

NAADAC Addiction Counselor Fellows Receive Stipends Up to \$18,000

Join the President's Plan to Help the Addiction Workforce!

By A. Ace Crawford, NAADAC Grants Manager



Overview

NAADAC Minority Fellowships for Addiction Counselors (NMFP-AC) are federally funded awards designed to increase the number of culturally competent Master's-level addiction professionals serving underserved communities, including

minority populations, LGBTQ populations, and transition age youth (ages 16–25), in an effort to increase access to and quality of behavioral health care.

Funded by the Substance Abuse and Mental Health Administration (SAMHSA), the NMFP-AC's ultimate goal is to reduce health disparities and improve behavioral health care outcomes for diverse populations by addressing current challenges in the addiction profession pertaining to human infrastructure development, cultural misalignment between addiction professionals and the populations they serve, and insufficient training of addiction professionals in cultural humility concepts. As the second year of the four-year grant comes to an end, much has been accomplished.

NMFP-AC Eligibility Requirements

To be eligible for the fellowship, an applicant must:

- Be a U.S. Citizen or Legal Permanent Resident;
- Be enrolled full time in either an addiction counseling Master's program or a Master's program with a concentration in addiction counseling from an accredited institution;
- Agree to complete an orientation training and six required NAADAC educational webinars on cultural humility concepts;
- Agree to work with a NMFP-AC provided mentor;
- Commit to providing at least six months of post-graduation addiction counseling services to underserved populations, defined as minority populations, LGBTQ populations, and/or transition age youth (ages 16–25);
- Submit a complete application that includes all required supporting documentation; and
- Not have been previously notified of ineligibility for the fellowship by the NMFP-AC.

Students do not need to be a minority or LGBTQ to qualify for the fellowship. Students of all backgrounds are encouraged to apply.

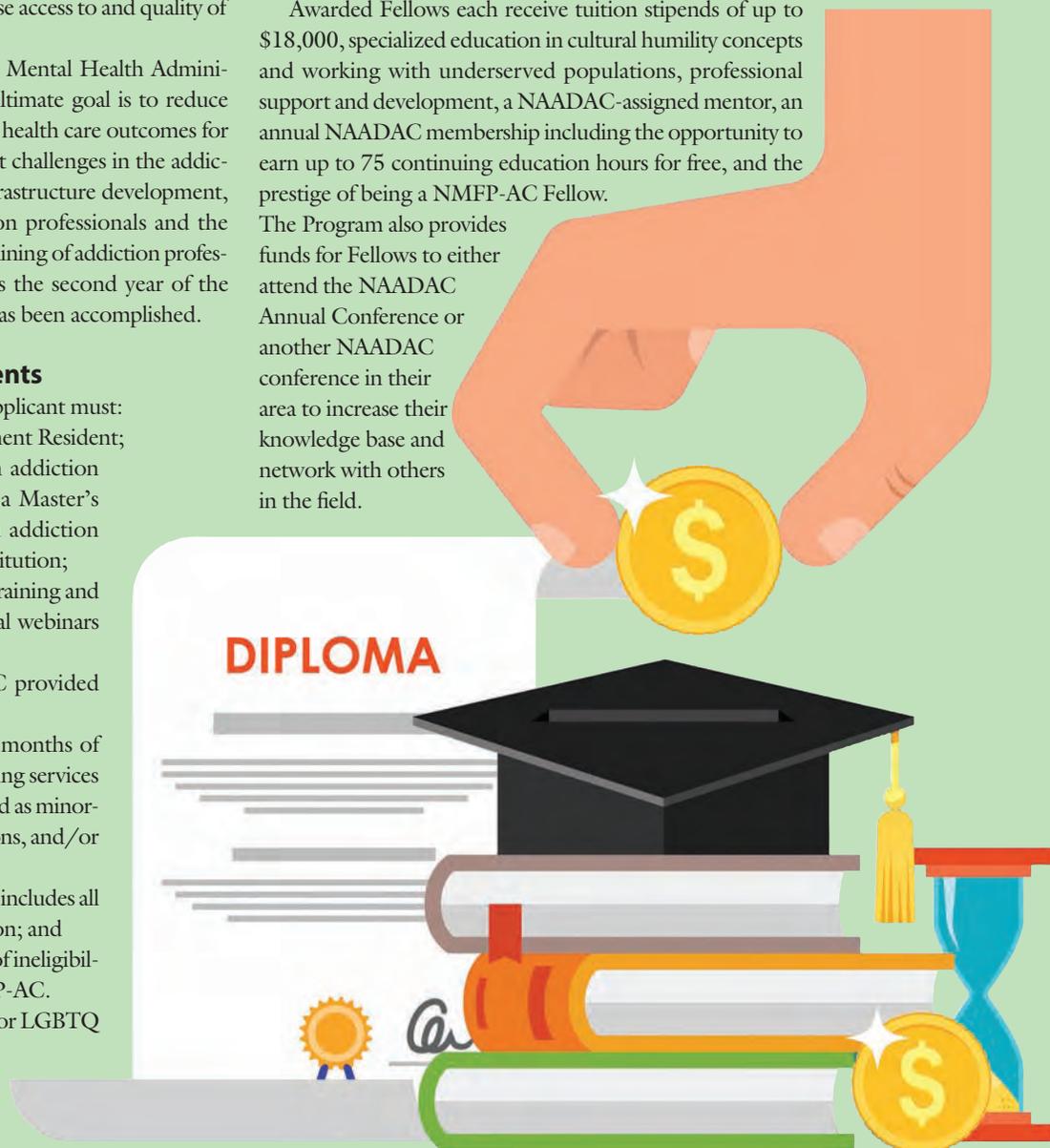
Now Open to Social Work and Nursing Students

