.570 test kits now.
NOTE Confidence: 0.990584

00:26:20.905 --> 00:26:22.765 Quickly moving to the second
NOTE Confidence: 0.931288

00:26:23.385 --> 00:26:25.385 research question talking about what
NOTE Confidence: 0.931288

00:26:25.385 --> 00:26:27.484 job related factors really facilitate
NOTE Confidence: 0.931288

00:26:27.705 --> 00:26:28.205 recovery.
NOTE Confidence: 0.9973583

00:26:28.665 --> 00:26:30.025 The most important thing is
NOTE Confidence: 0.9973583

00:26:30.025 --> 00:26:31.625 a supportive workplace, and that

NOTE Confidence: 0.9973583

00:26:31.625 --> 00:26:33.645 includes both support from colleagues

NOTE Confidence: 0.9995655

00:26:34.309 --> 00:26:35.270 as well as having a

NOTE Confidence: 0.9995655

00:26:35.270 --> 00:26:36.570 supportive supervisor.

NOTE Confidence: 0.9634429

00:26:37.670 --> 00:26:38.869 So one of my participants

NOTE Confidence: 0.9634429

00:26:38.869 --> 00:26:39.830 said, one of the things

NOTE Confidence: 0.9634429

00:26:39.830 --> 00:26:40.869 I've learned in this work

NOTE Confidence: 0.9634429

00:26:40.869 --> 00:26:41.590 is to have a bunch

NOTE Confidence: 0.9634429

00:26:41.590 --> 00:26:43.190 of allies, you know. I

NOTE Confidence: 0.9634429

00:26:43.190 --> 00:26:44.390 call them squads, so I'm

NOTE Confidence: 0.9634429

00:26:44.390 --> 00:26:45.270 like, you don't want to

NOTE Confidence: 0.9634429

00:26:45.270 --> 00:26:46.645 listen to me? You can

NOTE Confidence: 0.9634429

00:26:46.645 --> 00:26:48.165 listen to my whole squad

NOTE Confidence: 0.9634429

00:26:48.165 --> 00:26:49.285 because I'm not the only

NOTE Confidence: 0.9634429

00:26:49.285 --> 00:26:50.905 one speaking this language.

NOTE Confidence: 0.9649873

00:26:53.125 --> 00:26:54.105 And then finally,

NOTE Confidence: 0.99267197

00:26:54.965 --> 00:26:56.165 some of the job related
NOTE Confidence: 0.99267197

00:26:56.165 --> 00:26:57.605 factors that tend to hinder
NOTE Confidence: 0.99267197

00:26:57.605 --> 00:26:59.385 recovery among peer workers.
NOTE Confidence: 0.89608026

00:27:00.240 --> 00:27:02.400 Sometimes agency policies can make
NOTE Confidence: 0.89608026

00:27:02.400 --> 00:27:04.160 engaging and authentic peer work
NOTE Confidence: 0.89608026

00:27:04.160 --> 00:27:04.660 challenging.
NOTE Confidence: 0.98166275

00:27:06.480 --> 00:27:07.520 In the words of one
NOTE Confidence: 0.98166275

00:27:07.520 --> 00:27:09.280 participant, they're still stuck on
NOTE Confidence: 0.98166275

00:27:09.280 --> 00:27:10.720 their clinical stuff, like the
NOTE Confidence: 0.98166275

00:27:10.720 --> 00:27:12.080 risk. They're always stuck on
NOTE Confidence: 0.98166275

00:27:12.080 --> 00:27:13.424 the risk, the risk, the
NOTE Confidence: 0.98166275

00:27:13.424 --> 00:27:14.385 risk. You know what I
NOTE Confidence: 0.98166275

00:27:14.385 --> 00:27:15.825 mean? So that's really hard
NOTE Confidence: 0.98166275

00:27:15.825 --> 00:27:17.025 to see and that's really
NOTE Confidence: 0.98166275

00:27:17.025 --> 00:27:18.945 hard to combat, especially when
NOTE Confidence: 0.98166275

00:27:18.945 --> 00:27:19.924 you're by yourself.

NOTE Confidence: 0.9900224

00:27:22.625 --> 00:27:23.845 Another important,

NOTE Confidence: 0.9996819

00:27:24.625 --> 00:27:26.005 factor that can make

NOTE Confidence: 0.99210995

00:27:26.580 --> 00:27:28.020 doing peer work challenging is

NOTE Confidence: 0.99210995

00:27:28.020 --> 00:27:28.820 there tends to be a

NOTE Confidence: 0.99210995

00:27:28.820 --> 00:27:30.580 lack of understanding of and

NOTE Confidence: 0.99210995

00:27:30.580 --> 00:27:32.359 respect for the peer role.

NOTE Confidence: 0.96056175

00:27:32.980 --> 00:27:34.419 One of my participants said,

NOTE Confidence: 0.96056175

00:27:34.419 --> 00:27:35.779 that word peer is

NOTE Confidence: 0.97435015

00:27:36.100 --> 00:27:37.299 at times, it's not really

NOTE Confidence: 0.97435015

00:27:37.299 --> 00:27:38.520 regarded or respected,

NOTE Confidence: 0.99396896

00:27:38.980 --> 00:27:40.340 and that's your opinion. Your

NOTE Confidence: 0.99396896

00:27:40.340 --> 00:27:41.720 experience is minute.

NOTE Confidence: 0.99712974

00:27:42.394 --> 00:27:43.294 Now the professionals

NOTE Confidence: 0.9995762

00:27:43.674 --> 00:27:44.734 are going to talk.

NOTE Confidence: 0.99586546

00:27:45.274 --> 00:27:46.715 Yeah. And I think that

NOTE Confidence: 0.99586546

00:27:46.715 --> 00:27:48.095 instead of being a professional,

NOTE Confidence: 0.99586546

00:27:48.394 --> 00:27:50.095 what about being a human?

NOTE Confidence: 0.9486695

00:27:52.394 --> 00:27:53.534 And then finally,

NOTE Confidence: 0.9777775

00:27:54.315 --> 00:27:56.315 we know that behavioral health

NOTE Confidence: 0.9777775

00:27:56.315 --> 00:27:58.109 jobs in general don't pay

NOTE Confidence: 0.9777775

00:27:58.109 --> 00:27:59.970 the best, and peer jobs

NOTE Confidence: 0.4592331

00:28:00.670 --> 00:28:01.330 in particular

NOTE Confidence: 0.97761065

00:28:01.630 --> 00:28:02.350 tend to be on the

NOTE Confidence: 0.97761065

00:28:02.350 --> 00:28:03.550 lower end of that, and

NOTE Confidence: 0.97761065

00:28:03.550 --> 00:28:04.930 this pay can be inequitable.

NOTE Confidence: 0.9592483

00:28:05.470 --> 00:28:06.369 It's low,

NOTE Confidence: 0.971052

00:28:06.670 --> 00:28:08.030 and it also just leads

NOTE Confidence: 0.971052

00:28:08.030 --> 00:28:09.070 to a struggle to make

NOTE Confidence: 0.971052

00:28:09.070 --> 00:28:10.690 a living while you're working,

NOTE Confidence: 0.971052

00:28:10.830 --> 00:28:12.350 which can really limit who

NOTE Confidence: 0.971052

00:28:12.350 --> 00:28:14.024 is able to,

NOTE Confidence: 0.98368984
00:28:14.744 --> 00:28:16.024 engage in peer work as
NOTE Confidence: 0.98368984
00:28:16.024 --> 00:28:17.085 well as who, like,
NOTE Confidence: 0.99200463
00:28:18.105 --> 00:28:20.125 is like, stays around.
NOTE Confidence: 0.9907303
00:28:21.225 --> 00:28:22.264 So one of my,
NOTE Confidence: 0.9990277
00:28:22.904 --> 00:28:23.404 participants
NOTE Confidence: 0.95280224
00:28:24.105 --> 00:28:25.784 made this point very well
NOTE Confidence: 0.95280224
00:28:25.784 --> 00:28:26.984 saying, I'm making more at
NOTE Confidence: 0.95280224
00:28:26.984 --> 00:28:28.289 Dick's Sporting Goods as a
NOTE Confidence: 0.95280224
00:28:28.289 --> 00:28:29.510 cashier, and it's ridiculous
NOTE Confidence: 0.9882164
00:28:29.970 --> 00:28:31.250 for what I do there
NOTE Confidence: 0.9882164
00:28:31.250 --> 00:28:32.630 versus what I do here.
NOTE Confidence: 0.9882164
00:28:32.929 --> 00:28:34.609 It's funny because, like, I
NOTE Confidence: 0.9882164
00:28:34.609 --> 00:28:35.730 say that, and I would
NOTE Confidence: 0.9882164
00:28:35.730 --> 00:28:36.230 never
NOTE Confidence: 0.9766407
00:28:36.609 --> 00:28:37.730 I'd take this pay cut
NOTE Confidence: 0.9766407

00:28:37.730 --> 00:28:39.169 a million times over because
NOTE Confidence: 0.9766407

00:28:39.169 --> 00:28:40.610 it's just the fulfillment out
NOTE Confidence: 0.9766407

00:28:40.610 --> 00:28:41.649 of it is so much
NOTE Confidence: 0.9766407

00:28:41.649 --> 00:28:42.950 more worth the money.
NOTE Confidence: 0.982527

00:28:43.605 --> 00:28:44.645 I just know, you know,
NOTE Confidence: 0.982527

00:28:44.645 --> 00:28:46.085 there's families. Like, I'm a
NOTE Confidence: 0.982527

00:28:46.085 --> 00:28:47.365 single mom. I'm living with
NOTE Confidence: 0.982527

00:28:47.365 --> 00:28:48.965 my parents. Like, I gotta
NOTE Confidence: 0.982527

00:28:49.045 --> 00:28:49.705 you know?
NOTE Confidence: 0.9975473

00:28:50.245 --> 00:28:51.685 I love this work and
NOTE Confidence: 0.9975473

00:28:51.685 --> 00:28:52.885 this job, but it would
NOTE Confidence: 0.9975473

00:28:52.885 --> 00:28:53.925 be nice to also be
NOTE Confidence: 0.9975473

00:28:53.925 --> 00:28:55.545 making a living from it.
NOTE Confidence: 0.9975473

00:28:55.605 --> 00:28:56.265 You know?
NOTE Confidence: 0.99965584

00:28:59.130 --> 00:29:00.970 So some key takeaways from
NOTE Confidence: 0.99965584

00:29:00.970 --> 00:29:01.950 this work

NOTE Confidence: 0.9554906

00:29:02.410 --> 00:29:03.690 is that peer work is

NOTE Confidence: 0.9554906

00:29:03.690 --> 00:29:05.150 a profoundly meaningful

NOTE Confidence: 0.99967796

00:29:05.770 --> 00:29:06.890 to the people who do

NOTE Confidence: 0.99967796

00:29:06.890 --> 00:29:07.390 it.

NOTE Confidence: 0.99266744

00:29:07.850 --> 00:29:09.130 Peers are committed to the

NOTE Confidence: 0.99266744

00:29:09.130 --> 00:29:10.570 work even with the reality

NOTE Confidence: 0.99266744

00:29:10.570 --> 00:29:12.195 of low pay, but the

NOTE Confidence: 0.99266744

00:29:12.274 --> 00:29:13.794 pay inequity really does make

NOTE Confidence: 0.99266744

00:29:13.794 --> 00:29:14.534 it difficult

NOTE Confidence: 0.9806727

00:29:14.995 --> 00:29:16.115 to make a living while

NOTE Confidence: 0.9806727

00:29:16.115 --> 00:29:17.475 working. So that's a a

NOTE Confidence: 0.9806727

00:29:17.475 --> 00:29:19.154 point I always want to

NOTE Confidence: 0.9806727

00:29:19.154 --> 00:29:20.514 hit when I talk about

NOTE Confidence: 0.9806727

00:29:20.514 --> 00:29:22.434 this is that equitable pay

NOTE Confidence: 0.9806727

00:29:22.434 --> 00:29:22.914 is,

NOTE Confidence: 0.97616756

00:29:23.794 --> 00:29:25.014 needed in the field.
NOTE Confidence: 0.90243363

00:29:26.850 --> 00:29:27.350 Like
NOTE Confidence: 0.95993906

00:29:28.610 --> 00:29:30.850 much of behavioral health work,
NOTE Confidence: 0.95993906

00:29:30.850 --> 00:29:32.230 care work can be emotionally
NOTE Confidence: 0.95993906

00:29:32.450 --> 00:29:33.890 taxing, and really having a
NOTE Confidence: 0.95993906

00:29:33.890 --> 00:29:36.130 supportive workplace helps people cope
NOTE Confidence: 0.95993906

00:29:36.130 --> 00:29:36.870 with that.
NOTE Confidence: 0.84537584

00:29:37.730 --> 00:29:38.049 So,
NOTE Confidence: 0.99958307

00:29:38.945 --> 00:29:40.225 leading to the recommendation that
NOTE Confidence: 0.99958307

00:29:40.225 --> 00:29:41.184 we really need to start
NOTE Confidence: 0.99958307

00:29:41.184 --> 00:29:42.804 working on developing organizational
NOTE Confidence: 0.9840632

00:29:43.265 --> 00:29:45.765 cultures among behavioral health organizations
NOTE Confidence: 0.9840632

00:29:45.905 --> 00:29:47.505 that value peers and their
NOTE Confidence: 0.9840632

00:29:47.505 --> 00:29:49.365 work, and we must, reexamine
NOTE Confidence: 0.9840632

00:29:49.505 --> 00:29:50.165 and renegotiate
NOTE Confidence: 0.9628683

00:29:50.865 --> 00:29:52.705 some agency policies to make

NOTE Confidence: 0.9628683
00:29:52.705 --> 00:29:53.205 engaging,
NOTE Confidence: 0.84607905
00:29:54.480 --> 00:29:55.540 in peer work,
NOTE Confidence: 0.99524134
00:29:57.360 --> 00:29:59.760 like, easier for the people
NOTE Confidence: 0.99524134
00:29:59.760 --> 00:30:00.720 who are trained to do
NOTE Confidence: 0.99524134
00:30:00.720 --> 00:30:01.540 this work.
NOTE Confidence: 0.9827869
00:30:03.040 --> 00:30:04.720 So where did all this
NOTE Confidence: 0.9827869
00:30:04.720 --> 00:30:06.160 lead me? I'd say one
NOTE Confidence: 0.9827869
00:30:06.160 --> 00:30:07.440 of the most tangible ways
NOTE Confidence: 0.9827869
00:30:07.440 --> 00:30:08.805 I'm carrying on this work
NOTE Confidence: 0.9827869
00:30:08.805 --> 00:30:10.265 is I help to facilitate,
NOTE Confidence: 0.97372377
00:30:11.285 --> 00:30:13.365 some learning collaboratives, both here
NOTE Confidence: 0.97372377
00:30:13.365 --> 00:30:14.505 in the state of Connecticut
NOTE Confidence: 0.97372377
00:30:14.645 --> 00:30:15.765 as well as abroad in
NOTE Confidence: 0.97372377
00:30:15.765 --> 00:30:16.265 Australia,
NOTE Confidence: 0.996262
00:30:17.365 --> 00:30:19.205 to work with agencies in
NOTE Confidence: 0.996262

