ST. LOUIS COALITION **ON ADDICTIONS**

12:00 pm -1:00 pm Doors open at 11:30 am. Lunch to precede presentation.

March 11: Reduced Brain Volume and Alcohol Use A Consequence of Exposure and Predisposition to Use

April 8 : STL County Department of Public Health(Cancelled) Corrections-based Opioid Use Disorder Treatment

May 13: Places for People

Integrated Treatment for Co-Occurring Disorders

June 10: Panel Discussion

Substance Use and People with Functional Needs

The Coalition on Addictions (COA) meets the second Wednesday of each month at NCADA, 9355 Olive Blvd. in Olivette. Lunch is provided free of charge, courtesy of Alkermes, Inc. A CEU for one contact hour is \$5.00. COA is a service of NCADA and the Community Academic Partnership on Addictions (CAPA is an affiliate organization of the Brown School at Washington University in St. Louis).

Awards Luncheon/ Helen B Madden Award

June 26, 2020 11:30 am – 1:30 pm Norwood Hills Country Club

Do you know someone who deserves recognition in the field of substance use treatment? Helen B. Madden was a pioneer in the local addiction field, and worked for NCADA from 1965 until her death in 1976. Since 1977, the award has been presented to a local substance use treatment professional who has dedicated their career to bettering this field.



Reservations for luncheon due by June 19th 2020 ncada-stl.org/product/2020-spring-awards-luncheon



9355 Olive Blvd., St. Louis, MO 63132















CALENDAR

\$30; 3 contact hours approved by the

For Updates Check NCADA Website:

www.ncada-stl.org/events/

in Missouri and beyond. This event is free, but \$35 per person, \$270 for a table of eight.

Return service requested

Non-profit Ora. U.S. POSTAGE ST. LOUIS, MO Permit No.1524

Spring 2020

The newsletter of the National Council on Alcoholism and Drug Abuse - St. Louis Area

Hooray for ALL IN!

The All In Clayton Coalition applied for and was awarded the Drug Free Communities grant and we can't be more excited! The "DFC" grant, as it's commonly referred to, is awarded to coalitions that have worked hard in their communities to educate and advocate for issues around substance misuse and who wish to further their efforts in preventing substance use among youth. All In joins hundreds of other community coalitions that spend hours assessing the issues in their communities, crafting action plans and initiating prevention strategies that will positively impact change within their community. This is a 5-year grant with the ability to apply for another 5 years following the initial term. The funding awarded allowed All In, a volunteer based coalition, to hire a full-time director as well as implement many other services and programs in the community. We are excited for what the future holds for the All In Coalition and the Clayton community as a whole.



Tributes & Contributions

August 15, 2019 - January 15, 2020

MAJOR GIFTS

Trailblazer \$20,000+ American Marketing Direct

Champion \$10,000+

Faith Lutheran Church-Oakville Scott and Emily Brown

Game Changer \$5,000+

Tom and Anne Herrmann Ron Moser and Janet Eto W. Grant Williams

Advocate \$1000+

Alkermes Inc. Dustin Allison Nancy Bengtson Bart and Ellen Brnja Clinical Collection Management (CCM) Sandra Herrmann Brian and Kirsten Hogan Gravbar Electric Patrick and Diana Kinlen Gladys Manion Real Estate F. Stafford H. Manion Jim and Nancy Murphy Becky and Dave Nelson Tod and Terri O'Donoghue Howard Potratz and Gayle Kirsten Andy and Chelsea Seeger John and Mary Straub Henry and Lynn Watkins

GRANTS RECENTLY RECEIVED

Narcan

Concord Village Lions

Prevention First

Jefferson Foundation St. Louis Blues for Kids Foundation

Teen Institute

Clifford Willard Gaylord Foundation

Transitional Counseling Program Siteman Family Foundation

TRIBUTES IN MEMORY OF

Andy Kirn Mark Leb

The Sunnen Foundation

Caleb Miller Gladvs Miller

Christopher March

Rachel Zink

Dawn Funkhouser Jim Schmersahl

Howard Kanefield

Tom and Trish Goldberg Larry and Lisa Zarin

Jack Rudolph

Jane Porchey Joan Musbach Gregg and Cindy Lueder Cindy Leonard Mary Offner Al Koepke Janet Fales William Colwell

