



# 2022

JUSTICE | EQUITY | DIVERSITY | INCLUSION

## SUMMIT

IMMEDIATE, INTENTIONAL AND SUSTAINABLE CHANGE

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JUNE 23, 2022

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PRESENTED BY:  
ALCOHOLISM & SUBSTANCE ABUSE PROVIDERS  
OF NEW YORK STATE, INC. (ASAP)

# WELCOME

The Board and staff of Alcoholism and Substance Abuse Providers of New York State, Inc. (ASAP) welcomes you to our 2<sup>nd</sup> Annual Justice, Equity, Diversity and Inclusion Summit, “Immediate, Intentional and Sustainable Change”. This virtual event will be an excellent opportunity for us to continue discussions about Justice, Equity, Diversity and Inclusion to reflect on our own beliefs and behavior, and to better understand how we can individually and collectively make changes that help to address racism and injustice in behavioral health settings.

We are pleased that so many substance use disorders prevention, treatment, recovery and harm reduction professionals and staff from health, mental health and social service programs have chosen to join us today.

In this spirit, we see our summit, today, as a catalyst for the work we need to do. We invite you to join us in this important work.

## STAY CONNECTED!

Visit us at [www.asapnys.org](http://www.asapnys.org)



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## ABOUT ASAP



**ASAPNYS**

New York Association of Alcoholism and Substance Abuse Providers, (ASAP) represents the interests of the largest substance use disorders and problem gambling services system in the United States. Through advocacy at the state and federal levels, ASAP champions the urgent message that substance use and problem gambling are public health issues that with adequate resources can be effectively addressed.

ASAP offers professional development, program development, technical assistance, and community education to strengthen and increase access to prevention, treatment and recovery support services.

ASAP serves as a catalyst for cross systems collaboration with public health, mental health, criminal justice, juvenile justice, child welfare, and social services, policy makers and service providers. We represent the field on numerous policy development and implementation work groups with a regional, statewide and national focus.

# THANK YOU TO OUR SPONSORS

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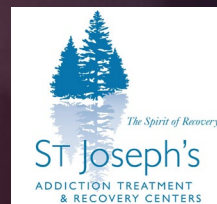
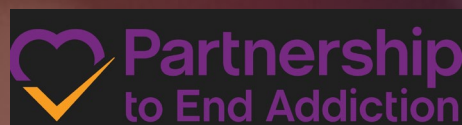
## PLATINUM PARTNER



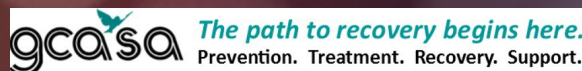
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## AGENDA-AT-A-GLANCE

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**8:45 – 9:00 AM**

***Welcome and Opening Remarks***

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**9:00 AM - 10:00 AM**

***Opening Plenary Presentation***

*Commissioner Chinazo Cunningham, New York State Office of Addiction Services and Supports; Commissioner Maria L. Imperial, NYS Division of Human Rights and Chief Diversity Officer Julissa Gutierrez, New York State*

Governor Hochul and New York State agencies are committed to simultaneously addressing structural racism and strengthening the commitment to cultural competence across systems of services. This panel discussion will set the tone for today's focus on Immediate, Intentional, and Sustainable change rooted in Justice, Equity, Diversity, and Inclusion.

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**10:00 AM – 11:00 AM**

***Plenary Presentation***

***Racism as a Public Mental Health Crisis***

*Matthew Canuteson, Diversity and Inclusion Officer/Bureau of Cultural Competence Director, New York State Office of Mental Health*

The NYS Office of Mental Health, along with other State agencies, has made a commitment to Immediate, Intentional, and Sustainable change. Matt Canuteson will illuminate OMH's approach to eliminating disparities in access, quality and treatment outcomes in minority communities. Additionally, this presentation will focus on macro and micro strategies to address the effects of hate based trauma to build resilient communities.

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**11:00 AM – 12:00 PM**

***Plenary Presentation***

***The Myth of "Acting Alone": A Call to Action for Immediate, Intentional, and Sustainable Change***

*Susan X Jane, Principal, Navigators Consulting*

Susan X Jane will urge us to call it what it is and then do what we can about it using our talents and all we have. Her remarks will challenge us to do the work immediately, intentionally, and with a sustained effort.

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## AGENDA-AT-A-GLANCE

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**12:00 PM – 12:20 PM (BREAK)**

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**12:20 PM – 1:20 PM – Workshops**

### **Identifying and Challenging Implicit Bias**

*Lisa Ardner, MA, Master CASAC, CARC*

This workshop will identify implicit bias as unconscious bias. We will define implicit bias and identify how our own preferences might be showing up. We will discuss the biology of implicit bias and how our brain registers bias. Participants will be given the links to the Harvard University Project Implicit and be invited to complete an Implicit Association Test (IAT) to identify potential bias. We will raise awareness of what our implicit/unconscious bias may be telling us. Participants will be invited to complete an Identity Wheel to identify and challenge potential areas where implicit bias and explicit bias may exist. Using action steps and strategies, participants will consider how to use the principles of mindfulness, a strength based, person-centered approach as beneficial in creating new attitudes regarding implicit bias. Participants will be introduced to ways of practicing radical acceptance, unconditional positive regard and compassion using the Spirit of Motivational Interviewing. This workshop will conclude with a conversation about strategies to identify ways to minimize bias within our workplace.

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### **Language Matters: Say My Name, Respect My Pronouns – How to Work with LGBTQ+ Youth in Prevention and Recovery**

*John Cho, LMHC, Youth Prevention Manager, LGBT Center*

Participants will be able to increase their understanding of the importance of language as it relates to the LGBTQ+ community and how to work with LGBTQ+ youth in recovery and prevention which includes the following learning objectives:

- Defining LGBTQ+ related terms
  - Identify current challenges and strengths related to LGBTQ+ youth and substance use
  - Review affirming approaches for the LGBTQ+ youth in recovery and prevention
  - How to be an ally/accomplice through a cultural humility lens
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### **Recovery In Color: Elevating and Empowering BIPOC Experiences in Recovery**

*Aja Stubbs, MPA, CRPA, Founder & Executive Director, We R.I.S.E. New York, LLC*

There is an adage that says, “Addiction knows no color”. While an individual’s battle with alcohol and/or substance use disorder may look the same in terms of how these substances affect the body and can destroy the lives of the individuals suffering from these diseases, recovery does not. Studies have shown the importance of providing treatment experiences that consider a person’s race, gender, socioeconomic status, etc., and the barriers that these can present when seeking out and entering treatment. Often, the same barriers that are present when a person enters treatment are barriers that impede a person’s pathway to recovery.

Recovery Community Outreach Centers (RCOCs) and Recovery Community Organizations (RCOs) working in some of the hardest-hit communities throughout the state need to ensure that their services and resources include ways to embrace and empower the voices of the BIPOC participants seeking assistance.

