

THIS IS WHO WE ARE.



**FACES & VOICES
OF RECOVERY**

ADVOCATE. ACT. ADVANCE.

Embracing Unity: Racial Healing In The Midst of Chaos

Presented By: Dr. Rita Anita Linger, PhD, CPC, CMBP
Executive Director, Recovery Communities of North Carolina
Senior Faculty and Supervision, The Center for Mind-Body Medicine



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Opening Meditation: “Soft Belly” Breathing



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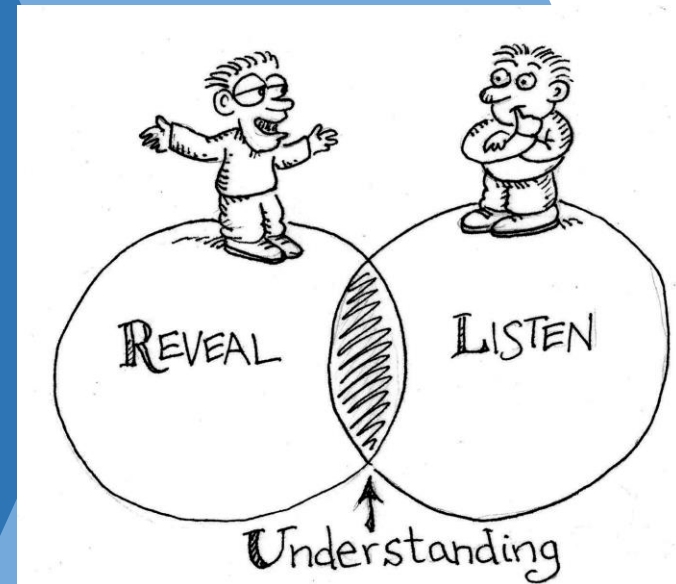
Desired Outcomes

Participants will have deepened their understanding of the importance of self-awareness and:

A shared understanding of how Mind-body skills can support sustainable/meaningful dialogue and change and remind us of habits/ways of being that support each other and an inclusive EID culture

Awareness of shared analysis, concepts and common language, so we understand what we mean when we speak about EID concepts.

A shared understanding of what microaggressions are and how they can be hurtful and create unintended consequences.



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The importance of Unity

“Like a sculptor, if necessary,
carve a friend out of stone.
Realize that your inner sight
is blind
and try to see a treasure in
everyone.” – Rumi



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STARTING
WITH THE
END IN
MIND...

Love conquers all – love is
the grace that transcends any
kind of injustice in the end.

Mark Ruffalo

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WHAT IS LOVE?



Love
does not consist
of gazing
at each other,
but in looking
together
in the same
direction.
Saint-Exupery

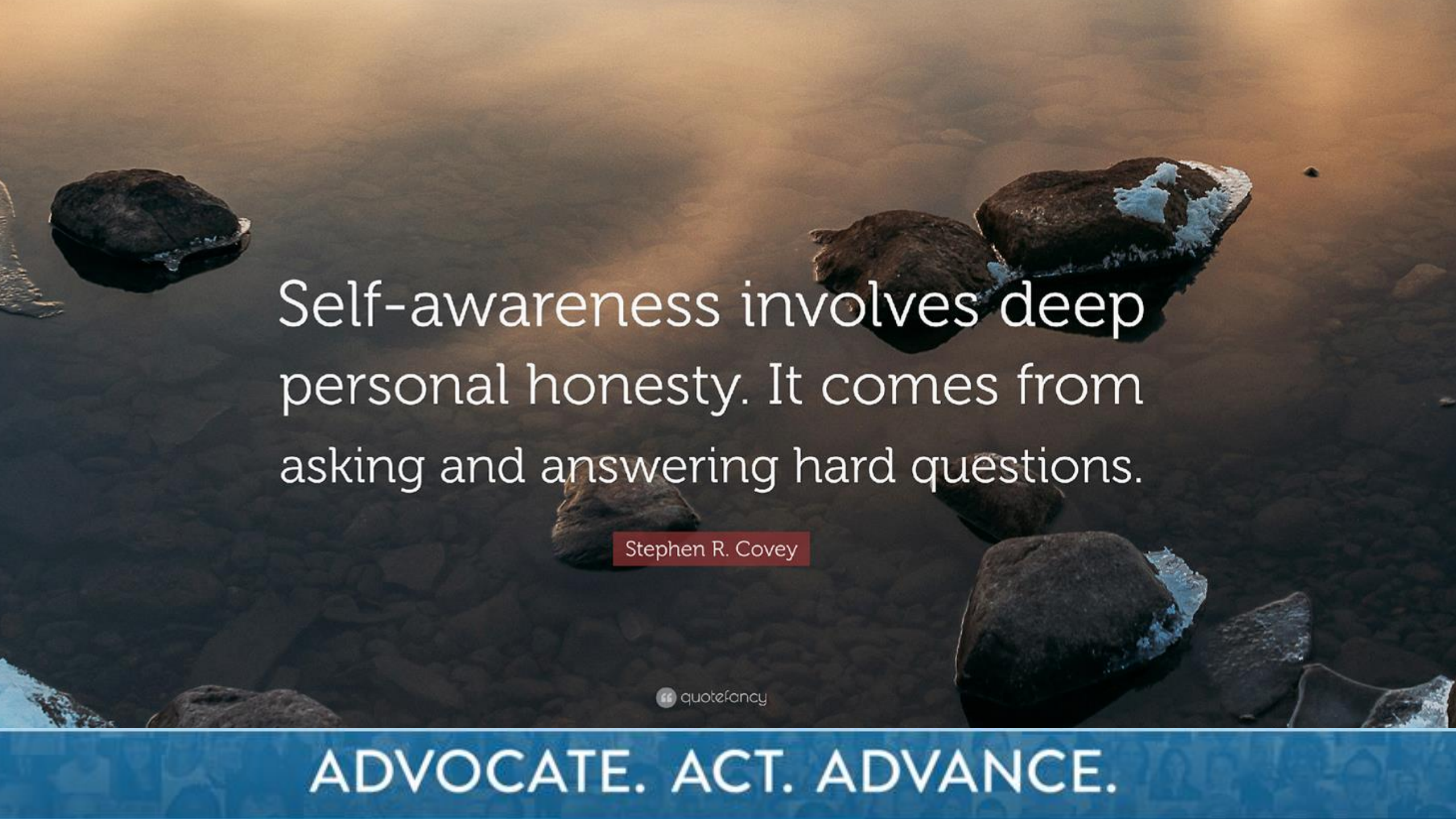
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**WHAT IS
NECESSARY TO
CHANGE A PERSON
IS TO CHANGE HIS
AWARENESS OF
HIMSELF.**

Abraham Maslow

PICTUREQUOTES.COM

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Self-awareness involves deep personal honesty. It comes from asking and answering hard questions.

Stephen R. Covey

quote fancy

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“When we have made self-love a part of our lives, self-awareness becomes easier. Self-love gives us a baseline of positive and graceful thinking towards our own selves as individuals. This attitude gives us the courage to recognize our flaws and take the steps needed to improve upon them.” - *Leah Bury*

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Breathing is the most fundamental of our body's physical processes and our most intimate companion—yet most of us give it little to no thought. However, once fully acknowledged and harnessed, the power of the breath is unlimited. It can ease stress and anxiety, boost energy and stamina, enhance self-confidence, sharpen the ability to focus, strengthen the quality of voice, and even relieve pain.

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BREATHING...BOOK ENDS

“We come into
the world with
a breath, and
we leave the
same way.”

