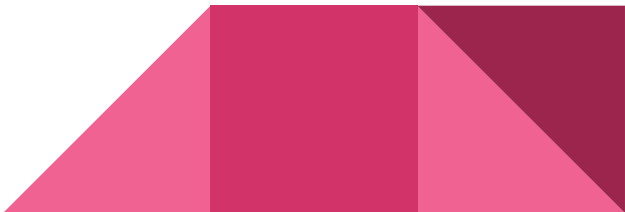


Healing-Centered Harm Reduction in Practice

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About Reframe Health and Justice

- Collective of queer and trans consultants of color supporting organization with heart across the globe to advance practices of care and collaboration
 - Specializing in health equity, sex worker-centered harm reduction, and community care stewardship
 - Do this through CBA and TA, policy advocacy, organisational development
 - Our community care profile includes HCHR and grief mutual aid
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Introductions

Name

Location

Pronouns if you want

One word that describes the energy
you're bringing to the space today

Today's Objectives

Participants will:

1. Learn the structure & principles of healing-centered harm reduction (HCHR)
2. Practice applying the HCHR principles to organizational policies and practices



Agenda

01. Opening the Space
02. Healing-Centered Harm Reduction Overview
03. Practical Applications
04. Self-Reflection
05. Closing the Space



Community Norms

- Be as present as possible
- Take responsibility
- Share the air
- I don't know other's intentions
- All of you is welcome here





Healing-Centered Harm Reduction Overview

Why Healing-Centered Harm Reduction?

- Bridging gaps between harm reduction and different movements for healing, well-being, and social justice
- An approach that can be used in different contexts, not only for people who use drugs
- Underscores the roots of harm reduction as a criminalized mutual aid effort
- Addresses intra-movement harm and harm within organizations



Supporting Frameworks

Accountability

- We reject reliance on violent and exploitative state-sponsored systems like prisons, detention centers, and civil commitment where we recognize that our care systems are often embedded or complicit. We hold this tension and struggle together to build anti-violence into being. Holding systems of power and privilege accountable, we address power imbalances through transformative justice models that prioritize restoration over punishment.



Anti-Oppression

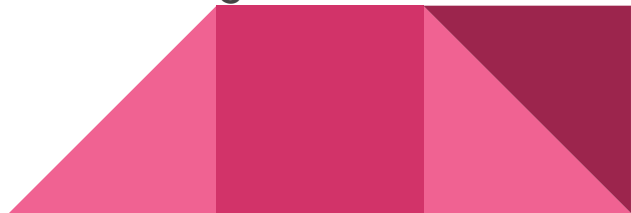
- We underscore the impact that shared, individual, and intersecting experiences of oppression (anti-Blackness and racism, colonization, imperialism, sexism, homophobia, transphobia, classism, ableism and others) have on how we heal and how we reduce harm.



Core Truths

We Adapt to Harm.

- Healing-centered harm reduction acknowledges that harm is an inevitable part of the human experience.
- Responding to harm is one of the many ways we learn how to navigate the world. In a world shaped by oppression, harm that has been done lives on in the bodies and communities that have borne the brunt of systemic brutalization.
- We can condemn harm while also celebrating the resilient beings we have become as a result.



We Experience Differently

- Healing-centered harm reduction understands that people experience the world differently.
- What is harmful or traumatic for one individual may be an act of resilience or joy to another.
- These perceptions and experiences can evolve over time.



We Hurt to Survive

- Healing-centered harm reduction stresses that harm – both experienced and perpetuated – is sometimes a result of the lengths some people must go to survive in the face of institutional trauma and violence.



Practical Approaches

Honoring Survival

- We honor the many ways that survival and healing look without condemning or glorifying how people survive and heal.



Holistic

- We recognize that harm happens on both an interpersonal and an institutional/structural level, we use holistic approaches to reduce the harm perpetuated by both.



Transformative & Practical

- We design transformative, tailored approaches to restoration and reparation, **and** we use practical strategies that reduce harm and increase access to resources.



Time & Space

- We value the act of holding space and time for rest, connection, learning, unlearning, elevation, and liberation.
- Growth and change require patience, effort and care.



Community-Led

- We prioritize community-based, inter-generational and cultural approaches to resilience, healing, and harm reduction led by the people most impacted by the issues at hand.
- Harm reduction is fundamentally dependent on mutual aid and support.



Practical Application

Implementing HCHR Approaches

01. Honoring Survival
02. Holistic
03. Time & Space
04. Transformative & Practical
05. Community-Led

Honoring Survival

- In our organizations
 - Support people to include all the life experiences they bring on applications and to be discussed in interviews.
- In our programs & services
 - Integrate strengths-based approaches to care and service in programming



Holistic

- In our organizations
 - Supportive accommodations for staff *beyond what's legally required*
- In our programs & services
 - Recognizing participant needs beyond the focus of your organization
 - E.g. Offering connection to legal aid and anti-violence programs



Time & Space

- In our organizations
 - Workplace flexibility
 - Non-traditional bereavement leave
 - Provide staff time and space to feel everything that comes along with the work. Offer resources so they can do so safely in and outside of the workplace.
- In our programs & services
 - Offer spaces for people to rest and exist, not simply to come to see a service provider.
 -



Transformative **and** Practical

1. In our organizations

- a. Moving towards worker-owned co-ops
- b. Labor protections and accessibility accommodations

2. In our programs & services

- a. Harm reduction for systems (e.g. criminalization)
- b. Harm reduction for resources (e.g. housing)
- c. Harm reduction for behaviors (e.g. safer injection)



Community-Led

1. In our organizations
 - a. Balancing hiring for lived experience with not requiring disclosure
2. In our programs & services
 - a. Community-led programming



Reflection Exercise

Choose one of the following

1. **Break out group.** Pick one of the HCHR principles and then follow the QR code on the next slide. Reflect on the quote that's paired with your principle. Discuss what you notice yourself reacting to?
2. **Breathing exercise.** Choose one of the principles to recite as a mantra in quiet meditation for 3 minutes. What sensations do you notice? How does it make you feel?



Quote exercise for reflection and group discussion



Closing the Space

Closing Exercise

- If you want to participate, one collective deep breath.
- Share one word that describes your energy coming out of the space today.



Next Steps & Contact

- Our consultants are available to support your organization or collective in applying these principles, transforming harm, and/or moving past the isolation of grief that accompanies harm reduction work
- Find us on Instagram @harmreductionfemmes
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- jessica@reframehealthandjustice.com

