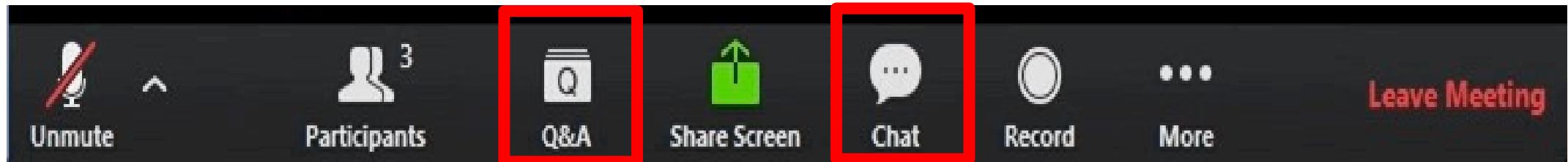


# Wellness Webinar Series Part 1: Establishing Professional Boundaries

Monday, April 10 | 3:00 – 4:00pm EST

# Housekeeping

- You will be muted automatically upon entry and for the duration of the webinar.
- This webinar is being recorded and will be archived for future viewing on the National Council's website.
- Please submit your questions using the Q&A box at the bottom of the screen.



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# Agenda

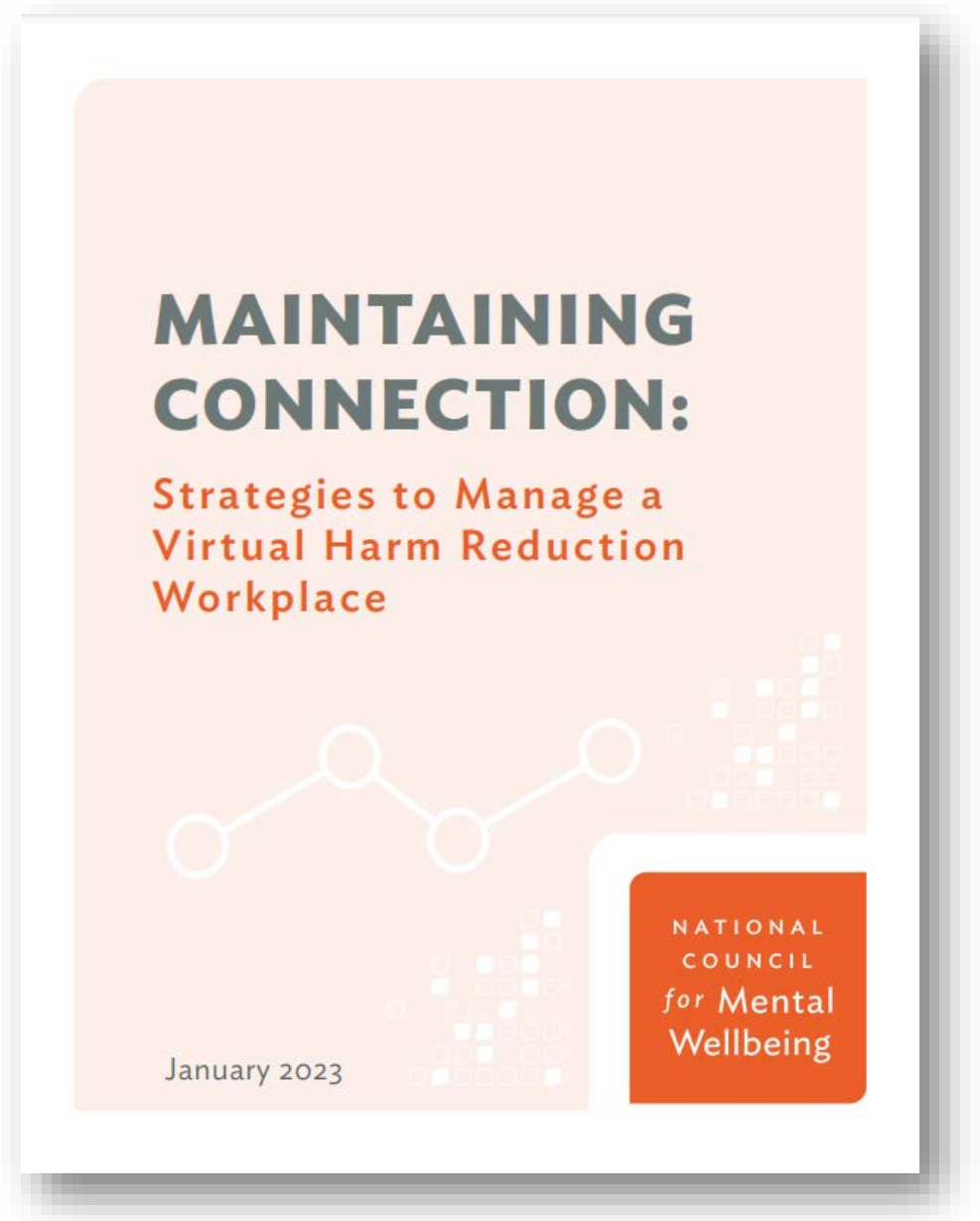
- **Resource Overview** – *Maintaining Connection: Strategies to Manage a Virtual Harm Reduction Workplace*
- Panelist Introductions
- Strategies from the Field - Panel Discussion
- Q&A