- Dr. Rita Anita Linger



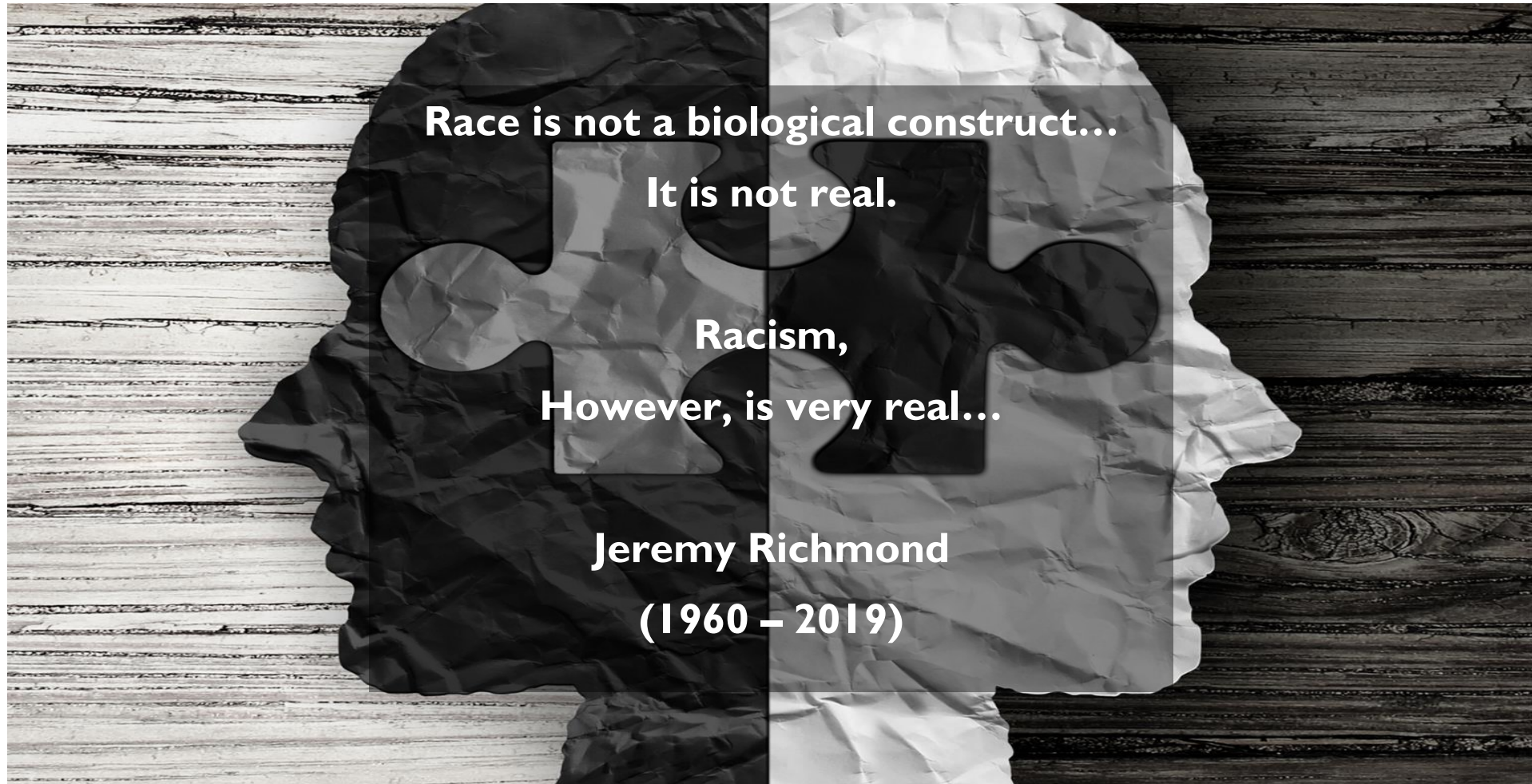
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Be Open and Non-Judgemental of What's Coming Up for You!

1. What's difficult?
2. What's challenging?
3. What's rewarding?
4. What enables us?

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RACE AND THE U.S.



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“Race is....

a social construct, without biological meaning. Originally used to differentiate who was white and who was not.

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“CULTURE is....

**Customs, arts, social
institutions and
achievements of particular
social groups or people.**

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“ETHNICITY is....

**often based on shared
ancestry, language and
traditions...**

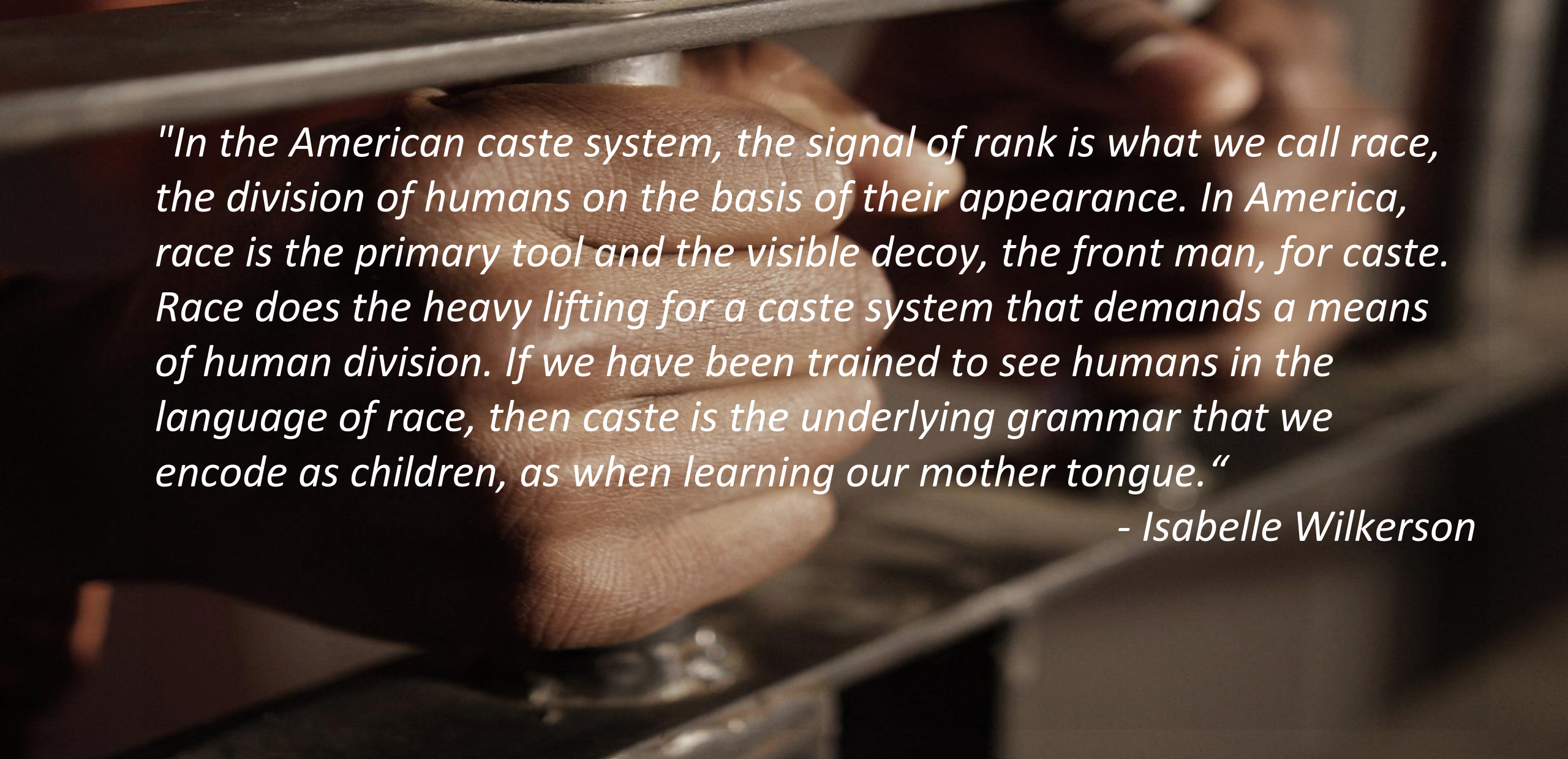
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“PREJUDICE is....

**The emotional commitment
to ignorance....”**

Adrienne Banfield-Jones quotes to her daughter **Jada Pinkett-Smith**

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"In the American caste system, the signal of rank is what we call race, the division of humans on the basis of their appearance. In America, race is the primary tool and the visible decoy, the front man, for caste. Race does the heavy lifting for a caste system that demands a means of human division. If we have been trained to see humans in the language of race, then caste is the underlying grammar that we encode as children, as when learning our mother tongue."

- Isabelle Wilkerson

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*“That is what learning is.
You suddenly understand
something you've understood
all your life, but in a new
way.”*

— Doris Lessing

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*“The teacher and the taught
together create the teaching.”*

— Eastern Saying

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Why Now?

- African-Americans and Indigenous peoples in the U. S. have a higher mortality rate for multiple chronic illnesses, including heart disease, cancer, diabetes, obesity, and HIV than other ethnic group...including COVID
- Stress contributes to chronic illness....
- Racism and oppression are stressors....
- We can live...