00:30:19.205 --> 00:30:21.380 the behavioral health field who
NOTE Confidence: 0.996262

00:30:21.380 --> 00:30:23.220 employ peer workers to really
NOTE Confidence: 0.996262

00:30:23.220 --> 00:30:24.680 reexamine their organizational
NOTE Confidence: 0.99550915

00:30:25.140 --> 00:30:26.520 culture, their organizational
NOTE Confidence: 0.99131495

00:30:26.980 --> 00:30:27.480 policies,
NOTE Confidence: 0.9974139

00:30:28.180 --> 00:30:29.460 and work towards making them
NOTE Confidence: 0.9974139

00:30:29.460 --> 00:30:31.460 more recovery oriented and peer
NOTE Confidence: 0.9974139

00:30:31.460 --> 00:30:31.960 friendly.
NOTE Confidence: 0.99315804

00:30:32.660 --> 00:30:34.420 I've also submitted some grant
NOTE Confidence: 0.99315804

00:30:34.420 --> 00:30:36.020 proposals with my colleagues that
NOTE Confidence: 0.99315804

00:30:36.020 --> 00:30:37.035 I met through this post
NOTE Confidence: 0.99315804

00:30:37.355 --> 00:30:39.055 doctoral training program,
NOTE Confidence: 0.99682117

00:30:39.915 --> 00:30:40.895 to incorporate
NOTE Confidence: 0.99460196

00:30:41.275 --> 00:30:42.795 peer support and peer values
NOTE Confidence: 0.99460196

00:30:42.795 --> 00:30:44.975 into traditional employment services.
NOTE Confidence: 0.98596764

00:30:47.035 --> 00:30:48.315 And finally, I would say

NOTE Confidence: 0.98596764

00:30:48.315 --> 00:30:49.995 the most important takeaway for

NOTE Confidence: 0.98596764

00:30:49.995 --> 00:30:51.115 me is that it's not

NOTE Confidence: 0.98596764

00:30:51.115 --> 00:30:52.830 just work that's important to

NOTE Confidence: 0.98596764

00:30:52.830 --> 00:30:54.910 people with psychiatric disabilities. It's

NOTE Confidence: 0.98596764

00:30:54.910 --> 00:30:55.890 really meaningful

NOTE Confidence: 0.9939509

00:30:56.350 --> 00:30:56.850 work.

NOTE Confidence: 0.972297

00:30:59.070 --> 00:31:00.510 And so this key finding

NOTE Confidence: 0.972297

00:31:00.510 --> 00:31:02.350 has really incur informed my

NOTE Confidence: 0.972297

00:31:02.350 --> 00:31:04.030 current research questions, which are

NOTE Confidence: 0.972297

00:31:04.030 --> 00:31:05.570 around the pursuit of personally

NOTE Confidence: 0.972297

00:31:05.630 --> 00:31:06.130 meaningful

NOTE Confidence: 0.99906826

00:31:06.430 --> 00:31:06.930 recovery.

NOTE Confidence: 0.95260197

00:31:07.465 --> 00:31:08.505 This led me to ask,

NOTE Confidence: 0.95260197

00:31:08.505 --> 00:31:09.865 what if we supported people

NOTE Confidence: 0.95260197

00:31:09.865 --> 00:31:11.065 in their pursuit of meaning

NOTE Confidence: 0.95260197

00:31:11.065 --> 00:31:12.365 throughout their lives?
NOTE Confidence: 0.963128

00:31:12.825 --> 00:31:14.185 So in this vein, my
NOTE Confidence: 0.963128

00:31:14.185 --> 00:31:15.785 current research is focused on
NOTE Confidence: 0.963128

00:31:15.785 --> 00:31:17.325 young adults and their social,
NOTE Confidence: 0.963128

00:31:17.545 --> 00:31:19.805 vocational, and relay relational recovery,
NOTE Confidence: 0.9919522

00:31:20.450 --> 00:31:22.450 really developing outcome measures that
NOTE Confidence: 0.9919522

00:31:22.450 --> 00:31:24.450 capture what's most meaningful to
NOTE Confidence: 0.9919522

00:31:24.450 --> 00:31:24.950 them.
NOTE Confidence: 0.99633056

00:31:25.330 --> 00:31:26.690 So I'm currently conducting a
NOTE Confidence: 0.99633056

00:31:26.690 --> 00:31:28.690 concept mapping study to create
NOTE Confidence: 0.99633056

00:31:28.690 --> 00:31:30.630 a measure of personally meaningful
NOTE Confidence: 0.99633056

00:31:30.690 --> 00:31:31.190 recovery
NOTE Confidence: 0.92288375

00:31:31.570 --> 00:31:32.790 so that we can measure
NOTE Confidence: 0.92288375

00:31:33.010 --> 00:31:33.865 what people people with lived
NOTE Confidence: 0.92288375

00:31:33.865 --> 00:31:34.365 experience
NOTE Confidence: 0.9798819

00:31:35.145 --> 00:31:36.904 actually endorse is important to

NOTE Confidence: 0.9798819
00:31:36.904 --> 00:31:37.965 them in addition
NOTE Confidence: 0.9849225
00:31:38.424 --> 00:31:39.304 to the things that we
NOTE Confidence: 0.9849225
00:31:39.304 --> 00:31:40.525 measure that
NOTE Confidence: 0.9150425
00:31:42.025 --> 00:31:43.965 are mainly created by researchers
NOTE Confidence: 0.99148834
00:31:44.505 --> 00:31:46.505 and clinicians, and it's what's
NOTE Confidence: 0.99148834
00:31:46.505 --> 00:31:47.804 important to us.
NOTE Confidence: 0.9944689
00:31:48.184 --> 00:31:48.684 So
NOTE Confidence: 0.9918524
00:31:50.220 --> 00:31:51.660 with that, I really want
NOTE Confidence: 0.9918524
00:31:51.660 --> 00:31:53.340 to acknowledge the many people
NOTE Confidence: 0.9918524
00:31:53.340 --> 00:31:54.240 who made this,
NOTE Confidence: 0.94532394
00:31:54.700 --> 00:31:57.020 project possible, my mentors and
NOTE Confidence: 0.94532394
00:31:57.020 --> 00:31:58.560 especially my lived experience
NOTE Confidence: 0.78928757
00:31:59.100 --> 00:32:00.800 mentor, Nancy Leisa,
NOTE Confidence: 0.95916444
00:32:01.500 --> 00:32:04.195 our engagement specialist at Perch,
NOTE Confidence: 0.95916444
00:32:04.415 --> 00:32:06.175 Kim Guy, who helped me
NOTE Confidence: 0.95916444

00:32:06.175 --> 00:32:08.275 recruit some just really amazing
NOTE Confidence: 0.9520856

00:32:08.735 --> 00:32:10.595 peer supporters as participants.
NOTE Confidence: 0.9971623

00:32:11.375 --> 00:32:12.835 The participants themselves,
NOTE Confidence: 0.9799759

00:32:13.215 --> 00:32:15.055 all the research assistants and
NOTE Confidence: 0.9799759

00:32:15.055 --> 00:32:16.255 interns who helped me with
NOTE Confidence: 0.9799759

00:32:16.255 --> 00:32:16.915 the analysis,
NOTE Confidence: 0.96371937

00:32:17.695 --> 00:32:18.915 I'd like to thank NIDILRR,
NOTE Confidence: 0.9710195

00:32:19.830 --> 00:32:21.350 for their funding of this
NOTE Confidence: 0.9710195

00:32:21.350 --> 00:32:21.850 research.
NOTE Confidence: 0.9754453

00:32:22.710 --> 00:32:24.150 And I also just wanna
NOTE Confidence: 0.9754453

00:32:24.150 --> 00:32:25.669 end by shouting out all
NOTE Confidence: 0.9754453

00:32:25.669 --> 00:32:27.270 the researchers who have been
NOTE Confidence: 0.9754453

00:32:27.270 --> 00:32:29.030 open about their lived experience
NOTE Confidence: 0.9754453

00:32:29.030 --> 00:32:30.789 who've come before me, including
NOTE Confidence: 0.9754453

00:32:30.789 --> 00:32:32.250 the late Pat Corrigan,
NOTE Confidence: 0.9798013

00:32:32.895 --> 00:32:34.415 and acknowledge that I'm really

NOTE Confidence: 0.9798013

00:32:34.415 --> 00:32:35.775 standing on the shoulders of

NOTE Confidence: 0.9798013

00:32:35.775 --> 00:32:37.555 giants in doing this work.

NOTE Confidence: 0.9798013

00:32:37.775 --> 00:32:38.735 So thank you all for

NOTE Confidence: 0.9798013

00:32:38.735 --> 00:32:39.855 listening to me, and I'm

NOTE Confidence: 0.9798013

00:32:39.855 --> 00:32:40.975 going to pass to my

NOTE Confidence: 0.9798013

00:32:40.975 --> 00:32:42.835 colleague, doctor Elizabeth Brizola.

NOTE Confidence: 0.9829571

00:32:44.415 --> 00:32:46.115 Thank you. Thank you, Megan.

NOTE Confidence: 0.9829571

00:32:46.255 --> 00:32:47.235 That's so beautiful.

NOTE Confidence: 0.97911596

00:32:48.440 --> 00:32:50.200 Hello, everyone. My name is

NOTE Confidence: 0.97911596

00:32:50.200 --> 00:32:51.720 Elizabeth Brizzola, and it's such

NOTE Confidence: 0.97911596

00:32:51.720 --> 00:32:53.160 a pleasure to share a

NOTE Confidence: 0.97911596

00:32:53.160 --> 00:32:54.679 little bit of my pathway

NOTE Confidence: 0.97911596

00:32:54.679 --> 00:32:56.520 here at Perch through this

NOTE Confidence: 0.97911596

00:32:56.520 --> 00:32:58.760 amazing doctoral program, looking at

NOTE Confidence: 0.97911596

00:32:58.760 --> 00:32:59.880 this aspect of life that

NOTE Confidence: 0.97911596

00:32:59.880 --> 00:33:01.900 we call work while navigating
NOTE Confidence: 0.97911596

00:33:02.040 --> 00:33:03.340 a psychiatric disability.
NOTE Confidence: 0.96493983

00:33:04.384 --> 00:33:05.345 It's made me think of
NOTE Confidence: 0.96493983

00:33:05.345 --> 00:33:07.184 my own experiences being born
NOTE Confidence: 0.96493983

00:33:07.184 --> 00:33:08.544 and raised in Brazil, working
NOTE Confidence: 0.96493983

00:33:08.544 --> 00:33:09.985 as a psychologist, as a
NOTE Confidence: 0.96493983

00:33:09.985 --> 00:33:10.804 music teacher,
NOTE Confidence: 0.9287618

00:33:11.184 --> 00:33:12.304 being a mother and friend,
NOTE Confidence: 0.9287618

00:33:12.304 --> 00:33:14.225 and just how community and
NOTE Confidence: 0.9287618

00:33:14.225 --> 00:33:16.485 belonging really, really matter.
NOTE Confidence: 0.9139079

00:33:17.200 --> 00:33:18.720 And I asked myself con
NOTE Confidence: 0.9139079

00:33:18.800 --> 00:33:20.260 constantly, like, how
NOTE Confidence: 0.9996929

00:33:20.640 --> 00:33:21.940 are we showing up
NOTE Confidence: 0.98978835

00:33:22.320 --> 00:33:24.000 for each other as human
NOTE Confidence: 0.98978835

00:33:24.000 --> 00:33:24.500 beings?
NOTE Confidence: 0.9812316

00:33:26.320 --> 00:33:28.080 So next slide, please. So

NOTE Confidence: 0.9812316

00:33:28.080 --> 00:33:29.680 as I started this program,

NOTE Confidence: 0.9812316

00:33:29.680 --> 00:33:30.740 my eyes turned

NOTE Confidence: 0.99882954

00:33:31.285 --> 00:33:33.045 to the lived experience of

NOTE Confidence: 0.99882954

00:33:33.045 --> 00:33:33.545 work

NOTE Confidence: 0.9393981

00:33:33.925 --> 00:33:35.285 and how do people living

NOTE Confidence: 0.9393981

00:33:35.285 --> 00:33:37.465 with a psychiatric disability describe

NOTE Confidence: 0.9970876

00:33:38.085 --> 00:33:39.205 and make sense out of

NOTE Confidence: 0.9970876

00:33:39.205 --> 00:33:40.185 their own experiences

NOTE Confidence: 0.9563481

00:33:40.645 --> 00:33:41.925 and in their own words

NOTE Confidence: 0.9563481

00:33:41.925 --> 00:33:43.705 and in their own context.

NOTE Confidence: 0.993655

00:33:44.490 --> 00:33:45.850 So my questions have been,

NOTE Confidence: 0.993655

00:33:45.850 --> 00:33:46.810 what is it like to

NOTE Confidence: 0.993655

00:33:46.810 --> 00:33:48.250 go about looking for work,

NOTE Confidence: 0.993655

00:33:48.250 --> 00:33:50.090 going to work, dealing with

NOTE Confidence: 0.993655

00:33:50.090 --> 00:33:51.550 challenges in the workplace?