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Informed by:

- Peer-reviewed, white, and grey literature
- 13 key informant interviews with a diverse range of providers from 11 harm reduction organizations
- Manuscripts and web-based content (reports, trainings, toolkits, resource guides)



# Key Planning and Implementation Strategies

This resource guide identifies **seven** key strategies to better support organizations and their leaders in managing a virtual harm reduction workplace, informed by experts from the field:

1. Help staff and volunteers feel connected
2. Recognize staff and volunteer accomplishments
3. Foster connection through project management
4. Train staff for virtual connectivity
5. Provide effective supervision in a virtual workplace
6. Encourage and support self-care and boundaries
7. Identify when staff aren't doing well

*One of the things we're working on now is how to make people feel like they belong to something at a distance. What does that look like?"*

*I feel like the counterculture of a harm reduction agency is so essential to the environment that replicating that through online structures is really difficult. Maintaining some of the unique culture of harm reduction is really challenging using a virtual environment."*

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# Elements of the Resource Guide

- Recommended strategies
- Free tools and training resources
- Examples from the field
- Tech & non tech solutions
- Templates: reporting, onboarding, and performance review



## Tools and Resources: Virtual Volunteering

Volunteering virtually can potentially expand an organization's volunteer base, as a more geographically distanced audience can be reached and volunteering can be more inclusive.



## Example from the Field: Staffing to Maximize Team Support

At a rural harm reduction program, services are provided via a hybrid model through county-based sites. Each county, until recently, was staffed by a single person. The organization recently made a difficult decision that prioritized staff wellness and connection over broader service coverage. They had funding available for two part-time positions and previously had placed one position in each of two remote counties. However, when staff turned over, they chose not to replace a staff person in one county and instead place two people together in the other county so that they

### TECH SOLUTIONS

Many interviewees, though not all, rely on a work management platform to centralize the organization's work, manage projects and track progress. Some of the tools that groups are using include Microsoft Teams, the Google suite, ClickUp, Asana and Monday. Many of these platforms are used in conjunction with other applications, such as Zoom for video conferencing, Slack or Discord for real-time communications, Box or DropBox for file sharing and Miro for meeting agendas and group strategizing sessions. While the specific software may differ, a few guiding considerations and strategies were found in common across organizations' use of tech tools.

**Align all tech tools to your organizational structure.** Perhaps one of the most straightforward pieces of advice offered was to ensure all tech tools and systems are aligned with the organization's primary work areas. For example, if an organization has three main teams or areas of work, its file sharing program, project management program and communication channels should each be organized into the same three areas, and the same for sub-committees or areas of work within teams.



