

Welcome To

Turning Prevention Science into Practice

Understanding and Implementing a Culture of Prevention

NPN Conference – Birmingham, AL

August 16, 2023

3pm-4:15pm



Central East (HHS Region 3)

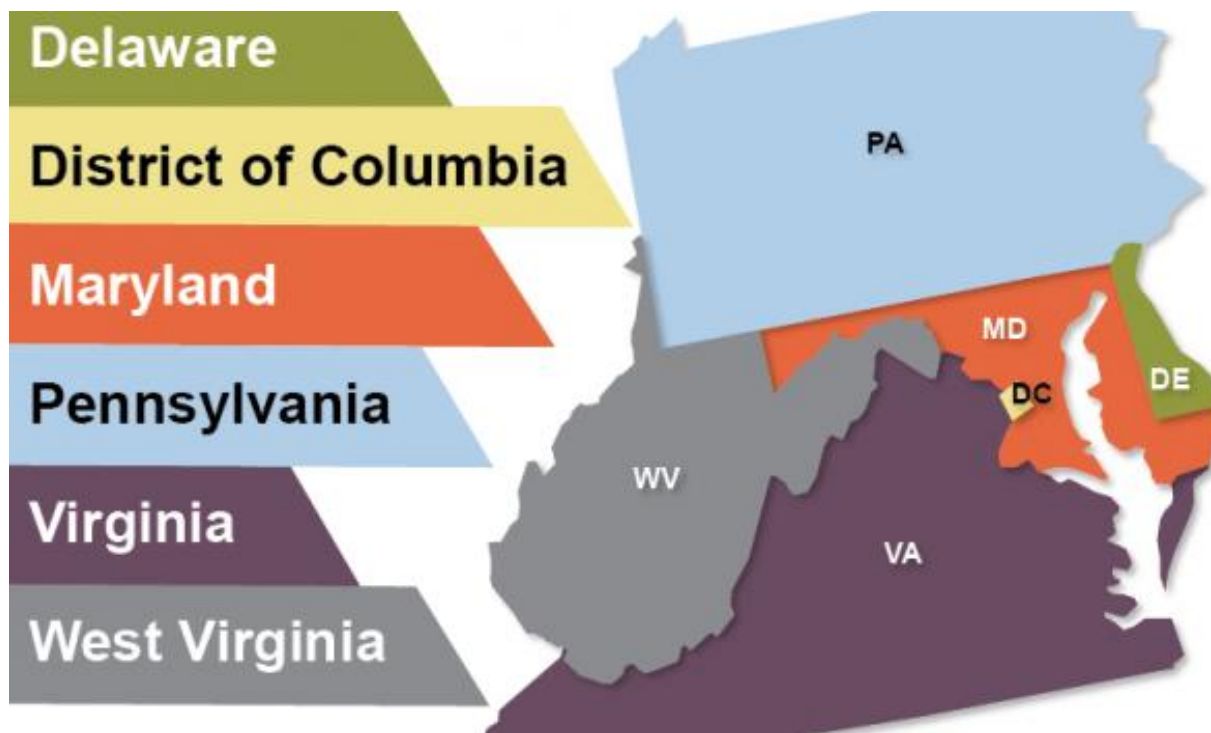
PTTC



CARNEVALE ASSOCIATES LLC

Central East Region

SAMHSA REGION 3



The use of affirming language inspires hope.

LANGUAGE MATTERS.

Words have power.

PEOPLE FIRST.

The PTTC Network uses affirming language to promote the application of evidence-based and culturally informed practices.



Central East (HHS Region 3)

PTTC

ethnicity spirituality
orientation practices
normalize experiences expression
standard create
Ethnic stories terror identity
race share injustices
change care Matter shootings
Racial education
space
seem normal cultural
powerful
NASW self Black
gender affected Lives hate
Diversity uncertainty
sexual advocacy
religious competency
humility



Central East (HHS Region 3)

PTTC

PTTC Mission



To Strengthen the Capacity of the Workforce

1

To Deliver Evidence-Based Prevention Strategies

2

Facilitate Opportunities for Preventionists to Pursue New Collaboration Opportunities, which include Developing Prevention Partnerships and Alliances

3



Central East (HHS Region 3)