NOTE Confidence: 0.9559514

00:33:52.010 --> 00:33:53.210 What all does it really
NOTE Confidence: 0.9559514

00:33:53.210 --> 00:33:54.670 involve? And in this way,
NOTE Confidence: 0.98475444

00:33:55.050 --> 00:33:56.250 I do hope that in
NOTE Confidence: 0.98475444

00:33:56.250 --> 00:33:56.910 the time,
NOTE Confidence: 0.9886632

00:33:57.415 --> 00:33:58.875 working here, I can
NOTE Confidence: 0.9706447

00:33:59.175 --> 00:34:00.375 help to draw just a
NOTE Confidence: 0.9706447

00:34:00.375 --> 00:34:02.535 clearer, more meaningful picture of
NOTE Confidence: 0.9706447

00:34:02.535 --> 00:34:04.535 this to family, to friends,
NOTE Confidence: 0.9706447

00:34:04.535 --> 00:34:06.235 everybody involved in advocacy,
NOTE Confidence: 0.99463224

00:34:06.535 --> 00:34:07.435 decision making.
NOTE Confidence: 0.96764827

00:34:09.175 --> 00:34:09.995 Next, please.
NOTE Confidence: 0.9979035

00:34:10.860 --> 00:34:12.400 So I started by
NOTE Confidence: 0.9990131

00:34:12.780 --> 00:34:13.920 talking informally
NOTE Confidence: 0.9835154

00:34:14.220 --> 00:34:15.740 with many different people about
NOTE Confidence: 0.9835154

00:34:15.740 --> 00:34:16.400 this topic.
NOTE Confidence: 0.9554634

00:34:16.940 --> 00:34:18.400 People with lived expertise,

NOTE Confidence: 0.99943393

00:34:18.700 --> 00:34:19.200 people

NOTE Confidence: 0.9784392

00:34:19.580 --> 00:34:20.800 working in this area,

NOTE Confidence: 0.9833239

00:34:21.100 --> 00:34:23.260 researchers, peers, colleagues, friends of

NOTE Confidence: 0.9833239

00:34:23.260 --> 00:34:24.080 mine, family.

NOTE Confidence: 0.99666184

00:34:24.515 --> 00:34:25.895 And I heard many intriguing

NOTE Confidence: 0.99666184

00:34:25.955 --> 00:34:27.235 stories that really have opened

NOTE Confidence: 0.99666184

00:34:27.235 --> 00:34:28.355 my heart and mind to

NOTE Confidence: 0.99666184

00:34:28.355 --> 00:34:29.795 just how complex it all

NOTE Confidence: 0.99666184

00:34:29.795 --> 00:34:30.295 is.

NOTE Confidence: 0.983879

00:34:30.755 --> 00:34:32.275 And I also became curious

NOTE Confidence: 0.983879

00:34:32.275 --> 00:34:34.275 about what's already been written

NOTE Confidence: 0.983879

00:34:34.275 --> 00:34:36.295 and studied as I researched.

NOTE Confidence: 0.97362334

00:34:37.030 --> 00:34:38.310 And I saw a huge

NOTE Confidence: 0.97362334

00:34:38.310 --> 00:34:41.030 effort happening worldwide, different programs

NOTE Confidence: 0.97362334

00:34:41.030 --> 00:34:41.770 being developed,

NOTE Confidence: 0.9677347

00:34:42.390 --> 00:34:44.150 different approaches, all trying to
NOTE Confidence: 0.9677347

00:34:44.150 --> 00:34:46.150 find help people find jobs.
NOTE Confidence: 0.9677347

00:34:46.150 --> 00:34:47.590 And I thought, wow. That's
NOTE Confidence: 0.9677347

00:34:47.590 --> 00:34:49.205 that's really great. I'm I'm
NOTE Confidence: 0.9677347

00:34:49.205 --> 00:34:50.185 really glad.
NOTE Confidence: 0.99354225

00:34:51.045 --> 00:34:52.585 But then as I looked
NOTE Confidence: 0.99354225

00:34:52.645 --> 00:34:54.165 closer and pondered on the
NOTE Confidence: 0.99354225

00:34:54.165 --> 00:34:56.425 statistics that Mark was mentioning,
NOTE Confidence: 0.9992699

00:34:57.125 --> 00:34:57.625 that
NOTE Confidence: 0.9688971

00:34:58.085 --> 00:35:00.085 showed overall employment rates at
NOTE Confidence: 0.9688971

00:35:00.085 --> 00:35:01.685 around thirty to twenty to
NOTE Confidence: 0.9688971

00:35:01.685 --> 00:35:03.285 thirty percent, I I thought
NOTE Confidence: 0.9688971

00:35:03.285 --> 00:35:04.665 myself, okay. So
NOTE Confidence: 0.9496562

00:35:05.340 --> 00:35:06.940 some people are working, but
NOTE Confidence: 0.9496562

00:35:06.940 --> 00:35:07.440 others,
NOTE Confidence: 0.97878355

00:35:07.900 --> 00:35:10.000 most are not employed. And

NOTE Confidence: 0.97878355
00:35:10.220 --> 00:35:11.260 those who are not working,
NOTE Confidence: 0.97878355
00:35:11.260 --> 00:35:12.700 I wonder how how are
NOTE Confidence: 0.97878355
00:35:12.700 --> 00:35:14.000 they using their time?
NOTE Confidence: 0.99318475
00:35:14.540 --> 00:35:15.900 What all is involved in
NOTE Confidence: 0.99318475
00:35:15.900 --> 00:35:17.660 this experience of being in
NOTE Confidence: 0.99318475
00:35:17.660 --> 00:35:18.880 a place of unemployment?
NOTE Confidence: 0.99109554
00:35:21.745 --> 00:35:22.864 So this is how my
NOTE Confidence: 0.99109554
00:35:22.864 --> 00:35:24.225 journey has begun. I'm digging
NOTE Confidence: 0.99109554
00:35:24.225 --> 00:35:25.525 deeper to find out
NOTE Confidence: 0.94629896
00:35:25.825 --> 00:35:26.965 and, settling
NOTE Confidence: 0.95952815
00:35:27.545 --> 00:35:30.325 you know, setting lived experience
NOTE Confidence: 0.95952815
00:35:30.545 --> 00:35:31.364 at the center.
NOTE Confidence: 0.98580825
00:35:31.745 --> 00:35:32.245 First,
NOTE Confidence: 0.9861204
00:35:32.625 --> 00:35:33.685 looking at phenomenological
NOTE Confidence: 0.97978723
00:35:34.225 --> 00:35:36.010 studies about lived experience that
NOTE Confidence: 0.97978723

00:35:36.010 --> 00:35:36.990 talk about work,
NOTE Confidence: 0.9940575

00:35:37.370 --> 00:35:38.730 gathering their quotes, which I'm
NOTE Confidence: 0.9940575

00:35:38.730 --> 00:35:39.850 gonna be sharing with you
NOTE Confidence: 0.9940575

00:35:39.850 --> 00:35:40.350 today.
NOTE Confidence: 0.9371718

00:35:40.730 --> 00:35:42.570 And the other similar to
NOTE Confidence: 0.9371718

00:35:42.570 --> 00:35:43.630 what Megan did,
NOTE Confidence: 0.97058046

00:35:44.250 --> 00:35:46.430 will be having in-depth conversations
NOTE Confidence: 0.9661943

00:35:46.730 --> 00:35:48.250 with people about their experience
NOTE Confidence: 0.9661943

00:35:48.250 --> 00:35:49.710 of being unemployed,
NOTE Confidence: 0.991439

00:35:50.305 --> 00:35:51.505 to hear their stories and
NOTE Confidence: 0.991439

00:35:51.505 --> 00:35:53.105 better understand what it's like,
NOTE Confidence: 0.991439

00:35:53.105 --> 00:35:54.705 what's important, what issues are
NOTE Confidence: 0.991439

00:35:54.705 --> 00:35:55.205 involved.
NOTE Confidence: 0.95610195

00:35:56.945 --> 00:35:58.405 So today, I'm
NOTE Confidence: 0.94725627

00:35:59.425 --> 00:36:01.265 sharing these preliminary findings of
NOTE Confidence: 0.94725627

00:36:01.265 --> 00:36:02.805 my review looking at these

NOTE Confidence: 0.97739935

00:36:03.210 --> 00:36:03.710 phenomenological

NOTE Confidence: 0.9277969

00:36:04.090 --> 00:36:05.869 studies. They were seventeen

NOTE Confidence: 0.99944574

00:36:06.650 --> 00:36:07.150 reports

NOTE Confidence: 0.9774831

00:36:07.450 --> 00:36:09.530 that were either exploring the

NOTE Confidence: 0.9774831

00:36:09.530 --> 00:36:11.530 experience of recovery of people

NOTE Confidence: 0.9774831

00:36:11.530 --> 00:36:12.590 in different contexts,

NOTE Confidence: 0.8621167

00:36:13.050 --> 00:36:15.310 incarcerated in IPS or clubhouses,

NOTE Confidence: 0.9767983

00:36:16.010 --> 00:36:17.710 or were describing experiences

NOTE Confidence: 0.9613044

00:36:18.815 --> 00:36:21.515 receiving work seeking support or

NOTE Confidence: 0.9613044

00:36:21.535 --> 00:36:22.035 training,

NOTE Confidence: 0.9961473

00:36:22.415 --> 00:36:24.415 whether engaging in competitive work

NOTE Confidence: 0.9961473

00:36:24.415 --> 00:36:26.355 or in community volunteering.

NOTE Confidence: 0.9990725

00:36:28.255 --> 00:36:29.695 So after reading through them

NOTE Confidence: 0.9990725

00:36:29.695 --> 00:36:30.435 all and

NOTE Confidence: 0.9996594

00:36:30.735 --> 00:36:31.235 examining

NOTE Confidence: 0.92630225

00:36:31.535 --> 00:36:32.275 the participants'
NOTE Confidence: 0.99984133

00:36:32.575 --> 00:36:33.075 quotes
NOTE Confidence: 0.9595833

00:36:33.640 --> 00:36:35.000 in their context, it was
NOTE Confidence: 0.9595833

00:36:35.000 --> 00:36:36.280 quite clear that the the
NOTE Confidence: 0.9595833

00:36:36.280 --> 00:36:38.219 work related experience they described
NOTE Confidence: 0.99929506

00:36:38.680 --> 00:36:40.140 was not a linear
NOTE Confidence: 0.9618113

00:36:40.840 --> 00:36:42.280 process. It was not, okay.
NOTE Confidence: 0.9618113

00:36:42.280 --> 00:36:43.800 I want work. Yeah. Let's
NOTE Confidence: 0.9618113

00:36:43.800 --> 00:36:45.160 work. Let's look for work.
NOTE Confidence: 0.9618113

00:36:45.160 --> 00:36:46.219 Oh, found one.
NOTE Confidence: 0.93150216

00:36:46.695 --> 00:36:47.835 Started. End of
NOTE Confidence: 0.9327134

00:36:48.295 --> 00:36:49.895 process. No. Many many had
NOTE Confidence: 0.9327134

00:36:49.895 --> 00:36:51.975 a trajectory of comings and
NOTE Confidence: 0.9327134

00:36:51.975 --> 00:36:54.475 goings, startings and stoppings and
NOTE Confidence: 0.9327134

00:36:54.614 --> 00:36:55.114 restarting.
NOTE Confidence: 0.9837743

00:36:55.975 --> 00:36:57.015 And in that sense, it

NOTE Confidence: 0.9837743
00:36:57.015 --> 00:36:59.195 was involving both a movement
NOTE Confidence: 0.9938645
00:36:59.950 --> 00:37:01.410 of engaging and going
NOTE Confidence: 0.99953717
00:37:01.790 --> 00:37:03.010 forward in life
NOTE Confidence: 0.9688031
00:37:03.390 --> 00:37:05.070 and of struggles of dealing
NOTE Confidence: 0.9688031
00:37:05.070 --> 00:37:06.850 with the challenges and difficulties,
NOTE Confidence: 0.9688031
00:37:07.070 --> 00:37:08.610 trying to figure things out.
NOTE Confidence: 0.99786085
00:37:09.230 --> 00:37:11.090 And participants were not
NOTE Confidence: 0.93753266
00:37:11.710 --> 00:37:13.090 not wanting just
NOTE Confidence: 0.935333
00:37:13.505 --> 00:37:15.505 any job anywhere at any
NOTE Confidence: 0.935333
00:37:15.505 --> 00:37:16.565 time in their lives.
NOTE Confidence: 0.93493825
00:37:17.185 --> 00:37:18.085 They were having,
NOTE Confidence: 0.90143317
00:37:19.745 --> 00:37:21.445 having a positive experience,
NOTE Confidence: 0.9937256
00:37:22.625 --> 00:37:24.325 getting the job, feeling
NOTE Confidence: 0.9337138
00:37:24.864 --> 00:37:26.145 well in that job seemed
NOTE Confidence: 0.9337138
00:37:26.145 --> 00:37:28.085 to involve many different elements
NOTE Confidence: 0.9631111

00:37:28.599 --> 00:37:30.140 coming together in a particular
NOTE Confidence: 0.9631111

00:37:30.280 --> 00:37:31.900 way at a particular time.
NOTE Confidence: 0.9920312

00:37:32.280 --> 00:37:33.800 And when they did, it
NOTE Confidence: 0.9920312

00:37:33.800 --> 00:37:35.420 brought an incredible sense
NOTE Confidence: 0.9995017

00:37:36.280 --> 00:37:37.099 of confidence
NOTE Confidence: 0.99947596

00:37:37.880 --> 00:37:39.099 and self worth.
NOTE Confidence: 0.9791414

00:37:40.885 --> 00:37:42.005 Okay. So this is my
NOTE Confidence: 0.9791414

00:37:42.005 --> 00:37:43.765 last slide with I put
NOTE Confidence: 0.9791414

00:37:43.765 --> 00:37:45.225 together all the different elements
NOTE Confidence: 0.9791414

00:37:45.445 --> 00:37:47.205 of that, you know, still
NOTE Confidence: 0.9791414

00:37:47.205 --> 00:37:49.145 under construction of this experience
NOTE Confidence: 0.9975104

00:37:49.685 --> 00:37:50.345 of working
NOTE Confidence: 0.9752978

00:37:51.125 --> 00:37:51.925 so that you could see
NOTE Confidence: 0.9752978

00:37:51.925 --> 00:37:53.525 them all together. So the
NOTE Confidence: 0.9752978

00:37:53.525 --> 00:37:54.985 experience of working doesn't
NOTE Confidence: 0.99660987

