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# Recovery-oriented practice webinar series:

# Responding to the Diverse Needs of Everyone Living in Canada

#MHCChopelives

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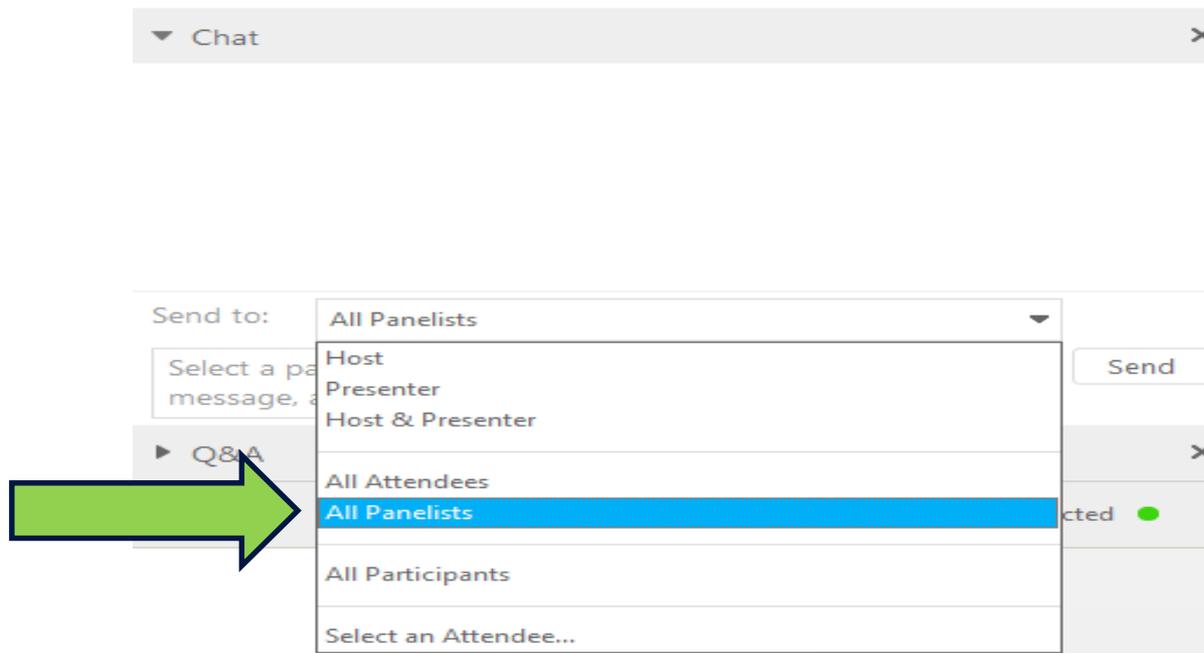
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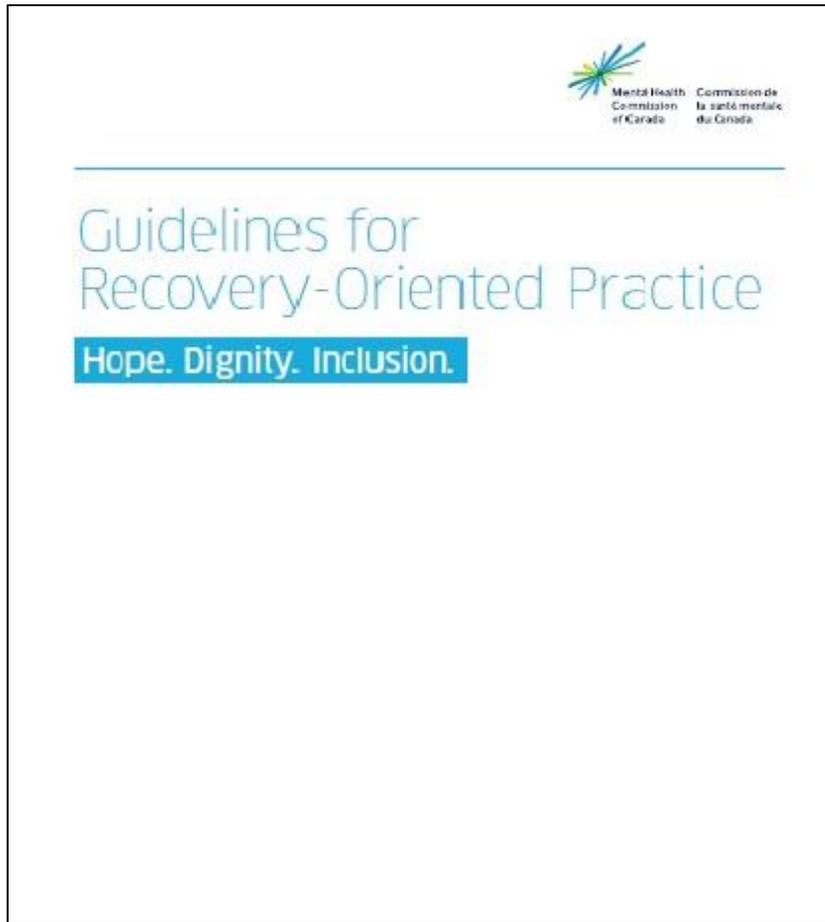
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# Important! Send questions/comments to 'All Panelists'