Focusing on the four pillars of recovery—Health, Home, Purpose, and Community, this workshop will discuss how substance abuse and recovery support service providers can ensure that they are providing culturally competent support services to the BIPOC they serve.

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### **1:20 PM – 2:30 PM**

#### **Executive Leadership Panel: Leadership A Dialogue on Diversity in the C-Suite (Immediate, Intentional and Sustainable)**

*Mitchell Netburn, President/CEO, Samaritan Daytop Village; Jeremy Klemanski, President/CEO, Helio Health; Anne Constantino, President/CEO, Horizon Health; Lymaris Albors, CEO, Acacia Network; Joseph R. Turner, JD, President/CEO, Exponents; Debbian Fletcher Blake, Chief Executive Officer, VIP Community Services; and Ann Marie Foster, President/Chief Executive Officer, Phoenix House and Cristina Jones, Chief People and Equity Officer, The Lesbian, Gay, Bisexual & Transgender Community Center*

Leaders from the field will share their work to make immediate, intentional, and sustainable change in their organizations and in the communities where they work.

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**2:30 PM – 2:45 PM (BREAK)**

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### **2:45 PM – 3:45 PM – Workshops**

#### **BEing Immediate, Intentional, and Experiencing Sustainable Change: An Investigation**

*Lila Boyer, CASAC-A, CARC, CRPA, CCAR-TOT, CEO/Founder, Helping Other People Everyday; OASAS ETP, FOR-NY Best Practice Trainer, and a Member of the ASAP-NYCB Trainer Registry.*

Through both formal presentation and attendee participation, facilitator will explore the relevance of JEDI through the lens of experiential knowledge. The session will reflect on the importance and ramifications of being in community with and without JEDI while comparing the benefits of BEing immediate, intentional, and having sustainable change at the level of micro, mezzo, and macro in society.

#### **Learning Objectives:**

- Attendees will increase their knowledge in teaching up in their workplaces and other communities utilizing JEDI methods
  - Attendees will be able to assess personalized areas for improving their engagement with JEDI issues.
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#### **Supporting Native Americans in Treatment**

*Denise Miller, MA, Native American Miller is Cultural Educator, The Haven in Arizona, and nine years participation in Wellbriety. Denise is a Member of the ASAP-NYCB Training Registry.*

*Sandy Rivers, MA, CASAC-M, Experienced clinician, Rivers is a Member of the ASAP-NYCB Trainer Registry and an OASAS approved trainer.*

Native Americans have been combating alcohol and substance use with devastating affects since colonization. The success of the grassroots Wellbriety Movement demonstrates the importance of acknowledging culture for sustained recovery. Don Coyhis started the Wellbriety movement in 1994. His mission was to “Disseminate culturally based principles, values and teachings to support healthy community development and servant leadership, and to support healing from alcohol, substance abuse, co-occurring disorders and intergenerational trauma”.

Time has gone on and we now recognize that the core of alcohol and substance use is often trauma, oppression, and lack of opportunities. In this presentation, we will be talking about barriers, engagement strategies, cultural sensitivity, and Wellbriety as one of the multiple pathways to recovery.

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### **The Conversation about the Coaching Conversation Establishing Relationships to insure Inclusive Work with Diverse Populations**

*Keith S. Greer, L.C.S.W., P.C.C., P.R.C. is an Executive & Recovery Coach, a Coach Supervisor, and a Member of the ASAP-NYCB Trainer Registry*

Recovery Coaching, a niche in professional coaching, brings to the fore a number of concepts and modalities that distinctly speak to concepts of Justice, Equity, Diversity & Inclusion:

- Multiple Pathways and the concept that “people are in recovery if they say they are” speak to our growing appreciation that all roads to recovery hold equal value and thus invite more individuals in recovery to feel included in the recovery community.
- Harm Reduction, moderation, and a move toward person first, medically appropriate language honor a more just perspective on the treatment of substance use disorder and those individuals/families affected by this disease.
- Our ability to now combine some of the most up to date research on the neurochemical foundation of how people develop a sense of trust, safety, and inclusion along with frameworks such as the Stages of Change model dramatically increase our ability to work intimately and effectively with diverse populations.

Participants in this workshop will have the opportunity to discuss and explore exactly what constitutes effective contracting and the role that this crucial practice plays in honoring inclusive and just work with diverse populations. Participants will have the opportunity to participate in a small group role play that will model how to engage clients in an effective contracting conversation.

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### **3:45 PM - 4:15 PM**

#### **JEDI - Turning Recommendations into Immediate, Intentional and Sustainable Change**

*Amy Dorin, President & CEO, The Coalition for Behavioral Health; Heath Bloch, President & CEO, ANDRUS; Debra Pantin, MSW, MS, President & CEO, Outreach Project and John Coppola, MSW, Executive Director, Alcoholism & Substance Abuse Providers of NYS (ASAP)*

Panel will discuss the fruits of the labor of a JEDI work group and the concerted effort and work to bring that work from ideas and recommendations to real leadership development to ensure diversity, equity, and inclusion in staff and Board decision-making roles in mental health and SUD service organizations.

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### **4:15 PM**

#### **Closing Remarks & Raffle**

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*JEDI Summit Workshops developed in partnership with the ASAP-NYCB Trainer Registry program.  
Visit trainers at: <https://www.asapnys.org/asap-nycb-trainer-directory/>*



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# SAVE THE DATES!

## *ASAP's 22nd Annual Conference*

"Healthy Equity: The Vital Role of Addiction Services"

September 11-14, 2022

Crowne Plaza Albany – the Desmond Hotel

660 Albany Shaker Road

Albany, New York 12211

For More Information, please visit: <https://www.asapnysconference.org/>

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## *ASAP's 8th Annual Veterans Summit*

"Operation Recovery Mindset: Helping Veterans and Their Families Thrive"

November 2, 2022

Sleepy Hollow Hotel & Conference Center

455 South Broadway

Tarrytown, New York, 10591

For More Information, please visit: <https://www.asapnys.org/upcoming-events/>

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## Education and Training Clock Hours

### OASAS:

This training is provided under New York State Office of Addiction Services and Supports (OASAS) Education and Training Provider Certification Number 0709. Training under a New York State OASAS Provider Certification is acceptable for meeting all or part of the CASAC/CPP/CPS education and training requirements. This training has been approved for 6.50 Education and Training Clock Hours.

### Social Work:

Alcoholism and Substance Abuse Providers of New York State, Inc. (ASAP) is recognized by the New York State Education Department's State Board for Social Work as an approved provider of continuing education for licensed social workers #SW-0396. ASAP's Justice, Equity, Diversity and Inclusion Summit "Immediate, Intentional and Sustainable Change" has been approved for 6.0 clock hours for Social Workers.

