

Black and White and Grey All Over: Ethics for Providing Quality Peer Support

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LISA GOODALE, MSW

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About the presenter



Jean Dukarski, CPSS

Jean is a Michigan Certified Peer Support Specialist who has worked as a consumer advocate since 1992. She is the Program Director of the Justice in Mental Health Organization. Jean has been instrumental in organizing mental health consumer groups, provided training in board development, and assisted in the expansion of consumer-operated and directed services throughout the state.

Since 2005, Jean works as a consultant for Michigan's peer trained workforce and a national subject matter expert, training peer specialist for certification. She is a continuing education instructor in the areas of health and wellness, advanced directives, ethics and the subject of suicide. She is the Senior Trainer with Appalachian Consulting Group. She has trained Veterans across the country as peer support specialists on behalf of the Depression Bi-Polar Support Alliance (DBSA). Additionally, she is a Whole Health Action Management trainer for the National Council for Behavioral Health.

Jean is extremely passionate about the many pathways to recovery that empower people to take control of their life. She is an ardent believer in hope and that possibilities exist for everyone.

About the moderator



Lisa Goodale, MSW

Lisa Goodale is a social worker and healthcare consultant with special expertise in mental health, peer support services, and healthcare integration. She currently consults with Westat and with Humannovations and served as Quality Assurance Manager with Affirma Solutions for the SAMHSA Evidence-Based Resource Development Guides (EBRD) initiative in 2019. Goodale was a long-time senior staff member for the Depression and Bipolar Support Alliance (DBSA) national headquarters where her experience included spearheading a nationally-recognized peer specialist training program preparing people living successfully with mental health conditions to support the recovery of their peers. She played a lead role in securing and managing a \$1M+ national peer specialist training and certification contract with the Department of Veterans Affairs. Goodale's research experience includes:

- Co-Investigator, Pilot Trial of Peer Support for Bipolar Disorder; Group Health Cooperative/Center for Health Studies/Center for Intervention and Services Research; Gregory Simon, Ph.D., Principal Investigator; National Institute of Mental Health (Grant R34 MH073605)
- Expert Panel Member, Peer Specialist Services in the VA: Fidelity of Implementation; VISN 4 MIRECC; Matthew Chinman, Ph.D., Investigator

She holds an MSW degree from the University of Illinois at Urbana-Champaign and a BA degree from Augustana College (IL).

Agenda

1. Purpose and benefits of peer support services
2. Typical areas of ethical concern for peer specialists
3. Definition of ethics
4. Personal values and life experiences that can influence ethical decision-making
5. Common conditions that can lead to peer support ethical violations, a peer specialist's ethical obligations related to these conditions, and how a peer specialist can avoid violations
6. Group review of real-world situations with the potential for ethical violations – determining ethical decision-making and actions

Learning objectives

Upon completion of this activity, participants should be able to:

1. Provide a working definition of ethics
2. Describe how personal values and life experiences affect ethical decision-making
3. Name three common conditions that invite ethical violations in peer support

The background is a dark, textured grey. It is decorated with numerous water droplets of various sizes, some of which are large and prominent, while others are small and scattered. The droplets have a realistic, glossy appearance with highlights and shadows.

BLACK AND WHITE AND GREY ALL OVER: ETHICS FOR PROVIDING QUALITY PEER SUPPORT

JEAN DUKARSKI, CPSS

LISA GOODALE, MSW

TODAY'S SPEAKER AND MODERATOR

- JEAN DUKARSKI, SPEAKER



- LISA GOODALE, MODERATOR



PEER SUPPORT MAKES A DIFFERENCE

EMERGING RESEARCH SHOWS THAT PEER SUPPORT IS EFFECTIVE IN SUPPORTING RECOVERY FROM BEHAVIORAL HEALTH CONDITIONS.