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*“In America, nearly all of us,
regardless of our
background or skin color,
carry trauma in our bodies
around the myth of race.”*

- Resmaa Menakem



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Social Identity Circle

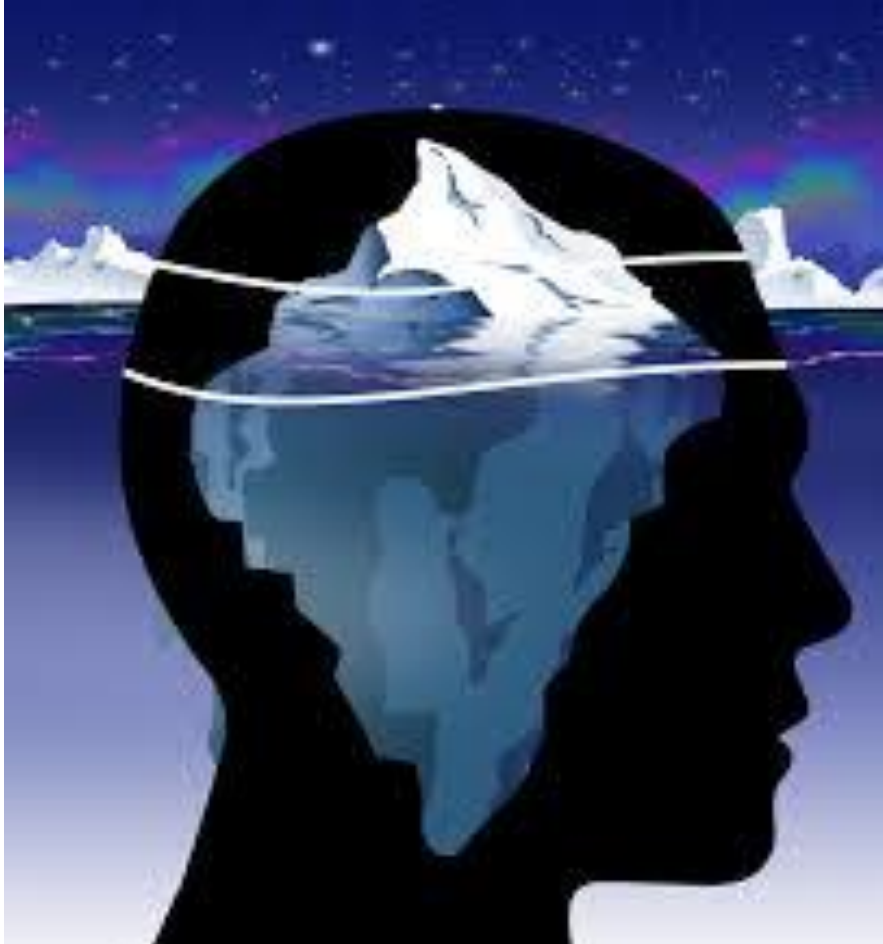
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Social Identity Wheel



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Unconscious Bias/Implicit Association



Attitudes or stereotypes
that affect

our understanding and decisions
without our conscious awareness,
consent, or agreement

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Types of Biases

1. Affinity Bias: perceive you have something in common with them... school, town, neighborhood

2. Halo Bias: if we like one thing about someone we think everything about them is good

3. Confirmation Bias: looking for evidence to support our judgments

4. Conformity Bias: Group Think

5. Anchoring Bias: over-reliance on the first piece of data you hear

6. There are many more....google it ☺

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Unconscious Networks



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Sorting it Out

I cdnuolt blveiee taht I cluod aulatcly uesdnatnrd waht I was rdanieg.

The phaonmneal pweor of the hmuan mnid, aoccdrnig to a rsreaerech at Cmabrigde Uinervtisy, it dseno't mtaetr in waht oerdr the ltteres in a wrod are.

The olny iproamtnt tihng is taht the frsit and lsat ltteer be in the rghit pclae.

Source: Harry Collins, *Tacit and Explicit Knowledge*

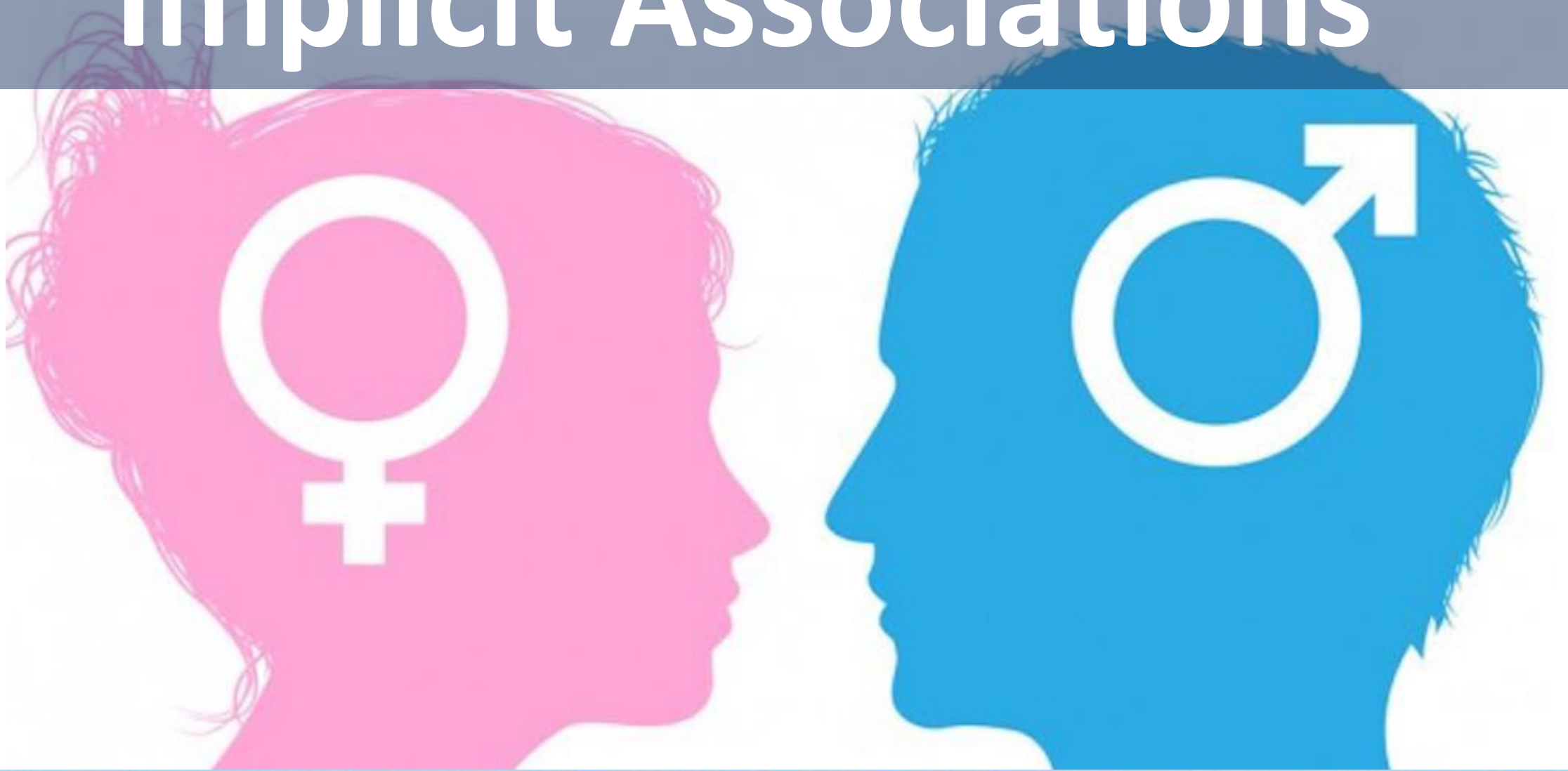
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What do you see?

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Implicit Associations



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Only 14.5% of men in America can claim to have this attribute; yet nearly 60% of Fortune 500 company CEOs do.

What is it?

1. An IQ of over 150.
2. A standing height of over six foot.
3. A college degree.

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The Tall Book by Arianne Cohen

14.5% of American men stand over six foot tall; yet 60% of Fortune 500 company CEOs are blessed with such height. One study concludes that every inch of additional height relates to a corresponding annual salary gap of £500 in favour of the tall.

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Biases reinforce inequity: example.



<http://kirwaninstitute.osu.edu/research/understanding-implicit-bias/>

criminal sentencing and Afrocentric features bias:

refers to negative judgments and beliefs that many people hold regarding individuals who possess Afrocentric features such as dark skin, a wide nose, and full lips.

Researchers found that when controlling for numerous factors (e.g., seriousness of the primary offense, number of prior offenses, etc.), individuals with the most prominent Afrocentric features received longer sentences than their less Afrocentrically-featured counterparts.

This phenomenon was observed intra-racially in both imprisoned Black and White male samples.

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More about Unconscious Bias?

