



Harm Reduction Workforce Development



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Bad River Needle Exchange



U.S. Drug Policy Has Devastated Native America

- AI/NA populations experience the highest mortality rates due to drug overdose
- AI/NA populations experience the highest premature death rates of all racial groups in the U.S., with a current life expectancy of 65 years old
- In many states, the highest rates of children forcibly removed from their homes via child welfare proceedings
- High rates of incarceration – we are overpoliced, overprosecuted and oversentenced
- Incarceration and child removals are most often related to drug crimes

In community, these circumstances translate into billions of dollars of loss from missed years working, caretaking and educating children, and the inability to work due to traumatization and victimization, especially within the carceral context.

Original Model of Operations



Impacts – Community Empowerment

- Thousands of overdose reversals through training and naloxone distribution
- Preventing HIV and reducing HCV risk in high risk populations
- Over 100,000 syringes distributed annually, with high rate of returns
- Participants and former participants of the program are highly enthusiastic about it – they want to contribute to efforts to keep our community safe and healthy



Impacts – Harm Reduction Unpaid Worker Health



- Burn-out
- Depression
- Complicating PTSD/cPTSD

- Inspiration
- Community
- Connection

New Organizational Model

Harm Reduction is a program of Economic Development within the Bad River Administration

Staff of Three (well-paid positions):

- Harm Reduction Coordinator
- Leadership & Administrative Coordinator
- Drug User Infectious Disease Prevention Specialist
- Contracted peer delivery team (5-10 individuals working remotely)

New Model of Harm Reduction Workforce



- Prioritizing opportunities for:
 - People who use drugs
 - People with lived experience of trauma
 - People with disabilities, pain, neurodivergence, mental health disorders
 - People who have been involved in the criminal legal system
 - LGBTQSI2+ community
- Accommodations, support and mentorship
- REDUNDANCY & Cross-Training

2022 Adopted new Substance Abuse Policy

- Withdrew
Cannabis from
screens

- BRHR utilizes
contractors


Contractors are paid per delivery/pound of returns Plus meetings and training they attend

Google form is used for program data collection purposes and to document service performed

Secondary Worker Form
Providing direct harm reduction services form.

Name of Contractual worker *
Short answer text

Delivery Zip Code *
Short answer text

Date of delivery *
Month, day, year 

What did you give the person? *

- Naloxone (nasal)
- Naloxone (intramuscular injection)
- Syringes
- Returns collected
- Smoking supplies
- Snorting supplies
- Other...

How many syringes did you provide? *
Short answer text

How many overdose reversals were reported to you? *
Short answer text

Support and Accommodations



- Requesting additional funeral leave/administrative leave from tribal leadership
- Setting aside time for ceremony, processing trauma and grief
- Supervisors modeling self-care, self-awareness and mistakes
- Exercise time
- Prioritizing training & development

Manual of Me - an experiment in collaboration

1. Things I need
2. Ideal working conditions
3. The best times for me to work
4. My communication style
5. How I like to receive feedback
6. Things I love
7. Struggles/Quirks
8. I'm proud of
9. What drives me nuts



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Thank you
for listening!

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