

CHRRT Organizational Harm Reduction (HR)

CAPACITY ASSET MAP

A vision for the strengths required to promote a low-threshold approach to HR

CONNECTED

Community outreach and relationship building as a foundation for accessibility

Vision – What will “connected” look like?

- We actively connect to marginalized people who use substances
- We hire people with lived experience to deliver programs and services
- We build trust and partner with the broader community
- We value inclusiveness and representation at all levels of our organization
- We are guided by the knowledge and expertise of natural leaders from the community
- We effectively bridge people to services
- We enhance supportive networks of HR workers

RESILIENT

Conditions that support stability and continuation of the program

Vision – What will “resilient” look like?

- We seek long-term core funding for HR activities
- We find ways of sustaining our practice in the face of insecure funding

AGILE

Continuous learning and adaptation to embed HR

Vision – What will “agile” look like?

- We take time to step back and reflect on how our HR programs and policies are progressing
- We can anticipate and adapt to emerging needs and issues
- We train to sustain new ideas and practices
- We keep up with new learning and innovations in the field of HR
- We build evidence of the effectiveness and benefits of our approach
- We advocate for change

PEOPLE-FOCUSED

A non-judgmental approach that addresses stigma and exclusion

Vision – What will “people-focused” look like?

- We start by responding to people’s basic needs, while building pathways to wellbeing
- We seek to engage diverse service users with understanding, humility, awareness, sensitivity, and respect
- We build skills and knowledge to promote social justice
- We engage marginalized people to guide accessible program design
- We continuously adapt our organization to welcome people who use substances

HR GROUNDED

An operational identity that embraces Harm Reduction

Vision – What will “HR grounded” look like?

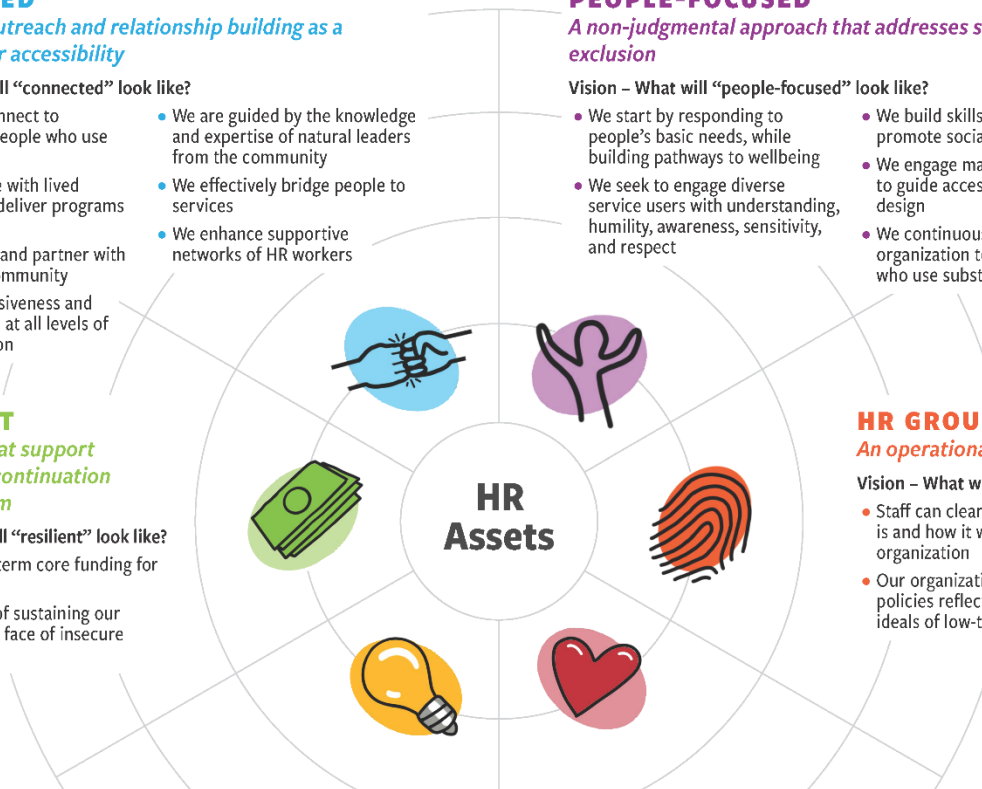
- Staff can clearly state what HR is and how it will benefit the organization
- Our organization’s services and policies reflect the goals and ideals of low-threshold HR
- We aim for agency-wide commitment to low-threshold, community-based HR
- We empower our organization to take this practice forward

EFFECTIVE

Quality low-threshold HR initiatives

Vision – What will “effective” look like?

- We pursue integration of services as a model of care
- We have created flexible employment policies and procedures that acknowledge the unique position and needs of HRSWs
- We cultivate a more accommodating human resources environment for HRSWs
- HRSWs feel safe and supported in their work
- We assess and adapt our program spaces to increase accessibility



What is an asset?

Assets are building blocks for your HR program. They support a positive, well-rounded approach to look at all of your strengths.

Assets are not just about money.

They can be:

- Your organization’s experience and expertise as a non-profit
- The leadership of Board and management
- Alignment of your work with your mission
- The skills and abilities of your staff
- An active commitment to social justice
- Your connections and partnerships

The Sustainable Livelihoods framework has been used with permission of SL Canada



The Community Harm Reduction Response Teams Project is an innovative Harm Reduction (HR) capacity building partnership initiative funded by the Substance Use and Addictions Program (SUAP) of Health Canada, and led by Street Health Community Nursing Foundation.