PTTC

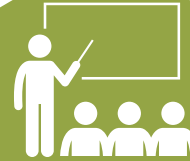
Services Available



Online Courses



Technical Assistance



Skill Based Training



Webinar



Toolkits



Facilitate Prevention Partnership & Alliances



Research Learning Collaborative



Newsletter



Technology Driven Models



Literature Searches



Virtual Meeting



Research Publication



Central East (HHS Region 3)

PTTC

Other Resources in SAMHSA Region 3



Central East (HHS Region 3)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration



Central East (HHS Region 3)

MHTTC

Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration



Central East (HHS Region 3)

PTTC

Carnevale Associates

Contact Information

www.carnevaleassociates.com

P: (410) 685-1169

4 Belinder Road

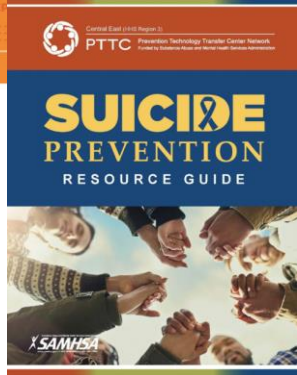
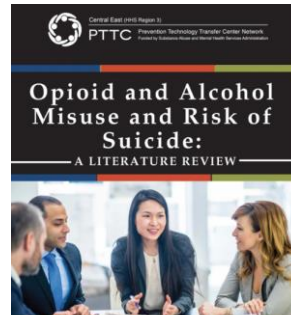
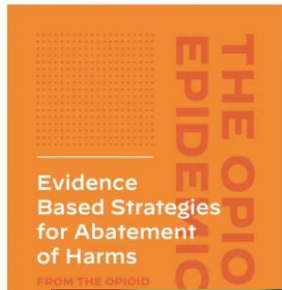
Gaithersburg, MD 20878

Carnevale Associates (CALLC) is an internationally recognized woman-owned small business providing strategic consulting services for more than 20 years.

Services Include:

- Research & Evaluation
- Training & Technical Assistance (TTA)
- Performance Measurement & Management
- Policy Formulation
- Strategic Planning

Our specialized team of subject matter experts bring a wealth of industry knowledge to deliver practical and research-based solutions



Presenters



Josh Esrick
Speaker



Emily Patton
Speaker



Deborah Nixon-Hughes
Speaker



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Learning Objectives

- Describe the research and theories behind prevention science and provide a shared definition
- Explain how prevention science is applied to substance use prevention and the impact it has had
- Identify strategies for incorporating science into culturally relevant practices
- Define a “culture of prevention” and its importance



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

What is Prevention Science?



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Defining Prevention Science

- Prevention science is the use of scientific principles and processes to enhance prevention services – at all levels of practice
 - Focuses on the development of evidence-based strategies that reduce risk factors and enhance protective
 - Seeks to understand which prevention and protection initiatives can have large-scale impacts, outcomes, and effectiveness



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Prevention Science Objectives

1. Identify malleable risk and protective factors
2. Assess the effectiveness of programs, interventions, and policies that target those factors
3. Develop an optimal means for dissemination and diffusion of that knowledge



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

The Intersection of Prevention & Science

- Prevention is a rapidly growing and expanding field
- The science of prevention is linked to the prevention of many kinds of issues, whether due to behavioral or environmental causes
- Use of the scientific method has laid the groundwork for an ever-growing evidence-base
- By relying on science and standardizing programs, we can further professionalize the prevention workforce



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC



Foundations of Prevention Science

- Prevention science is multidisciplinary
 - Many areas of science contribute to understanding the causes of positive and negative social and health outcomes
- Involves three major domains
 - Epidemiology
 - Implementation science
 - Research methods



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Epidemiology: “What is happening?”

- Epidemiology identifies the predictors and processes associated with positive and negative behavioral outcomes
- Epidemiological surveillance creates continuous, systematic collection, analysis, and interpretation of health-related processes over time
- Provides real-time data about health events, such as substance use



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Implementation Science: “What can we do?”

- Implementation science uses interventions to alter life course trajectories
- Determines the causal processes involved and is the means for evaluating whether the intervention(s) was effective
- Scientific Method
 1. Defines and/or identifies the target problem and the conceptual framework for intervening
 2. Tests the conceptual framework
 3. Designs and tests interventions



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC



Research Methods: “How do we improve?”

