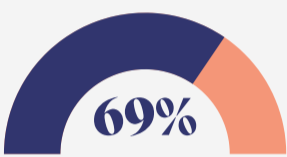


# Peer Engagement Survey Summary

16 ORGANIZATIONS COMPLETED THE SURVEY



**Familiar** and **Very Familiar** with the principles of peer support work

Equal number of respondents said that peers work on average either 1-5 or 6-10 hours per week



Most of the organizations have 1-2 peers working/volunteering there as

- Peer Support Workers,
- Board Members,
- Advisors/Consultants,
- Peer Navigators

## Resources

The resources that organizations rely on when engaging with peers include

- support from network of partners and service providers,
- resources from BCCDC, BC Northern Health,
- Vancouver Coastal Health Peer Program,
- elder support,
- frequent check-ins,
- grant funding



organizations have a policy/guidelines for compensating peers

Most of the peer positions are

- honoraria-based (11),
- part-time (7) and
- full-time employees (6)



Most of the peer positions are NOT unionized. Small size and inherently ununionized nature of work are among the reasons for low union membership.

Most of peers are involved in

- project/program planning, progress reporting,
- debriefing of stressful events,
- leadership roles,
- staff meeting



Most of the organizations recruit peers through informal network and connections, social media, website.

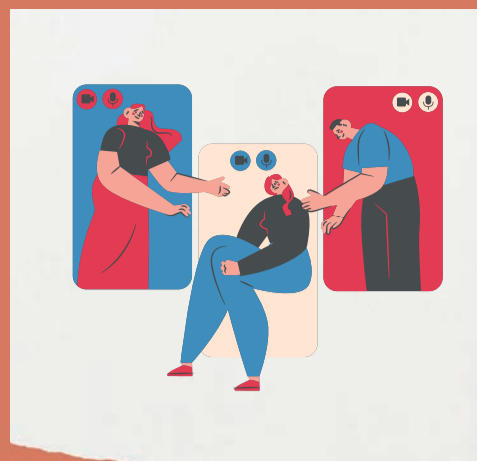
## Challenges in recruiting peers

- Lack of funding
- Rural/remote geographic location has also been flagged as a challenge.
- Organizations' limited training capacity
- Limited resources and supports



COVID-19 resulted in both increased risk for peers who are often people who are immunocompromised, and programmatic challenges, including recruitment challenges and inability to provide in-person supports.

As well, COVID-19 has an **emotional toll on peers** who experienced losses as a result of the overdose crisis.



Organizations addressed some of these challenges through

- developing educational materials and support,
- adding more hours,
- providing support with housing applications,
- providing emotional support, counseling support, wider accommodations of needs of peers.

A variety of policies and procedures inform the work with peers – from **BC Employment Standards Act, Diversity and Inclusion policies, HR policies.**

No organizations reported on relying on anti-bullying/harassment policies.

The policies are enforced through trainings, informal communications, onboarding.



Respectful and culturally safe environments are accomplished through culturally safe trainings and trauma-informed work practice.



There are a variety of supports available for peer workers, including

- on-the-job training,
- mental/emotional supports,
- harm reduction supports,
- supervision and mentorship,
- external peer network



The training areas that organizations are interested in include **boundaries, connection, trauma-informed care, understanding self-determination and hiring peers.**

Most of the organizations (6) agree that coaching through the process of creating or enhancing a healthy, sustainable and effective Peer Support Work program would be helpful.