

# Racial Equity Work in PTSSU

Office of Substance Use Care | Prevention and Treatment Systems Support Unit

Jonathan P. Edwards, Ph.D., LCSW, ACSW | January 29, 2024

# PTSSU Team



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# What We'll Share With You Today

- PTSSU's Racial Equity Statement and Agenda
- PTSSU's Racial Equity Work and Activities
- Racial Equity Resource Project
- Normalizing Racial Equity Work

# Important Terminology

<b>EQUALITY</b>	Aims to ensure that everyone gets the same things in order to enjoy full, healthy lives. Although equality may also aim to promote fairness and justice, it can only work if everyone starts from the same place and needs the same things.
<b>EQUITY</b>	Trying to understand and give people what they need to live full, healthy lives.
<b>RACIAL EQUITY</b>	The condition that would be achieved if one's racial identity no longer predicted life outcomes. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them. Racial equity is a necessary part of social justice.

# Race and the SUD Care Continuum

Racism and inequity have always played a part in the substance misuse continuum of care. The US War on Drugs produced a ripple effect resulting in a web of institutional racism that trickled down from federal to state and city levels, including the DOHMH. The criminalization of substance use among people of color, particularly Black and Latino/a communities, for example, is systematically maintained through disproportionate arrests leading to mass incarceration and concomitant social control. These factors are reinforced through mandated treatment, stigmatizing language and practices, underemployment, and provision of social services that are contingent on abstinence, sobriety, and other forms of compliance.

# PTSSU's Racial Equity Statement

Given our focus on programs, contracts, advocacy, and education, the Prevention and Treatment Systems Support Unit (PTSSU) intentionally explores how institutional racism impacts our work with contracted providers. To identify and address injustices that undermine our efforts to provide care and support to those in need, PTSSU has and/or will continue to collaborate with other units in the bureau to implement a racial equity agenda.

# PTSSU's Racial Equity Agenda

- Host provider meetings that explore racism, implicit bias, and inequity along the substance use continuum of care
- Employ a community engagement framework to enlist input and feedback from providers regarding equity issues
- Redesign our Program Consultation Site Visit Tool to emphasize racial equity and inspire self-reflection amongst providers, thereby promoting a deeper understanding of the impact of equity on program participants' outcomes and sense of empowerment
- Pioneer a program that exclusively supports LGBTQ+ communities with an equity focus, particularly on LGBTQ+ youth of color
- Facilitate monthly structured discussions to explore our own implicit bias by critically reviewing articles, reports, podcasts, and videos on racism in public health
- Contribute to the Agency's Race to Justice Divisional meetings and Bureau-level workgroups
- Distribute weekly racial equity multi-media resources