- Research methods uses an array of tools and techniques
- Helps us to understand and measure the validity, reliability, and fidelity of the interventions we are implementing
- Utilizes more technical methods to learn how we can improve a program or policy



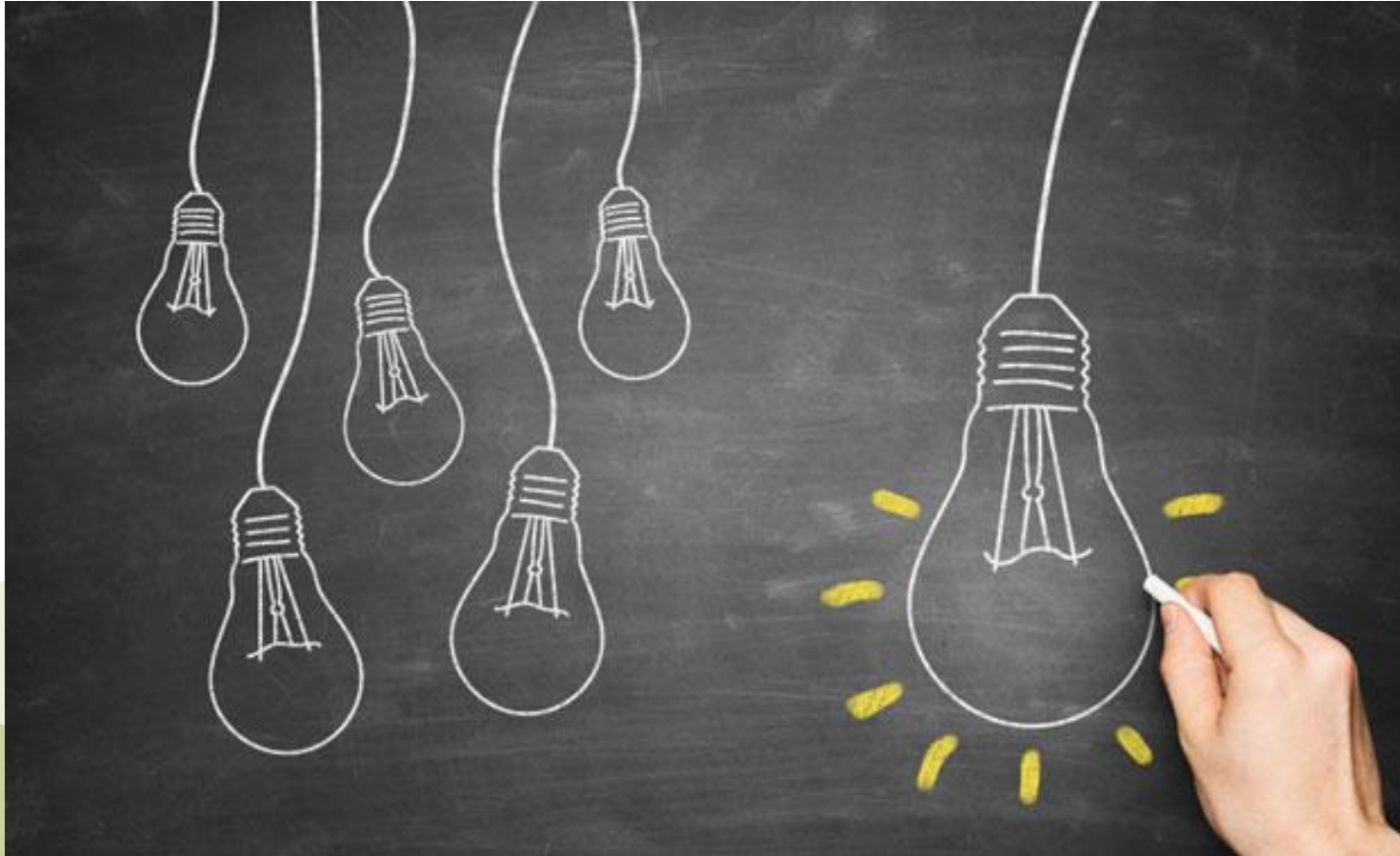
Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

The Research and Theories Behind Prevention Science



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Theories of Prevention Science

- Etiology Theories
 - Explain the causes of problem behaviors
- Human Development Theories
 - Explain normal and dysfunctional development relating to problem behaviors such as substance use
- Theories of Human Behavior
 - Such as Learning or Behavior Change Theories
 - Focuses on those factors which are central to decision making
- Implementation Theories
 - Effectively replicating interventions and sustaining them in real world settings