00:37:55.329 --> 00:37:56.950 doesn't seem to really start

NOTE Confidence: 0.99833256
00:37:57.290 --> 00:37:57.790 going
NOTE Confidence: 0.9650653
00:37:58.130 --> 00:37:59.650 to work. But before that,
NOTE Confidence: 0.9650653
00:37:59.650 --> 00:38:00.230 it envelops
NOTE Confidence: 0.9949644
00:38:01.010 --> 00:38:01.750 the motivation,
NOTE Confidence: 0.98655355
00:38:02.450 --> 00:38:03.190 the dream,
NOTE Confidence: 0.99902296
00:38:03.489 --> 00:38:04.469 or the need
NOTE Confidence: 0.8888629
00:38:05.010 --> 00:38:06.630 or that that that's pushing
NOTE Confidence: 0.8888629
00:38:06.849 --> 00:38:08.230 it into the forefront.
NOTE Confidence: 0.9672965
00:38:08.770 --> 00:38:10.309 And this is the yearning,
NOTE Confidence: 0.9968834
00:38:10.685 --> 00:38:12.225 you know, what what they
NOTE Confidence: 0.9968834
00:38:12.445 --> 00:38:14.364 said that they want from
NOTE Confidence: 0.9968834
00:38:14.364 --> 00:38:14.864 work.
NOTE Confidence: 0.8490788
00:38:15.645 --> 00:38:15.885 I
NOTE Confidence: 0.95635736
00:38:16.605 --> 00:38:17.725 they said, I want to
NOTE Confidence: 0.95635736
00:38:17.725 --> 00:38:19.105 be able to live independently,
NOTE Confidence: 0.99793655

00:38:20.605 --> 00:38:21.965 earn my own money, have
NOTE Confidence: 0.99793655

00:38:21.965 --> 00:38:23.185 a role in society.
NOTE Confidence: 0.99965805

00:38:23.725 --> 00:38:24.925 They want to be relevant
NOTE Confidence: 0.99965805

00:38:24.925 --> 00:38:25.665 and useful.
NOTE Confidence: 0.998653

00:38:26.160 --> 00:38:27.200 They said they want to
NOTE Confidence: 0.998653

00:38:27.200 --> 00:38:28.819 do a meaningful activity
NOTE Confidence: 0.93287283

00:38:29.520 --> 00:38:31.059 that has structure, routine.
NOTE Confidence: 0.9346257

00:38:31.520 --> 00:38:33.140 They wanna feel normal and
NOTE Confidence: 0.9346257

00:38:33.280 --> 00:38:33.780 belong.
NOTE Confidence: 0.949067

00:38:34.239 --> 00:38:35.280 And I couldn't help but
NOTE Confidence: 0.949067

00:38:35.280 --> 00:38:36.960 noticing how these yearning express
NOTE Confidence: 0.949067

00:38:36.960 --> 00:38:37.920 so much of the five
NOTE Confidence: 0.949067

00:38:37.920 --> 00:38:38.900 r's of citizenship.
NOTE Confidence: 0.9639012

00:38:39.200 --> 00:38:40.925 Right? I mean, work as
NOTE Confidence: 0.9639012

00:38:40.925 --> 00:38:42.125 a resource, giving them a
NOTE Confidence: 0.9639012

00:38:42.125 --> 00:38:43.025 role, responsibilities,

NOTE Confidence: 0.9986105
00:38:43.965 --> 00:38:44.785 the relationships
NOTE Confidence: 0.98309785
00:38:45.085 --> 00:38:46.445 that foster the sense of
NOTE Confidence: 0.98309785
00:38:46.445 --> 00:38:46.945 belonging.
NOTE Confidence: 0.99272645
00:38:48.445 --> 00:38:48.945 However,
NOTE Confidence: 0.9997065
00:38:49.725 --> 00:38:51.105 knowing what they want
NOTE Confidence: 0.9988308
00:38:51.485 --> 00:38:53.505 and deciding to move ahead
NOTE Confidence: 0.9160022
00:38:53.805 --> 00:38:54.705 seem to be
NOTE Confidence: 0.9989379
00:38:55.180 --> 00:38:56.320 two different processes.
NOTE Confidence: 0.9729706
00:38:57.420 --> 00:38:59.100 They they mentioned how it's
NOTE Confidence: 0.9729706
00:38:59.100 --> 00:39:00.239 tricky. It's it's
NOTE Confidence: 0.9481814
00:39:00.620 --> 00:39:02.460 it's not they're not sure.
NOTE Confidence: 0.9481814
00:39:02.460 --> 00:39:03.260 Do you know? Do I
NOTE Confidence: 0.9481814
00:39:03.260 --> 00:39:04.380 wanna work? Do I not
NOTE Confidence: 0.9481814
00:39:04.380 --> 00:39:05.200 wanna work?
NOTE Confidence: 0.98557997
00:39:05.660 --> 00:39:06.780 Is now a good time?
NOTE Confidence: 0.98557997

00:39:06.780 --> 00:39:08.114 Like I mentioned, they they
NOTE Confidence: 0.98557997

00:39:08.114 --> 00:39:09.815 have doubts whether to pursue
NOTE Confidence: 0.98557997

00:39:09.875 --> 00:39:11.075 this path or not. What
NOTE Confidence: 0.98557997

00:39:11.075 --> 00:39:12.535 should I do? After all,
NOTE Confidence: 0.98868227

00:39:12.995 --> 00:39:14.355 one of them said, after
NOTE Confidence: 0.98868227

00:39:14.355 --> 00:39:15.635 all, I see only one
NOTE Confidence: 0.98868227

00:39:15.635 --> 00:39:16.515 out of ten of my
NOTE Confidence: 0.98868227

00:39:16.515 --> 00:39:17.015 friends
NOTE Confidence: 0.9900976

00:39:17.395 --> 00:39:18.215 get jobs.
NOTE Confidence: 0.99590415

00:39:19.795 --> 00:39:20.275 And,
NOTE Confidence: 0.9758609

00:39:20.675 --> 00:39:22.114 another one mentioned, I'm too
NOTE Confidence: 0.9758609

00:39:22.114 --> 00:39:23.280 old. It's, you know, I'm
NOTE Confidence: 0.9758609

00:39:23.280 --> 00:39:25.040 too ill or I'm I'm
NOTE Confidence: 0.9758609

00:39:25.040 --> 00:39:26.800 not needing money right now.
NOTE Confidence: 0.9758609

00:39:26.800 --> 00:39:27.940 I don't feel ready.
NOTE Confidence: 0.9997697

00:39:28.400 --> 00:39:29.680 It's it's not the right

NOTE Confidence: 0.9997697

00:39:29.680 --> 00:39:30.180 timing.

NOTE Confidence: 0.9292909

00:39:31.280 --> 00:39:32.020 One said,

NOTE Confidence: 0.99607706

00:39:32.560 --> 00:39:33.920 I know I'm not fully

NOTE Confidence: 0.99607706

00:39:33.920 --> 00:39:34.420 recovered,

NOTE Confidence: 0.99686104

00:39:34.880 --> 00:39:36.000 but it doesn't mean to

NOTE Confidence: 0.99686104

00:39:36.000 --> 00:39:37.360 say I'm not ready for

NOTE Confidence: 0.99686104

00:39:37.360 --> 00:39:37.940 a job.

NOTE Confidence: 0.9675565

00:39:39.375 --> 00:39:41.795 They mentioned many considerations that

NOTE Confidence: 0.9297878

00:39:42.575 --> 00:39:44.195 they're thinking about. You know?

NOTE Confidence: 0.9670343

00:39:44.895 --> 00:39:46.175 Do I is it do

NOTE Confidence: 0.9670343

00:39:46.175 --> 00:39:47.455 I look for a paid

NOTE Confidence: 0.9670343

00:39:47.455 --> 00:39:49.614 job or unpaid work? What

NOTE Confidence: 0.9670343

00:39:49.614 --> 00:39:50.435 about benefits?

NOTE Confidence: 0.9848832

00:39:51.295 --> 00:39:52.975 Consider how hard or how

NOTE Confidence: 0.9848832

00:39:52.975 --> 00:39:54.275 easy a job is.

NOTE Confidence: 0.84995985

00:39:55.340 --> 00:39:56.800 What are my cap capabilities?

NOTE Confidence: 0.99680734

00:39:57.180 --> 00:39:58.239 What am I good at?

NOTE Confidence: 0.99680734

00:39:58.460 --> 00:39:58.960 Consider,

NOTE Confidence: 0.9958308

00:39:59.980 --> 00:40:00.480 obligations,

NOTE Confidence: 0.93606937

00:40:01.100 --> 00:40:01.600 commitment

NOTE Confidence: 0.97636795

00:40:02.219 --> 00:40:04.000 that you're making of time.

NOTE Confidence: 0.9439923

00:40:04.700 --> 00:40:06.400 Consider volunteering first,

NOTE Confidence: 0.99668366

00:40:06.940 --> 00:40:07.900 to get a better idea

NOTE Confidence: 0.99668366

00:40:07.900 --> 00:40:09.555 of what what it's really

NOTE Confidence: 0.99668366

00:40:09.555 --> 00:40:10.055 like.

NOTE Confidence: 0.92205745

00:40:10.675 --> 00:40:11.795 And also part of this

NOTE Confidence: 0.92205745

00:40:11.795 --> 00:40:13.494 decision seemed to come from

NOTE Confidence: 0.96960247

00:40:13.875 --> 00:40:14.375 comparing.

NOTE Confidence: 0.99775916

00:40:14.835 --> 00:40:15.895 What is it like

NOTE Confidence: 0.97765267

00:40:16.195 --> 00:40:17.474 in in my view to

NOTE Confidence: 0.97765267

00:40:17.474 --> 00:40:18.594 work? What is it like

NOTE Confidence: 0.97765267

00:40:18.594 --> 00:40:20.195 to not be working? What

NOTE Confidence: 0.97765267

00:40:20.195 --> 00:40:21.015 is my experience

NOTE Confidence: 0.9625648

00:40:21.549 --> 00:40:23.469 not working? And they described

NOTE Confidence: 0.9625648

00:40:23.469 --> 00:40:24.750 it as a a place

NOTE Confidence: 0.9625648

00:40:24.750 --> 00:40:26.769 of feeling isolated, unvalued,

NOTE Confidence: 0.91290176

00:40:27.069 --> 00:40:27.569 unsure.

NOTE Confidence: 0.982856

00:40:28.670 --> 00:40:29.789 And one of them said

NOTE Confidence: 0.982856

00:40:29.789 --> 00:40:30.289 it's

NOTE Confidence: 0.9976673

00:40:30.910 --> 00:40:31.650 rock bottom.

NOTE Confidence: 0.9976764

00:40:32.750 --> 00:40:33.789 But on the other hand,

NOTE Confidence: 0.9976764

00:40:33.789 --> 00:40:34.849 working can also

NOTE Confidence: 0.9954531

00:40:35.625 --> 00:40:36.445 feel overwhelming.

NOTE Confidence: 0.9831878

00:40:37.385 --> 00:40:38.125 They mentioned

NOTE Confidence: 0.9748221

00:40:38.425 --> 00:40:40.205 high demands, being overworked,

NOTE Confidence: 0.99371964

00:40:41.545 --> 00:40:42.905 having to deal with stress,

NOTE Confidence: 0.99371964

00:40:42.905 --> 00:40:45.225 stigma, and not necessarily having

NOTE Confidence: 0.99371964

00:40:45.225 --> 00:40:45.885 the support

NOTE Confidence: 0.9992062

00:40:46.185 --> 00:40:47.485 that they need at work.

NOTE Confidence: 0.988737

00:40:48.185 --> 00:40:49.325 And all these considerations

NOTE Confidence: 0.99557024

00:40:49.625 --> 00:40:50.605 seem to add

NOTE Confidence: 0.999481

00:40:51.190 --> 00:40:52.170 to this experience

NOTE Confidence: 0.96281594

00:40:52.790 --> 00:40:54.650 of an impossible equation

NOTE Confidence: 0.8587175

00:40:55.270 --> 00:40:56.810 yet the yearning

NOTE Confidence: 0.99749947

00:40:57.110 --> 00:40:58.969 may still keep calling and

NOTE Confidence: 0.989383

00:40:59.270 --> 00:41:00.550 keep them on the track

NOTE Confidence: 0.989383

00:41:00.550 --> 00:41:02.870 pursuing work. And and those

NOTE Confidence: 0.989383

00:41:02.870 --> 00:41:04.410 who have started

NOTE Confidence: 0.9680247

00:41:05.435 --> 00:41:07.195 a job and they're trying

NOTE Confidence: 0.9680247

00:41:07.195 --> 00:41:08.335 it out for size,

NOTE Confidence: 0.89760405

00:41:08.635 --> 00:41:09.775 taking this plunge.