In 2016, NAADAC was awarded the Now is the Time: Minority Fellowship Program for Addiction Counselors Supplemental Grant, which provides funds to expand the NMFP-AC to include fellowships for Master's students in social work and nursing programs with an emphasis in addiction/substance use disorders.

Program Benefits & Highlights

Awarded Fellows each receive tuition stipends of up to \$18,000, specialized education in cultural humility concepts and working with underserved populations, professional support and development, a NAADAC-assigned mentor, an annual NAADAC membership including the opportunity to earn up to 75 continuing education hours for free, and the prestige of being a NMFP-AC Fellow.

The Program also provides funds for Fellows to either attend the NAADAC Annual Conference or another NAADAC conference in their area to increase their knowledge base and network with others in the field.



Last year's NMFP-AC Fellows have completed and attained their Master's Degrees in Addiction Counseling and will strengthen our workforce with their hard work, dedication to the field, and commitment to helping underserved populations, especially transition age youth. We are excited to see what comes next for them in their careers!

NMFP-AC Fellows already selected for this award year have recently started the Program by meeting NMFP-AC staff and each other and receiving a detailed overview of program requirements and the resources currently available. They are excited to begin their specialized education programs, develop relationships with their mentors, use their NAADAC membership resources, and finish their Masters' Degree programs with NMFP-AC funding and support.

The NMFP-AC currently has Fellows in 16 states plus the territory of Puerto Rico and hopes to have a Fellow in every state and U.S. territory by 2018.

Still Accepting Applications – Apply Today

Interested in applying for the NMFP-AC or know an eligible Master's student who should apply? You're in luck! **This year, NAADAC is accepting applications on a rolling basis** and we are still accepting applications from students who will graduate from their Master's programs by August 2017. However, as applications will be reviewed and approved on a first come, first served basis, students should apply as soon as possible before this year's grant funds run out.

To apply, students must submit an online application, along with three required references, an essay, a current resume or CV, and an official transcript from their academic institution. If applicable, students should also include their professional certification and/or license in addiction/substance use disorder counseling. For more information or to start the application process, please visit www.naadac.org/nmfp-ac-eligibility-application-process. If you have any questions, please contact NAADAC's Grants Manager, Ace Crawford, by phone at 703.741.7686 x107 or by email at acrawford@naadac.org.