### ASAP-NYCB:

ASAP-NYCB has approved ASAP's Justice, Equity, Diversity and Inclusion Summit "Immediate, Intentional and Sustainable Change" for a total 6.50 clock hours for renewal of the Certified Addiction Recovery Coach (CARC) and Certified Recovery Peer Advocate (CRPA) certifications.

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# SPEAKER BIOGRAPHIES

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## ***Lymaris Albors, CEO, Acacia Network***

Born and raised in Puerto Rico, Lymaris moved to New York City to pursue graduate studies at Fordham University. Driven by her passion to effect change and improve health outcomes for underserved populations, she soon began her work at Cicatelli Associates Inc. (CAI), a firm dedicated to tackling health disparities worldwide. After a fruitful tenure at CAI, she transitioned to the William F. Ryan Women and Children's Center, where she drove quality improvement initiatives.

Lymaris earned a Master's degree in Public Communications from Fordham University and a B.A. in Political Science from the University of Puerto Rico. She is a Fellow of the 2014 Executive Leadership Program of the National Hispana Leadership Institute (NHLI), an Executive Program comprised of a diverse group of Latina professionals working across the nation in the public and private sectors. She also holds an Executive Leadership Certificate from Harvard University's John F. Kennedy School of Government, Harvard Business School, and an Executive Leadership Certificate from the Center for Creative Leadership.

An award-winning executive, Lymaris is a recognized and lauded leader in the business sector and the community. She has received numerous honors for her leadership, including Crain's Notable Hispanic Leaders & Executives 2021, the Latino Social Work 2021 Leadership Award, and recognition by the New York City Hispanic Chamber of Commerce, among many others. She is a Board Member of the Legal Action Center (LAC).

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## **Lisa Ardner, MA, Master CASAC, CARC**

Lisa Marie Ardner is a Master CASAC and Certified Addiction Recovery Coach (CARC). Lisa completed a "train the trainer" for "Cultural Competence: A Journey to Improved Outcomes" through Coordinated Care Services (CCSI) and Office of Addiction Services and Support (OASAS.) Lisa is currently working independently as a Recovery Coach and Professional Trainer and Conference Speaker. She is also working part time as a Therapist II at Crouse Addiction Treatment Services. She is a MINT Certified Trainer and Member of the Motivational Interviewing Network Trainers (MINT) since 2018. Lisa is a member of the CNY Motivational Interviewing Learning Collaborative and co-facilitates a monthly virtual MI Community of Practice Group. Lisa has been working in the field of recovery for over a decade with a background in crisis intervention and suicide prevention. She has a master's degree in Adult Learning through SUNY Empire State College. Lisa is a member of the ASAPNYCB Trainer Registry on a variety of topics as well as a train the trainer through OASAS (Office of Addiction Services and Support). Lisa is passionate about recovery and multiple pathways to support recovery. She is also passionate about delivering quality professional development trainings for peer professionals, clinical staff in behavioral health and medical healthcare as well as professionals in a number of other fields including human resources, education, child and family services, and criminal justice.

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***Heath Bloch, President/CEO, ANDRUS***

Heath Bloch has over twenty years working in New York City and on Long Island in child and adult behavioral health hospitals, the Department of Health and Mental Hygiene, and in recent years, with child and family-serving nonprofit agencies in behavioral health, substance use, intellectual and developmental disabilities, and health and housing. Bloch currently sits on the board of the Executive Committee of the New York State Coalition for Children's Behavioral Health, the Council of Family and Child Caring Agencies 853 Coalition, and the Jamaica Branch of the YMCA of Greater New York. He is an affiliate member of the Coalition for Behavioral Health, the National Alliance on Mental Illness, and the Interagency Council of Developmental Disabilities, among other professional organizations. Bloch holds a Master of Social Work degree from NYU and is a certified, licensed clinician.

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***Lila Boyer, MPA, CASAC-A, MCLC, CRPA, CARC, Founder & CEO, H.O.P.E.***

Lila Boyer has worked in the field of substance use disorders since 1991. She started as a peer volunteer working in a woman shelter. In 1992, she received recognition of outstanding volunteer service with the Adult Services Administration NYC HRA for her work within the women shelter. In her various roles; direct care provider, supervisor, and assistant director she has worked with various populations; formerly incarcerated, formerly homeless population, persons diagnosed with HIV/AIDS, persons diagnosed with mental health disorders, and domestic violence victims.

She has a master's degree in Public Administration and Affairs and a bachelor's degree in Human Services – Professional Studies. Additionally, she is a Certified Alcoholism Substance Abuse Counselor- Advance (CASAC-A). She is a Certified Addiction Recovery Coach (CARC), a Certified Recovery Peer Advocate (CRPA) and a member of the ASAP-NYCB Trainer Registry. Additionally, she is a Certified Master Life Coach.

Since 2010, she has been a NYS OASAS Educational Training Provider and in 2013 became a TOT for CCAR. In 2014, She became the Founder and CEO of H.O.P.E.- Helping Other People Everyday where she provides Recovery Coach Academy Training, Peer Ethics, CASAC Training, and specialty trainings to numerous organizations for professional development. H.O.P.E. is a NYS/NYC Minority Women Owned Business Enterprise. Lila Boyer received the Unsung Hero Award from CARON NYC in 2015 for her work in the field of substance use disorders. She has served as a consultant to BRSS TACS EPICS committee team.

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***Matthew Canuteson, Chief Diversity Officer at the New York State Office of Mental Health***

Leveraging his experience as someone in recovery from substance abuse and mental health concerns, Matt Canuteson's interest in the behavioral health field is founded on the gratitude he has because he was able to succeed despite challenges and has dedicated his career to ensuring that the same gifts are available to all. Despite an early life that included experience with hospitalizations, homelessness, institutions and not finishing high school, Matt went on to graduate from SUNY Albany as a Spellman Achievement Awards winner (Political Science) and later earned his MA in Social and Public Policy from Empire State College. After serving in direct care positions in the behavioral health field, Matt became the Policy Director at the New York Association for Psychiatric Rehabilitation Services. In this role Matt worked to ensure the voice of people with lived experience was heard and understood by New York's policy makers. Leading and contributing to many successful advocacy campaigns to sustain community mental health funding, expand service access and implement innovative service models - Matt was also instrumental in ensuring marginalized populations in the mental health system had a voice in Albany. Matt's career then included over a decade working at the national level contributing to or leading several Substance Abuse Mental Health Service Administration (SAMH-SA)-funded projects related to criminal justice, equity, homelessness, access to public benefits and greater use of peer services. Understanding the service system was fraught with embedded racial inequities - Matt worked to include health equity into all projects he was involved in.

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It was at this time that Matt was recognized as the 2014 SAMHSA Voice Award winner for Consumer Leadership. Matt joined the Office of Mental Health in 2018, serving as the agency's first Diversity and Inclusion Officer. Coordinating all agency activities related to workforce diversity, inclusion, and the elimination of disparities in access, quality and treatment outcomes for marginalized populations, most recently Matt has led agency efforts to operationalize agency goals to address bias and inequities grounded in racism specifically.