NOTE Confidence: 0.93638355

00:41:10.155 --> 00:41:11.775 At this point, participants

NOTE Confidence: 0.9701661
00:41:12.075 --> 00:41:12.575 managed
NOTE Confidence: 0.9205807
00:41:12.875 --> 00:41:14.015 a phase of adaptation,
NOTE Confidence: 0.9678143
00:41:14.475 --> 00:41:15.835 you know, to new work,
NOTE Confidence: 0.9678143
00:41:15.835 --> 00:41:17.695 getting used to being there,
NOTE Confidence: 0.9131457
00:41:18.710 --> 00:41:20.150 an an ongoing process with
NOTE Confidence: 0.9131457
00:41:20.150 --> 00:41:21.450 ups and downs and
NOTE Confidence: 0.9073519
00:41:21.829 --> 00:41:23.030 trying to balance in the
NOTE Confidence: 0.9073519
00:41:23.030 --> 00:41:24.410 demands and the routine.
NOTE Confidence: 0.9970669
00:41:25.430 --> 00:41:25.930 And
NOTE Confidence: 0.9965874
00:41:26.230 --> 00:41:26.730 relationships
NOTE Confidence: 0.93683225
00:41:27.030 --> 00:41:28.309 at work and some of
NOTE Confidence: 0.93683225
00:41:28.309 --> 00:41:30.309 the colleagues reactions to this
NOTE Confidence: 0.93683225
00:41:30.309 --> 00:41:30.809 disclosure
NOTE Confidence: 0.772869
00:41:31.829 --> 00:41:32.329 also
NOTE Confidence: 0.97731453
00:41:32.864 --> 00:41:34.465 bringing doubts. Is this the
NOTE Confidence: 0.97731453

00:41:34.465 --> 00:41:35.445 place for me?
NOTE Confidence: 0.9952691

00:41:35.745 --> 00:41:37.364 Participants felt discouraged,
NOTE Confidence: 0.9768227

00:41:38.705 --> 00:41:40.545 discriminated against dealing with the
NOTE Confidence: 0.9768227

00:41:40.545 --> 00:41:41.045 stigma.
NOTE Confidence: 0.9845582

00:41:41.425 --> 00:41:42.385 And what about all the
NOTE Confidence: 0.9845582

00:41:42.385 --> 00:41:44.325 laws that aren't aren't helpful?
NOTE Confidence: 0.9918209

00:41:44.945 --> 00:41:46.645 One of them mentioned employers
NOTE Confidence: 0.9918209

00:41:46.864 --> 00:41:47.925 laying out restrictions.
NOTE Confidence: 0.9964793

00:41:49.160 --> 00:41:50.360 So they dealt with many
NOTE Confidence: 0.9964793

00:41:50.360 --> 00:41:52.300 disappointments, negative experiences,
NOTE Confidence: 0.9864873

00:41:52.680 --> 00:41:54.220 lack of support, criticism,
NOTE Confidence: 0.8984683

00:41:55.480 --> 00:41:57.660 and how related mostly to
NOTE Confidence: 0.99712175

00:41:57.960 --> 00:41:59.320 how they were seen and
NOTE Confidence: 0.99712175

00:41:59.320 --> 00:42:00.620 treated by others.
NOTE Confidence: 0.99486846

00:42:02.635 --> 00:42:04.015 But on the other hand,
NOTE Confidence: 0.99486846

00:42:04.075 --> 00:42:05.674 when they were able to

NOTE Confidence: 0.99486846
00:42:05.674 --> 00:42:07.194 push through this phase of
NOTE Confidence: 0.99486846
00:42:07.194 --> 00:42:09.355 adaptation and having the support
NOTE Confidence: 0.99486846
00:42:09.355 --> 00:42:11.275 that they needed, their experience
NOTE Confidence: 0.99486846
00:42:11.275 --> 00:42:12.255 of work reflected
NOTE Confidence: 0.99253535
00:42:12.795 --> 00:42:14.015 growth and success.
NOTE Confidence: 0.99249196
00:42:14.555 --> 00:42:15.535 As one participant
NOTE Confidence: 0.9312925
00:42:15.835 --> 00:42:16.815 put, working
NOTE Confidence: 0.9992933
00:42:17.910 --> 00:42:19.670 feels like a mental health
NOTE Confidence: 0.9992933
00:42:19.670 --> 00:42:20.170 exercise.
NOTE Confidence: 0.88320374
00:42:20.710 --> 00:42:21.989 There are pains, but there
NOTE Confidence: 0.88320374
00:42:21.989 --> 00:42:22.969 is also movement.
NOTE Confidence: 0.9310733
00:42:23.510 --> 00:42:25.349 And this was really clear
NOTE Confidence: 0.9310733
00:42:25.349 --> 00:42:27.450 in in the papers. It's,
NOTE Confidence: 0.9834547
00:42:28.230 --> 00:42:29.989 as an arena for change,
NOTE Confidence: 0.9834547
00:42:29.989 --> 00:42:31.530 an opportunity to learn,
NOTE Confidence: 0.99803513

00:42:32.025 --> 00:42:32.525 develop
NOTE Confidence: 0.91384465

00:42:32.864 --> 00:42:33.364 skills,
NOTE Confidence: 0.99863464

00:42:33.704 --> 00:42:34.204 and
NOTE Confidence: 0.94976336

00:42:34.984 --> 00:42:37.224 being recognized. So their their
NOTE Confidence: 0.94976336

00:42:37.224 --> 00:42:38.825 their yearnings were coming to
NOTE Confidence: 0.94976336

00:42:38.825 --> 00:42:39.325 fruition
NOTE Confidence: 0.8848527

00:42:39.864 --> 00:42:40.765 in their work.
NOTE Confidence: 0.9943813

00:42:41.224 --> 00:42:42.905 And many participants talked about
NOTE Confidence: 0.9943813

00:42:42.905 --> 00:42:44.025 how it made them feel
NOTE Confidence: 0.9943813

00:42:44.025 --> 00:42:45.484 confident. This gave them
NOTE Confidence: 0.9455278

00:42:46.040 --> 00:42:47.020 the sense of independence,
NOTE Confidence: 0.9642167

00:42:47.480 --> 00:42:49.500 of purpose, and being fulfilled.
NOTE Confidence: 0.95498693

00:42:50.839 --> 00:42:52.200 One of them said, now
NOTE Confidence: 0.95498693

00:42:52.200 --> 00:42:54.300 you're also becoming somewhat normal.
NOTE Confidence: 0.998271

00:42:55.400 --> 00:42:55.900 And
NOTE Confidence: 0.99206

00:42:56.599 --> 00:42:58.200 the experience of success that

NOTE Confidence: 0.99206
00:42:58.200 --> 00:42:59.560 came with realizing I can
NOTE Confidence: 0.99206
00:42:59.560 --> 00:43:00.700 do it, the confidence
NOTE Confidence: 0.9869278
00:43:01.685 --> 00:43:04.005 were forefront now and not
NOTE Confidence: 0.9869278
00:43:04.005 --> 00:43:05.685 their symptoms and their illness.
NOTE Confidence: 0.9869278
00:43:05.685 --> 00:43:06.185 So
NOTE Confidence: 0.9861363
00:43:06.725 --> 00:43:08.005 it's a feeling of being
NOTE Confidence: 0.9861363
00:43:08.005 --> 00:43:09.305 recognized and capable,
NOTE Confidence: 0.99443996
00:43:09.844 --> 00:43:10.344 grounded,
NOTE Confidence: 0.9922611
00:43:10.885 --> 00:43:12.344 having freedom, satisfaction,
NOTE Confidence: 0.99871254
00:43:12.725 --> 00:43:13.225 joy.
NOTE Confidence: 0.97131926
00:43:13.930 --> 00:43:15.530 One participant said I can
NOTE Confidence: 0.97131926
00:43:15.530 --> 00:43:17.130 I can get nicer things
NOTE Confidence: 0.97131926
00:43:17.130 --> 00:43:18.170 for my little girl and
NOTE Confidence: 0.97131926
00:43:18.170 --> 00:43:19.690 that's a very very important
NOTE Confidence: 0.97131926
00:43:19.690 --> 00:43:21.210 thing for me? It's not
NOTE Confidence: 0.97131926

00:43:21.210 --> 00:43:22.810 just about buying her things,
NOTE Confidence: 0.97131926

00:43:22.810 --> 00:43:24.010 it's about being able to
NOTE Confidence: 0.97131926

00:43:24.010 --> 00:43:24.750 do things
NOTE Confidence: 0.9966628

00:43:25.050 --> 00:43:26.510 with her and spend time.
NOTE Confidence: 0.9848368

00:43:27.945 --> 00:43:29.145 So this is a quick
NOTE Confidence: 0.9848368

00:43:29.145 --> 00:43:30.765 overview of my autoethnographic
NOTE Confidence: 0.99970245

00:43:31.545 --> 00:43:32.825 review. Thank you so much
NOTE Confidence: 0.99970245

00:43:32.825 --> 00:43:33.485 for listening.
NOTE Confidence: 0.937104

00:43:33.785 --> 00:43:34.985 I look forward to questions
NOTE Confidence: 0.937104

00:43:34.985 --> 00:43:36.265 and comments, and I'll pass
NOTE Confidence: 0.937104

00:43:36.265 --> 00:43:37.885 over to my colleague, Snigata.
NOTE Confidence: 0.9983843

00:43:40.829 --> 00:43:41.969 Thank you, Elizabeth.
NOTE Confidence: 0.97386575

00:43:42.589 --> 00:43:43.950 So today, I'm gonna talk
NOTE Confidence: 0.97386575

00:43:43.950 --> 00:43:46.109 about, my postdoc project, my
NOTE Confidence: 0.97386575

00:43:46.109 --> 00:43:48.349 ongoing postdoc project, which, looks
NOTE Confidence: 0.97386575

00:43:48.349 --> 00:43:49.549 at the role of work

NOTE Confidence: 0.97386575
00:43:49.549 --> 00:43:51.010 identity in recovery.
NOTE Confidence: 0.98292804
00:43:51.965 --> 00:43:53.405 When we think about recovery,
NOTE Confidence: 0.98292804
00:43:53.405 --> 00:43:55.165 I think a key factor
NOTE Confidence: 0.98292804
00:43:55.165 --> 00:43:56.285 that we often tend to
NOTE Confidence: 0.98292804
00:43:56.285 --> 00:43:57.805 overlook is the role of
NOTE Confidence: 0.98292804
00:43:57.805 --> 00:43:58.305 identity.
NOTE Confidence: 0.9856287
00:43:59.165 --> 00:44:01.505 Recovery is deeply about identity.
NOTE Confidence: 0.9856287
00:44:01.645 --> 00:44:03.405 It's about how people see
NOTE Confidence: 0.9856287
00:44:03.405 --> 00:44:03.905 themselves,
NOTE Confidence: 0.97523
00:44:04.790 --> 00:44:06.390 how they're seen by others,
NOTE Confidence: 0.97523
00:44:06.390 --> 00:44:07.770 and how they rebuild
NOTE Confidence: 0.9348009
00:44:08.469 --> 00:44:10.410 meaningful roles in their lives.
NOTE Confidence: 0.92523265
00:44:10.869 --> 00:44:11.850 And work,
NOTE Confidence: 0.9857045
00:44:12.310 --> 00:44:13.510 is one of the most
NOTE Confidence: 0.9857045
00:44:13.510 --> 00:44:15.750 powerful social roles that adults
NOTE Confidence: 0.9857045

00:44:15.750 --> 00:44:16.810 can hold, and
NOTE Confidence: 0.99811745

00:44:17.135 --> 00:44:17.635 disruptions
NOTE Confidence: 0.9143887

00:44:18.734 --> 00:44:20.175 to work and employment can
NOTE Confidence: 0.9143887

00:44:20.175 --> 00:44:20.675 significantly
NOTE Confidence: 0.99785095

00:44:21.055 --> 00:44:21.954 affect recovery.
NOTE Confidence: 0.99535763

00:44:22.494 --> 00:44:23.714 So in the next few
NOTE Confidence: 0.96496564

00:44:24.175 --> 00:44:25.295 slides, I'll talk a little
NOTE Confidence: 0.96496564

00:44:25.295 --> 00:44:26.815 bit about why work matters
NOTE Confidence: 0.96496564

00:44:26.815 --> 00:44:27.555 and recovery,
NOTE Confidence: 0.989776

00:44:28.415 --> 00:44:30.335 what work identity is and
NOTE Confidence: 0.989776

00:44:30.335 --> 00:44:31.795 how it may be impacted
NOTE Confidence: 0.989776

00:44:32.015 --> 00:44:32.515 by
NOTE Confidence: 0.9805465

00:44:33.200 --> 00:44:34.319 disclosure and,
NOTE Confidence: 0.9990511

00:44:34.799 --> 00:44:36.719 the environment where someone is
NOTE Confidence: 0.9990511

00:44:36.719 --> 00:44:37.219 working.
NOTE Confidence: 0.9840517

00:44:38.960 --> 00:44:40.079 So just a little bit

NOTE Confidence: 0.9840517

00:44:40.079 --> 00:44:41.039 about who I am. I'm

NOTE Confidence: 0.9840517

00:44:41.039 --> 00:44:41.700 a postdoctoral

NOTE Confidence: 0.98099846

00:44:42.000 --> 00:44:43.440 associate at the program for

NOTE Confidence: 0.98099846

00:44:43.440 --> 00:44:45.219 recovery and community health.

NOTE Confidence: 0.98626345

00:44:45.954 --> 00:44:47.635 My training and background is

NOTE Confidence: 0.98626345

00:44:47.635 --> 00:44:48.375 in rehabilitation

NOTE Confidence: 0.9600173

00:44:48.755 --> 00:44:51.155 counseling and psychology. And in

NOTE Confidence: 0.9600173

00:44:51.155 --> 00:44:52.275 a past life, I was

NOTE Confidence: 0.9600173

00:44:52.275 --> 00:44:53.714 a mental health clinician. I

NOTE Confidence: 0.9600173

00:44:53.714 --> 00:44:55.415 worked with students and adults

NOTE Confidence: 0.9600173

00:44:55.474 --> 00:44:55.974 experiencing,

NOTE Confidence: 0.99869394

00:44:56.755 --> 00:44:58.275 mental health and substance use

NOTE Confidence: 0.99869394

00:44:58.275 --> 00:44:58.775 challenges.

NOTE Confidence: 0.98394287

00:45:02.410 --> 00:45:03.530 While talking about who I

NOTE Confidence: 0.98394287

00:45:03.530 --> 00:45:04.650 am, I would be remiss

NOTE Confidence: 0.98394287

00:45:04.650 --> 00:45:05.370 if I didn't,
NOTE Confidence: 0.98780555

00:45:05.770 --> 00:45:07.610 acknowledge the contributions of my
NOTE Confidence: 0.98780555

00:45:07.610 --> 00:45:09.690 mentor, Pat Corrigan, whose guidance
NOTE Confidence: 0.98780555

00:45:09.690 --> 00:45:10.350 and mentorship
NOTE Confidence: 0.9807721

00:45:10.650 --> 00:45:12.010 helped make me the person
NOTE Confidence: 0.9807721

00:45:12.010 --> 00:45:13.450 and researcher that I am
NOTE Confidence: 0.9807721

00:45:13.450 --> 00:45:13.950 today.
NOTE Confidence: 0.8991274

00:45:17.965 --> 00:45:19.485 So talking about why work
NOTE Confidence: 0.8991274

00:45:19.485 --> 00:45:20.625 matters in recovery,
NOTE Confidence: 0.9981415

00:45:21.244 --> 00:45:21.744 employment
NOTE Confidence: 0.9985923

00:45:22.285 --> 00:45:22.785 consistently
NOTE Confidence: 0.99129826

00:45:23.165 --> 00:45:24.685 emerges as a top life
NOTE Confidence: 0.99129826

00:45:24.685 --> 00:45:26.605 priority for people across all
NOTE Confidence: 0.99129826

00:45:26.605 --> 00:45:27.885 stages of recovery. So it
NOTE Confidence: 0.99129826

00:45:27.885 --> 00:45:29.540 doesn't matter if someone's just
NOTE Confidence: 0.99129826

00:45:29.540 --> 00:45:31.060 starting out their recovery journey

NOTE Confidence: 0.99129826

00:45:31.060 --> 00:45:32.520 or further along employment,

NOTE Confidence: 0.9942273

00:45:33.300 --> 00:45:34.500 is a top priority for

NOTE Confidence: 0.9942273

00:45:34.500 --> 00:45:36.660 everyone. And research shows that

NOTE Confidence: 0.9942273

00:45:36.660 --> 00:45:38.500 people who are employed compared

NOTE Confidence: 0.9942273

00:45:38.500 --> 00:45:39.719 to those who are unemployed

NOTE Confidence: 0.9943836

00:45:40.180 --> 00:45:41.880 tend to have better recovery

NOTE Confidence: 0.9943836

00:45:41.940 --> 00:45:43.885 related outcomes. So some of

NOTE Confidence: 0.9943836

00:45:43.885 --> 00:45:45.325 these outcomes are low lower

NOTE Confidence: 0.9943836

00:45:45.325 --> 00:45:47.165 rates of recurrence, less involvement

NOTE Confidence: 0.9943836

00:45:47.165 --> 00:45:48.864 with the criminal justice system,

NOTE Confidence: 0.9898195

00:45:49.325 --> 00:45:51.085 improvements in overall quality of

NOTE Confidence: 0.9898195

00:45:51.085 --> 00:45:53.325 life. And employment is also

NOTE Confidence: 0.9898195

00:45:53.325 --> 00:45:55.745 associated with more successful transitions

NOTE Confidence: 0.9898195

00:45:55.965 --> 00:45:57.805 from long term residential treatment

NOTE Confidence: 0.9898195

00:45:57.805 --> 00:45:58.765 back into the community.