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Using Theory to Target Our Objectives

- Prevention science is a framework for research focused on preventing and/or mitigating behavioral and health challenges and increasing resiliency
- A central tenet of prevention science that pulls together research and theory is the promotion of health equity and reduction of disparities
 - Influence of social, economic and racial inequalities and discrimination on healthy development and wellbeing



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Social Determinants of Health

“Social determinants of health (SDOH) are the conditions in the environments where people are born, live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks”
- HHS



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

The Five Domains of SDOH (HHS)



The SDOH can be thought of as another way to organize and think about community- and society-level risk factors



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Audience Question



How are you working to address the Social Determinants of Health in your community?



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Applying Prevention Science to the Substance Use Field



This Photo by Unknown Author is licensed under CC BY-NC



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Prevention Science and Substance Use

- Prevention works to develop our understanding of how and why substance use occurs
- The framework around which we build programs and policies for substance use prevention practices
- Utilizes upstream substance use strategies but has flexibility to meet the needs of a more targeted approach
- Effective implementation of programs and policies can provide significant cost-savings



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Applying Prevention Science

- Develops our understanding of substance use risk and protective factors
- Ensures that programs are developmentally and culturally appropriate and accessible
- Can reduce exposure to risk factors and the negative impacts of harmful conditions
- Embraces concepts and strategies to improve the likelihood that people healthy and successful lives



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC



Impact of Prevention Science on the Substance Use Prevention Field



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Impact of Prevention Science, I

- Development of a wide range of evidence-based substance use programs and policies
- Further expansion of the evidence base
- Measurable impacts on individuals, systems, communities, and at the societal level



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Impact of Prevention Science, II

- Predicting and addressing new and emerging substance use trends
- Development of a more integrated substance use strategy delivery system
- Working with and guiding legislative decision-makers



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC



Audience Question

How has using
Prevention Science
improved service
delivery in your
community?



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

A Tenet of Prevention Science

Promotion of Health Equity and Reduction of
Disparities

Via

Studying, Social, Economic, Racial Inequalities,
and Discrimination

Influences

Healthy Development and Wellbeing



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Culture as an Organizing Concept

- Culture resides in “groups of people”
- The term ‘culture’ is defined by:
 - Norms
 - Values
 - Rituals
 - Symbols
 - Practices
- Culture influences institutions including Individuals, families, and communities and how information is received and communicated



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Cultural Competence

“The integration and transformation of knowledge about individuals and groups of people into specific standards, policies, practices, and attitudes used in appropriate cultural settings to increase the quality of services; thereby producing better outcomes”
- CDC



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Cultural Humility

- Cultural Humility focuses on differences and acceptance of those differences
 - It also means that we reflect on our own culture, our own values, our own limitations
- Cultural Humility uses the tools of Cultural Competence, but we use those tools to be open to others' values and beliefs and experiences and use them to collaborate in solving our communities' challenges



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Key Attributes of Cultural Humility

- Openness
- Self-Reflection/Awareness
- Lifelong Learning
- Institutional Accountability
- Empathy and Compassion
- To Be “Other-Oriented”
- Acknowledging Power Imbalances and Balancing Power Imbalances