# PTSSU's Racial Equity Work & Activities

In 2014, Commissioner Dr. Mary Bassett convened agency-wide racial equity work

In 2018, Recovery Unit hosted their 4<sup>th</sup> Annual Provider Meeting

Reading Race Groups, a multi-media resourced discussion, began

Included Equity Domain in site visit tool

Identified and disseminated Racial Equity resources to Providers

Beginning in 2014 Race to Justice (R2J) was introduced

In 2019, Recovery Unit hosted their 5<sup>th</sup> Annual Provider Meeting

Participated in Undoing Racism Trainings offered by People's Institute

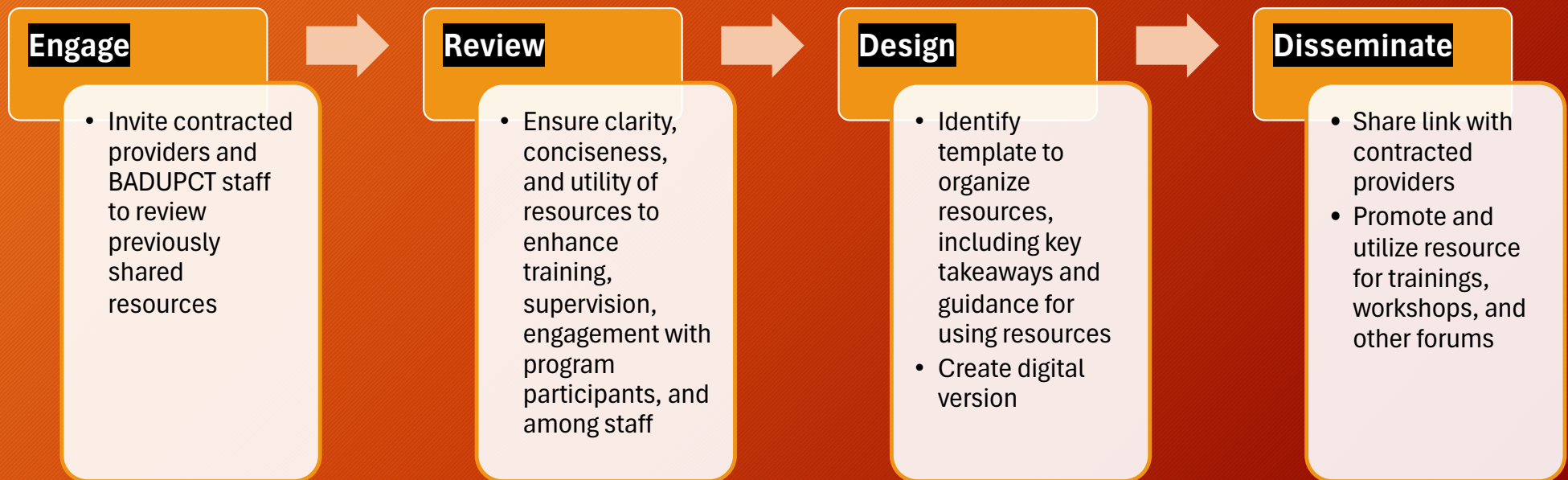
Developed Unit Racial Equity Statement

Launched Quarterly Racial Equity Lunch and Learn Sessions



# Racial Equity Resource Project

**Goal:** To increase access to and literacy in racial equity and intersecting topics through a peer-reviewed, web-based repository of multi-media racial equity resources



# Progress...

**Resources  
Reviewed**

**15**

**Resources to  
Review**

**35**

**Goal Date for  
Reviews**

**2-23**

**Goal Date for  
Project**

**5-1**

# We Welcome Your Input!

Please join us for this important project to increase access to and literacy in racial equity and intersecting topics. Consider using Equity Focused Time (EFT) on a Wednesday to review one or more of these resources.

For questions, contact:  
Jonathan P. Edwards  
[jedwards4@health.nyc.gov](mailto:jedwards4@health.nyc.gov)

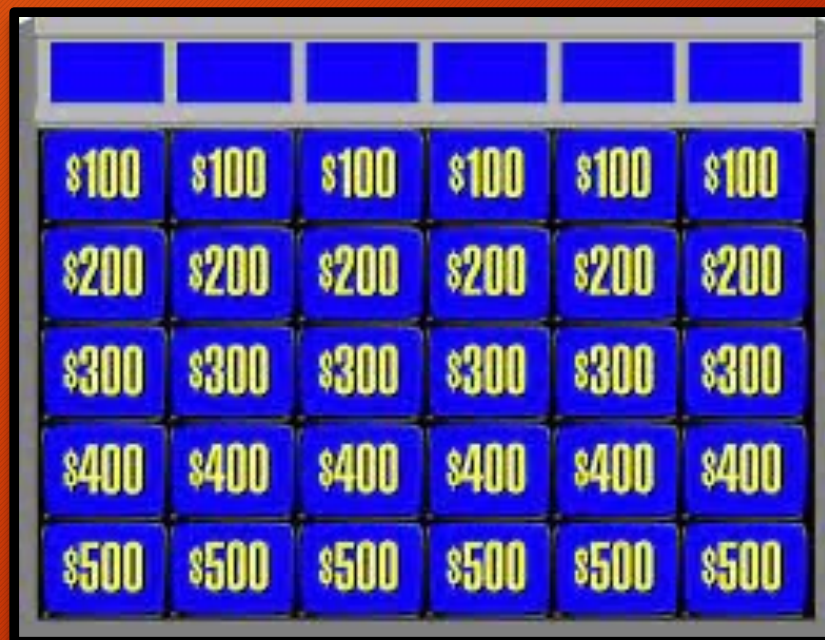
FOLLOW LINK OR  
SCAN QR CODE TO  
SIGN-UP!

<https://shorturl.at/cefgV>



# Next Racial Equity Lunch & Learn Forum

On Wednesday, 2/28 PTSSU will host our third quarterly lunch and learn forum utilizing the Jeopardy!® format to engage contracted providers in discussing racial equity and intersecting topics.





~Thank You~