

# BILL CARRUTHERS

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- DIRECTOR OF PEER WORKFORCE DEVELOPMENT & TRAINING
- HIGHLAND RIVERS COMMUNITY SERVICE BOARD
- CARTERSVILLE, GA
- [HTTPS://WWW.YOUTUBE.COM/WATCH?V=CMOSADWYXFO&FEATURE=YOU.TU.BE](https://www.youtube.com/watch?v=CMOSADWYXFO&feature=youtu.be)



# BILL CARRUTHERS

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- Before my recovery, I was all of those horrible, scary things that you hear about regarding mental illness and addiction. I am here today to thank you! Without you this incredible life transforming journey may not have been possible. You risked your reputations and you put your agencies up as collateral for me to have a chance and I took it.
- Today I am the Director of Peer Workforce and Development for Highland Rivers CSB. Today, I work with people who have educated and invested in me; these relationships propel me forward. Today I've committed my life to that process for other people. This workshop / presentation will make this incredible journey available to you and the people that you serve.



**BILL CARRUTHERS, DIRECTOR OF PEER  
WORKFORCE DEVELOPMENT & TRAINING**

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**CPRP, CPS-MH-AD-WH**

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# YOU MAY KNOW BUT EVERYBODY DOESN'T -

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- We urge clarity in language and intent when using the term “peer.” Peer is used to describe a relationship.
- In a job title the term refers to the non-clinical relationships established by the person in this room.
- Mutuality and the thoughtful sharing of lived experiences are key functions in any peer relationships.
- Peer should not be used as new way to label a person’s status.
- We expect this language to be widely adopted as healthcare systems evolve.



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How do we actively create and sustain a culture of recovery?

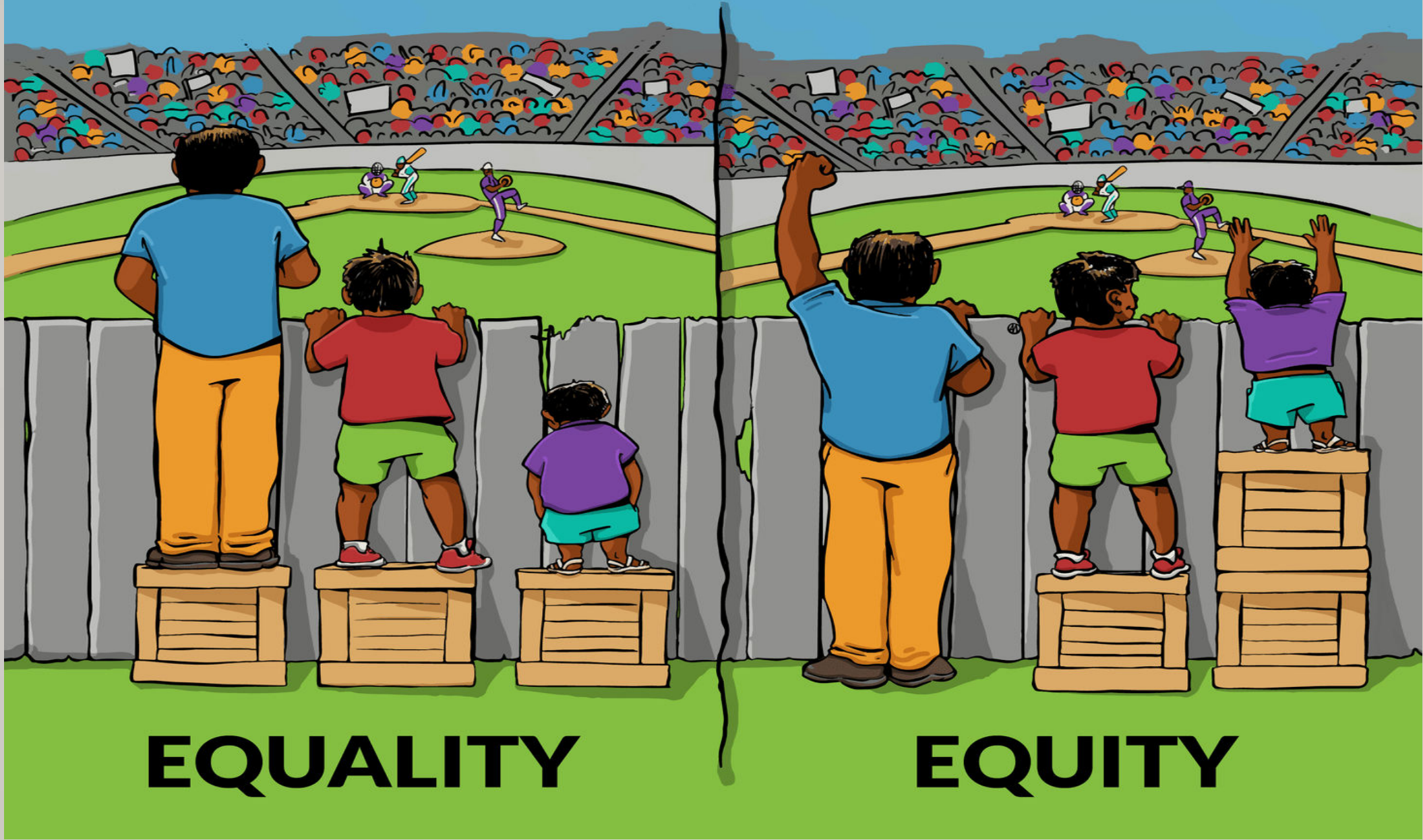
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Equity, Information &  
Empowerment

