



# OverdoseLifeline

Overdose Lifeline is a 501(c)(3) nonprofit organization dedicated to helping individuals, families, and communities affected by the disease of substance use disorder.

[www.overdoselifeline.org](http://www.overdoselifeline.org)

 [overdoselifeline](https://www.instagram.com/overdoselifeline)

 [overdoselifelin](https://twitter.com/overdoselifelin)

 [overdoselifeline](https://www.facebook.com/overdoselifeline)

# OVERDOSE LIFELINE

---

## Who **We Are**



Overdose Lifeline, Inc. (ODL) is a statewide Indiana non-profit dedicated to **helping individuals, families, and communities** affected by the disease of addiction / substance use disorder through advocacy, education, harm reduction, prevention, resources, and support.

---

## Mission

To carry the message of hope to individuals, families, and communities affected by the disease of addiction.

---

## Vision

We envision a time when the disease of addiction does not carry a stigma but is provided the attention and care required of a chronic disease.

[www.overdoselifeline.org](http://www.overdoselifeline.org)

 [overdoselifeline](https://www.instagram.com/overdoselifeline)

 [overdoselifelin](https://twitter.com/overdoselifelin)

 [overdoselifeline](https://www.facebook.com/overdoselifeline)

# Facilitators

---

- Ms. Charlotte Crabtree (she/her)  
Programs and Office Assistant  
charlotte@overdoselifeline.org
  
- Jude Brown (they/them)  
AmeriCorps Member and CHARIOT  
jude@overdoselifeline.org

---

# Considerations for Diversity, Inclusion, and Belonging Work

Reflect on how our methods could be used in your organization.

Is your organization reflective of the populations you serve?

Where is your organizations understanding of the history of black, brown, and LGBTQ+ communities?

# Our Work at Overdose Lifeline

---

*“The mission of the Diversity, Inclusion, and Belonging (DIB) Group is to reach populations that have been historically underserved by Overdose Lifeline (ODL), to strengthen communities, and to enrich the work of our colleagues by providing opportunities to increase understanding and compassion.”*



# ODL support

**CHARIOT**

we keep  
us safe

[overdoselifeline.org/chariot](https://overdoselifeline.org/chariot)

[www.overdoselifeline.org](https://www.overdoselifeline.org)

 [overdoselifeline](https://www.instagram.com/overdoselifeline)

 [overdoselifelin](https://twitter.com/overdoselifelin)

 [overdoselifeline](https://www.facebook.com/overdoselifeline)

# WHAT DID STAFF MEMBERS ACTUALLY SAY?

Can you identify any populations you feel like you should be serving, but aren't reaching?



[www.overdoselifeline.org](http://www.overdoselifeline.org)

"Black and Brown communities."

"We need to improve our connection to Black / African American, Asian, Spanish, Hispanic, Latino, Lesbian, Gay, Bisexual, Transgender and Queer communities the most. "

"We are working on having a better reach within the black/brown and LGBTQ populations currently. "

 [overdoselifeline](https://www.instagram.com/overdoselifeline)

 [overdoselifelin](https://twitter.com/overdoselifelin)

 [overdoselifeline](https://www.facebook.com/overdoselifeline)

## WHAT DID STAFF MEMBERS ACTUALLY SAY?

**In general, and if so, how has the DIB Group benefitted your work?**

"It has helped me to better understand more about the history and culture of the people we are trying to serve. It has also highlighted the need to work on the gaps that are present in our current outreach."

"Education and continuing discussions. "

"I learned more information about the LGBTQ community in Jude's presentation. I believe there is room to grow our outreach with individuals who identify as part of this community."

"I have been working to raise my awareness of black/african american communities. I had a pretty good working understanding of this community as it relates to SUD, but much to learn (still) on all other aspects. I greatly appreciate the DIB group organizing this for ODL. WRT LGBTQ, I found the training invaluable. I feel so much more prepared and it has raised my confidence that I can create a caring connection when I'm working with organizations and/or individuals. And it sparked an awareness that there is opportunity to assess the course content for inclusion and relevancy."