- Brain is designed to be biased, have assessments, judgment. Survival mechanism, instinctual biologically and is socialized
- Encompass both favorable and unfavorable assessments
- Are activated involuntarily and without an individual's awareness or intentional control
- Different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness
- Biases are not accessible through introspection

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Diversity: dimensions of difference and identity that exist in all groups



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Why Diversity isn't Enough

Diversity can...

- Create opportunities for sharper, more creative, strategic thinking
- Increase the likelihood that programs, services and initiatives will be relevant to constituents
- Demonstrate commitment to creating equal opportunities

Diversity doesn't necessarily...

- Guarantee cultural competency/humility
- Alter the dynamics of oppression or change the systems that create injustices
- Ensure inclusion, fair operations, or real opportunities within an organization
- Lead to equitable outcomes for the organization's constituents

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PROCESS

all groups have
*access to the
resources and
opportunities*
necessary to
improve the
quality of their
lives

+

OUTCOMES

*differences in life
outcomes cannot
be predicted*
on the basis of race,
class, or other
dimensions of
identity

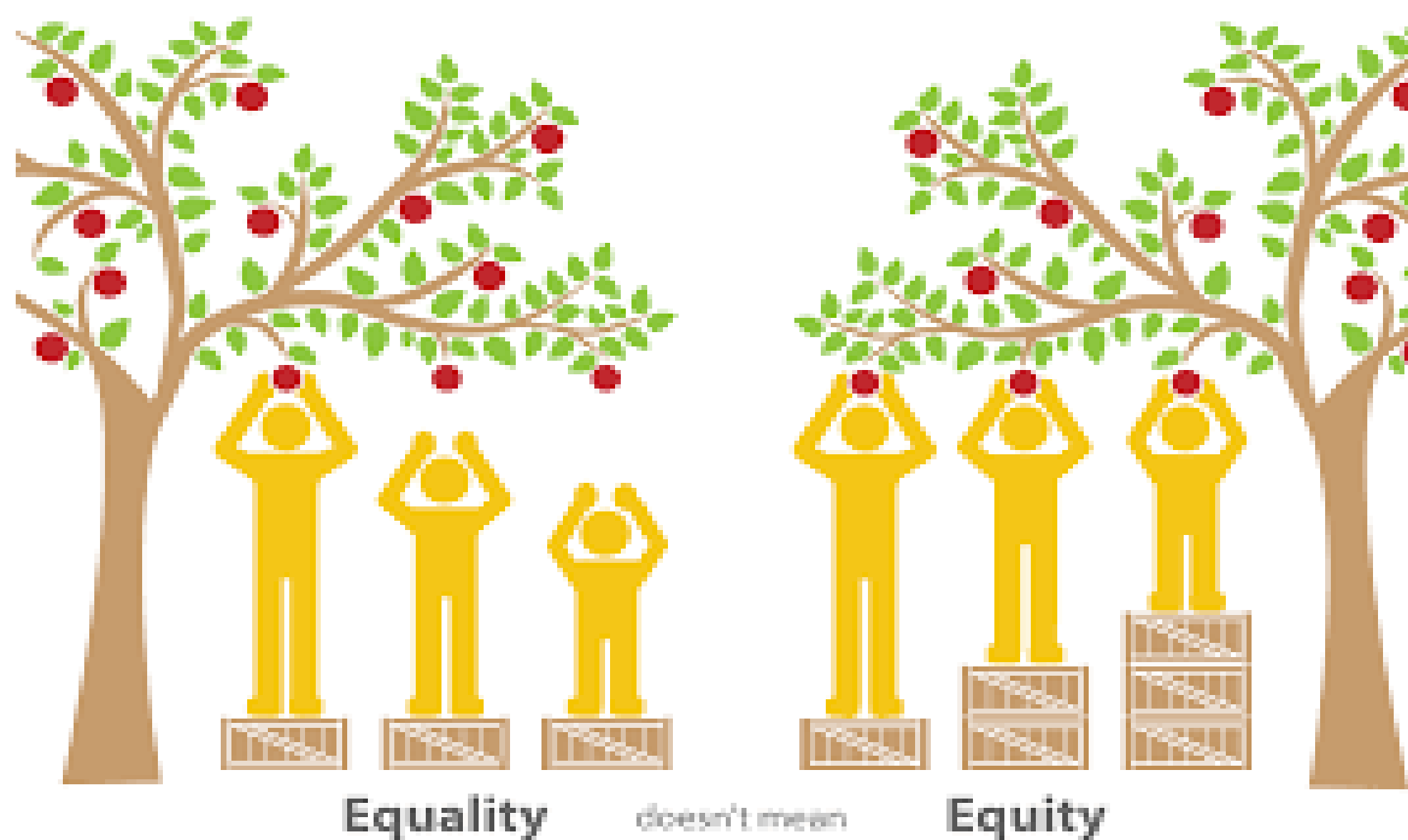
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EQUITY

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Equity

Equity is not giving everyone the same thing,
equity is giving each person what they need to succeed



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Levels of Oppression

Source: Race Forward

MACRO LEVEL

INSTITUTIONAL



STRUCTURAL



MICRO LEVEL

INTERNALIZED



INTERPERSONAL



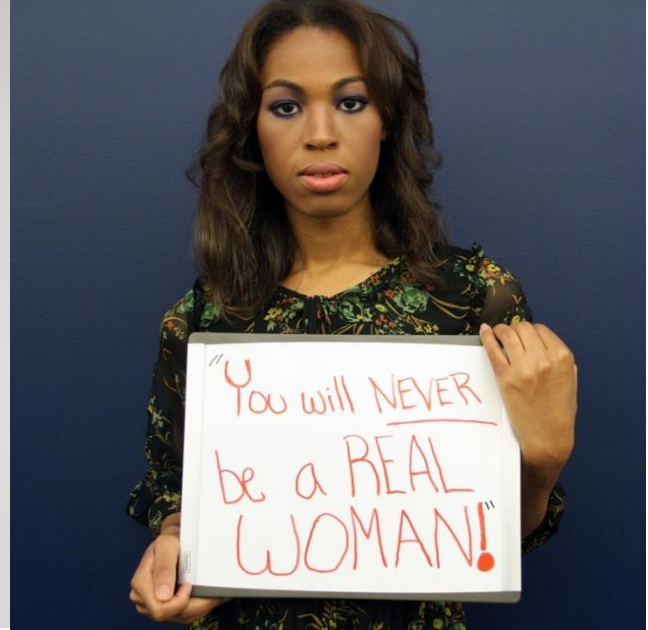
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Microaggressions

**Brief and commonplace,
unconscious or conscious verbal, behavioral,
environmental indignities/slights that
communicate hostile, derogatory or negative feelings,
assumptions, beliefs about
another/others
based on differing dimensions of diversity**

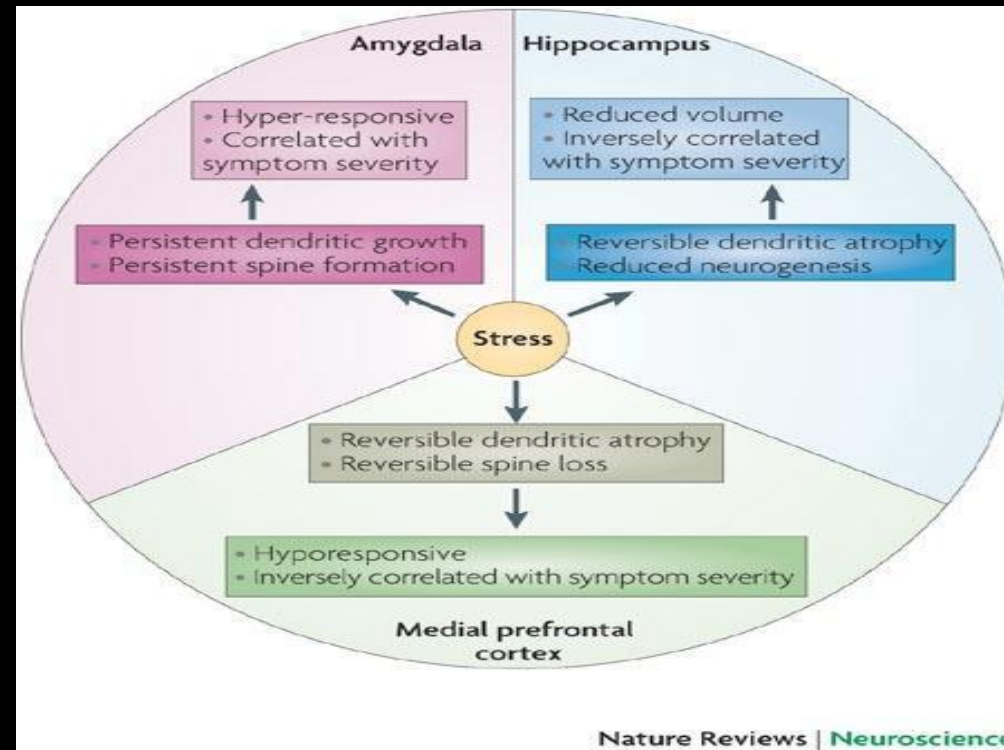
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MICROAGGRESSIONS