BENEFITS OF PEER SUPPORT MAY INCLUDE:

- ✓ INCREASED SENSE OF CONTROL AND ABILITY TO BRING ABOUT CHANGES IN THEIR LIVES (DAVIDSON, ET AL, 2012)
- ✓ INCREASED ENGAGEMENT IN SELF-CARE AND WELLNESS (DAVIDSON, ET AL, 2012)
- ✓ REDUCED HOSPITAL ADMISSION RATES AND LONGER COMMUNITY TENURE (CHINMAN, WEINGARTEN, STAYNER & DAVIDSON, 2001; FORCHUK, MARTIN, CHAN & JENSEN, 2005; MIN, WHITECRAFT, ROTHBARD, SALZER, 2007)

ETHICAL CHALLENGES OF PEER SUPPORT PROGRAMS


KEY ETHICAL CHALLENGES

- PRIVACY AND CONFIDENTIALITY
- BOUNDARIES AND DUAL RELATIONSHIPS
- INFORMED CONSENT
- COMPETENCE AND EXPERTISE
- CONTINUITY OF SERVICE

(REAMER, F., EYE ON ETHICS: THE CHALLENGE OF PEER SUPPORT PROGRAMS, *SOCIAL WORK TODAY*, VOL 15, NO. 4, 2015)



MOST PEOPLE DEFINE ETHICS AS THE RULES OF RIGHT AND WRONG

- THE GOLDEN RULE – “DO ONTO OTHERS AS YOU WOULD HAVE THEM DO ONTO YOU”
 - THE HIPPOCRATIC OATH – “FIRST, DO NO HARM”
 - RELIGIOUS TENETS; FOR EXAMPLE, THE TEN COMMANDMENTS – “THOU SHALL NOT KILL”
 - LAWS SUCH AS HIPAA – “ORGANIZATIONS MUST ASSURE THE SECURITY AND PRIVACY OF HEALTH INFORMATION”
- 