NOTE Confidence: 0.99403286

00:45:59.780 --> 00:46:01.540 So suggesting that work plays
NOTE Confidence: 0.99403286

00:46:01.540 --> 00:46:03.480 an important role in reintegration
NOTE Confidence: 0.9855666

00:46:03.940 --> 00:46:05.239 and sustained recovery.
NOTE Confidence: 0.9887199

00:46:05.619 --> 00:46:07.640 So these benefits hold regardless
NOTE Confidence: 0.9887199

00:46:07.859 --> 00:46:09.380 of whether the work is
NOTE Confidence: 0.9887199

00:46:09.380 --> 00:46:10.520 paid or volunteered.
NOTE Confidence: 0.9852971

00:46:11.060 --> 00:46:13.140 And individuals who engage in
NOTE Confidence: 0.9852971

00:46:13.140 --> 00:46:15.435 meaningful work, in any form
NOTE Confidence: 0.9852971

00:46:15.435 --> 00:46:17.135 are more likely to reduce
NOTE Confidence: 0.86372143

00:46:17.435 --> 00:46:18.655 substance use and
NOTE Confidence: 0.93204033

00:46:18.955 --> 00:46:19.455 maintain,
NOTE Confidence: 0.96817446

00:46:19.915 --> 00:46:21.195 sobriety if that is their
NOTE Confidence: 0.96817446

00:46:21.195 --> 00:46:21.695 goal.
NOTE Confidence: 0.9622161

00:46:24.475 --> 00:46:25.855 So, taken together,
NOTE Confidence: 0.99035823

00:46:26.235 --> 00:46:28.550 this literature highlights that work
NOTE Confidence: 0.99035823

00:46:28.550 --> 00:46:30.170 is not just an economic

NOTE Confidence: 0.99035823

00:46:30.390 --> 00:46:31.830 outcome of recovery, but it

NOTE Confidence: 0.99035823

00:46:31.830 --> 00:46:34.010 is a meaningful and influential

NOTE Confidence: 0.99035823

00:46:34.230 --> 00:46:36.250 component of the recovery process

NOTE Confidence: 0.99035823

00:46:36.310 --> 00:46:36.810 itself,

NOTE Confidence: 0.99512005

00:46:37.110 --> 00:46:38.410 and it's also a reflection

NOTE Confidence: 0.99512005

00:46:38.469 --> 00:46:39.530 of who we are.

NOTE Confidence: 0.97421557

00:46:39.910 --> 00:46:41.270 So as this quote says,

NOTE Confidence: 0.97421557

00:46:41.270 --> 00:46:43.155 every person's work, whether it

NOTE Confidence: 0.97421557

00:46:43.235 --> 00:46:45.475 be literature or music or

NOTE Confidence: 0.97421557

00:46:45.475 --> 00:46:47.475 pictures or architecture or anything

NOTE Confidence: 0.97421557

00:46:47.475 --> 00:46:49.315 else, is always a portrait

NOTE Confidence: 0.97421557

00:46:49.315 --> 00:46:50.055 of themselves.

NOTE Confidence: 0.99329007

00:46:50.995 --> 00:46:51.795 And, you know, for a

NOTE Confidence: 0.99329007

00:46:51.795 --> 00:46:52.755 lot of us, the work

NOTE Confidence: 0.99329007

00:46:52.755 --> 00:46:53.875 that we do is more

NOTE Confidence: 0.99329007

00:46:53.875 --> 00:46:55.075 than just a task or
NOTE Confidence: 0.99329007

00:46:55.075 --> 00:46:56.755 a paycheck. It reflects who
NOTE Confidence: 0.99329007

00:46:56.755 --> 00:46:57.415 we are,
NOTE Confidence: 0.9907013

00:46:57.719 --> 00:46:59.000 our values, and how we
NOTE Confidence: 0.9907013

00:46:59.000 --> 00:47:00.380 see ourselves in the world.
NOTE Confidence: 0.99091136

00:47:00.680 --> 00:47:01.880 And especially when you think
NOTE Confidence: 0.99091136

00:47:01.880 --> 00:47:03.560 of recovery, work takes on
NOTE Confidence: 0.99091136

00:47:03.560 --> 00:47:05.560 an additional significance. It can
NOTE Confidence: 0.99091136

00:47:05.560 --> 00:47:07.480 be a way for people
NOTE Confidence: 0.99091136

00:47:07.480 --> 00:47:08.840 to rebuild their sense of
NOTE Confidence: 0.99091136

00:47:08.840 --> 00:47:09.340 self,
NOTE Confidence: 0.96655864

00:47:09.795 --> 00:47:11.474 for them to express competence
NOTE Confidence: 0.96655864

00:47:11.474 --> 00:47:13.335 and to integrate their identity
NOTE Confidence: 0.96655864

00:47:13.555 --> 00:47:15.015 as a person in recovery.
NOTE Confidence: 0.9793762

00:47:16.594 --> 00:47:18.214 So, what is work identity?
NOTE Confidence: 0.9900232

00:47:18.755 --> 00:47:20.915 Work identity basically refers to

NOTE Confidence: 0.9900232
00:47:20.915 --> 00:47:22.835 how people understand and define
NOTE Confidence: 0.9900232
00:47:22.835 --> 00:47:24.810 themselves in relation to work.
NOTE Confidence: 0.9900232
00:47:24.969 --> 00:47:26.489 So this includes the meaning
NOTE Confidence: 0.9900232
00:47:26.489 --> 00:47:27.950 that they attach to work,
NOTE Confidence: 0.9817056
00:47:28.250 --> 00:47:29.370 the roles that they take
NOTE Confidence: 0.9817056
00:47:29.370 --> 00:47:30.430 on as workers,
NOTE Confidence: 0.99323595
00:47:30.810 --> 00:47:32.570 and how this fits into
NOTE Confidence: 0.99323595
00:47:32.570 --> 00:47:34.110 their broader sense of self.
NOTE Confidence: 0.99323595
00:47:34.170 --> 00:47:35.450 And there are several key
NOTE Confidence: 0.99323595
00:47:35.450 --> 00:47:37.050 elements to consider in terms
NOTE Confidence: 0.99323595
00:47:37.050 --> 00:47:37.870 of work identity.
NOTE Confidence: 0.973007
00:47:38.285 --> 00:47:39.405 First is the sense of
NOTE Confidence: 0.973007
00:47:39.405 --> 00:47:40.685 self as a worker, how
NOTE Confidence: 0.973007
00:47:40.685 --> 00:47:42.125 people see themselves in their
NOTE Confidence: 0.973007
00:47:42.125 --> 00:47:43.985 work role, whether they feel
NOTE Confidence: 0.99009925

00:47:44.285 --> 00:47:46.925 competent, capable, and valued. Second

NOTE Confidence: 0.99009925

00:47:46.925 --> 00:47:48.445 is the meaning and value

NOTE Confidence: 0.99009925

00:47:48.445 --> 00:47:49.885 that one attaches to their

NOTE Confidence: 0.99009925

00:47:49.885 --> 00:47:51.420 work. So work can provide

NOTE Confidence: 0.99009925

00:47:51.420 --> 00:47:53.020 purpose, structure, and a sense

NOTE Confidence: 0.99009925

00:47:53.020 --> 00:47:53.760 of contribution.

NOTE Confidence: 0.9783754

00:47:54.460 --> 00:47:56.320 And third, the work identity

NOTE Confidence: 0.9783754

00:47:56.380 --> 00:47:57.660 is shaped by the context.

NOTE Confidence: 0.9783754

00:47:57.660 --> 00:47:58.460 So it can be the

NOTE Confidence: 0.9783754

00:47:58.460 --> 00:47:58.960 organizational

NOTE Confidence: 0.9856614

00:47:59.340 --> 00:48:01.580 policies, the workplace culture, social

NOTE Confidence: 0.9856614

00:48:01.580 --> 00:48:03.920 norms, or other structural factors.

NOTE Confidence: 0.9685671

00:48:04.745 --> 00:48:06.745 Fourth, work identity is dynamic,

NOTE Confidence: 0.9685671

00:48:06.745 --> 00:48:08.185 and it can evolve across

NOTE Confidence: 0.9685671

00:48:08.185 --> 00:48:10.045 the lifespan as someone changes

NOTE Confidence: 0.9685671

00:48:10.105 --> 00:48:11.625 jobs, as they change roles,

NOTE Confidence: 0.9685671

00:48:11.625 --> 00:48:13.245 or we're changing life circumstances.

NOTE Confidence: 0.9052093

00:48:14.105 --> 00:48:14.844 And finally,

NOTE Confidence: 0.9835072

00:48:15.385 --> 00:48:17.165 work identity can be disrupted

NOTE Confidence: 0.9835072

00:48:17.305 --> 00:48:19.225 by life events, including substance

NOTE Confidence: 0.9835072

00:48:19.225 --> 00:48:19.725 use

NOTE Confidence: 0.9722529

00:48:20.300 --> 00:48:22.619 or recovery related challenges. And

NOTE Confidence: 0.9722529

00:48:22.619 --> 00:48:23.440 this may,

NOTE Confidence: 0.99940604

00:48:24.140 --> 00:48:26.780 require individuals to rebuild or

NOTE Confidence: 0.99940604

00:48:26.780 --> 00:48:27.280 renegotiate

NOTE Confidence: 0.9982867

00:48:27.580 --> 00:48:29.520 their work identity over time.

NOTE Confidence: 0.96669763

00:48:32.075 --> 00:48:33.594 So how can substance use

NOTE Confidence: 0.96669763

00:48:33.594 --> 00:48:35.594 impact work identity? I'm just

NOTE Confidence: 0.96669763

00:48:35.594 --> 00:48:36.954 gonna skip through so we

NOTE Confidence: 0.96669763

00:48:36.954 --> 00:48:37.755 have a little bit of

NOTE Confidence: 0.96669763

00:48:37.755 --> 00:48:38.494 time. But,

NOTE Confidence: 0.99577165

00:48:38.875 --> 00:48:39.375 basically,
NOTE Confidence: 0.9989919

00:48:39.835 --> 00:48:41.275 substance use can impact work
NOTE Confidence: 0.9989919

00:48:41.275 --> 00:48:42.474 identity in a couple of
NOTE Confidence: 0.9989919

00:48:42.474 --> 00:48:43.375 different ways.
NOTE Confidence: 0.9565885

00:48:43.755 --> 00:48:45.295 You know, substance use can
NOTE Confidence: 0.9565885

00:48:45.515 --> 00:48:46.494 result in the
NOTE Confidence: 0.9698141

00:48:47.010 --> 00:48:48.469 employment getting disrupted.
NOTE Confidence: 0.99231184

00:48:49.650 --> 00:48:50.770 A lot of people might
NOTE Confidence: 0.99231184

00:48:50.770 --> 00:48:52.390 experience stigma from,
NOTE Confidence: 0.9862507

00:48:52.930 --> 00:48:53.890 you know, when they talk
NOTE Confidence: 0.9862507

00:48:53.890 --> 00:48:55.330 about their substance use challenges,
NOTE Confidence: 0.9862507

00:48:55.330 --> 00:48:56.770 which can weaken their sense
NOTE Confidence: 0.9862507

00:48:56.770 --> 00:48:57.510 of identity.
NOTE Confidence: 0.9798694

00:48:57.890 --> 00:48:59.830 There's also an identity conflict,
NOTE Confidence: 0.9798694

00:49:00.050 --> 00:49:01.030 during recovery
NOTE Confidence: 0.90680647

00:49:01.330 --> 00:49:03.785 and also for people who,

NOTE Confidence: 0.90680647

00:49:04.105 --> 00:49:05.224 get a sense of purpose

NOTE Confidence: 0.90680647

00:49:05.224 --> 00:49:05.785 from working.

NOTE Confidence: 0.9612878

00:49:06.424 --> 00:49:07.704 Disruptions in work can lead

NOTE Confidence: 0.9612878

00:49:07.704 --> 00:49:08.825 to a loss of meaning

NOTE Confidence: 0.9612878

00:49:08.825 --> 00:49:09.484 and purpose.

NOTE Confidence: 0.9557589

00:49:09.944 --> 00:49:12.684 And, recovery involves identity reconstruction.

NOTE Confidence: 0.9370333

00:49:13.065 --> 00:49:14.285 So there's some change.

NOTE Confidence: 0.94895697

00:49:14.904 --> 00:49:17.404 There's opportunities for identity reconstruction

NOTE Confidence: 0.9861115

00:49:17.870 --> 00:49:19.550 and returning to work, and

NOTE Confidence: 0.9861115

00:49:19.550 --> 00:49:21.550 meaningful roles can help develop

NOTE Confidence: 0.9861115

00:49:21.550 --> 00:49:22.850 a positive identity.