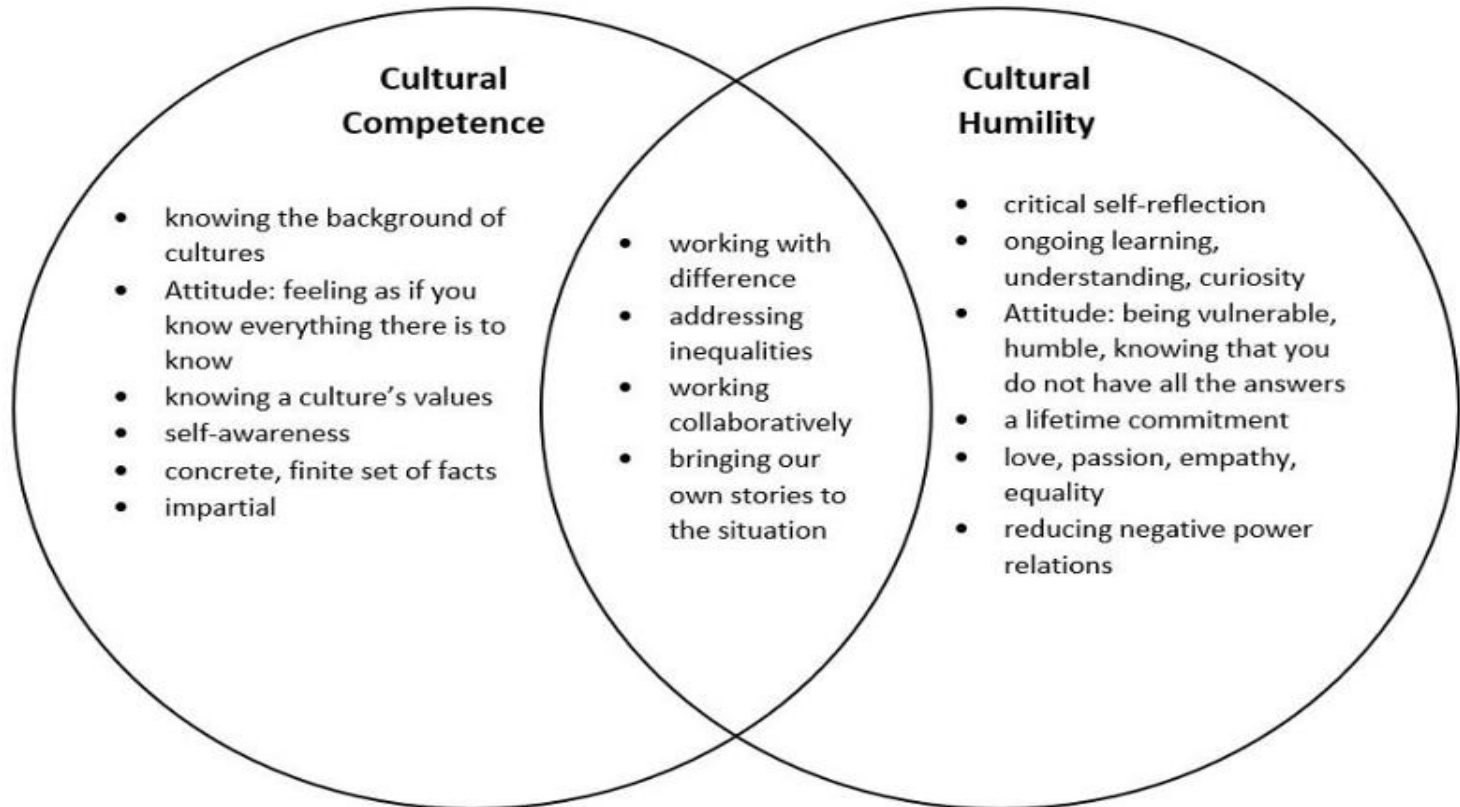
Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Cultural Competence and Cultural Humility Intersect



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Practicing Cultural Humility

- **A**sk questions in a humble, safe manner
- **S**eek self-awareness
- **S**uspend judgement
- **E**xpress kindness and compassion
- **S**upport a safe and welcoming environment
- **S**tart where the patient is at



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC



We see the world, not as it is, but as we are – or, as we are conditioned to see it. When we open our mouths to describe what we see, we in effect describe ourselves, our perceptions, our paradigms.

Stephen R. Covey

© 2007 Covey



Bias Cleanse: Empathy

TECHNIQUE	PROCESS	RECOMMENDED TIME FRAME
Listen to others' stories	Listen to stories of those who experience implicit bias and how it impacts their everyday life in public spaces.	Daily
Welcome corrections	Maintain a receptive posture when confronted with your own bias. And accept the discomfort of unlearning and relearning.	Daily
Cultivate privilege awareness	Recognize your own privilege and how to better support people without these advantages.	Daily
Practice micro affirmations	Constantly look for micro-affirmations you can offer in the context of existing interactions with those you serve.	Daily
Understand historical trauma	Educate yourself about historical trauma so that you can see the link between past events and current harm. For example, sexism, structural racism, discrimination, or redlining.	Quarterly
Formal and informal surveys	Conduct surveys of those you serve to understand how well you handle diversity.	Bi- or annual- basis



