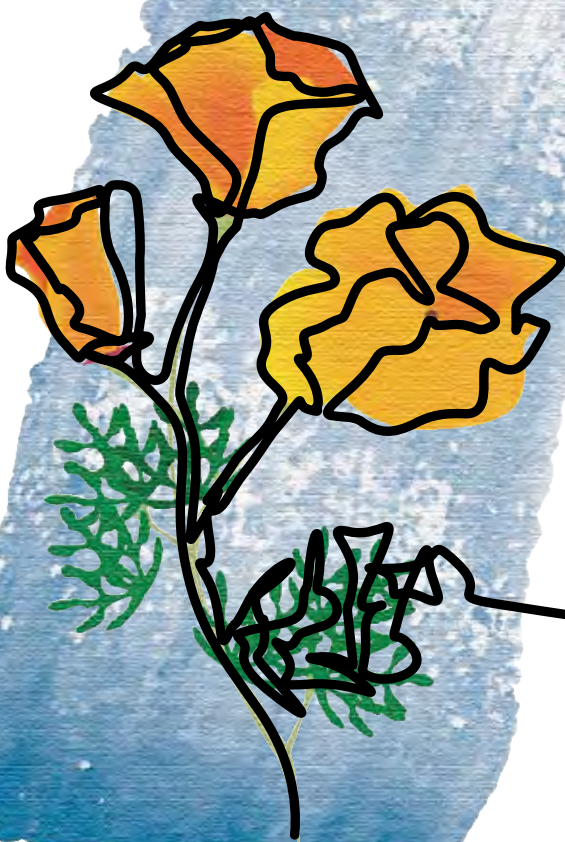


NOT DAMAGED, NOT BROKEN

Exploring Mental Health &
Substance Use with Adult
Survivors of Child Sexual Abuse



04 Critical
Curiosity
A Tool for
Organizational
Reflection

by Kris Bein

Not Damaged, Not Broken: Exploring Mental Health & Substance Use with Adult Survivors of Child Sexual Abuse

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This publication was written by Kris Bein with contributions from the Building Resilience team: Resource Sharing Project, Activating Change, Just Detention International, Minnesota Indian Women's Sexual Assault Coalition, the North Carolina Coalition Against Sexual Assault, and Olga Trujillo, J.D.

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“Our organizational habits and policies are more powerful than we sometimes realize.

Each conversation with a survivor—what advocates say and how they say it—happens within the context set by the organization.”¹

1

From [Opening Our Doors](#)

04

Critical Curiosity

**A Tool for Organizational
Reflection**

Introduction

The context of each program's services is shaped by the community's cultures, geography, and relationships. And it is shaped by oppression and privilege: the systemic ways people are treated because of their gender, ethnicity, class, and more. Racism, ableism, and other forms of oppression shape societal ideas about emotions, care, body autonomy, relationships, spirituality, conduct and all other aspects of our lives. We live in a society that stigmatizes mental health disabilities and substance use, which affects everyone in their personal lives and in advocacy services.



Instructions

This tool will assist you in understanding how your program's beliefs and values about mental health, mental health disabilities, and substance use show up in your services to survivors and support for staff. There are no right or wrong answers and no grades for this assessment. The RSP will not collect results of the assessment. It is purely for your program to reflect on your services and approach.