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**EQUALITY**

**EQUITY**

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**“THE DANGER OF  
A SINGLE STORY”**

<https://www.youtube.com/watch?v=D9lhs24Izeg>

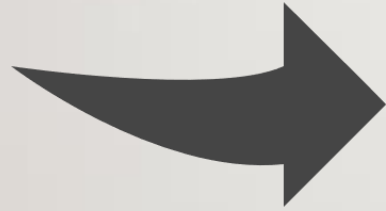
# CULTURAL COMPETENCY





# IDENTIFYING IMPLICIT BIAS





Peer the Training piece - Where exactly does it come from?

Are we making it accessible to ALL our staff?



# HERE'S MY FORMULA!

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My formula for creating a culture :

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Meet with at least two Peer staff weekly for individual empowerment / relationship building session.

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Develop regional meetings monthly with peer staff (at or near their home base). These meetings are designed to lessen negative impact on their productivity time.

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Brainstorming sessions to address successes, issues, or needs non-punitive.

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Have one quarterly meeting for all CPS / CARES to come together, have lunch to increase cohesion and support, and acknowledge their accomplishments.

# SELF-CARE OF OUR PEER WORKFORCE....

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Connection!

# THANK YOU

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- For not giving up on ME!
- For believing in ME!
- For allowing ME the opportunity to serve!





# LIVING THE DREAM

- [https://www.youtube.com/watch?v=NWOoUNBflR8&t=0s&list=PLRZRbRQMRWghQDpxKifIh9Re8EUYs7\\_Om&index=2](https://www.youtube.com/watch?v=NWOoUNBflR8&t=0s&list=PLRZRbRQMRWghQDpxKifIh9Re8EUYs7_Om&index=2)
- [https://www.youtube.com/watch?v=jCQ-c3DQjR0&list=PLRZRbRQMRWghQDpxKifIh9Re8EUYs7\\_Om&index=3](https://www.youtube.com/watch?v=jCQ-c3DQjR0&list=PLRZRbRQMRWghQDpxKifIh9Re8EUYs7_Om&index=3)
- [https://www.youtube.com/watch?v=hkQduKcp8VA&index=4&list=PLRZRbRQMRWghQDpxKifIh9Re8EUYs7\\_Om](https://www.youtube.com/watch?v=hkQduKcp8VA&index=4&list=PLRZRbRQMRWghQDpxKifIh9Re8EUYs7_Om)
- [https://www.youtube.com/watch?v=c8PcbslBrTo&index=8&list=PLRZRbRQMRWghQDpxKifIh9Re8EUYs7\\_Om](https://www.youtube.com/watch?v=c8PcbslBrTo&index=8&list=PLRZRbRQMRWghQDpxKifIh9Re8EUYs7_Om)
- [https://www.youtube.com/watch?v=RS6VFyv7opk&index=10&list=PLRZRbRQMRWghQDpxKifIh9Re8EUYs7\\_Om](https://www.youtube.com/watch?v=RS6VFyv7opk&index=10&list=PLRZRbRQMRWghQDpxKifIh9Re8EUYs7_Om)