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***John Cho, LMHC, Youth Prevention Manager, The Lesbian, Gay, Bisexual & Transgender Community Center***

John Cho, LMHC, is the Youth Prevention Manager at the LGBT Community Center (The Center). John has over a decade of experience working with and serving the LGBTQ+ community with a current focus on substance use prevention and young people through an anti-oppressive, trauma-informed, and harm reduction lens. John has also presented LGBTQ+ specific cultural competency and cultural humility trainings as well as consulted on LGBTQ+ issues for various organizations and conferences. John currently holds an M.A. in Mental Health Counseling from Yeshiva University, Ferkauf Graduate School of Psychology. He has also most recently held teaching positions as an adjunct lecturer and adjunct associate professor respectively in the Mental Health Counseling programs at the City College (CUNY) and at Yeshiva University, where they also taught the Substance Abuse and Treatment course to Mental Health Counseling students.

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***Anne Constantino, President/CEO, Horizon Health***

Anne was appointed to her current position as President and Chief Executive Officer for the Horizon Corporations in 1994. In this role she leads the development and implementation of strategic and annual operating plans for Horizon Health Services, Horizon Village and the Health Management Group.

During her tenure, Anne has led the organization in expansion of services in WNY. Revenues and market share have grown through expansion and implementation of best practices. Horizon staff has grown to more than 700 clinical and administrative members through this development period. Anne is also the founding member and current President of Value Network, IPA, a membership organization of WNY behavioral and health care providers working on transformation of the health care system to improve patient outcomes and decrease costs.

Horizon is proud to have been selected as a NYS Best Companies to Work for the past 14 years. An undergraduate of Buffalo State College and a graduate of SUNY at Buffalo, where she received her M.S. in Educational Psychology and Rehabilitation Counseling, Anne is an active member of several industry organizations and Boards including: Amherst Chamber of Commerce: Board Member December 2018-Present; Executive Board 2021; Led development of Strategic Plan 2019; Member, Buffalo State Foundation Board- 2016-present; Executive Committee member: NYS Addiction Services Providers, 2011-present; Executive Committee: Coalition for Community Services, A Network of New York SUD treatment agencies, 2010- present; Participant on numerous NYS committees for the leadership, advocacy and transformation of the NYS behavioral health system and Member of Governor's Advisory Task Force on Opiate Addiction.

Horizon, established in 1975, is the one of the largest providers of mental health and addiction treatment and support services provider in Western New York.

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***John Coppola, MSW, Executive Director, Alcoholism & Substance Abuse Providers of NYS (ASAP)***

Mr. Coppola has been the Executive Director of the New York Association of Alcoholism and Substance Abuse Providers, Inc. (ASAP) since its inception. Mr. Coppola has responsibility for representing the interests of alcoholism and substance abuse treatment, prevention, recovery, research, and training providers throughout New York State. Prior to becoming Executive Director of ASAP, Mr. Coppola worked for Catholic Charities of Montgomery County as the Program Director for their outpatient substance abuse program, the Associate Director, and Executive Director. During his tenure at Catholic Charities, Mr. Coppola served on the Executive Committee of the NYS Association of Substance Abuse Programs. He also served as Chairperson of the NYS Catholic Conference Alcoholism and Substance Abuse Committee, as Chairperson of the Catholic Charities USA Alcoholism and Substance Abuse Committee and is a Past-President of the State Associations of Addiction Services, the national association of state associations representing chemical dependency programs. He has served on numerous national, regional and statewide advisory committees, and served in an advisory role with the Office of National Drug Control Policy. Mr. Coppola received his Master's Degree in Social Work from the State University of New York at Albany and his Bachelor of Arts in Psychology from Dominican College. He is a Licensed Master Social Worker.

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***Chinazo Cunningham, Commissioner, NYS OASAS***

Dr. Cunningham is a physician, researcher, and public health professional who brings over 20 years of expertise in substance use treatment to OASAS. Prior to joining OASAS, she served as the Executive Deputy Commissioner of Mental Hygiene at the New York City Department of Health and Mental Hygiene, was a practicing physician at Montefiore Health System, and a Professor of Medicine, Family and Social Medicine, and Psychiatry and Behavioral Sciences at the Albert Einstein College of Medicine. Dr. Cunningham has more than 20 years' experience in research, care, and program-development that focuses on people who use drugs. She has also partnered with community-based organizations to develop pioneering programs to promote the health of this population. Dr. Cunningham led one of the first clinics in New York City to integrate buprenorphine into primary care. She has trained hundreds of doctors to treat substance use disorders in primary care. She has also led several research studies and published numerous research articles that focus on treating substance use disorders.

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***Amy Dorin, President/CEO, The Coalition for Behavioral Health***

Amy has spent her entire career in the health and human services arena as a clinician, administrator, executive and consultant in hospitals, government, and nonprofit community-based organizations. At the Mayor's Office of Operations, Amy held the position of Deputy Director for Health and Human Services. At FEGS, she was the Senior Vice President for Community Behavioral Health. In this position, she led a large network of mental health treatment, recovery, residential, care coordination and health home programs serving more than 25, 000 people annually throughout NYC, Nassau and Suffolk Counties. Under her leadership, FEGS received the 2013 Suicide Prevention Award from the NYS Office of Mental Health's Suicide Prevention Center and the 2002 Eli Lilly Award for Behavioral Healthcare Leadership in Time of Disaster, after 9/11. Amy is the recipient of the 2015 Cognitive Remediation in Psychiatry Conference's Science to Practice Award. She is a fellow at the New York Academy of Medicine and the Vice Chair of Vibrant Emotional Health's Professional Advisory Board.

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***Debbian Fletcher Blake, Chief Executive Officer, VIP Community Services***

Debbian Fletcher-Blake specializes in technical assistance related to the administrative areas of health care services. She has a Master's degree in Nursing from Pace University and two Bachelors degrees: one in Nursing and one in Chemistry. With an Executive Leadership in Health Information Technology Certificate from the University of Colorado School of Nursing, Debbian brings expertise and efficiency when related to the coordination of health and social services programs.

Most recently, Debbian was the Assistant Executive Director at Care for the Homeless in New York City. There, she supervised two federal grants and was responsible for the overall functioning of the health services at the agency. As CEO, Debbian will provide leadership and direction for daily operations relating to integrated clinical care delivery, customer service excellence that exceeds patient, provider, and payer expectations, as well as coordination of internal team efforts with external community key stakeholders, providers, and regulatory agencies.

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***Ann Marie Foster, President/Chief Executive Officer, Phoenix House***

Ann-Marie joined Phoenix House in October 2017 as Senior Vice President and Executive Director of Phoenix House New York. She was named President and CEO on April 1, 2019.