Spread the Word!

Now is the time to increase access to addiction services in America! Help NAADAC spread the word about this invaluable fellowship program and help the addiction workforce! Help us help you!



Ace Crawford is the Grants Program Manager for NAADAC. He manages the day-to-day operations of various grant programs and is responsible for development and implementation of all program components. Crawford has more than 10 years of experience in creating and managing public health and nonprofit education programs ranging from kidney disease to pharmacy research and has received a BS degree in Health Management from Howard University. Prior to joining NAADAC, Crawford served as the Education Services Manager for the National Electrical Contractors Association, a nonprofit organization based in Bethesda, MD.

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or economic status.

- Professionals and service providers shall not engage in, endorse or condone discrimination against prospective or current clients and their families, students, employees, volunteers, supervisees, or research participants based on their race, ethnicity, age, disability, religion, spirituality, gender, gender identity, sexual orientation, marital or partnership status, language preference, socioeconomic status, immigration status, active duty or veteran status, or any other basis.
- Addiction Professionals and service providers shall provide services that are nondiscriminatory and nonjudgmental. Providers shall not exploit others in their professional relationships. Providers shall maintain appropriate professional and personal boundaries.
- When Addiction Professionals become aware of inappropriate, illegal, discriminatory, and/or unethical policies, procedures and practices at their agency, organization, or practice, they shall alert their employers. When there is the potential for harm to clients or limitations on the effectiveness of services provided, providers shall seek supervision and/or consultation to determine appropriate next steps and further action. Providers and Supervisors shall not harass or terminate an employee or colleague who has acted in a responsible and ethical manner to expose inappropriate employer employee policies, procedures and/or practices.
- Addiction Professionals shall develop an understanding of their own personal, professional, and cultural values and beliefs. Providers shall recognize which personal and professional values may be in alignment with or conflict with the values and needs of the client. Providers shall not use cultural or values differences as a reason to engage in discrimination. Providers shall seek supervision and/or consultation to address areas of difference and to decrease bias, judgment, and microaggressions.

As ethical clinicians and service providers, we shall treat clients as we would want to be treated if we were in their shoes. We express genuine empathy and concern. We shall not endorse society's views on stereotyping and discrimination; as providers we do not view clients through a stigmatizing lens. Clients are not referred to other clinicians/agencies simply because they are different. We seek supervision and opportunities for professional growth and development. We seek to understand our client's views and core beliefs without transference and counter-transference. We treat clients — all clients — with respect and consideration. We provide quality services to all clients, regardless of their cultural affiliation or ability to pay. As professionals, we have an obligation to accept clients where they are at and ensure that they receive culturally-inclusive treatment and services. *We push ourselves to understand rather than "select out" those clients who do not fit our profile.*



Mita M. Johnson, EdD, LAC, MAC, SAP, has a doctorate in Counselor Education and Supervision, an MA in Counseling, and a BA in Biology. She is a licensed professional counselor, licensed marriage and family therapist, and licensed addiction counselor, along with earning the national Master Addiction Counselor (MAC) and Department of Transportation Substance Abuse Professional (SAP) certifications. Johnson has two supervisory credentials (ACS and AAMFT) and is an NCC. In addition to being a core faculty member at Walden University, she maintains a private practice where she sees clients and supervisees who are working on credentialing. Johnson is the Past-President of the Colorado Association of Addiction Professionals (CAAP) and is the Ethics Chair and Southwest Regional VP for NAADAC. She speaks and trains regionally and nationally on topics specific to counseling skills, ethics, supervision, and addiction-specific services. She has been appointed by the Governor of Colorado to two committees working on behavioral health integration and transformation, is a consultant to the state regulatory agency that regulates our professions, and is a consultant and committee member at the state Office of Behavioral Health.