NOTE Confidence: 0.9596634

00:49:25.469 --> 00:49:27.650 So disclosure is another important,

NOTE Confidence: 0.9845621

00:49:28.270 --> 00:49:29.550 concept to think about in

NOTE Confidence: 0.9845621

00:49:29.550 --> 00:49:30.910 terms of work identity and

NOTE Confidence: 0.9845621

00:49:30.910 --> 00:49:32.050 employment because

NOTE Confidence: 0.98110104

00:49:32.375 --> 00:49:32.954 disclosure shapes,
NOTE Confidence: 0.99986744

00:49:34.055 --> 00:49:35.255 the concept of who I
NOTE Confidence: 0.99986744

00:49:35.255 --> 00:49:35.994 am at
NOTE Confidence: 0.96758544

00:49:36.375 --> 00:49:37.575 work. And whether or not
NOTE Confidence: 0.96758544

00:49:37.575 --> 00:49:38.795 I decide to disclose,
NOTE Confidence: 0.9825045

00:49:39.175 --> 00:49:40.295 or whether or not someone
NOTE Confidence: 0.9825045

00:49:40.295 --> 00:49:41.355 decided to disclose,
NOTE Confidence: 0.9874713

00:49:42.614 --> 00:49:44.535 influences how the person sees
NOTE Confidence: 0.9874713

00:49:44.535 --> 00:49:45.974 themselves in their work role
NOTE Confidence: 0.9874713

00:49:45.974 --> 00:49:47.094 and how they believe that
NOTE Confidence: 0.9874713

00:49:47.094 --> 00:49:49.079 others see them. And sometimes
NOTE Confidence: 0.9874713

00:49:49.140 --> 00:49:50.500 people may choose not to
NOTE Confidence: 0.9874713

00:49:50.500 --> 00:49:52.020 disclose as a protect a
NOTE Confidence: 0.9874713

00:49:52.020 --> 00:49:53.940 protective thing because they might
NOTE Confidence: 0.9874713

00:49:53.940 --> 00:49:54.420 fear,
NOTE Confidence: 0.96209097

00:49:54.739 --> 00:49:56.420 stigma or judgment from other

NOTE Confidence: 0.96209097

00:49:56.420 --> 00:49:56.920 people.

NOTE Confidence: 0.95221657

00:49:57.380 --> 00:49:58.839 And, even nondisclosure

NOTE Confidence: 0.9930112

00:49:59.460 --> 00:50:01.060 can create can can require

NOTE Confidence: 0.9930112

00:50:01.060 --> 00:50:02.760 emotional labor and stress.

NOTE Confidence: 0.9204405

00:50:04.285 --> 00:50:06.125 And anticipated stigma is also

NOTE Confidence: 0.9204405

00:50:06.125 --> 00:50:08.285 another major factor where they

NOTE Confidence: 0.9204405

00:50:08.285 --> 00:50:09.805 might worry that they might

NOTE Confidence: 0.9204405

00:50:09.805 --> 00:50:11.485 be excluded from projects or

NOTE Confidence: 0.9204405

00:50:11.485 --> 00:50:12.685 they might not be given

NOTE Confidence: 0.9204405

00:50:12.685 --> 00:50:13.585 the same responsibilities

NOTE Confidence: 0.99854016

00:50:13.965 --> 00:50:15.105 if they were to disclose

NOTE Confidence: 0.99854016

00:50:15.165 --> 00:50:15.665 their

NOTE Confidence: 0.8808594

00:50:16.605 --> 00:50:17.105 experiences.

NOTE Confidence: 0.98230916

00:50:19.940 --> 00:50:21.140 So what does this mean

NOTE Confidence: 0.98230916

00:50:21.140 --> 00:50:22.739 for workplaces? When we think

NOTE Confidence: 0.98230916

00:50:22.739 --> 00:50:24.440 of work identity and disclosure,
NOTE Confidence: 0.9846554

00:50:25.460 --> 00:50:27.059 and substance use recovery, what
NOTE Confidence: 0.9846554

00:50:27.059 --> 00:50:28.359 does it mean for workplaces?
NOTE Confidence: 0.9846554

00:50:28.420 --> 00:50:30.119 So what can workplaces do?
NOTE Confidence: 0.9433255

00:50:30.500 --> 00:50:32.019 One approach is implementing a
NOTE Confidence: 0.9433255

00:50:32.019 --> 00:50:34.155 workplace supported recovery program which
NOTE Confidence: 0.9433255

00:50:34.155 --> 00:50:35.594 are also in Connecticut and
NOTE Confidence: 0.9433255

00:50:35.594 --> 00:50:36.635 a couple of other states.
NOTE Confidence: 0.9433255

00:50:36.635 --> 00:50:38.815 It's called recovery friendly workplaces
NOTE Confidence: 0.9433255

00:50:38.955 --> 00:50:40.255 which actively foster
NOTE Confidence: 0.97005826

00:50:40.635 --> 00:50:42.555 a culture in which, substance
NOTE Confidence: 0.97005826

00:50:42.555 --> 00:50:43.755 use is recognized as a
NOTE Confidence: 0.97005826

00:50:43.755 --> 00:50:45.515 treatable health condition from which
NOTE Confidence: 0.97005826

00:50:45.515 --> 00:50:47.055 people can and do recover.
NOTE Confidence: 0.9689992

00:50:47.910 --> 00:50:50.089 Creating safe conditions for disclosure
NOTE Confidence: 0.9689992

00:50:50.150 --> 00:50:50.650 where,

NOTE Confidence: 0.9924317
00:50:51.349 --> 00:50:52.650 employers can feel,
NOTE Confidence: 0.96665734
00:50:53.030 --> 00:50:54.230 like it's safe to share
NOTE Confidence: 0.96665734
00:50:54.230 --> 00:50:56.790 their recovery stories without, judgment
NOTE Confidence: 0.96665734
00:50:56.790 --> 00:50:58.010 or career consequences,
NOTE Confidence: 0.9622442
00:50:58.790 --> 00:51:00.010 promoting a supportive,
NOTE Confidence: 0.9673918
00:51:00.550 --> 00:51:01.849 work culture where,
NOTE Confidence: 0.98223823
00:51:02.205 --> 00:51:04.205 there's, like, positive messaging around
NOTE Confidence: 0.98223823
00:51:04.205 --> 00:51:05.265 recovery, inclusivity,
NOTE Confidence: 0.9992881
00:51:05.725 --> 00:51:07.185 and valuing all
NOTE Confidence: 0.91524756
00:51:07.485 --> 00:51:08.545 employees' contributions,
NOTE Confidence: 0.97847545
00:51:09.565 --> 00:51:11.485 reviewing policies for dealing with
NOTE Confidence: 0.97847545
00:51:11.485 --> 00:51:13.825 employee substance use, misuse, recovery,
NOTE Confidence: 0.9487689
00:51:14.469 --> 00:51:15.690 recurrence, and reintegration,
NOTE Confidence: 0.96742004
00:51:16.469 --> 00:51:16.790 and,
NOTE Confidence: 0.97748697
00:51:17.270 --> 00:51:18.890 making sure that these policies
NOTE Confidence: 0.97748697

00:51:19.030 --> 00:51:21.190 are recovery oriented rather than
NOTE Confidence: 0.97748697

00:51:21.190 --> 00:51:21.690 punitive,
NOTE Confidence: 0.94726545

00:51:22.070 --> 00:51:22.890 and offering,
NOTE Confidence: 0.9817707

00:51:23.350 --> 00:51:24.790 programs that help,
NOTE Confidence: 0.96635914

00:51:25.110 --> 00:51:26.730 employees in their well-being,
NOTE Confidence: 0.9495308

00:51:27.614 --> 00:51:29.535 training for all supervisors and
NOTE Confidence: 0.9495308

00:51:29.535 --> 00:51:30.755 employers to understand
NOTE Confidence: 0.92862487

00:51:31.135 --> 00:51:32.415 how do affected how do
NOTE Confidence: 0.92862487

00:51:32.415 --> 00:51:34.255 they respond to disclosure and
NOTE Confidence: 0.92862487

00:51:34.255 --> 00:51:36.275 how can they support recovery
NOTE Confidence: 0.92862487

00:51:36.335 --> 00:51:38.255 of their employees while also
NOTE Confidence: 0.92862487

00:51:38.255 --> 00:51:39.955 maintaining workplace expectations.
NOTE Confidence: 0.8942185

00:51:40.895 --> 00:51:42.175 And these kind of training
NOTE Confidence: 0.8942185

00:51:42.175 --> 00:51:42.915 should cover,
NOTE Confidence: 0.96828866

00:51:43.670 --> 00:51:44.550 all type of,
NOTE Confidence: 0.975179

00:51:44.950 --> 00:51:47.270 substances, their impact, how substance

NOTE Confidence: 0.975179
00:51:47.270 --> 00:51:49.030 use can impact behavior and
NOTE Confidence: 0.975179
00:51:49.030 --> 00:51:50.790 performance, and what are some
NOTE Confidence: 0.975179
00:51:50.790 --> 00:51:51.610 other policies,
NOTE Confidence: 0.9767253
00:51:52.310 --> 00:51:53.770 involving substance use.
NOTE Confidence: 0.9889604
00:51:54.070 --> 00:51:55.910 And finally, offering second chance
NOTE Confidence: 0.9889604
00:51:55.910 --> 00:51:57.590 employment is a powerful way
NOTE Confidence: 0.9889604
00:51:57.590 --> 00:51:59.204 to rebuild work identity.
NOTE Confidence: 0.99903935
00:51:59.505 --> 00:52:01.105 So giving people who have
NOTE Confidence: 0.99903935
00:52:01.105 --> 00:52:01.605 experienced
NOTE Confidence: 0.93564916
00:52:01.984 --> 00:52:03.825 substance use disorders a real
NOTE Confidence: 0.93564916
00:52:03.825 --> 00:52:04.325 opportunity
NOTE Confidence: 0.99278706
00:52:04.864 --> 00:52:05.605 to reintegrate,
NOTE Confidence: 0.9276363
00:52:05.984 --> 00:52:08.244 regain skills and rebuild confidence.
NOTE Confidence: 0.9935712
00:52:09.424 --> 00:52:11.184 So taking all of these
NOTE Confidence: 0.9935712
00:52:11.184 --> 00:52:12.085 into consideration,
NOTE Confidence: 0.8820124

00:52:12.704 --> 00:52:13.204 I,
NOTE Confidence: 0.96637195

00:52:13.790 --> 00:52:15.070 my project looks at what
NOTE Confidence: 0.96637195

00:52:15.070 --> 00:52:16.190 is the role of work
NOTE Confidence: 0.96637195

00:52:16.190 --> 00:52:17.410 identity in recovery.
NOTE Confidence: 0.9786167

00:52:17.790 --> 00:52:19.790 And the central research question
NOTE Confidence: 0.9786167

00:52:19.790 --> 00:52:21.489 that I'm interested in is
NOTE Confidence: 0.9786167

00:52:21.630 --> 00:52:23.390 what are employer and employee
NOTE Confidence: 0.9786167

00:52:23.390 --> 00:52:25.650 factors that impact work identity
NOTE Confidence: 0.94560283

00:52:26.109 --> 00:52:27.489 for people in recovery?
NOTE Confidence: 0.97579974

00:52:29.145 --> 00:52:30.425 So I started off with
NOTE Confidence: 0.97579974

00:52:30.425 --> 00:52:31.705 that question, and we put
NOTE Confidence: 0.97579974

00:52:31.705 --> 00:52:34.105 together a community advisory board,
NOTE Confidence: 0.97579974

00:52:34.425 --> 00:52:35.885 which consisted of people,
NOTE Confidence: 0.9676478

00:52:36.265 --> 00:52:38.425 with lived experience who also
NOTE Confidence: 0.9676478

00:52:38.425 --> 00:52:40.285 work as employment specialists.
NOTE Confidence: 0.9700454

00:52:41.280 --> 00:52:42.400 And we met with them

NOTE Confidence: 0.9700454
00:52:42.400 --> 00:52:43.920 a couple of times. You
NOTE Confidence: 0.9700454
00:52:43.920 --> 00:52:45.120 know, I asked them questions
NOTE Confidence: 0.9700454
00:52:45.120 --> 00:52:46.820 about the topic, and then
NOTE Confidence: 0.9700454
00:52:47.040 --> 00:52:48.320 I drafted a list of
NOTE Confidence: 0.9700454
00:52:48.320 --> 00:52:48.820 questions,
NOTE Confidence: 0.9675831
00:52:49.760 --> 00:52:51.360 about this topic, about work
NOTE Confidence: 0.9675831
00:52:51.360 --> 00:52:53.219 identity and recovery, and
NOTE Confidence: 0.99649745
00:52:53.664 --> 00:52:55.105 presented the questions to the
NOTE Confidence: 0.99649745
00:52:55.105 --> 00:52:56.785 advisory board and refined it
NOTE Confidence: 0.99649745
00:52:56.785 --> 00:52:58.085 based on their feedback.
NOTE Confidence: 0.99258435
00:52:59.424 --> 00:52:59.924 And
NOTE Confidence: 0.97285646
00:53:00.464 --> 00:53:01.744 the next step, which I'm
NOTE Confidence: 0.97285646
00:53:01.744 --> 00:53:02.244 currently
NOTE Confidence: 0.9433835
00:53:02.625 --> 00:53:04.385 pursuing right now, is data
NOTE Confidence: 0.9433835
00:53:04.385 --> 00:53:04.885 collection.
NOTE Confidence: 0.9939969

00:53:06.549 --> 00:53:07.510 And these are just some
NOTE Confidence: 0.9939969

00:53:07.510 --> 00:53:07.910 of the,
NOTE Confidence: 0.97568077

00:53:08.630 --> 00:53:09.670 some just a couple of
NOTE Confidence: 0.97568077

00:53:09.670 --> 00:53:10.869 the interview questions I have.
NOTE Confidence: 0.97568077

00:53:10.869 --> 00:53:12.150 So talking about why work
NOTE Confidence: 0.97568077

00:53:12.150 --> 00:53:12.890 is meaningful,
NOTE Confidence: 0.9814637

00:53:13.589 --> 00:53:15.510 how have, their experience with
NOTE Confidence: 0.9814637

00:53:15.510 --> 00:53:17.190 substance use and recovery shaped
NOTE Confidence: 0.9814637

00:53:17.190 --> 00:53:18.730 how the person sees themselves,
NOTE Confidence: 0.97485876

00:53:19.844 --> 00:53:21.285 how the employment may have
NOTE Confidence: 0.97485876

00:53:21.285 --> 00:53:23.864 positively or negatively impacted recovery,
NOTE Confidence: 0.99079263

00:53:24.245 --> 00:53:25.445 what helps them feel like
NOTE Confidence: 0.99079263

00:53:25.445 --> 00:53:27.125 they belong, and questions about
NOTE Confidence: 0.99079263

00:53:27.125 --> 00:53:27.625 disclosure.
NOTE Confidence: 0.9972374

00:53:28.085 --> 00:53:29.765 And for employers, it's more
NOTE Confidence: 0.9972374

00:53:29.765 --> 00:53:30.825 about their policies

NOTE Confidence: 0.8940079

00:53:31.125 --> 00:53:31.625 that,

NOTE Confidence: 0.9994691

00:53:32.085 --> 00:53:32.585 support

NOTE Confidence: 0.93658423

00:53:33.239 --> 00:53:35.320 recovery or support employees in

NOTE Confidence: 0.93658423

00:53:35.320 --> 00:53:35.820 recovery.