ETHICS

ETHICS ARE **NORMS FOR CONDUCT** THAT DISTINGUISH
BETWEEN ACCEPTABLE AND UNACCEPTABLE BEHAVIOR



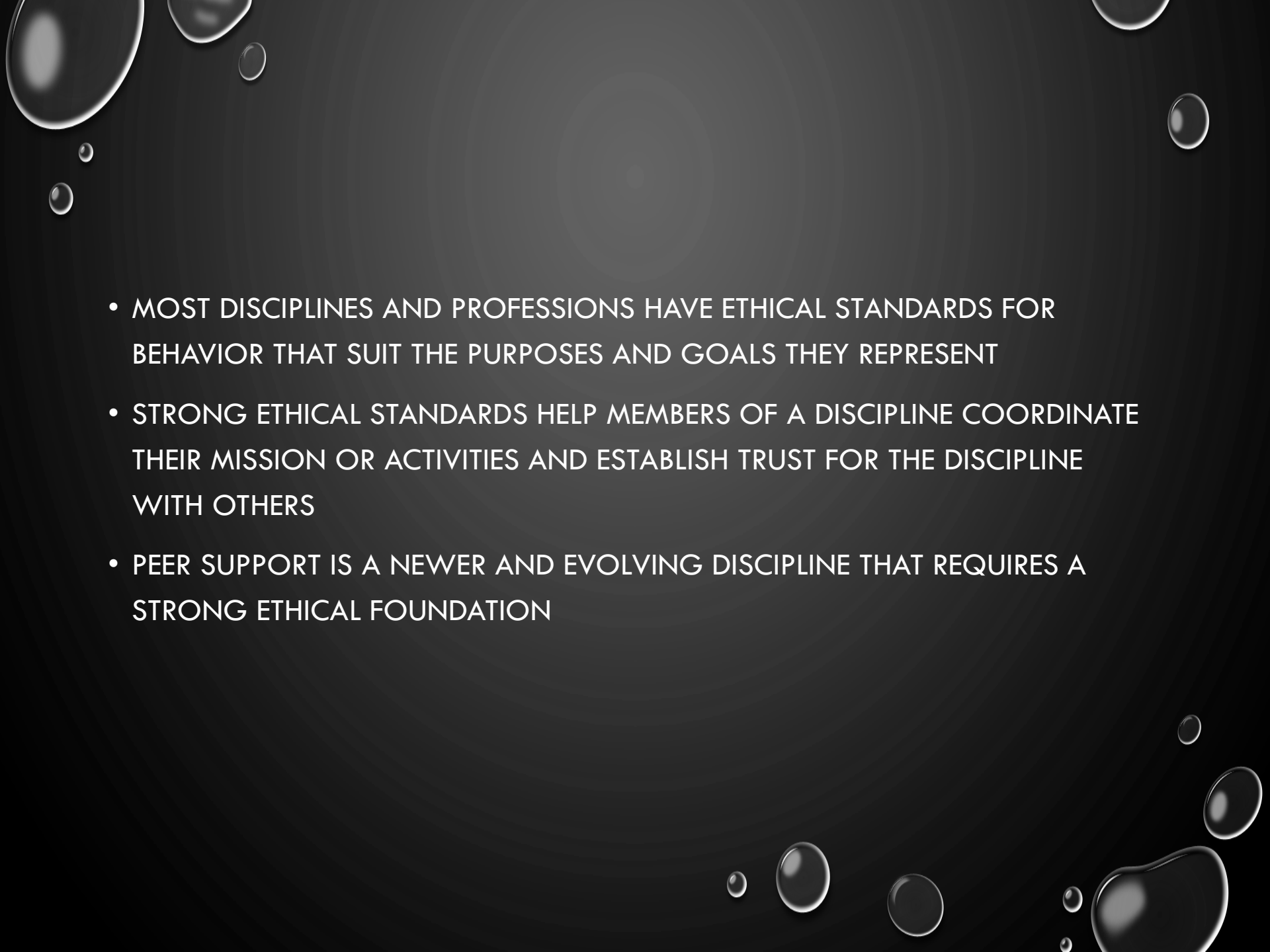


IF ETHICS ARE NOTHING MORE THAN COMMON SENSE,
THEN WHY ARE THERE SO MANY ETHICAL DISPUTES AND
ISSUES IN OUR SOCIETY?

ALL PEOPLE RECOGNIZE SOME COMMON ETHICAL NORMS BUT INTERPRET,
APPLY, AND BALANCE THEM IN DIFFERENT WAYS IN LIGHT OF OUR OWN
VALUES AND LIFE EXPERIENCES.

WHAT ARE SOME OF YOUR VALUES AND LIFE EXPERIENCES THAT INFLUENCE
YOUR ETHICAL BEHAVIOR AND DECISION MAKING?



- 
- MOST DISCIPLINES AND PROFESSIONS HAVE ETHICAL STANDARDS FOR BEHAVIOR THAT SUIT THE PURPOSES AND GOALS THEY REPRESENT
 - STRONG ETHICAL STANDARDS HELP MEMBERS OF A DISCIPLINE COORDINATE THEIR MISSION OR ACTIVITIES AND ESTABLISH TRUST FOR THE DISCIPLINE WITH OTHERS
 - PEER SUPPORT IS A NEWER AND EVOLVING DISCIPLINE THAT REQUIRES A STRONG ETHICAL FOUNDATION



IT IS TIME TO ELECT THE WORLD LEADER, AND YOURS IS THE DECIDING VOTE. HERE ARE THE FACTS ABOUT THE THREE LEADING CANDIDATES:

- CANDIDATE A:** HE ASSOCIATES WITH CROOKED POLITICIANS AND CONSULTS WITH ASTROLOGERS. HE'S HAD TWO MISTRESSES. HE ALSO CHAIN SMOKES AND DRINKS UP TO TEN MARTINIS A DAY.
- CANDIDATE B:** HE WAS EJECTED FROM OFFICE TWICE, SLEEPS UNTIL NOON, USED OPIUM IN COLLEGE AND DRINKS A LARGE AMOUNTS OF WHISKEY EVERY EVENING.
- CANDIDATE C:** HE IS A DECORATED WAR HERO. HE'S A VEGETARIAN, DOESN'T SMOKE, DRINKS AN OCCASIONAL BEER AND HASN'T HAD ANY EXTRA-MARITAL AFFAIRS.

WHICH OF THESE CANDIDATES WOULD BE YOUR CHOICE?



“

CANDIDATE A ... IS FRANKLIN D. ROOSEVELT
CANDIDATE B ... IS WINSTON CHURCHILL
CANDIDATE C ... IS ADOLPH HITLER

”

ETHICS REQUIRE US TO LOOK AT **THE WHOLE STORY.**



3 COMMON CONDITIONS THAT INVITE ETHICAL VIOLATIONS

THE
“BAD APPLE”

STRESSFUL
CONDITIONS

INCOMPLETE
INFORMATION



“BAD APPLE”

- WHAT DOES A “BAD APPLE” LOOK LIKE?
- WHAT ETHICAL OBLIGATIONS DO WE HAVE TO ADDRESS A “BAD APPLE”?
- WHAT ARE WAYS YOU CAN ADDRESS A “BAD APPLE”?

DISCUSSION:

THE “BAD APPLE” IS OFTEN THE EASIEST ETHICAL VIOLATION TO IDENTIFY AND ADDRESS. WHY?

