

Preparing for the Training

Regrounding Our Response: The Stages of Change training is designed to be applicable for a wide range of audiences, so that it can be used for many different groups across Maryland. We recommend that prior to delivering it to a new audience, you take some time to consider any adaptations that may help make it most relevant to the individuals you will be training, particular challenges that may arise, etc. The following questions may serve as a guide.

Who will be in the audience? (Consider size, demographics, whether they chose or were required to attend, etc.)

- 15 police officers who patrol in inner city Baltimore.
- Mostly White or African American.
- Strongly encouraged by their command to attend.

In what context are these individuals most likely to be interacting with individuals with substance use disorders? (Consider length of interactions, whether just one interaction or multiple over time, personal vs. professional settings, etc.)

- Interactions will often be taking place on the streets, in patrol cars, at the station.
- Individual with opioid use disorder may be intoxicated or may have recently overdosed.
- Likely to be just one brief interaction.
- Do they have naloxone training and access?
- Relationship with individuals they're talking to will be as part of their job.

What level of preexisting knowledge is the audience likely to have about substance use disorders, harm reduction approaches, stages of change, etc.? Is this likely to be from other trainings, courses or informal knowledge?

- Knowledge probably informal, from interacting with people with opioid use disorders.
- Probably don't have formal, academic training in SUDs, harm reduction, Stages of Change; these concepts may be new to them.
- Probably have knowledge of naloxone and syringe services.

What experiences, beliefs, strengths, and biases might members of this community bring to the training?

- May understand that people who use or sell illegal drugs are criminals.
- May have seen someone overdose, or awaking from overdose angry.
- Had verbal or physical altercations with people under the influence of substances.
- May think people who use drugs should be able to control themselves better.
- May think harm reduction is a not a good idea.
- Likely have a strong sense of caring about and protecting the community.

Where is the training being held? How might the space affect group activities, breakouts, etc.?

- Venue is a conference room at station or at a conference site.
- Room is small, so may be hard to separate into groups during breakouts.

Below is a list of group discussion topics and activities in the training. This includes considering how much time to spend on motivational communication, description of all harm reduction activities and etc. For each of these, consider:

- Is this a discussion topic or activity that is especially crucial for this group?
- What challenges might arise in conducting this discussion/activity with this group?
- What is the key point you hope this group will take from this discussion/exercise?
- How might you modify or expand vignettes or case examples to increase relevance to this audience?

What Comes to Mind with term “addiction?”

Shake the Family Tree (Exercise)

What’s the Stage of Change? (Activity)

Speaker/Listener (Activity)

Making Closed Questions Open

Identifying Change Talk and Reflections

Readiness Ruler

Harm Reduction (Discussion)

Change Plan (Activity)

Relapse (Discussion)

Your Biggest Challenges (Discussion)