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**Chronic stress changes
the way the brain works,
especially the limbic
system.**



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Chronic/excess Stress Influences the Onset and Course of Virtually All Illness

Coronary Heart Disease	Gastrointestinal Dysfunction
Progression of HIV/AIDS	Headaches
Recurrence of Herpes	Premature Death
Asthma	Eczema
Common Cold	Anxiety and related disorder
Acute Clinical Incidents such as Cardiac arrhythmia, sudden Death	Cancer
Depression	Sleep-related ailment
Obesity	PTSD
Diabetes	Alzheimer's and cognitive decline
Pain and Chronic Pain	Cellular Aging

Source: Institute of Medicine

©The Center for Mind-Body Medicine

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Stress and Social Rank

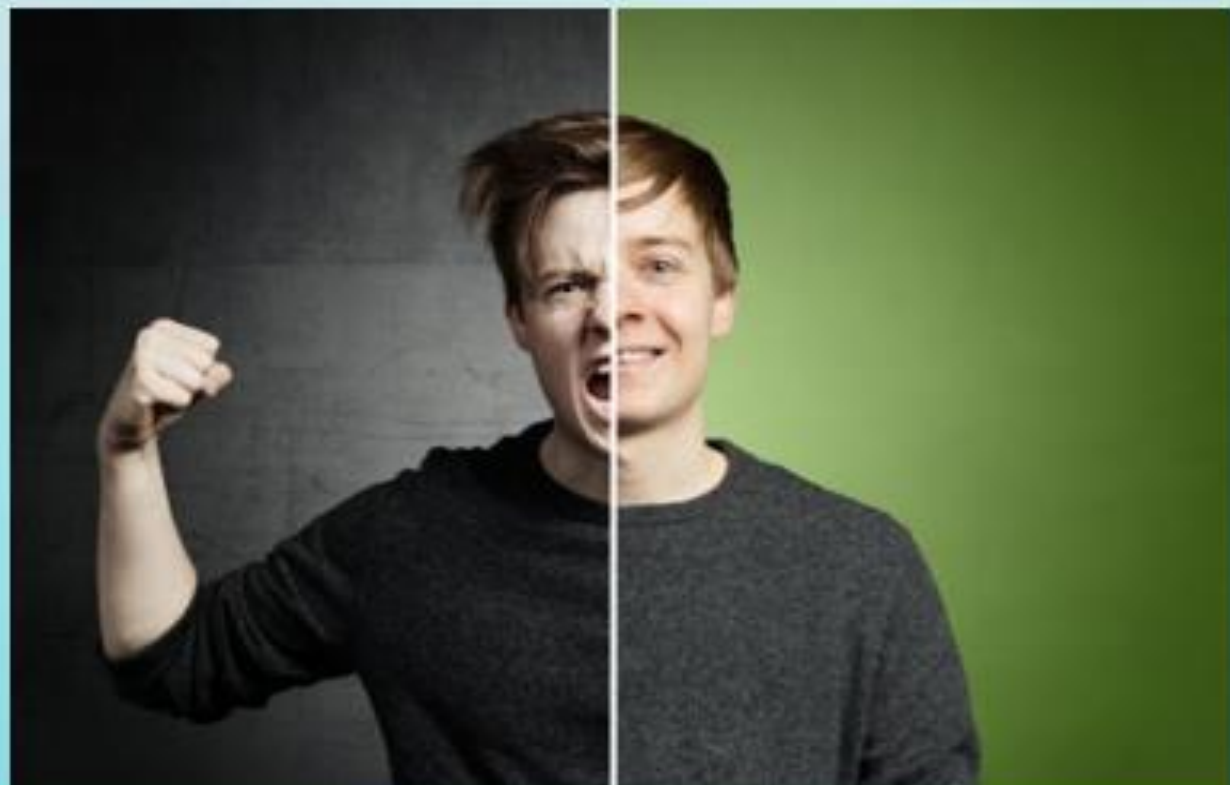
- Glucocorticoids (cortisol, etc) elevated in low-ranking baboons and in all members of group if dominance hierarchy unstable
- Hypercortisolism associated with social subordination or social isolation in the animal world
- Whitehall Studies, England

Sapolsky RM, Alberts SC, Altmann J. Hypercortisolism associated with social subordination or social isolation among wild baboons. *Arch Gen Psychiatry*. 1997 Dec;54(12):1137-43.

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Making the Shifts

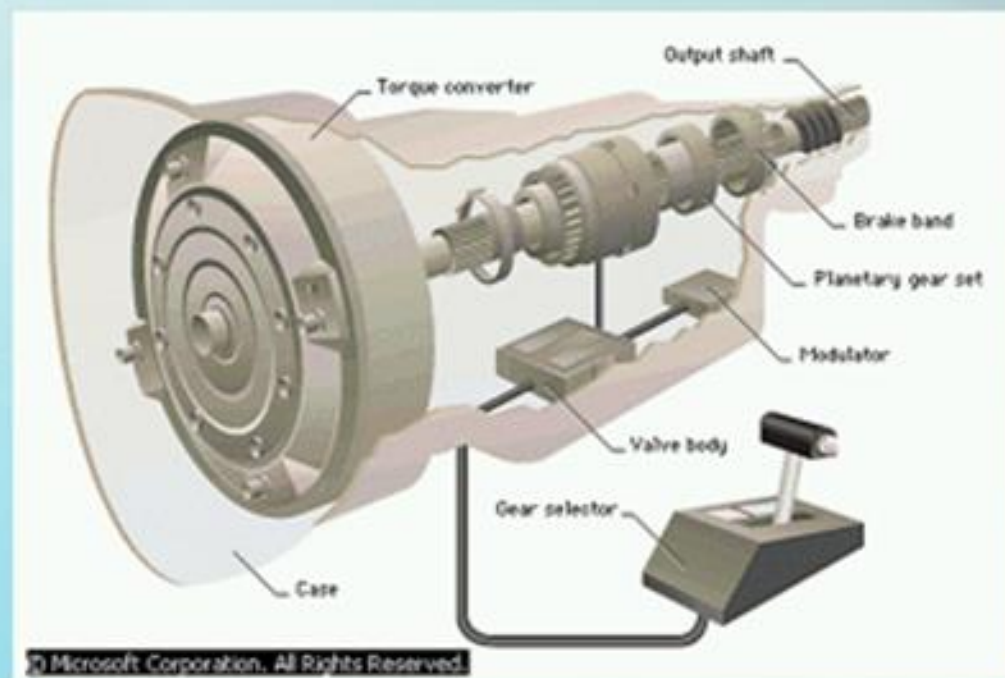
How do we get from here to there?



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Autonomic Nervous System Branches

Sympathetic and Parasympathetic



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Perception, Awareness, Emotions and Self-Regulation in Caring for Others

“What we know about perception is that it can be thought of as an “attitude” and its understanding is based on what is thought and observed. It is usually based on the senses and similar in concept with awareness, sensitivity, opinion, insight, and acuity. Thus, it appears that perceptions are somewhat filtered through the emotional history and experiences of the individual including the process of mental heuristics” (Linger, 2014).



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Perception, Awareness, Emotions and Regulation In Healing Self and Helping Others

Managing emotions is:

- less about controlling emotions

- more to do with REPLACING control with WILLINGNESS so that one can “*feel*/better, as opposed to feel *better*”.

Willingness to be open to emotions as they arise promotes:

- acceptance of uninvited experiences, including any unwanted internal events.

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Perception, Awareness, Emotions and Regulation In Self-Care and Caring for Others

“I have found personally and through my work with human subjects, including professionals and clients, that there is great value in becoming comfortable with the state of discomfort. When that state is achieved perceptions begin to shift and emotions can be effectively regulated” (Linger, 2014).



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What Do We Do About It?