# Examples from the Field



## Example from the Field: Communal Computers at HIPS

At HIPS in Washington, D.C., where it isn't always possible to purchase computers for every new

staff  
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## Example from the Field: DanceSafe's Use of Slack for Day-to-Day Connection

DanceSafe staff use Slack, a channel-based messaging app, and have found that it has made a

big difference

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## Example from the Field: NEXT Distro's Zoom Holiday Party

When NEXT Distro's executive director, Jamie Favaro, decided she wanted to gather all staff for a holiday party, her options were limited since staff live and work all over the United States and travel was not possible. She landed on a Zoom scavenger hunt. "It's actually really fun. You say, for example, 'Everyone go find the thing that's the most freezer burnt in your freezer.' And then everyone leaves and comes back with what's the most freezer burnt. It's hilarious. It's a way to do these things that are optional, but fun for everyone, so people want to go." People connect through laughing together and getting a glimpse into their colleagues' lives outside of work. Importantly, all staff get paid for their time attending optional events such as the holiday party.



# Panelist Introductions



## DanceSafe

Jessica Breemen, MSW, PSM, PATP

Kristin Karas



## HIPS

Alexander/a Bradley, MPH

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# Jessica Breemen

- 2009: CJC Bachelors
- 2017:
  - Certified Scrum Master
  - DanceSafe MSW Field Placement
- 2019: DanceSafe Board of Directors
- 2020:
  - Masters of Social Work (MSW)
  - Certified PAPT
- 2021: Transition to Executive Staff
- Current: Chief Growth & Impact Officer



# Kristin Karas

- 2016: Public Health Bachelors
- 2016: DanceSafe Visionaries Program Coordinator
- 2016: DanceSafe Manager of Health Communications & Programs
- 2017-Current: Chief Operations Officer





# And what is DanceSafe?





# What all do we provide?



# Professional Boundaries at DanceSafe

## Consent as a value

- “We set and respect **boundaries**, examine and navigate **power dynamics**, ask **permission**, and engage in **ownership** and **accountability**.”

## Power Based Violence Policy

- Code of Conduct
- Reporting system
- Restorative Justice
- Tools & Resources (Conduct Liaison, reflection cards, etc.)

## Boundaries & Project Management

- Leveraging tools (Slack, G Cal, Calendly, etc.)
- Team agreements
- Communication & transparency
- Trust <> Accountability
- Humanized collaboration <> commitments

*“Thank you again for working with me to do this delicate dance of commitment and boundaries together.”*





# Connect with Us

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[kristin@dancesafe.org](mailto:kristin@dancesafe.org)

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# HIPS

Honoring Individual Power & Strength



**HARM REDUCTION**

**SAVES LIVES**

# Our Work

HIPS advances the health rights and dignity of people and communities impacted by sex work and drug use by providing non-judgmental harm reduction services, advocacy, and community engagement led by those with lived experience.

We envision a world where all people can use their power to live healthy and self-determined lives free from stigma, violence, criminalization, or oppression.





HIPS engages in education, advocacy, and direct services in Washington, DC with a particular focus on supporting:

- people who are engaged in sex work
- people who use drugs
- trans and gender non-conforming folks
- people living with HIV
- people with histories of incarceration
- people experiencing housing instability



We prioritize activities that are:

\*Non-Judgmental      \*Low Threshold

\*Strength-Based      \*Client-Directed

\*Goal-Centered

# Panel Discussion

## Strategies for maintaining professional boundaries in harm reduction





# Questions?



For more information, please check out our website  
<https://www.thenationalcouncil.org/program/harm-reduction/>



# Stay tuned for our next webinars in the series

Coping with Loss in the Harm  
Reduction Community

- May 2023 (date TBD)

Supporting the Wellness of  
Harm Reduction Staff

- June 2023 (date TBD)



# Thank You!

## Panelists

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