# Guidelines for Recovery-Oriented Practice



The *Guidelines* were released in June 2015 to provide a comprehensive document to understand recovery practice and promote a consistent application of recovery principles across Canada

# Six Dimensions of Recovery-Oriented Practice

1. Creating a Culture and Language of Hope
2. Recovery is Personal
3. Recovery Occurs in the Context of One's Life
- 4. Responding to the Diverse Needs of Everyone Living in Canada**
5. Working with First Nations, Inuit, Métis
6. Recovery is about Transforming Services and Systems

# Presenters

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Dr. Howard Chodos, former  
Director of Mental Health  
Strategy at MHCC and lead  
author of the Guidelines



# Agenda

1. Why diversity is an important issue and what is understood by diversity in the Guidelines
2. How a recovery orientation is inherently diversity-friendly
3. Overview of the Guideline on diversity



# Respect for diversity is not an add-on to recovery-oriented practice

- Respect for diversity flows from the basic principles of a recovery orientation
- Respect for diversity is a condition for any practice to be truly recovery oriented
- Respect for diversity helps to strengthen all aspects of a recovery-oriented practice



# 1

Why diversity is an important issue and what is understood by diversity in the Guidelines

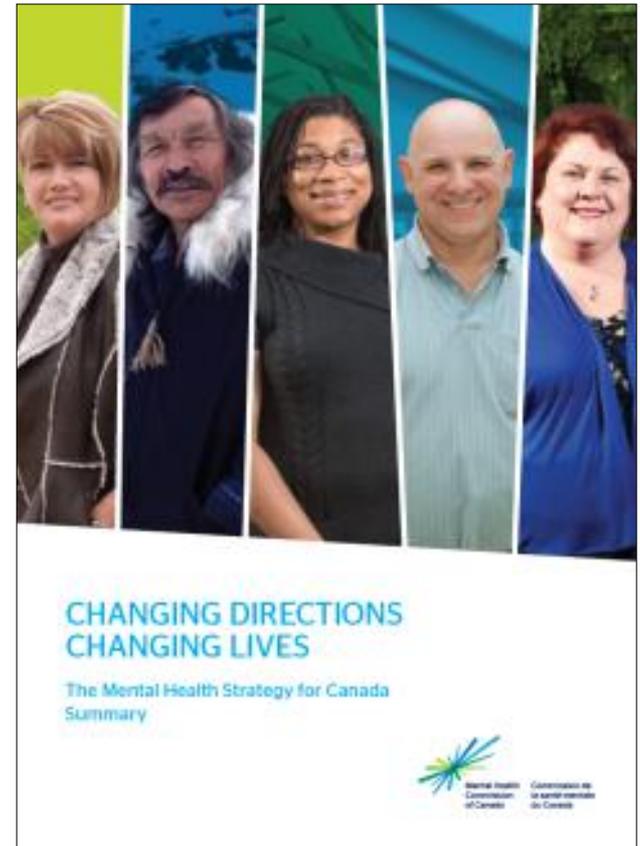


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# Guidelines are consistent with the approach to diversity in the mental health strategy

“The diversity of Canada’s population is a source of great strength that enriches our common culture, enlarges our social fabric and contributes to our shared understanding of mental health and mental illness.”





# The many dimensions of diversity

Both the Strategy and the Guidelines call on the system to respond to the diverse individual and group needs – as well as to the disparities – that can arise from:

- First Nations, Inuit, or Métis identity
- ethno-cultural background, experience of racism, and migration history;
- stage of life;
- language spoken;
- sex, gender, and sexual orientation;
- geographical location;
- different abilities;
- socio-economic status;
- spiritual or religious beliefs.



# We are all both the same as everyone else and different from them

- We are all unique individual human beings
- We each share some things with others that marks us as a “group” that is different from other “groups”
- All these “differences” are inevitable
- Problems arise when “differences” yield “disparities”



# Why these “categories”?

All composed of people who may have one or more of the following:

- They share common needs or characteristics
- They have confronted similar circumstances
- They have a common set of experiences



# Addressing diversity helps prevent “difference” becoming “disparity”

- Differences do not automatically produce inequities – it depends on how they are addressed
- Inequities, prejudice and discrimination can have a negative impact on health outcomes
- Respecting, learning from and celebrating diversity does not mean advocating for “special” treatment
  - It means ensuring a level playing field and removing barriers that hold some people back



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# Addressing diversity helps prevent “difference” becoming “disparity”

The experience of multiple, intersecting forms of discrimination based on factors such as race, age, gender, sexual orientation and social status can deepen a sense of marginalization and have a compound effect on mental health and well-being. Inclusive and culturally responsive services promote practices that recognize and help counteract all forms of discrimination and address the structural barriers that can limit access to appropriate programs, treatments, services and supports for people from diverse backgrounds.