“Anything and everything can become our teacher of the moment, reminding us of the possibility of being fully present: the gentle caress of air on our skin, the play of light, the look on someone’s face, a passing contraction in the body, a fleeting thought in the mind. Anything. Everything. If it is met in awareness.” (Kabat-Zinn, 2012)

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Mind Body Skill Practice can Help Develop Qualities of Acceptance and Compassion

- Acceptance and compassion can help us to experience ourselves, clients and situations as they truly are, and to remain non critical.
- We learn that much of what we see as reality are just events of the mind
- Seeing myself through lenses of acceptance and compassion helps me see others that way
- Stress is decreased when acceptance and compassion are present



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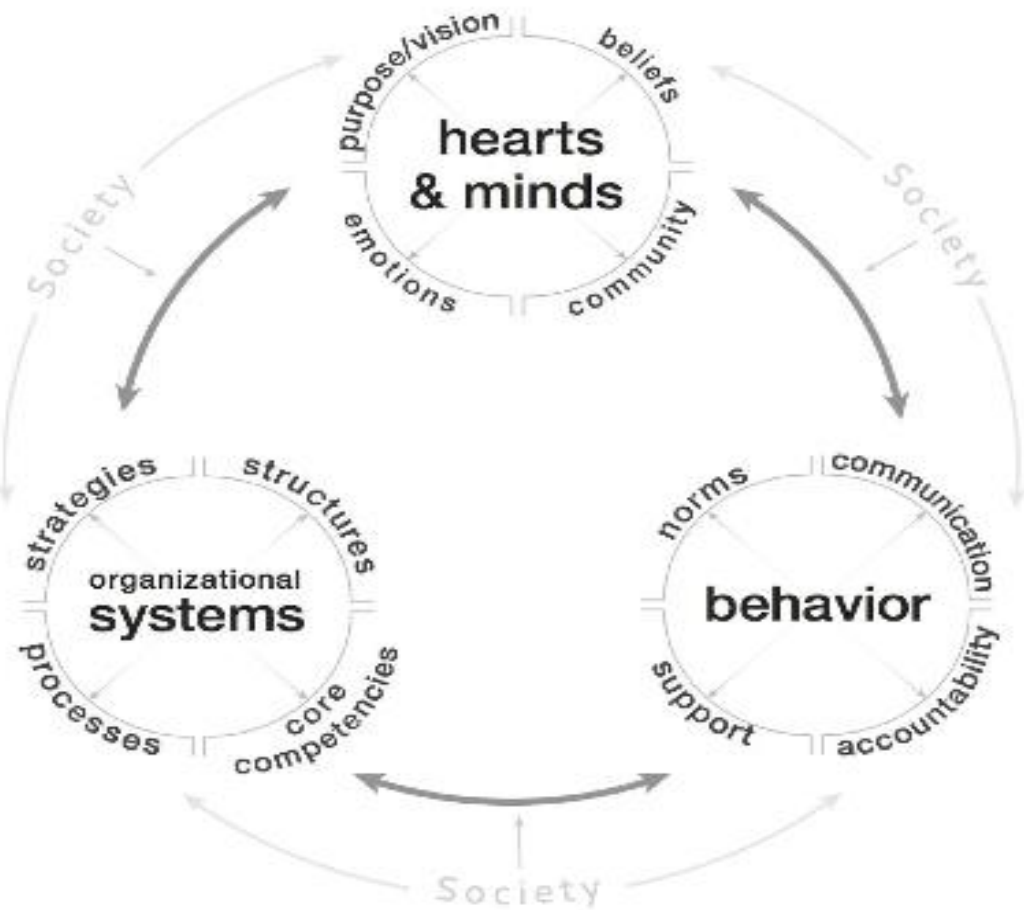
ACCOUNTABILITY



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THE WHEEL OF CHANGE for organizations

To create real change within an organization, we must work in an integrated way with the three major domains that comprise every organizational system:



Robert Gass

**Social Transformation
Project**

www.stproject.org

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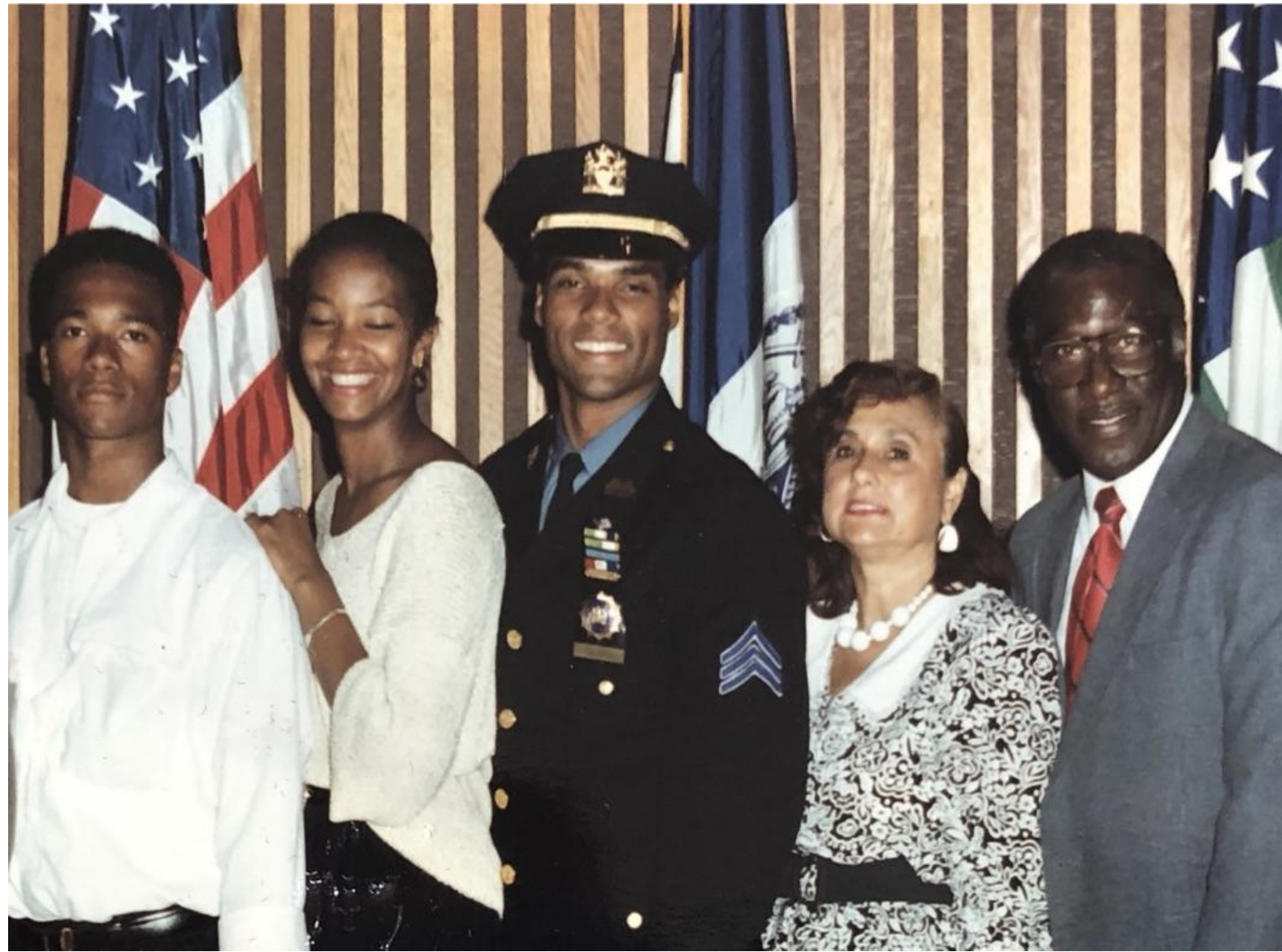
INDIVIDUALLY
WE ARE ONE DROP
BUT TOGETHER,
WE ARE AN
OCEAN.

Ryunosuke Satoro

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1990 THE NEW YORK CITY POLICE FOUNDATION VOL. VII

TRUE BLUE



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Thaddeus Gamory, from Bronx New York, residing Broward County Florida

- N.Y.P.D. Lieutenant Retired
- N.Y. State Police Instructor
- N.Y.P.D. Police Academy, Chair Social Sciences Department
- B.A. Public & Government Administration
- Member National Organization Black Law Enforcement Professionals
- Certified NYC Public School Mentor
- CUNY School of Law - DNF
- Florida Atlantic University Graduate Program - DNF
- Substitute Teacher Broward Schools
- Faculty, Center for Mind Body Medicine
- President SWIMS Foundation
- Diversity in Aquatics Director of Community Engagement & Partnerships
- Head Coach Diversity in Aquatics Masters Swim and Triathlon Club
- Coach
 - USA Triathlon,
 - US Masters Swimming
 - USA Swimming,
 - USA Track & Field
 - USA Cycling
- Red Cross Lifeguard
- High School Swim Coach
- Racial Equity Organizer in Broward County

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Law Enforcement – stands in a position to be an important catalyst for growth and a vanguard for racial paradigm transformation & social justice.