Ann-Marie has been a leader in healthcare for more than 25 years. Prior to joining Phoenix House, she led the Bellevue Hospital Department of Psychiatry—the largest psychiatric program in the country—for eight years. She was responsible for the overall administration and management for 359 beds within the Department of Psychiatry and Department of Child & Adolescent Psychiatry. She also served the NYC Health + Hospital system as the Associate Executive Director of Clinical Services, where she oversaw surgery, anesthesia, women's health, medicine, and pediatrics.

She has a B.S. in Biology from Syracuse University and a M.P.A. from Baruch College. In November 2016, Ms. Foster became a Fellow in the American College of Healthcare Executives.

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***Keith Greer, LCSW, PCC, PRC, Keith Greer Coaching***

Keith leverages over 40 years of experience as a Executive & Recovery Coach, Coach Supervisor, Keynote Speaker, School Social Worker, Family Therapist, Addictions Specialist and Trainer toward his compassionate, creative and influential work with individuals, families, organizations and businesses.

A graduate of The Syracuse University School of Social Work and The Institute For Life Coach Training, Keith is recognized by The International Coach Federation (I.C.F.) as a Professional Certified Coach (P.C.C.) Keith is Certified in Conversational Intelligence®, Progressive Recovery Coaching and PeopleMap Coaching and Training. Keith is a Master Trainer for Recovery Coach University and is a proud member of the ASAP-NYCB Trainer Registry.

A highly respected Recovery Coach, Coach Supervisor and Certified Recovery Coach Trainer, Keith is inspired by individuals and family members who are passionate about creating healthy and meaningful supports and networks that result in truly fulfilling and long-lasting recoveries!

Keith is a proud member of the ASAP-NYCB Trainer Registry and serves as a Master Trainer for Recovery Coach University.

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As an Executive Coach, Keith's approach is both strength base and inquiry oriented, partnering with his clients as they create awareness, generate action, and facilitate learning and growth. By challenging his clients to develop and sustain new perspectives, attitudes, skills and behaviors, they experience not only improved performance, but an enhanced sense of connection between their professional and personal lives. A specialty area includes working with Family-Owned Businesses where Keith leverages his unique experience as both an Executive Coach and a Family Therapist. He is highly skilled at assisting family members in negotiating that crucial intersection of successful business practices and family relationships and dynamics.

Keith serves as a Master Trainer for Recovery Coach University and is a proud member of the ASAP-NYCB Trainer Registry. Enjoying a reputation as a highly effective, passionate and enthusiastic Speaker, Keith has presented on the state and national level on topics such as Effective Communication, Coaching Philosophy and Technique, Organizational Leadership & Team Building, Parenting, Adolescent Development, Substance Use Disorder and Recovery Issues, Respectful and Effective Engagement of Family Members and Individual & Family Wellness.

Keith has been an Adjunct Faculty member at both Rochester Institute of Technology and Nazareth College where he created and taught courses on Addiction and Family Therapy.

Keith is the Producer and Host of the podcast, "The Helping Conversation," available wherever you find your favorite podcasts. Julissa Guitierrez, Chief Diversity Officer for the State of New York.

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### ***Julissa Guitierrez, Chief Diversity Officer for the State of New York***

Julissa Gutierrez serves as Governor Kathy Hochul's Chief Diversity Officer for the State of New York. As Chief Diversity Officer, Ms. Gutierrez supports the Governor's programs and initiatives to increase diversity within the State's workforce and has already increased civic, economic, and social empowerment in a variety of communities. In May 2021, Ms. Gutierrez was recognized by City & State New York where she was named #1 on their first MWBE Power 50 List. Ms. Gutierrez previously served as Deputy Director of Constituency Affairs in the Governor's office, served in multiple roles at the National Association of Latino Elected and Appointed Officials Educational Fund including Director of National Programs and Community Relations and Northeast Director of Civic Engagement and under the Bloomberg administration served as Special Assistant to the Commissioner at the New York City Department of Youth and Community Development. She is the daughter of Colombian immigrants, born and raised in Corona, Queens. Ms. Gutierrez is a Board Member of the New Immigrants Community Empowerment, a Trustee for the Queens Public Library, and a Board Member of the Queens Public Library Foundation. She holds a master's degree in Social Service Administration from the University of Chicago and a B.A. in International Relations with a Minor in Women's Studies from the University of Delaware.

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### ***Maria L. Imperial Commissioner, NYS Division of Human Rights***

Maria L. Imperial was appointed by Governor Kathy Hochul as Commissioner for the NYS Division of Human Rights in October 2021. The New York State Division of Human Rights is dedicated to eliminating discrimination, remedying injustice, and promoting equal opportunity, access, and dignity through enforcement of the Human Rights Law.

Prior to her appointment, Ms. Imperial served as the CEO of the YWCA White Plains & Central Westchester, whose mission is eliminating racism and empowering women. Under Ms. Imperial's leadership, the YWCA completed a \$26 million green renovation of its Residence, a \$4 million bond refinancing of its North St. Activity Center, re-aligned the organization's programs to better reflect its mission, including the creation of the Westchester Center for Racial Equity opening April 2021.

Previous to her tenure at the YWCA, Ms. Imperial was Executive Director of the City Bar Justice Center, and Assistant Director and General Counsel of Safe Horizon. She began her career working as an associate at O'Melveny and Myers law firm.

She is a graduate of Harvard University, the NYU Wagner Graduate School of Public Service, and Harvard Law School.

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### ***Susan X Jane, Principle, Navigators Consulting***

Susan X Jane has 25+ years of experience exploring race and diversity. As a black person adopted by a white family, crossing boundaries has always been an important part of her life.

Understanding culture is a driving motivator in her work with education, nonprofits, and the private sector. Susan has worked to address racism as a community organizer, program developer, communications professor, and trainer to corporations and impact-focused institutions. As Principal of Navigators Consulting, she's a teacher, coach, and strategic partner helping organizations create inclusive environments where the humanity of all is respected and protected.

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### ***Cristina Jones, Chief People and Equity Officer, The Lesbian, Gay, Bisexual & Transgender Community Center***

Cristina (she/her) is the Chief People and Equity Officer of The Center. She is a change leader with a passion for the intersection of people and equity work. In her role, she provides thought leadership, oversight and direction to the overall provision of people and HR services and partners with leaders across the organization to develop and implement strategic initiatives that drive and support a highly engaged and performing organizational culture centered in equity and justice. She brings a people-centered approach to all aspects of talent strategy and applies an equity lens, actively working to bring underrepresented voices to the table.

Cristina started her career in the education space working for SCORE! Learning Inc. and The After-School Corporation, which provide after-school services. After getting her MBA, Cristina joined a single-sex charter school network and developed and implemented finance, operations, and HR strategies for a fast growing network of charter schools. Cristina went on to work as an independent consultant focused on helping schools, nonprofits and small businesses with human resources, talent management and organizational development best practices. Prior to The Center, she served as the Senior Director of Human Resources for The Fortune Society, a criminal justice nonprofit that supports successful reentry from incarceration and promotes alternatives to incarceration. Cristina received her BA from Stanford University and MBA from Columbia University. In her free time, she is focused on her family and is the proud mom of two young girls.