Tom and Linda Meyer Vinny LoRusso Steve and Judy Merri

Tim and Ann Wilding

Zach Schoenberg Donald and Jannette Helfrich

TRIBUTES IN HONOR OF

Janet Horlacher

Lisa Will-Smith

Mary Jo and Wally Horlacher

Nick and Gina Yocco

Susan Huddart

Tom Goldberg Jeffrey and Harriet Kopolow

INDIVIDUALS

Leonard and Audrey Adreon Dustin Allison Mark Barada Jeanette Bessen

Denise Bielicke

Sandy Brunsman Hughes and Tom Hughes

Pam Burton Raquel Cabral

David Christman Sarah Walsh Dieter

Dan Duncan Dana Sebastian-Duncan

John and Erika Drake Jim and Audra Eisenbeis

Tom Etling William Ford

> Judy Garcia Chris Garlich

> > Sherry Heard

Jennifer Jones

Chris Kallaos

Sam Kampert

Dick Knight

Emily Krafve

Paul and Joan Kutz

Christopher and Dana LaBarge

Larry and Cathy Langland

John and Diane Hefele

Darcy Glidewell JB and Deb Gorgen

Carl and Laura Greiner Diann and Jim Gross

Albert Hamel Sue Hansard

Kendra Scott Jewelry

Target Corporation

TVI Inc

James and MaryAnn Lemonds Rob and Peggy Libera Larry Libera Larry Manion Suneal Menzies Connie Metz

> Peyton Mogley Kevin and Lynda Moran Donald and Mary Murphy Hal Olsen

VOLUNTEERS

Dustin Allison

Raquel Cabral

Patty Desrosiers

Adrienne Eigles

Rachel Federman

Elizabeth Freemar

Vickie Foster

Laura Greiner

Rhoda Hale

Tom Heard

Haley Martin

Randy Mellovitz

Abby Mellovitz

Taylor Osuii

Doris Patzius

Nick Petersen

Ann Roberts

Lisa Wagner-Daegling

NCADA

Golf Event

AUGUST

4TH 2020

Carmen Heard

Easter Seals Midwest

Art Oppenheim Katie Otto Peter and Meredith Perkins

David and Geri Peters Guy and Kim Phillips

Leah Picker Celeste and Steve Player

Darrel and Kathy Reimer-Pollard Jon and Cynthia Rill Marge Ritchie

Ray Robbins Phil and Kay Roush Loree and Rodney Rowe

Amy Santhuff-White Roger and Peggy Scheppers

Wally Schmieder Adrienne Schlake Harry and Donna Schroeder

David and Jamie Sentnor Alyssa Simko

Marty and Karen Stein Michael Steinberg

Charles Stewart Carolyn Stevens Amstutz

Debbie and Michael Strobl Don Szydlowski Roxanne Tirpak Mach

Jessica Tourre Dick Ulett

Jerry Walsh

Dynacraft Inc.

Foam Products Corporation

Gateway Railroad Dismantling LLC

Millstone Weber

The Crossroads Program

Tom Weissert Karen West Kate Wyland Malva Yocco

Julie Eigles Zapor

CORPORATIONS, FOUNDATIONS &

Asure Test Inc. Austin's Army

Charities Aid Foundation of America Christian Hospital

Fidelity Charitable Gift Fund

Frontstream Media

HM Capital Management

Shake Shack

US Title

Beginning Our Journey to ColorBravery

For the last 55 years, NCADA has promoted the idea that addiction is a disease that should be addressed head-on. That it should not be ignored in the hopes that it will "go away" nor should it be accepted as a "given." We challenge institutions to do better for those with substance use disorder, and to treat folks humanely. We have launched statewide campaigns and made commercials teaching caregivers how to "talk about" alcohol and other drugs with their children. We teach teenagers how to confront their friends who are using in a caring way. We preach the value of "courageous conversations" when it comes to substance use disorder.



And yet, for my tenure at NCADA (12 years), I'm ashamed to admit that we have been a bit hypocritical. We haven't had "courageous conversations" about perhaps the biggest elephant in the room: racism. To our credit, and to the credit of those who came before me, we tried. We've talked at length about how to better serve our clients. We've talked about the need to have a staff and Board that better reflects the people we serve and talked about how to recruit staff of color. We've held professional development trainings on poverty, trauma and toxic stress. We've created a robust non-discrimination statement and added it to our policy manual and our website.

