Humanizing Substance Use: Motivating a Shift in Organizational Approach and Culture

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Department of Medicine  
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**Sections that grant focuses on:** CME, IPE

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Proposal Abstract

Problem/Educational Issue

While alcohol and drug use are key public health issues, requirements for substance use training in healthcare professional education programs are minimal. As an industry, we need to thoughtfully rethink and reframe how we approach this topic.

Goal

Our goal is to create a system-level educational experience empowering our inter-professional team members to humanize substance use and addiction, to be implemented by 2020.

Approach

Aim 1: Develop an online training module to educate team members on how to rethink and reframe substance use as a healthcare issue, and to foster a thoughtful, empathetic, humanistic approach.

Aim 2: Develop an in-person “Train the Trainer” session to educate Wellness Liaisons to conduct in-person huddles to empower team members to normalize and de-stigmatize the topic of substance use.

Predicted Outcomes

Qualitative and quantitative feedback will be elicited in all survey tools.

For Aim 1, a post-module survey will show an improvement in knowledge, attitudes and comfort discussing substance use and addiction compared to pre-module survey. 6-month follow-up will demonstrate team members are better able to approach substance use and addiction, and have been able to employ micro-skills of empathy as part of their professional repertoire.

For Aim 2, a post-session survey will show improvement in attitudes and comfort championing the topic of substance use and addiction compared to pre-session survey. 6-month follow-up will ask liaisons about the huddles they have conducted. At least 500 individuals will have participated in huddles by the 6-month mark.

Anticipated Impact

The anticipated impact is system-level culture change around approaching the topic of substance use as part of usual care. An electronic module will be designed and made available to members of Northwell. An in-person session will be available to Wellness Liaisons to prepare them to conduct in-person huddles to support message dissemination and drive de-stigmatization.
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