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### ***Jeremy Klemanski, President/CEO, Helio Health***

Jeremy Klemanski, MBA, serves as the president and chief executive officer of Helio Health and The Helio Health Foundation. He currently serves on the board of directors for the National Council for Mental Wellbeing and chairs the board of the New York State Association of Alcoholism and Substance Abuse Providers, where he was elected to a second term as board chair in January 2022. He is one of the founding partners and the chair of the Board of Omnes, LLC IPA, a Behavioral Health Care Collaborative serving Central New York. During his leadership, Helio Health has grown to a continuum of care comprised of inpatient, residential, affordable housing, outpatient, training, in-community, recovery and aftercare services divisions, with operations in Binghamton, Rochester, Utica and Syracuse, N.Y. Helio Health operates one of the original Certified Community Behavioral Health Clinics (CCBHC) opened in 2017. He also founded the Helio Health Training Institute. Helio Health is experiencing significant growth as a result of a vision to increase care quality and access by developing more regionally integrated continuums of care. Most recently, he has been focused on building out greater access to all care modalities in current and neighboring markets and increasing harm reduction services through mobile services. He earned an MBA from the Whitman School of Management at Syracuse University and completed his undergraduate degree at the State University of New York Polytechnic Institute. He has served as a private equity consultant specializing in the evaluation of behavioral health care organizations. He regularly speaks and trains on the topics of nonprofit board development, leadership, management, communications and team development. He has also served as an independent monitor for government and private treatment programs. Klemanski currently serves on the Onondaga County Criminal Justice Advisory Board, New York State Office of Addiction Services and Supports (NYS OASAS) Residential Re-design Workgroup, NYS OASAS Administrative/Regulatory Relief Task Force and the NYS OASAS SUD Treatment/Insurance Workgroup. Additionally, in June 2013, Klemanski was appointed by the governor and confirmed by the New York State legislature, to serve on the New York State Justice Center for the Protection of People with Special Needs Advisory Council, where he currently serves as the chair of the Investigator and Law Enforcement Training committee. Previously, he has served on the board of the Finger Lakes and Southern Tier Behavioral Health Care Collaborative, IPA, CCSI board of directors, NYS DOH/OASAS Detox Reform Task Force, CNY Alcohol and Drug Association (president), CNY Care Collaborative Compliance Committee and the Salvation Army Mohawk Valley Advisory Board. Klemanski was born in New Jersey, has lived in numerous east coast states and currently resides in Upstate New York with his wife and children.

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### ***Denise Miller, MA, Cultural Educator, The Haven***

Denise is passionate about helping others to live full, healthy, happy lives! It is with this intention that she created Amber Healing Center. Inspired by her own healing journey, Denise became a Certified Colon Hydrotherapist and Detox Coach in 2004. She interned with, worked for and eventually bought Willow's Water Works Colon Hydrotherapy in 2009. She established Amber Healing Center in 2013. During this Covid time, Denise schedules with clients who are limiting contact with the general population and who mask whenever in public.

Denise, a Manitoba Michif (Metis), honours her French, Cree, Ojibwa and Saukteaux Native American Ancestry. She is a singer, has sung for and led or performed internationally for a variety of Ceremonies including Weddings, various Rites of Passage and Funerals. She became an Ordained Minister in 2017. She is honoured to be a Full Mesa Carrier of the Qu'ero Peruvian tradition and is a Rite Giver of the Munay Ki. She is a member of Native Women Entrepreneurs of Arizona.

Denise is committed to assisting her clients to clear emotional issues that have an unhealthy impact on their lives. She offers Emotional & Energetic Clearings, guided meditation clearings and Workshops that reach the root of issues and heal our "buttons" or chronic patterns.

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Denise is committed to serving her community. She is a public speaker, White Bison Wellbriety Facilitator with a specialty in survivors of homicide and grief. She is a Global Chant Facilitator and a Keynote Concert Presenter. She is a Harmony Circle Facilitator. She offers weekly Traditional Drum Teachings, White Bison meetings and a monthly healing ceremony at The Haven, a local in house treatment center for women in recovery from addiction.

Finally, Denise is a certified Dying Consciously Practitioner and offers Funeral Services.

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***Mitchell Netburn, President/CEO, Samaritan Daytop Village***

A native New Yorker, Mitchell has over 30 years of public interest experience. Mitchell is the President and CEO of Samaritan Daytop Village (SDV), which serves 33,000 people annually in over 60 programs across 10 counties in New York State. SDV offers a rich array of services including: treatment and residential facilities for substance use disorders; behavioral health programs; transitional and supportive housing; and specialized initiatives for veterans, seniors, youth and families.

From 2010 to 2018, Mitchell was the President & CEO of Project Renewal and ensured it fulfilled its mission to end the cycle of homelessness for 15,000 clients per year by empowering them to obtain health, homes, and jobs.

Previously, Mitchell was the Senior Vice President at F·E·G·S Health and Human Services System where he directed a public assistance-to-work initiative serving 24,000 disabled clients annually. Prior to joining F·E·G·S, Mitchell served as the Executive Director for the Los Angeles Homeless Services Authority and coordinated all homeless programs for the City and County of Los Angeles.

Before moving to Los Angeles, Mitchell was the First Deputy Commissioner at the New York City Department of Homeless Services where he ensured quality shelter and programs were provided to 23,000 homeless men, women, and children per night. Mitchell also held the positions of Chief of Staff to the NYC Deputy Mayor for Education and Human Services as well as the Agency Chief Contracting Officer and the Assistant Commissioner for the Ryan White CARE Act Program at the NYC Department of Health and Mental Hygiene. Mitchell started his career as the Director of the Office of AIDS Discrimination Issues at the New York State Division of Human Rights.

Mitchell is the Chair of The Coalition for Behavioral Health, Inc. and a Board Member of Homeless Services United. He holds a J.D. from the University of Wisconsin-Madison Law School and a B.A. from Oberlin College. Mitchell currently lives in Washington Heights with his husband, Kevin.

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***Debra Pantin, MSW, MS, President/CEO, Outreach Project***

Debra Pantin joined Outreach in July 2018 as President and CEO – the second person to hold that position in the agency’s 39-year history. The industry veteran possesses more than 30 years of experience in the substance use and mental health treatment, housing and homeless, and healthcare fields. Her exceptional background ranks Pantin among New York City’s top nonprofit professionals today.

Pantin began her career as a social worker and rose through the ranks to executive-level positions. Leveraging her leadership skills, she instituted and managed organizational changes that redefined agencies. She strategically expanded service portfolios, adding substance use treatment facilities (residential, outpatient, ambulatory detoxification and mental health) and a multitude of housing and special projects.