- ❖ Breath: Bridge 2 Law Enforcement & Community.
- ❖ Being a Mindful Officer, stressors inside & out.
- ❖ Historic Racial Dynamic of Law Enforcement.
- ❖ Breathing & Mindfulness skills in everyday life.
- ❖ Awareness of Power of Breath: Fast - Belly Rise.
- ❖ Breath & Fine motor skills & nondominant hand.

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Resiliency in Communities After Stress and Trauma 2019

Stress Reduction Workshop

Building Resilience While Serving Others

In partnership with the Baton Rouge Police Department



The EBR Mayor's Office and Baton Rouge Children's Advocacy Center (BRAC)* invite you to the "Stress Reduction and Trauma-informed Approaches Workshop: Building Resilience While Serving Others" * in cooperation with the Center for Mind-Body Medicine (CMBM), Washington D.C.



ReCAST
Event made possible through ReCAST



Rita Anita Linger, PhD, CPC, CMBP
Raleigh, NC, USA



Toni Bankston, LCSW, BACS
Baton Rouge, LA, USA



Mindy Milam
Licensed Clinical Social Worker
New Orleans, LA, USA



Chad Dingman, LCSW
Spartanburg, SC, USA



Claire Wheeler, MD, PhD
Portland, OR, USA



Thaddeus Gamory
New York City Police Department
Lieutenant (retired)

Traumatic events across our city effect the emotional and physical health, social functioning and overall well-being of the entire community. Responding to community-wide trauma also brings about additional stress and requires important knowledge and skills for caregivers. This workshop is designed to give you an introduction to evidence-based tools of self-care that you can use to deal effectively with your own stress as well as CMBM's comprehensive program for healing individual and population wide trauma.

WORKSHOP INCLUDES:

- Explore the connection between traumatic events and responding to traumatic events and emotional, physical, and social distress and dysfunction
- Practice evidence-based mind-body techniques to relieve stress, heal trauma, and enhance health and well-being
- Identify and practice trauma-informed response strategies in assisting communities impacted by community wide trauma

Refreshments will be provided

Louisiana State Police Headquarters
7919 Independence Blvd

Please RSVP to
jennifer@batonrougecac.org
or call (225) 343-1984



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As a Law Enforcement Officer, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception; the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the constitutional rights of all men to liberty, equality and justice.

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Law Center alumnus creates digital campaign promoting social justice, June 12, 2020
“Yes, I am a black man,” said LaFonta, “I will not apologize for the color of my skin. My skin should not be a crime.”



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Taking a Stand in Baton Rouge is a photograph of Ieshia Evans “I wasn't afraid. I took a stand in Baton Rouge because enough is enough”



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A black boy from the South Bronx, NYC

A dad

A swim coach

A community member

A social justice advocate

A community organizer

A racial equity, restorative justice activists

A retired police lieutenant

A mind body skills practitioner

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I have experienced for myself that mindfulness and self care practices were essential to my ability to manage and perform optimally during significant stretches of my time in the NYPD (when I stopped practicing, I dropped off and checked out emotionally). Having a daily practice, was how I had the social emotional maturity and capacity to start mentoring at risk black and brown youth in NYC.

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When I arrived in South Florida, I continued to find ways to a mentor for youth, initially as a substitute teacher, then swim coach, then triathlon coach, then as a training consultant under the Healthy Youth Transition program for the Urban League. It was then that I fully appreciate secondary/vicarious trauma and the havoc it was having on my mind & body as well as my personal, professional relationships.

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Practicing mindfulness as self care and job readiness, are essential for community and police transformation. Law Enforcement Officers equipped with tools for daily internal self care, will more likely seek and achieve optimal performance solutions to conflicts. Acting courageously, based upon truth, justice and equity; looking for the best possible outcomes available for the members of community they serve; for themselves and their family; and the police organization and profession.

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#FORTLAUDERDALESWIMMINGWHILEBLACK #SWIMMINGWHILEBLACK #NOCAPHANDSUP #BLACKLIVESMATTER



DIVERSITY
IN AQUATICS

FORT LAUDERDALE SWIM-IN FOR RESTORATIVE JUSTICE

JOSEPH C. CARTER PARK

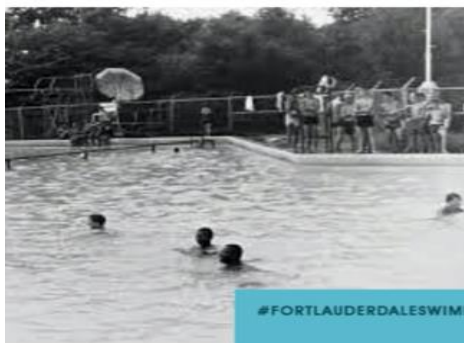
1450 W SUNRISE BLVD, FORT LAUDERDALE, FL 33311

SUNDAY, JULY 26 2020

9:45 AM – 11:30 AM



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#FORTLAUDERDALESWIMMINGWHILEBLACK #SWIMMINGWHILEBLACK #NOCAPHANDSUP #BLACKLIVESMATTER



DIVERSITY
IN AQUATICS

FORT LAUDERDALE SWIM-IN FOR RESTORATIVE JUSTICE

JOSEPH C. CARTER PARK

1450 W. SUNRISE BLVD. FORT LAUDERDALE, FL 33311

SUNDAY, JULY 26 2020

10 AM – 12 PM

10:00 - Introductions, Keynotes & Call To Action

11:30 - Swim - In / Sit - In

12:00 - Closing Remarks

Participants are required to wear masks and
safely social distance during the protest.

Feel free to bring your own signs!

CAN'T JOIN US IN PERSON...JOIN US ONLINE

- 1 Create a post using your social media and the hashtags below to show support
- 2 Connect with us via FB/IG Live to access the live event
- 3 Become a member of Diversity In Aquatics and our US Masters Swim



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What does this have to do with us???

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Lack of Control Over Life Events: Learned Helplessness

Animals and humans who cannot control life events (eg. unpredicted electric shocks, noise, etc. in experience) lose interest in life, have difficulty in learning, and look depressed.

Martin Seligman "Helplessness: On Depression, Development, and Death." 1992.

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A photograph of two young children, a white toddler on the left and a Black toddler on the right, sitting and holding hands. The white toddler is wearing a grey vest over a yellow shirt. The Black toddler is wearing a blue and white striped shirt. They are both looking at each other. In the background, there is a blue plastic chair and some blurred lights. A semi-transparent grey box with the text "The introduction..." is overlaid on the top center of the image.

The introduction...

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"The smoke in Oakland has hands"

