



Peer Staff: Disruptive Innovators

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Early Psychosis



An outsider looking in



Living in the closet.
Neither staff nor
patient

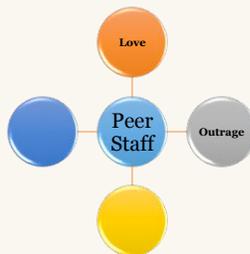


A Young Dr. Deegan



At the intersection of Love and Outrage

The tension
between love
and outrage is a
creative tension
that helps keep
us in the peer
zone



LOVE
Hurry Tomorrow
a documentary film by:
Richard Cohen and
Kevin Rafferty



Deep Love for Free

Nurse

Peers

Outrage

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OUTRAGE

Rally outside of
Smith, Kline & French –
Thorazine Manufacturers

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Outrage and Activism

TO HELL WITH THEIR PROFITS
STOP FORCED DRUGGING
OF PSYCHIATRIC INMATES!

Rethink Psychiatry
Mad Pride!

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At the intersection of Love and Outrage

As peer staff we are walking in two worlds. We talk the tightrope between love and outrage.

Love

Peer Staff

Outrage

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At the intersection of love and outrage are the disruptive innovators

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Peer Staff: We are the disruptive innovators

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Disruption #1: We are the evidence that recovery is real



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Disruption #2: We blur the boundaries between health and sickness



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Can You Find the Staff?



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Can You Find the Staff?



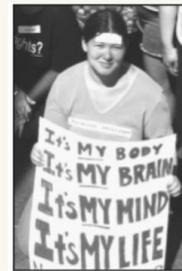
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Disruption #3: We can help each other



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Disruption #4: We exercise our rights



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Disruption #5: We create role strain

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Summary

- Disruption 1:** We are the evidence for recovery
- Disruption 2:** We blur the boundaries between health and sickness
- Disruption 3:** We help each other (and compete for jobs)
- Disruption 4:** We can advocate for rights
- Disruption 5:** Role strain

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Micro-aggression: Resistance to Culture Change

“Brief and commonplace daily verbal, behavioral, and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory or negative racial slights to the target person or group.”

Sue, Capodilupo, Torino, et al. 2007

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Micro-aggression #1

I had been a patient in a mental hospital. Some time later I returned as a worker to the same hospital. My paid, full time job was to work with patients as a peer educator. I overheard staff grumbling that my very presence on the unit was a violation of professional boundaries.

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Micro-aggression #2

I had been a patient in a mental hospital. Eventually I returned as a worker to the same hospital. My paid job was to work with patients doing advocacy and peer support. Some staff expressed concern about which bathroom I could use. They questioned if I should use the staff bathroom or the patient bathroom.

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Micro-aggression #3

Once I went to escort a patient to a peer group meeting off the hospital unit and a staff person said, "Only staff can do that". I felt like saying, "I am staff".



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Micro-aggression #4

When I walk into the building the traditional staff don't even say hello to me. They look down and pass by like I'm not even there.



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Micro-aggression #5

I was working at a clubhouse and they had a holiday party. There was a keg of beer but they said that only staff could have the beer. I figured that meant me so I went and served myself and they said I couldn't have any.



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Micro-aggression #6

I spoke up passionately during a treatment team meeting because I felt that the client was being treated unfairly. My supervisor told me I was being unprofessional for speaking up like that. He said I had to stop "personalizing the issue".



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What to do about micro-aggression in our workplaces

1. Don't do it alone
2. Validate and name micro-aggressions
3. Don't personalize.
4. Approach as a systemic issue, not an interpersonal issue
5. Agency-wide initiative to practice respect
6. Supervision
7. Outrage – keep one foot in our movement



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