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## 2

How a recovery orientation is  
inherently diversity-friendly



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# Respect for diversity infuses all the Guidelines

Foundation is the two pillars:

Recognizing that each person is a unique individual with the right to determine his or her own path towards mental health and wellbeing

Understanding that we live our lives in complex societies where many intersecting factors (biological, psychological, social, economic, cultural and spiritual) have an impact on mental health and wellbeing.



## Other principles apply to all the Guidelines, not just those that focus directly on diversity issues:

- No group of people is inherently more vulnerable to mental health problems, but there may be factors in the circumstances confronted by some groups or category of individuals that either put them at greater risk or that place them at a disadvantage
- Language, culture and imbalances of power shape people's mental health experience
- There are many types of discrimination and exclusion that can have a negative impact on mental health



## Other principles (cont'd):

- We are all complex and multi-faceted
  - ...in responding to the shared needs that can arise from a common background or set of experiences, one must always guard against stereotyping. Although two individuals may share a common cultural heritage, they may also be very different in other ways (age, gender, sexual orientation, religious or spiritual beliefs).
- We need to value knowledge derived from lived experience and different ways of understanding mental health



# Examples of how respect for diversity is reflected in the “non-diversity” chapters:

## Promoting a Culture and Language of Hope and Optimism

- Encourage consideration of culture, social connections and roles, physical activity, sexuality, creative expression and connection to faith communities as potential sources of meaning and hopefulness.



## Examples (cont'd) :

### Recovery is Personal

- Everyone's mental health and well-being is affected by multiple intersecting factors – biological, psychological, social and economic, as well as family context and cultural background, personal values and spiritual beliefs.
- Appreciate the implications of power imbalances on therapeutic relationships, and know ways to foster shared responsibility.

## Examples (cont'd) :



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## Recovery Occurs in the Context of One's Life

- Recovery-oriented practice and service delivery advocates to address inequitable living circumstances and unequal opportunity that adversely impact personal recovery.
- Recovery-oriented mental health services can help connect people to their communities of choice, assist in maintaining people's naturally occurring supports and networks and promote a focus on social inclusion and the exercise of citizenship rights.
- Appreciate community as the space for recovery and active citizenship, where people find meaning according to their own customs, traditions, culture and upbringing.



## There is no 'Us' and 'Them'

- Diversity is respected
- Difference is acknowledged
- Disparities are addressed
  - People are supported by a system that is as adapted as possible to meet their specific needs and no 'group' or 'groups' are disadvantaged by the way that the system and all services operate



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# 3

## Overview of the Guideline on diversity



# Core Principles

- The starting point for recovery-oriented practice is to embrace a general approach that is based on a respect for, and interest in, the diversity of people's needs and that builds on their existing strengths.
  - Not every service provider will be able to know all things about all cultures or all dimensions of diversity.
- Recovery-oriented practices acknowledge that not all groups have equal access to mental health services, supports and treatments.
- Recovery-oriented services address and seek to overcome the adverse impacts on mental health and well-being of disparities relating to the social determinants of health.

# Values and Attitudes

- Embrace, value and celebrate diversity as a strength.
- Recognize and acknowledge experiences of all forms of discrimination.
- Are willing to work with people from disadvantaged or marginalized communities to address barriers that can prevent them from accessing the resources they need on their journeys of recovery.



# Values and Attitudes

- Respect and accommodate diverse views on mental health problems and illnesses, well-being, treatment and services, and recognize that there are many pathways of recovery.
- Acknowledge personal beliefs as valid and relevant to mental health, and recognize that people express their personal identity differently and have many ways of relating to others, including family, community and society.



# Knowledge

- Know that differing values are placed on individual autonomy, family unity and community cohesion within different traditions, cultures and contexts.
- Understand the stages of human development and their implications for recovery approaches across the life span.
- Understand the importance of cultural responsiveness, safety and competence for mental health practice and service delivery.



# Skills and Behaviours

- Proactively seek information from people about their preferences, expectations and needs, and use that information to develop appropriate responses.
- Collaborate with people from diverse communities to identify their needs and shape programs and services.
- Support people to identify and practice spiritual activities they find helpful and that contribute to their mental health and well-being.



# Reflective Practice Questions

- How do your own values, assumptions and worldview shape your approach to others and influence your practice?
- How have you facilitated access to knowledge about diversity from people with lived experience of mental health issues? How have you included people with diverse perspectives in developing organizational policy, programs and service improvements?
- What forums and community opportunities have been created to establish shared understanding and different perspectives of mental health, including opportunities for children, adolescents and seniors?



# Respect for diversity is not an add-on to recovery-oriented practice

- Respect for diversity flows from the basic principles of a recovery orientation
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- Respect for diversity helps to strengthen all aspects of a recovery-oriented practice



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# Questions?





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# Next Recovery-Oriented Practice Webinar

**Date:** Thursday, July 21, 2016 at 1:00pm to 2:30pm ET

**Working with First Nations, Inuit and Métis**

To rewatch or share this webinar visit:  
[www.mentalhealthcommission.ca/English/recovery](http://www.mentalhealthcommission.ca/English/recovery)





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# Thank you!

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