

# THE ROSE INITIATIVE



The ROSE Initiative is an intervention designed to support peers/experiential workers in the delivery of overdose responses, i.e. to work optimally, with reduced emotional, mental and social stress. The "E" is to emphasize that the initiative and resources developed are for Everyone. The team is committed to making all materials publicly available. All project-related documents can be found online [here](#). You can also follow the P2P [Instagram](#), [Twitter](#) and [Facebook](#) pages.



# PROPOSED SOLUTIONS

## *Recognition of Peer Work*

**Meet and Greet with other professionals:** Allows for relationship building with emergency responders and other service providers to increase recognition of work done by experiential workers, and tackle systemic stigma.

**Video - A Day in the Life of a Peer:** Featuring a day on the job of experiential workers. To be shared on relevant websites, social media and news articles.

**Photo ID and Business Cards:** To increase recognition and legitimacy of the role of experiential workers.

## *Organizational Support*

**Job Description:** Includes a formal job title and the role of an experiential worker. Indicates the suggested pay of living wage and required hours of work. Highlights skills required for the role.

**Contract:** Lays out job expectations, scheduling guidelines, break policies, and protocols for vacation and sick time.

**Orientation Guidelines:** For new experiential workers in an organization.

**Oximeter Distribution:** An additional needed tool for experiential workers to decide upon course of action during overdose responses.

**COVID-19 Documents:** Documenting supports available for people who are marginalized during the pandemic.

**Peer Support Services:** Having a support person available for peers/experiential workers to call and unwind as needed.

**Team-Building Days:** Activities organized for experiential workers to unwind, boost morale, and build friendships.

**System Navigation Services:** Hiring a person who is trained in vulnerability screening assessments to do some relationship building with community resources and make referrals for experiential workers to get more stable housing.

## *Skill Development*

**External Training:** Support experiential workers to attend external training for topics identified eg. First Aid, Mindfulness and Cultural Competency, etc.

**COVID resources:** Create resources required during the COVID-19 pandemic, including info sheets and videos for responding to overdoses during COVID-19, use of oximeters, etc.

**BC Peer Worker Leadership Training:** Developed an online training curriculum to equip peer/experiential workers with tools for professional success. Topics include mental health awareness, conflict resolution, effective communication, peer-to-peer counselling skills, and organizational etiquette.