– Leila Mottley, age 18

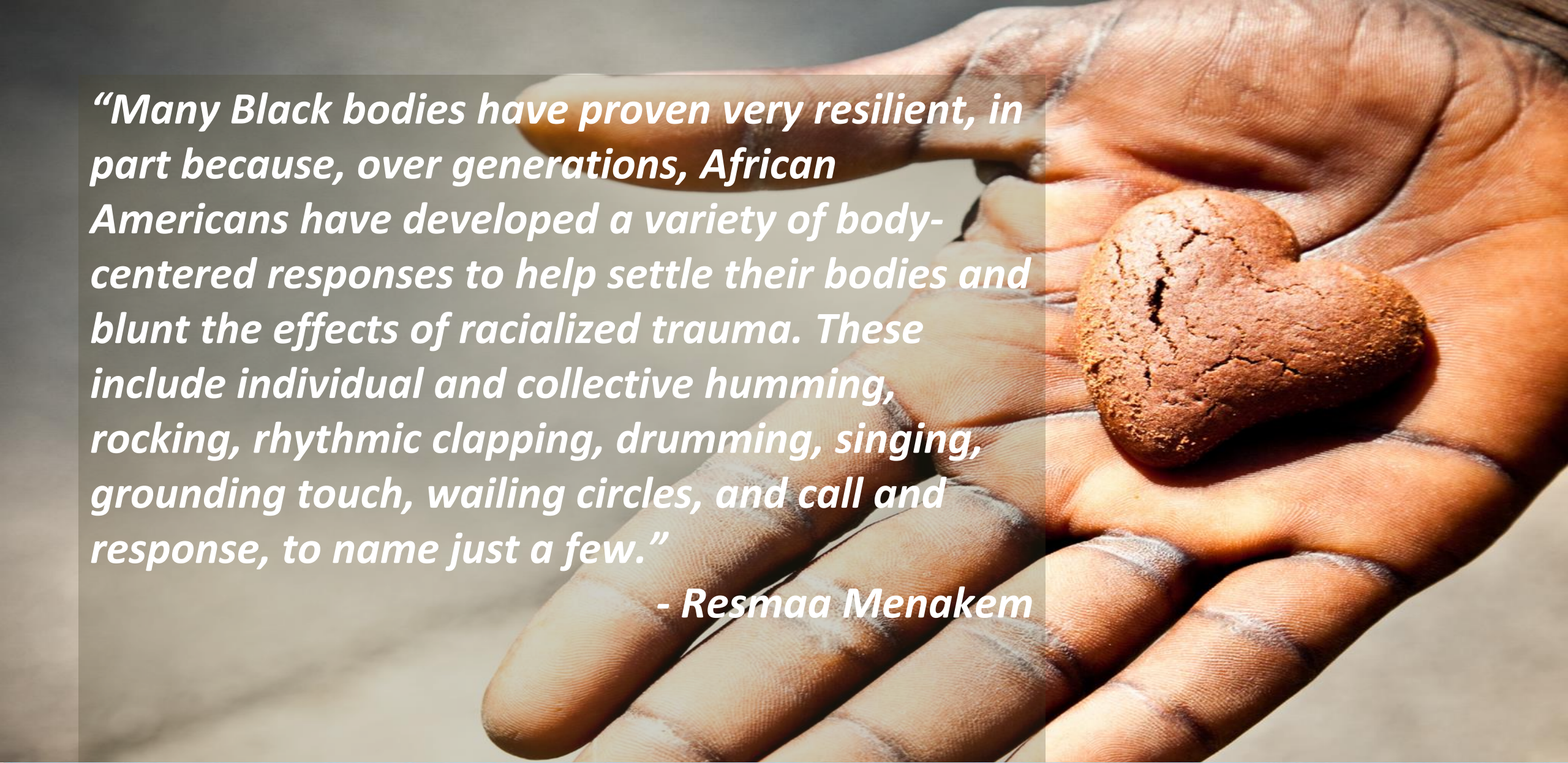
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“Throughout high school and middle school, I was bullied very, very severely and writing was the one way I coped. And it helped me see that I was worth more.”

— Alora



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A close-up photograph of a Black hand, palm up, holding a small, brown, heart-shaped object that appears to be made of clay or dried mud. The object is cracked and textured. The background is a soft, out-of-focus grey.

“Many Black bodies have proven very resilient, in part because, over generations, African Americans have developed a variety of body-centered responses to help settle their bodies and blunt the effects of racialized trauma. These include individual and collective humming, rocking, rhythmic clapping, drumming, singing, grounding touch, wailing circles, and call and response, to name just a few.”

- Resmaa Menakem

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Healing Is...

- a lifelong journey towards wholeness
- remembering what has been forgotten about connection, unity and interdependence among all things living and non-living
- embracing what is most feared
- opening what has been closed, softening what has hardened into obstruction
- entering into the transcendent, timeless moment when one experiences the divine
- creativity and passion and love
- seeking and expressing self in its fullness, its light and shadow, its male and female
- learning to trust life

• (Achterberg, 1990)

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Curiosity Creates Connection

- What do you need right now?
- What else do you need to say or do?
- How can I support you?
- Can you tell me more?
- What does that mean to you?

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HONOR EVERY BODY

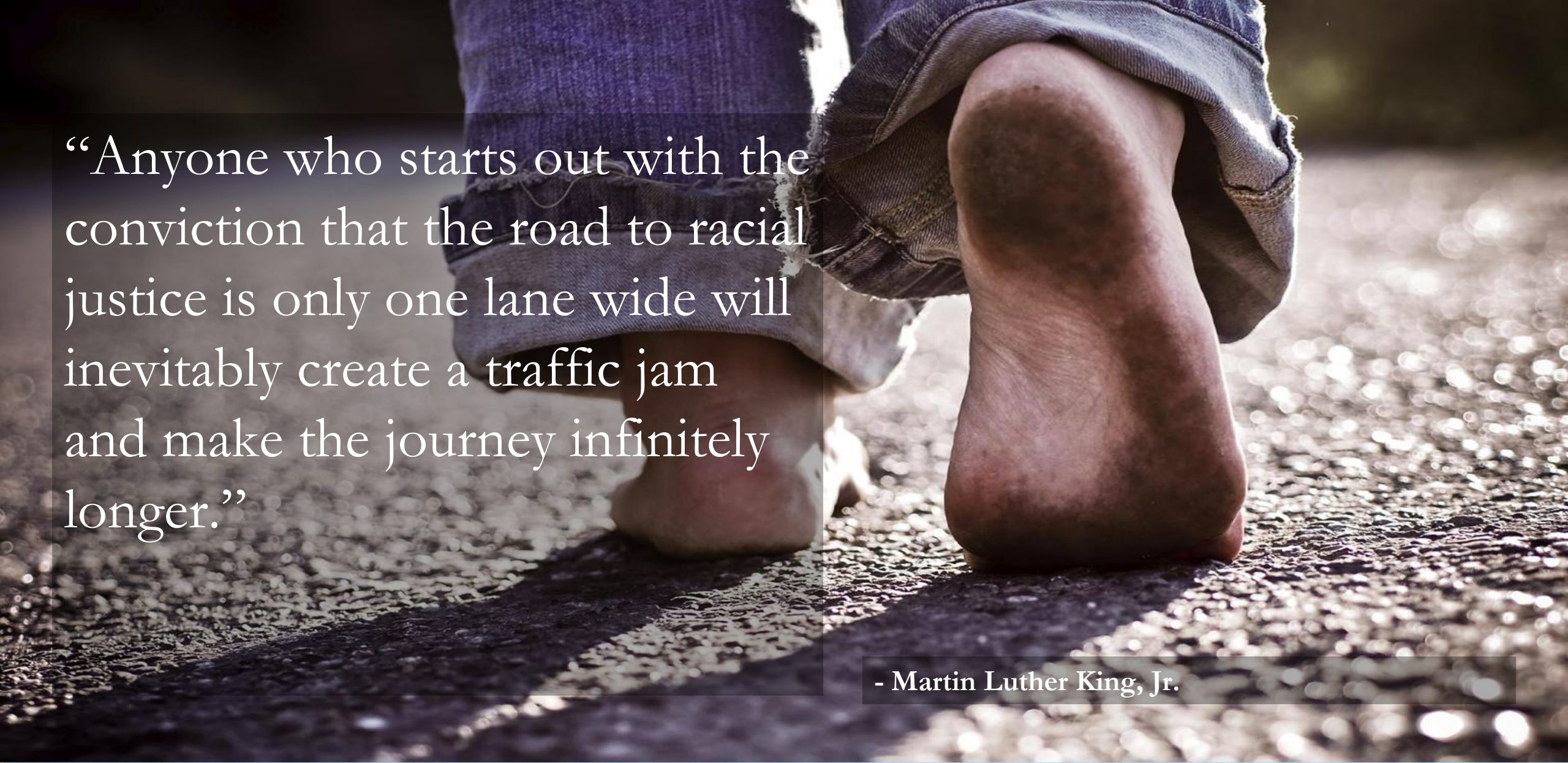
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A close-up photograph of a person's hands playing a large, round drum. The person is wearing a colorful, patterned garment. The drum has a light-colored, textured surface. The background is blurred, showing some outdoor elements.

The Power of the Drum

- Imitates heartbeat
- Breaks up physical tension and mental rumination
- Energizes trauma-depleted (frozen) bodies
- Encourages emotional awareness and expression
- Re-balances central nervous system
- Returns us to our original medicine

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A close-up, low-angle shot of a person's feet walking barefoot on a dark, textured asphalt surface. The person is wearing blue denim jeans that are rolled up at the ankles. The background is blurred, showing a bright, sunlit area with bokeh light effects. A semi-transparent dark rectangle is overlaid on the left side of the image, containing a quote in white serif font.

“Anyone who starts out with the conviction that the road to racial justice is only one lane wide will inevitably create a traffic jam and make the journey infinitely longer.”

- Martin Luther King, Jr.

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- “You have to get over the fear of facing the worst in yourself. You should instead fear unexamined racism. Fear the thought that right now, you could be contributing to the oppression of others and you don't know it. But do not fear those who bring that oppression to light. Do not fear the opportunity to do better.”

• – Ijeoma Oluo

ADVOCATE. ACT. ADVANCE.



FACES & VOICES OF RECOVERY

ADVOCATE. ACT. ADVANCE.