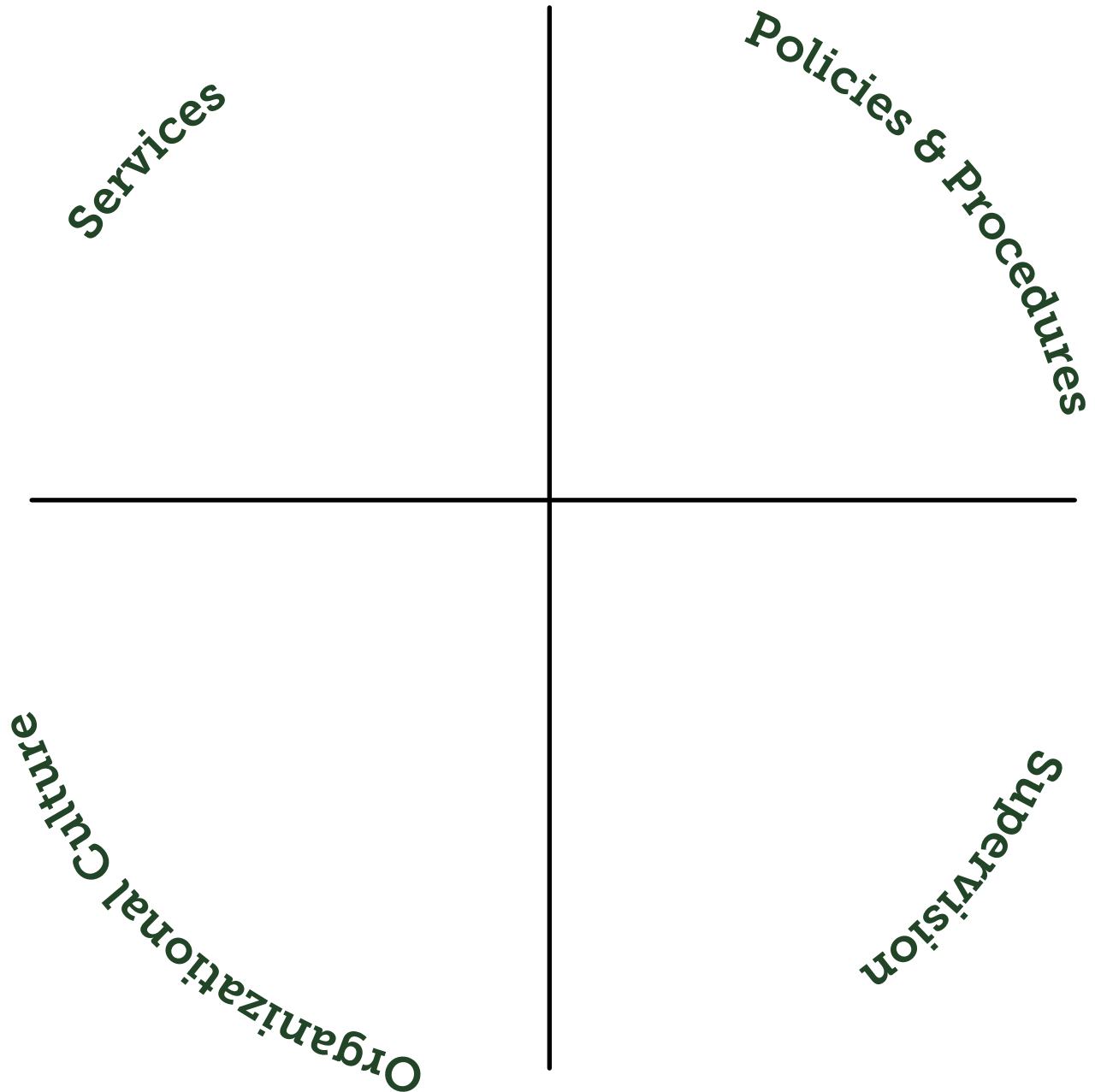
Everyone in your program brings different and important perspectives to organizational change. These questions are designed to be used with stakeholders throughout the program to give you the most comprehensive picture possible. Every program is different, however, so each one will want to determine who to include in this assessment.²

If you plan to complete the assessment together, you can download an Excel or Google Sheets version of the worksheets in this tool, or you can compile your answers in the chart on page 53.

2 See [Picturing Your Program](#) for more guidance

Organizational Assessment Questions

What does it mean to us to value mental health in our work? How does that affect our services? Policies and procedures? Supervision? Organizational culture?