NOTE Confidence: 0.9885637

00:53:38.360 --> 00:53:39.580 And that's all I have.

NOTE Confidence: 0.9097852

00:53:42.520 --> 00:53:43.800 Thank you all so very

NOTE Confidence: 0.9097852

00:53:43.800 --> 00:53:44.600 much. How,

NOTE Confidence: 0.7724187

00:53:45.444 --> 00:53:47.364 standard presentations. How many things

NOTE Confidence: 0.7724187

00:53:47.364 --> 00:53:48.664 you're learning here today.

NOTE Confidence: 0.83152145

00:53:49.125 --> 00:53:50.964 It's very impressive how this

NOTE Confidence: 0.83152145

00:53:50.964 --> 00:53:52.724 is relate to recovery five

NOTE Confidence: 0.83152145

00:53:52.724 --> 00:53:54.184 hours and sense of belonging.

NOTE Confidence: 0.9091322

00:53:54.565 --> 00:53:56.585 In respect of our time,

NOTE Confidence: 0.9627725

00:53:57.125 --> 00:53:58.885 I will open for one

NOTE Confidence: 0.9627725

00:53:58.885 --> 00:53:59.785 or two questions.

NOTE Confidence: 0.9020574

00:54:00.645 --> 00:54:02.300 Please get the point of
NOTE Confidence: 0.9020574

00:54:02.300 --> 00:54:03.739 your questions. The team will
NOTE Confidence: 0.9020574

00:54:03.739 --> 00:54:04.239 answer.
NOTE Confidence: 0.9808692

00:54:05.500 --> 00:54:06.860 But before, I just want
NOTE Confidence: 0.9808692

00:54:06.860 --> 00:54:08.320 to ask you to
NOTE Confidence: 0.9615828

00:54:08.780 --> 00:54:10.620 answer the survey and save
NOTE Confidence: 0.9615828

00:54:10.620 --> 00:54:12.800 the date for February twenty,
NOTE Confidence: 0.742033

00:54:13.434 --> 00:54:14.575 February nineteen.
NOTE Confidence: 0.9571599

00:54:15.114 --> 00:54:15.515 So,
NOTE Confidence: 0.99600154

00:54:16.635 --> 00:54:17.694 maybe you can,
NOTE Confidence: 0.8989973

00:54:18.075 --> 00:54:19.835 please take a picture, answer
NOTE Confidence: 0.8989973

00:54:19.835 --> 00:54:21.434 your survey. Your feedback is
NOTE Confidence: 0.8989973

00:54:21.434 --> 00:54:21.934 important.
NOTE Confidence: 0.9886013

00:54:22.635 --> 00:54:23.035 And,
NOTE Confidence: 0.997816

00:54:23.515 --> 00:54:24.974 if you have any question,
NOTE Confidence: 0.997816

00:54:25.114 --> 00:54:25.614 please

NOTE Confidence: 0.8619857
00:54:27.674 --> 00:54:28.575 ask the team
NOTE Confidence: 0.9395023
00:54:31.969 --> 00:54:33.090 for comments. I saw a
NOTE Confidence: 0.9395023
00:54:33.090 --> 00:54:34.370 lot of good comments in
NOTE Confidence: 0.9395023
00:54:34.370 --> 00:54:35.750 the in the chat, so
NOTE Confidence: 0.9974918
00:54:36.050 --> 00:54:36.790 thank you.
NOTE Confidence: 0.99416506
00:54:39.090 --> 00:54:40.690 Could you drop the survey
NOTE Confidence: 0.99416506
00:54:40.690 --> 00:54:41.590 in the chat?
NOTE Confidence: 0.99612904
00:54:42.375 --> 00:54:43.755 Yes. We can do that.
NOTE Confidence: 0.99958163
00:54:51.815 --> 00:54:53.195 Hi. I have a question.
NOTE Confidence: 0.9965233
00:54:53.815 --> 00:54:54.775 My name is,
NOTE Confidence: 0.7104834
00:54:55.175 --> 00:54:56.875 Angel Gonzalez Agones.
NOTE Confidence: 0.993662
00:54:57.260 --> 00:54:58.000 I am
NOTE Confidence: 0.96303344
00:54:58.540 --> 00:54:59.020 I just
NOTE Confidence: 0.9355438
00:54:59.819 --> 00:55:01.040 I sent a message,
NOTE Confidence: 0.98362255
00:55:02.140 --> 00:55:04.140 saying that I was involved
NOTE Confidence: 0.98362255

00:55:04.140 --> 00:55:05.520 in the supported employment

NOTE Confidence: 0.9131553

00:55:06.780 --> 00:55:09.339 project with, doctor professor Larry

NOTE Confidence: 0.9131553

00:55:09.339 --> 00:55:11.040 Davidson and my and doctor

NOTE Confidence: 0.9131553

00:55:11.180 --> 00:55:11.680 Marcosta.

NOTE Confidence: 0.9980466

00:55:12.755 --> 00:55:13.735 And I was

NOTE Confidence: 0.9534839

00:55:14.035 --> 00:55:15.335 working in the Latino

NOTE Confidence: 0.5649239

00:55:15.635 --> 00:55:16.135 side,

NOTE Confidence: 0.7635046

00:55:16.835 --> 00:55:17.315 and,

NOTE Confidence: 0.9798517

00:55:17.635 --> 00:55:18.775 we identified

NOTE Confidence: 0.9981395

00:55:19.315 --> 00:55:20.135 the difficulties

NOTE Confidence: 0.82186747

00:55:20.515 --> 00:55:20.995 that,

NOTE Confidence: 0.86922455

00:55:22.035 --> 00:55:23.655 this part of population

NOTE Confidence: 0.98376167

00:55:24.860 --> 00:55:26.880 show to find a job.

NOTE Confidence: 0.9551474

00:55:27.420 --> 00:55:28.780 And, I would like to

NOTE Confidence: 0.9551474

00:55:28.780 --> 00:55:29.920 know if you,

NOTE Confidence: 0.99895275

00:55:31.020 --> 00:55:31.520 have

NOTE Confidence: 0.9154118
00:55:31.900 --> 00:55:33.280 the current situation,
NOTE Confidence: 0.9636283
00:55:34.540 --> 00:55:35.980 and do you have some
NOTE Confidence: 0.9636283
00:55:35.980 --> 00:55:36.480 results
NOTE Confidence: 0.8898294
00:55:37.420 --> 00:55:38.719 about what happened,
NOTE Confidence: 0.99983907
00:55:39.465 --> 00:55:39.965 with
NOTE Confidence: 0.86089724
00:55:40.585 --> 00:55:42.445 the the the these people
NOTE Confidence: 0.86089724
00:55:42.585 --> 00:55:43.065 that,
NOTE Confidence: 0.97318476
00:55:43.785 --> 00:55:45.485 have a mental health condition.
NOTE Confidence: 0.9992324
00:55:45.945 --> 00:55:46.685 Thank you.
NOTE Confidence: 0.99329627
00:55:52.619 --> 00:55:53.980 Mark, do you want to
NOTE Confidence: 0.99329627
00:55:53.980 --> 00:55:54.960 respond to that,
NOTE Confidence: 0.98479223
00:55:55.339 --> 00:55:57.200 please? Yeah. You're talking about
NOTE Confidence: 0.98479223
00:55:57.260 --> 00:55:57.920 the the
NOTE Confidence: 0.93209815
00:55:58.859 --> 00:56:00.079 the Latino side,
NOTE Confidence: 0.9741254
00:56:00.780 --> 00:56:03.039 in that first employment grant
NOTE Confidence: 0.94353235

00:56:03.660 --> 00:56:05.835 did an amazing job. Like,
NOTE Confidence: 0.98401856

00:56:06.295 --> 00:56:08.055 when we were able to
NOTE Confidence: 0.98401856

00:56:08.055 --> 00:56:08.555 tailor
NOTE Confidence: 0.9973548

00:56:09.255 --> 00:56:10.555 the employment intervention
NOTE Confidence: 0.91945314

00:56:10.855 --> 00:56:12.555 towards Latinos with,
NOTE Confidence: 0.95604813

00:56:14.375 --> 00:56:15.835 Latinos with lived experience
NOTE Confidence: 0.5930345

00:56:16.935 --> 00:56:17.175 and,
NOTE Confidence: 0.97885334

00:56:18.549 --> 00:56:20.390 within the Latino community, they
NOTE Confidence: 0.97885334

00:56:20.390 --> 00:56:21.290 jumped from
NOTE Confidence: 0.99601716

00:56:21.910 --> 00:56:22.410 twenty
NOTE Confidence: 0.9984993

00:56:22.790 --> 00:56:23.450 two percent
NOTE Confidence: 0.8251533

00:56:23.910 --> 00:56:24.410 placement,
NOTE Confidence: 0.93643135

00:56:25.829 --> 00:56:27.369 to fifty two percent.
NOTE Confidence: 0.97578955

00:56:27.989 --> 00:56:29.109 And they became one of
NOTE Confidence: 0.97578955

00:56:29.109 --> 00:56:30.089 the best sites,
NOTE Confidence: 0.8802363

00:56:33.005 --> 00:56:34.385 in in Connecticut.

NOTE Confidence: 0.99473953

00:56:34.685 --> 00:56:35.425 You know?

NOTE Confidence: 0.9487118

00:56:35.965 --> 00:56:37.245 So, this was one of

NOTE Confidence: 0.9487118

00:56:37.245 --> 00:56:39.005 the lessons learned from that

NOTE Confidence: 0.9487118

00:56:39.005 --> 00:56:39.505 work.

NOTE Confidence: 0.9936157

00:56:39.885 --> 00:56:41.485 And my understanding is that

NOTE Confidence: 0.9936157

00:56:41.485 --> 00:56:43.245 they continue to do employment

NOTE Confidence: 0.9936157

00:56:43.245 --> 00:56:43.745 services

NOTE Confidence: 0.85513943

00:56:44.045 --> 00:56:45.185 connected to Demas.

NOTE Confidence: 0.8274757

00:56:46.469 --> 00:56:48.410 They moved to substance use,

NOTE Confidence: 0.99784994

00:56:49.750 --> 00:56:50.810 but they

NOTE Confidence: 0.98271984

00:56:51.430 --> 00:56:53.109 it's amazing when you're able

NOTE Confidence: 0.98271984

00:56:53.109 --> 00:56:55.369 to to address specific needs

NOTE Confidence: 0.98271984

00:56:55.590 --> 00:56:56.650 of of people

NOTE Confidence: 0.9072425

00:56:57.030 --> 00:56:59.350 and makes things much more

NOTE Confidence: 0.9072425

00:56:59.350 --> 00:56:59.850 effective.

NOTE Confidence: 0.99985933

00:57:03.295 --> 00:57:04.515 Okay. Thank you.
NOTE Confidence: 0.9823329

00:57:05.455 --> 00:57:06.515 Thank you, Mark.
NOTE Confidence: 0.9517142

00:57:07.455 --> 00:57:09.295 Yeah. I'm seeing people just
NOTE Confidence: 0.9517142

00:57:09.295 --> 00:57:10.975 leaving, and, yeah, I would
NOTE Confidence: 0.9517142

00:57:10.975 --> 00:57:12.275 like to thank you
NOTE Confidence: 0.8910305

00:57:12.735 --> 00:57:14.355 and pass to doctor Chevelle
NOTE Confidence: 0.8910305

00:57:14.495 --> 00:57:16.520 to close the the meeting
NOTE Confidence: 0.91739064

00:57:16.980 --> 00:57:18.280 today. Oh, yes.
NOTE Confidence: 0.9943512

00:57:18.660 --> 00:57:19.780 Thank you. Thank you so
NOTE Confidence: 0.9943512

00:57:19.780 --> 00:57:20.280 much,
NOTE Confidence: 0.9998957

00:57:20.740 --> 00:57:22.200 for joining us today.
NOTE Confidence: 0.98851556

00:57:22.820 --> 00:57:24.260 We appreciate you taking a
NOTE Confidence: 0.98851556

00:57:24.260 --> 00:57:25.560 moment to be with us.
NOTE Confidence: 0.97612405

00:57:25.860 --> 00:57:26.980 Thank you to our,
NOTE Confidence: 0.9751742

00:57:27.860 --> 00:57:28.360 wonderful,
NOTE Confidence: 0.9980386

00:57:28.820 --> 00:57:30.520 presenters. They were amazing.

NOTE Confidence: 0.85153973

00:57:31.565 --> 00:57:32.065 Snigda,

NOTE Confidence: 0.98603797

00:57:32.525 --> 00:57:33.565 I know that Pat is

NOTE Confidence: 0.98603797

00:57:33.565 --> 00:57:35.105 smiling down on you.

NOTE Confidence: 0.95868397

00:57:35.565 --> 00:57:36.444 And I wish you all

NOTE Confidence: 0.95868397

00:57:36.444 --> 00:57:37.724 just a a a good

NOTE Confidence: 0.95868397

00:57:37.724 --> 00:57:38.605 rest of the day, and

NOTE Confidence: 0.95868397

00:57:38.605 --> 00:57:39.724 we we will see you

NOTE Confidence: 0.95868397

00:57:39.724 --> 00:57:40.464 in February.

NOTE Confidence: 0.9996516

00:57:40.765 --> 00:57:41.984 Take care. Bye bye.