Previously, Pantin was the CEO of VIP Community Services, a Bronx-based social services organization offering housing/shelter, outpatient counseling, medical and mental health services to approximately 15,000 clients. While there, she successfully integrated healthcare into the agency’s continuum of care and supported VIP’s efforts to successfully gain a Federally Qualified Health Center (FQHC) designation. During her tenure, VIP opened a mental health clinic, added care coordination services and brought ambulatory detox to its OASAS-funded outpatient clinic. The agency experienced unprecedented growth during her tenure with annual operations nearly doubling from \$21 million to \$39 million.

Pantin formerly served as Chief Operating Officer at Palladia Inc. (formerly Project Return). She directed operations and programs that annually served 26,000 clients with a budget of \$50 million. As a key member of the leadership team, Pantin influenced programmatic and organizational change such as the launch of three outpatient programs in the Bronx and Manhattan. She also established a CQI (Continuous Quality Improvement) intervention for the agency’s community-based mental health services. Additionally, Pantin championed the adoption of NIATx (Network for the Improvement of Addiction Services) process as well as data-driven management to measure program performance. Pantin spent 25 years at the agency, working in a range of social work, clinical, program administration and executive positions.

Currently, Pantin is President of the Alcoholism and Substance Abuse Providers of New York State (ASAPNYS) and is the Chair of Mental Health News Education’s Board of Directors. She participates in numerous national, state and local boards, and was previously the Co-Chair of the Substance Abuse Treatment Committee for the Coalition of Behavioral Health Agencies.

Pantin received her Master’s in Social Work from Hunter College School of Social Work, Master of Science in Management and Health Care Management from the University of Rochester Simon Business School, and Bachelor of Arts from SUNY College at Purchase

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### ***Sandy Rivers, MA, CASAC-M***

Sandy is the owner and lead trainer at Authentic Trainings, LLC. Sandy holds a Master's in Adult Learning degree from Empire State College and a BA in Human Services (Alternative Therapies) also from Empire. With over 30 years experience working with Substance Use Disorder, Sexual Abuse, and Trauma, Sandy brings a person centered approach, mixed with real life clinical experience. As a trainer, Sandy delivers a wide view lens that offers not only best practice techniques for skills development, but also self care techniques to encourage practitioner wellness. Sandy is an Advanced Clinical Hypnotherapist, a Trauma Debriefing, a Recovery Coach, Advanced Motivational Interviewing trainer, a Trauma Champion and Creative Rhythm's facilitator. With the variety of modalities available, her trainings always include experiential components that help the trainee fully integrate and practice the material being presented. Sandy's work experience includes working in inpatient SUD, Outpatient SUD, and Day Rehabilitation as a Counselor, Charge Counselor and Supervisor. She spent many years working with a Woman's Task Force and supervised a women's only day rehabilitation program. Sandy's passion for teaching and internal desire to give back to her profession means that she "shows up" at each training ready to pour into her trainees.

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### ***Aja Stubbs, MPA, CRPA, Founder & Executive Director, We R.I.S.E. New York, LLC***

Aja B. Stubbs has worked in the alcohol and substance abuse field since 2003. She is a Certified Recovery Peer Advocate, a CCAR Registered Trainer, and ASAP NYS New York Certification Board Registered Trainer. She brings her nearly 20 years of experience in the field to two new entities. She is the founder of the newly established We R.I.S.E. New York, LLC, which will provide training for individuals seeking to become Certified Recovery Peer Advocates and Certified Addiction Recovery Coaches. She is also the founder of We R.I.S.E. Wellness, Inc., a non-profit that will serve individuals in recovery and their families in Westchester County and surrounding areas. As a friend and ally of individuals in recovery, she hopes to amplify the voices of those in underserved communities with a focus on Women of Color in recovery.

Aja currently holds a Master's in Public Affairs and Administration from Metropolitan College of New York and will begin her doctoral studies this Fall at Marymount University. A proud Bronx Native, she now calls Yonkers, NY, her home.

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### ***Joseph Turner, President/CEO, Exponents***

Joseph R. Turner, JD, is the co-founder and current President/CEO of EXPONENTS, Inc., in New York City. EXPONENTS is the first known harm reduction substance use treatment program, beginning in 1988. EXPONENTS is founded on the principles of 'engagement, community, and advocacy. Abstinence is not required for admission, participation, or completion of any of EXPONENTS' programs – with over 10, 800 NYC substance users completing their programs. Mr. Turner was born and raised in Brooklyn's Brownsville, embracing his path through the streets, drugs, prison, treatment, wellness, and activism. As an attorney, Mr. Turner has worked for Harlem Legal Services, National Conference of Black Lawyers, and had a private practice that focused on the representation of political prisoners, criminal defense, and community development. He has previously served as Chief Operating Officer of Harlem United, Executive Director of the Fountain Avenue Community Development Corporation, and former Chairman of the Board of Friends of Recovery – New York (FOR-NY). He has provided consulting services to various social justice organizations. He is a member of the Board of Directors of Exodus Transitional Services and the current co-chair of the OASAS Recovery Implementation Team. Mr. Turner's recovery and activism are anchored and maintained upon the same harm reduction principles of EXPONENTS' – "meeting folks where they're at and not leaving them there."

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# SPONSOR DIRECTORY

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## ***Acacia Network***

Acacia Network is one of the leading human services organizations in New York City and one of the largest Hispanic-led nonprofits in the State, providing integrated, culturally-competent, and trauma-informed programs in the areas of health, housing, social services, economic development, and cultural revitalization to more than 150,000 individuals annually. Our Network comprises 100+ affiliates and related entities, with over 2,700 employees across four boroughs in New York City, Buffalo, Albany, Dunkirk, and Syracuse in New York State, as well as Maryland, Tennessee, Arkansas, Georgia, Connecticut, and Puerto Rico.

For more information, please visit our website: <https://acacianetwork.org/>

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## ***Concern Housing***

Concern for Independent Living, Inc. is a non-profit agency committed to helping individuals and families to live in the community with dignity and enhanced opportunities through the provision of housing and support services. We are one of the largest housing agencies of this kind in New York State, currently serving over 1,100 individuals and families in over 240 locations. Concern offers a variety of housing options with individualized support services designed to support personal growth and independence.

For more information, please visit our website: <http://www.concernhousing.org/>

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## ***Genesee/Orleans Council on Alcoholism and Substance Abuse (GCASA)***

Established in 1975 as an information and referral service, GCASA has grown over the last 40+ years to provide comprehensive substance use disorder services. GCASA primarily serves Genesee and Orleans Counties in WNY through prevention, treatment, residential, detox, and recovery services. All of our treatment services are person-centered, designed to meet the needs of each individual. Prevention services are offered in schools and the community, and also include the WNY Prevention Resource Center which serves eight counties of WNY. The Recovery Station, our recovery center, has peers onsite to help people navigate their own recovery. We are the place where recovery can blossom and continue to grow.