# Naloxone

---

- Visit [Overdoselifeline.org](https://www.overdoselifeline.org) for request form – ship or pick up FREE
- Naloxboxes
- Know the Facts about Naloxone
- Consider becoming a distributor
- Receive Training and Carry Naloxone



**Raise Awareness | Education**

**Choose Empathy, Not Judgement**

**Change Your Language – Help Remove the Stigma**

**Manage and Dispose Unused Prescriptions**

**Suspected Overdose > Call 911**

**Get Trained and Carry Naloxone**

# Contact Us

---

- Ms. Charlotte Crabtree (she/her) – [Charlotte@overdoselifeline.org](mailto:Charlotte@overdoselifeline.org)
- Jude Brown (they/them) – [Jude@overdoselifeline.org](mailto:Jude@overdoselifeline.org)
- Contact – [Contact@overdoselifeline.org](mailto:Contact@overdoselifeline.org)





# Learning Objectives

1. Increase understanding of ways to illicit community buy in to promote diversity and inclusion.
2. Understand how organizational policies and procedures related to diversity, equity, and inclusion impact consumers, staff, and the community.
3. Increase awareness of the importance of roles within organizations that evaluate and promote policies related to diversity, equity, and inclusion.



## Community Engagement – Diversity Walk





## Community Event Diversity Walk



- Melvin L. Burks, CEO created committee for diversity and inclusion in 2015 as the co-chair of Terre Haute Tomorrow
- Diversity Walk started with 200 participants in 2015 and grew to surpass 1,000 in most current years
- Members of committee are inclusive of race, gender, sexual preference, age and socioeconomic status

# Community Event – Diversity Walk



- The purpose of the event is to highlight inclusion and encourage the community to become involved with different cultures and beliefs
- Events includes an address on the importance of acceptance and provides an opportunity for socializing and entertainment free to the community





Community Engagement – We Live

- Annual event starting in 2017
- 3,000 attendees
- Average household income of targeted population \$23,000 compared to county average of \$45,000
- Includes education of resources for insurance, mental health, primary care, and substance use treatment among others
- Community buy in from first responders, legislators, educators, healthcare providers, local banks, health department, and local neighborhood coalitions

# Community Event We Live





---

## Community Event We Live

---

- The purpose of this event is to bring resources, education, entertainment, and community organizations together in an area otherwise neglected
- The event unites the entire community while focusing on the needs of the underprivileged populations to seek services for holistic care in the community





# Opportunity

New Citizen Program





HAMILTON  
CENTER, INC.



## New Citizen Program - Change in Perspective

Second Chance opportunity

Opportunity to be a taxpayer not a tax burden

Helps change the perspectives of employers and other employees

Values individual's skills and growth



Opportunity  
Executive Director  
of Diversity, Equity,  
and Inclusion

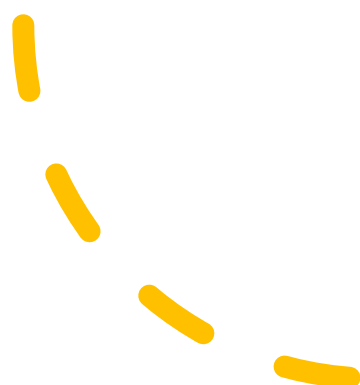




# Opportunity

## Executive Director of Diversity, Equity, and Inclusion

- Organization provides equal opportunities to all candidates and employees
- Design company policy to reinforce diversity in the workplace
- Train hiring managers on selecting, managing, evaluating and retaining diverse staff
- Revise and update all communication on website, social media, job descriptions, and internal documents to ensure the use of non-discriminatory language





# Opportunity

## Executive Director of Diversity, Equity, and Inclusion



- Review selection criteria to verify objectivity and adherence to associated position
- Recommend benefit packages catering to all staff
- Measure and forecast diversity metrics
- Participation in career fairs
- Oversight of regulations on diversity and equity

# Closing

Shannon Jackson 812.231.8381

Tasha Newcomb 812.231.3722

- Questions or Comments