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Bias Cleanse: Exposure

TECHNIQUE	PROCESS	RECOMMENDED TIME FRAME
Expand your circle	Intentionally alter the inner circle of those you trust, communicate with, and spend time with regularly. Diversity within this group will further advance the other three Es.	Daily
Community events	Attend events that educate on diversity and celebrate it.	Monthly
Volunteer	Volunteer with organizations that advocate for justice and equity.	Quarterly
Community outreach	Create initiatives that invest agency resources into schools, clubs, and grassroots organizations.	Quarterly



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Bias Cleanse: Education

TECHNIQUE	PROCESS	RECOMMENDED TIME FRAME
Listen to podcasts	Listen to podcasts to gain insights and perspectives from a variety of diverse sources.	15 min daily
Client check-in	Add a question to client check-ins to learn if/how you can better support them around cultural dynamics.	Daily
Integrate into the community you serve	Participate actively in the community you serve. Participate in community events, shop at local stores and support local schools.	Monthly
Find, review and share journal articles with co-workers	Task a team member to find, review and present the findings of a journal article during the meeting team.	Monthly
Participate in webinars	Find webinars on DEI topics and share key learnings with your team.	Quarterly
Host sharing circles	Host informal events where colleagues and community partners share food, facts, and fun about their culture.	Bi-annually
Host town hall meetings	Organize a town hall with those you serve & community partners to understand the diversity of needs and perspectives.	Bi-annually
Conduct exit interviews	Gather insights from those in the middle of transition. Those departing often have clarity that can benefit staff and community partners.	As-needed



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Bias Cleanse: Experiences

TECHNIQUE	PROCESS	RECOMMENDED TIME FRAME
Talk with strangers	Initiate conversations with strangers to train your brain that those who are unknown or foreign do not represent a threat.	Daily
Watch documentaries	Swap out some of your TV/movie viewing time with a documentary that represents marginalized groups or views	Monthly
Stereotype smashing events	Invite speakers who serve marginalized groups to share with your team in a lunch-and-learn or team meeting.	Quarterly



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Cultural Humility Considerations in Prevention Science

- Understanding the population to be served
- Reflecting on own bias
- Increasing empathy
- Increasing engagement
- Increasing communication



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

A Culture of Prevention



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

A Culture of Prevention

- Concept put forth by various stakeholders, rather than a standardized definition.
Encompasses (Slobada et al; Heikkila et al) :
 - Acceptance of the importance and value of prevention
 - Demand for prevention
 - Infrastructure for supporting prevention
 - Using data and evidence
 - Health promotion as well as protection
- By having this culture, we can better advance and use prevention science



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

A Culture of Prevention (Petras)

- No guidelines or theory (yet), it refers to the general beliefs and readiness of a group to value preventive action
- Involves health professionals and the public
 - Planned interventions
 - Community action that promotes health
- COVID-19 has increased public awareness of the value of preventive action
 - Potential for translating that to substance use prevention



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

What Else Can It Include?

- Systems to facilitate knowledge dissemination of effective programs and practices
- Processes to strategically plan and implement relevant interventions
- Dedicated funding streams to support action
- Evaluations to assess outcomes
 - Of interventions and of efforts to effect cultural change



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Importance of a Culture of Prevention

- Greater acceptance of new interventions
- Access to more funding and other resources
- Less competition with other preference areas
- Easier to build capacity and hire/train new staff
- Potential for improving individual and community health outcomes



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC

Conclusion

- Prevention science seeks to enhance and formalize prevention services & make them more evidence based and effective
- Can be applied to and has already impacted many parts of the substance use prevention field
- Critical to incorporate and implement practices of cultural humility into the substance use prevention field
- Build “a culture of prevention” to further support the field
- Work to ensure we are using science and evidence to improve outcomes and demonstrate the value of formalized prevention



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC



Let's Hear From You!



Central East (HHS Region 3)

PTTTC



CARNEVALE ASSOCIATES LLC

Contact Us

Deborah Nixon-Hughes,
Director:
dhughes@danyainstitute.org

Josh Esrick,
Chief of Training and Technical
Assistance
Josh@CarnevaleAssociates.com

Emily Patton,
Senior Research Associate:
Emily@CarnevaleAssociates.com



Danya Institute website:
www.danyainstitute.org



Carnevale Associates website:
www.CarnevaleAssociates.com



Central East (HHS Region 3)

PTTC



CARNEVALE ASSOCIATES LLC