Centering Racial Justice

“Racial justice is the systematic fair treatment of people of all races that results in equitable opportunities and outcomes for everyone. All people are able to achieve their full potential in life, regardless of race, ethnicity or the community in which they live.”³

What does it mean to us to address mental health and substance use struggles from a place of racial justice? How do we do that in our daily work? Is it Working? How do we know? How could we continue to improve?

3 <https://www.aecf.org/blog/racial-justice-definitions>



Addressing Ableism

"Ableism is discrimination against people with disabilities...Ableism means that people with disabilities as a group are treated unfairly because of our disabilities."⁴

How does ableism affect survivors struggling with mental health disabilities and substance use? How does it show up in our services and other community services? How do we know? How could we continue to improve the ways we serve survivors struggling with mental health disabilities and substance use?

4 From [Ableism and Violence: A Plain Language Guide](#)

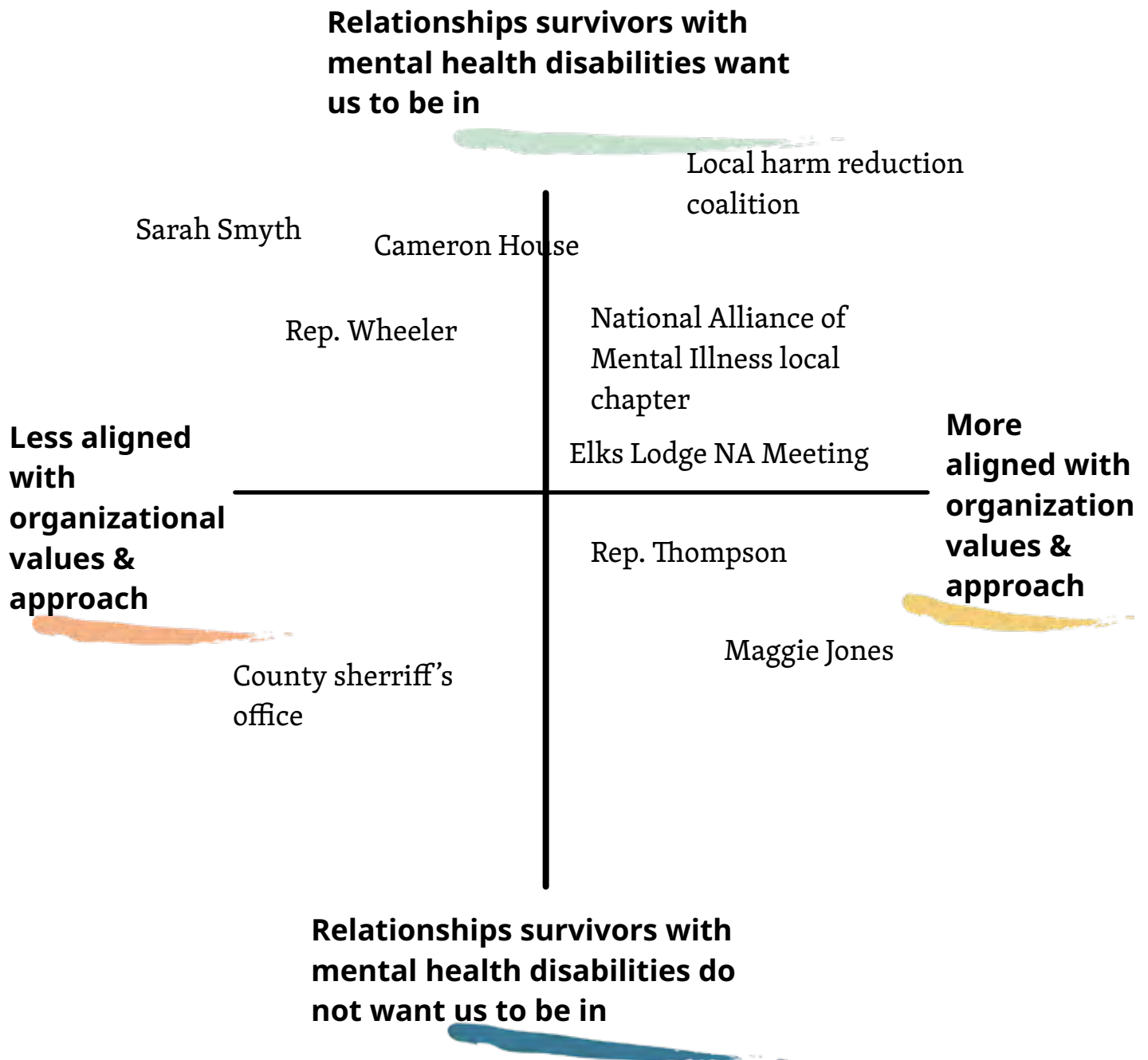


Evaluating Policies and Procedures

If a survivor has a mental health crisis or is using drugs or alcohol while with one of our staff, what do we do? What happens next?	What do our policies and procedures say?	How do these actions support the survivor?	How might these actions harm the survivor?

Evaluating Community Partnerships

Who are our community partners on mental health disabilities and substance use? How do these relationships align with our approach and values? Are these the relationships that survivors with mental health disabilities want us to be in?



View the sample chart and then use the blank copy to map your own community partnerships.

**Relationships survivors with
mental health disabilities want
us to be in**

**Less aligned
with
organizational
values &
approach**

**More
aligned with
organization
values &
approach**

**Relationships survivors with
mental health disabilities do
not want us to be in**

Not Damaged, Not Broken

Evaluating Community Partnerships Worksheet

Reflecting on Community Partnerships Evaluation

- ▶ How do we all feel about what we see on the chart? Why?
- ▶ What policies, practices, or behaviors led to the distribution of relationships?
- ▶ What next steps can we take to increase the quality of relationships in our “relationships survivors want us to be in + more aligned with our organization” quadrant?