For more information, please visit our website: <https://gcasa.net/>

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## ***Helio Health***

Helio Health is a comprehensive, evidence-based and clinically progressive substance use disorders and mental health disorders services provider. Helio Health operates in Syracuse, Rochester, Binghamton, and Utica New York. Services include: Inpatient Withdrawal and Stabilization; Inpatient Rehabilitation; Outpatient Substance Use Disorders Clinic; Outpatient Mental Health Clinic; Outpatient Compulsive Gambling Clinic; Day-Rehabilitation; Outpatient Child & Adolescent Clinic; Opioid Treatment Programs; Mobile Health Outreach; Certified Community Behavioral Health Clinic; Residential Stabilization, Rehabilitation, and Reintegration; Community Residences; Supportive Living; Permanent Housing; Intensive Residential; Affordable Housing; Recovery Services; Behavioral Healthcare Training Institute; Peer Support and Engagement; 24/7 Regional Open Access Center for Addiction. Helio Health's mission is to promote recovery from the effects of substance use and mental health disorders and other health issues.

For more information, please visit our website: <https://www.helio.health/>

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## ***Horizon Health Services***

Horizon is one of Western New York's largest behavioral health organizations that provides counseling and medical services for individuals struggling with substance use and/or mental health disorders. We offer person-centered care to help our patients and their families achieve improved health through outpatient counseling, detox and stabilization, inpatient and residential services, medical, psychiatric, counseling and support services. In addition, Horizon offers teleservices for mental health and substance use counseling for individuals, groups and family members. Over its 47-year life, Horizon has remained committed to continued growth and improvement of our services and organizational capabilities. We know that effective treatment makes recovery from behavioral health disorders possible.

For more information, please visit our website: <https://www.horizon-health.org/>

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### ***Outreach Project***

Building healthy lives is what Outreach is all about. For over three decades, we've been a premier provider and champion of quality, life-changing drug and alcohol abuse treatment and training services – the kind that help individuals and their families throughout the Greater New York area cope with their problems, heal themselves and move forward in a more positive direction. We know. We understand. And we're totally committed to making a difference now and in the future.

For more information, please visit our website: <https://opiny.org/>

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### ***Partnership to End Addiction***

The nation's leading organization dedicated to addiction prevention, treatment and recovery, Partnership to End Addiction mobilizes families, policymakers, researchers and health care professionals to more effectively address addiction systemically on a national scale.

For more information, please visit our website: <https://drugfree.org/>

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### ***Samaritan Daytop Village***

For more than 60 years, Samaritan Daytop Village has been improving the quality of life for New Yorkers. We deliver an array of programs to address health, mental health and housing disparities. We operate with the belief that individuals have the right to holistic, person-centered and culturally appropriate care. Samaritan Daytop Village is nationally recognized for our treatment of substance use disorder as well as the veteran-specific approach we pioneered three decades ago. Our continuum of services also includes primary and mental health care, transitional and permanent housing, educational and vocational assistance, peer-assisted recovery, and specialized programs for adolescents, families and seniors. Annually, Samaritan Daytop Village serves over 33,000 people at more than 60 facilities throughout New York City, Long Island and the lower Hudson Valley.

For more information, please visit our website: <http://www.samaritanvillage.org/>

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### ***St. Joseph's Addiction Treatment & Recovery Center***

St. Joseph's Addiction Treatment & Recovery Centers, founded in 1971, operates a 67-bed coeducational inpatient facility, 25-bed long-term residential program for male Veterans, and Family Program on our main campus in Saranac Lake. We provide adolescent treatment at our 28-bed coeducational facility, Rose Hill, in Massena; outpatient services through eight sites in Essex, Franklin, and St. Lawrence Counties, Supportive Housing in Malone, Massena, Saranac Lake, and Ticonderoga; and aftercare at our Supportive Living program in Poughkeepsie, and Guest House in Schenectady. St. Joseph's operates our Open Access Center on the campus of AMC in Saranac Lake which provides, among other services, members of the community in need the opportunity to begin to discuss receiving care for themselves or a family member from a Certified Recovery Peer Advocate. An additional entity of St. Joseph's OAC is our Mobile Treatment Units, which provide transportation to treatment, and deliver treatment, throughout the rural counties of Essex and Franklin. A recent initiative is our Robert R. Reiss Community Services Center – a multi-function facility including a detoxification unit, the permanent home of our Saranac Lake Outpatient clinic, and the permanent location for the OAC which will be operational in the fall of 2021.

For more information, please visit our website: <https://www.stjoestreatment.org/>

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### ***The Lesbian, Gay, Bisexual & Transgender Community***

Established in 1983 as a result of the AIDS crisis, New York City's Lesbian, Gay, Bisexual & Transgender Community Center has grown and evolved over the last four decades, creating and delivering services that empower people to lead healthy, successful lives. With its doors open 365 days a year, The Center welcomes over 6,000 visitors weekly, providing recovery and wellness programs, economic advancement initiatives, family and youth support, advocacy, arts and cultural events, and space for community organizing and connection.

For more information, please visit our website: <https://gaycenter.org/>

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# JUSTICE | EQUITY | DIVERSITY | INCLUSION

## COMMITTEE MEMBERS

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*Deirdre Rice-Reese, MPA, CASAC,  
ASAP DEI Committee Chair  
Assistant Vice President of Residential Treatment  
Samaritan Daytop Village*

*Quetcy Alexander Young, Program Director  
Samaritan Daytop Village*

*Zoraida Diaz, Regional Director  
NYS of Addiction Services and Supports*

*Liliane Drago, MA, CASAC, MAC,  
Director  
Outreach Training Institute*

*John J. Gordon, Jr., LADC, MAC, Master CASAC,  
Community and Recovery Services  
Center for Recovery and Wellness  
The Educational Alliance*

*Katrina M. Jones, MS, PHR, SHRM-CP  
Senior Vice President of Human  
Resources & Talent Management  
Acacia Network*

*Norwood Keaton, CASAC-MC, CPP, CARC, CRPA, SAP  
Executive Director  
Program for the Development of Human Potential,  
Department of Education, Diocese of Brooklyn*

*Sherry LaFountain, Director of Events Management,  
Marketing & Development  
Alcoholism & Substance Abuse Providers (ASAP)*

*Jennifer Loughran, LMSW, Director of DEIB  
Horizon Health Services*

*Liz Perulli, CASAC-A, Program Director  
Samaritan Daytop Village*

*Dina Pizingrillo, LMHC, Director, Education,  
Employment & Career Service  
Samaritan Daytop Village*

*Antonio Ruberto, Jr., MS, LCSW-R, CASAC Director,  
Managing Senior Director of Behavioral Health  
The Lesbian, Gay, Bisexual & Transgender  
Community Center*

*Dawn Wilkin, Assistant Director of Prevention Services  
Catholic Charities of Orange, Sullivan and Ulster*

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