Despite all of those efforts, we didn't do the real work to un-center whiteness at NCADA. We didn't challenge how our institution is created and structured. We didn't question how our system gave opportunities to some, while overlooking others. We didn't encourage "courageous conversations" about race amongst our staff. We didn't allow our staff the space to discuss the racial injustice that dominates the headlines. We didn't disaggregate our program data by race (or gender) to ensure that our outcomes are the same. We didn't examine our staff engagement at a deeper level, and we didn't probe to see whether our staff satisfaction varied by race. And our white staff (including me) certainly did not learn about our

privilege and how to use that privilege to be anti-racist.

But now it's time for change.

Thankfully, some long time employees (and a few zillennials) had the courage to agitate and challenge the status quo by nudging me into action. They have pushed me to use my privilege—as a white person in power—to address racism and racial equity head-on at NCADA.

We currently are participating in the United Way's, "Building a Framework for Advancing Racial Equity" pilot program, designed to help select member agencies take system-level action.

- Establish a common language within NCADA for diversity, equity, and inclusion (DEI) terms.
- Update our procurement policy to reflect a racial equity lens.
- For the first time in our history, include a budget line item for diversity, equity, and inclusion work.
- Build capacity to disaggregate data by race and gender by hiring a Data Specialist to enter more of our programmatic data.
- Create a "lending library" in the break room to provide DEI books and resources for staff.

• Survey staff perspective on the racial

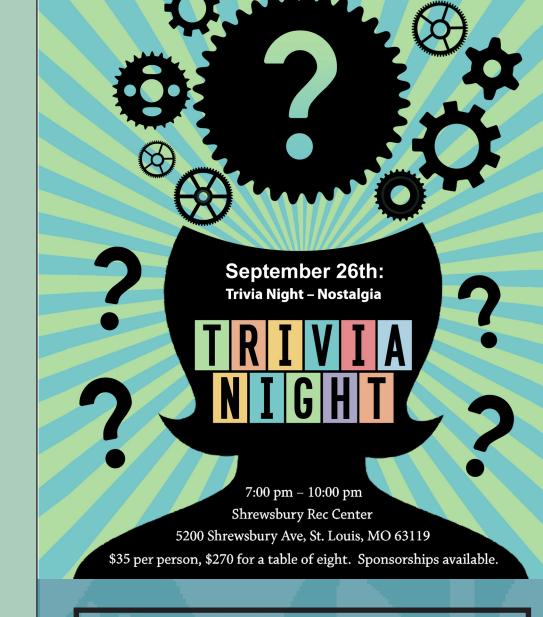
climate at NCADA.



Kerry James Marshall

We have engaged with Undo Bias, a consulting firm, to accompany us in our work. They have led us in various caucusing exercises and have helped us create an internal Racial Equity Committee. The Committee is composed of 8 staff, plus me. Their self-identified goals are: to create a process by which staff can confidentially report critical incidents of intolerance; provide "lunch and learns" on various DEI—related topics; and encourage staff to be "colorbrave."

And now our real work begins. Because now that we have addressed the elephant in the room, we must do something about it. Our internal goal is to eliminate the disparity of employee experiences at NCADA, from hiring to retiring, within 3 years. We have identified internal benchmarks and developed outcomes to measure our success and track our progress. We realize this a lofty goal. But staff at NCADA staff are scrappy and determined. We set ridiculously high goals and then we move mountains to achieve them. This isn't a trend, and it's not a knee-jerk reaction to satisfy funders or some disgruntled staff. This work is the right thing to do and it's long overdue. Feel free to hold me, and the rest of the Agency, accountable.



Thank You for Your Support

As NCADA looks to 2020, we want to sincerely thank our employees, Board members, donors, and volunteers for your support in 2019. Your hard work, volunteer hours, and financial donations make possible programs that equip our youth with knowledge and skills that empower them to make better choices throughout their teen years and enjoy a life free of the problems associated with substance misuse.

We appreciate the community partners and coalitions that stand beside us as we work to reduce the harms of substance use through education, intervention, and advocacy. Substance use disorders cut across all demographics. They do not discriminate, and effectively combatting the destructive impact on our community requires the strong partnerships that we continue to grow. With everyone working together, prevention works and recovery is possible.

Gratefully,

Alicia Smith Director of External Affairs