STRESSFUL CONDITIONS

- WHAT ARE SOME STRESSFUL CONDITIONS THAT COULD LEAD TO ETHICAL VIOLATIONS?
- WHAT ETHICAL OBLIGATIONS DO WE HAVE TO ADDRESS VIOLATIONS DUE TO STRESSFUL CONDITIONS?
- WHAT ARE WAYS TO ADDRESS VIOLATIONS DUE TO STRESSFUL CONDITIONS?

DISCUSSION:

“STRESSFUL” VIOLATIONS ARE MORE CHALLENGING TO ADDRESS. WHY?

INCOMPLETE INFORMATION

- WHAT ARE SOME SITUATIONS WHERE INCOMPLETE INFORMATION COULD LEAD TO ETHICAL VIOLATIONS?
- WHAT ETHICAL OBLIGATIONS DO WE HAVE TO ADDRESS VIOLATIONS ARISING FROM INCOMPLETE INFORMATION?
- WHAT ARE WAYS YOU CAN ADDRESS VIOLATIONS ARISING FROM INCOMPLETE INFORMATION?

DISCUSSION:

THESE CAN BE THE MOST DIFFICULT TYPES OF ETHICAL VIOLATIONS TO ADDRESS. WHY?

The background is a dark gray gradient. It features several concentric circles centered in the middle, creating a ripple effect. Scattered around the edges are various water droplets of different sizes, some with highlights, giving a sense of depth and texture.

WHAT ARE WAYS WE CAN STAY ETHICAL?

IS IT ETHICAL TO

FOR EACH OF THE FOLLOWING SCENARIOS, YOU'LL BE ASKED TO CHOOSE ONE RESPONSE:

YES, THIS IS ETHICAL

NO, THIS IS NOT ETHICAL

THIS MAY BE ETHICAL



SITUATION 1

IS IT ETHICAL TO BE THE PEER SUPPORT PERSON FOR THE BEST FRIEND OF YOUR EX-WIFE?

IF YES – WHY WOULD IT BE OK? WHAT COULD BE THE POSSIBLE IMPLICATIONS?

IF NO – WHY WOULD IT NOT BE OK? WHAT COULD BE THE POSSIBLE IMPLICATIONS?

IF MAYBE – WHAT INFORMATION WOULD YOU NEED TO MAKE A DECISION?

WHAT ARE 3 POSSIBLE SOLUTIONS?





SITUATION 2

A PEER BRINGS YOU A T-SHIRT FROM YOUR FAVORITE SPORTS TEAM TO THANK YOU FOR YOUR SUPPORT. IS IT ETHICAL FOR YOU TO ACCEPT IT?

IF YES – WHY WOULD IT BE OK? WHAT COULD BE THE POSSIBLE IMPLICATIONS?

IF NO – WHY WOULD IT NOT BE OK? WHAT COULD BE THE POSSIBLE IMPLICATIONS?

IF MAYBE – WHAT INFORMATION WOULD YOU NEED TO MAKE A DECISION?

WHAT ARE 3 POSSIBLE SOLUTIONS?





SITUATION 3

IS IT ETHICAL TO GIVE A PEER MONEY FOR BUS FARE?

IF YES – WHY WOULD IT BE OK? WHAT COULD BE THE POSSIBLE IMPLICATIONS?

IF NO – WHY WOULD IT NOT BE OK? WHAT COULD BE THE POSSIBLE IMPLICATIONS?

IF MAYBE – WHAT INFORMATION WOULD YOU NEED TO MAKE A DECISION?

WHAT ARE 3 POSSIBLE SOLUTIONS?



SITUATION 4

YOU NEED TO HIRE SOMEONE TO MOW YOUR LAWN, AND A PEER OFFERS TO REFER YOU TO HIS BROTHER WHO OPERATES A LAWN SERVICE. IS IT ETHICAL FOR YOU TO HIRE HIS BROTHER?

IF YES – WHY WOULD IT BE OK. WHAT COULD BE THE POSSIBLE IMPLICATIONS?

IF NO – WHY WOULD IT NOT BE OK. WHAT COULD BE THE POSSIBLE IMPLICATIONS?

IF MAYBE – WHAT INFORMATION WOULD YOU NEED TO HAVE TO MAKE A DECISION?

WHAT ARE 3 POSSIBLE SOLUTIONS?

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Questions and discussion

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