- ▶ What next steps can we take to reduce the harm of any relationships in our “relationships survivors don’t want us to be in + less aligned with organization” quadrant?

Evaluating Advocate Training Topics

What training (both initial and ongoing) do advocates receive on mental health disabilities and substance use? Does our training match what survivors with mental health disabilities want advocates to receive?

Training Topic	Matches	Don't Know	Doesn't Match	Next Steps or Notes

Analyzing Your Organizational Results

As you analyze the findings from this assessment, consider:⁵

- ▶ Did people have different perspectives or experiences of the program? Why might that be?
- ▶ If people did have different perspectives or experiences of the program, what are some examples of those differences? Are those places your organization wants, or is ok with, people having different experiences?

5 Adapted from [Picturing Your Program](#)

Summary of Organizational Assessment Results

What did you learn about your program? Transfer what you learned from each activity to this chart to help create a roadmap for organizational change.

Area of Program	What We Learned	Potential Next Steps
Organizational assessment		
Centering racial justice		
Centering ableism		
Policies & procedures for crisis		
Community partnerships		
Advocate Training		

Planning for Growth

All programs have room to grow, based on their unique strengths and characteristics.

What is one goal you have for changing your services in the next three months? In the next year?

In Three months...

In One year...

What topics or tools do you want to explore further as you change or enhance your services?

Closing Thoughts

We encourage you to continue your learning with [Picturing Your Program](#); the tools on Making Survivors' Pathways Visible and People to People could be especially useful. You may want to tweak those tools slightly to specifically address survivors who struggle with mental health or substance use. [Organizational Support for Creative & Compassionate Advocacy](#) will also help you think about how to develop advocates' abilities and strengths in providing flexible and comprehensive advocacy.

Organizational assessment work is dynamic and requires a great deal of capacity, engagement, and commitment. You do not need to attempt this work in isolation! Your [state](#), [territory](#), or [tribal](#) sexual assault coalitions is there to support and guide your efforts. And the [RSP Rural TA Coordinators](#) are here to help.

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