## FACILITATOR'S GUIDE

# HELPING MEN RECOVER

A PROGRAM FOR TREATING ADDICTION

SPECIAL EDITION FOR USE IN THE JUSTICE SYSTEM | 2ND EDITION |

STEPHANIE S. COVINGTON DAN GRIFFIN RICK DAUER

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## Praise for *Helping Men Recover*

The long-awaited revised edition of *Helping Men Recover* was worth the wait. Written in clinically practical and compelling language, it advances our understanding of gender-responsive and culturally proficient treatments for young men and men of color, whose traumatic needs and vulnerabilities have been ignored for far too long in substance use treatment and correctional rehabilitation. This curriculum should be in every practitioner's toolbox.

—Dr. Doug Marlowe, Senior scientific consultant, National Association of Drug Court Professionals

Helping Men Recover is more than just a manual for a group program. It is an enlightening pathway to mental, behavioral, and spiritual health for men. These authors have been working with men and trauma for decades, and it shows. Their approach integrates the absolute best of everything we have learned about truly reaching men in deep ways. I've been doing this work for decades and I learned a lot. This is a "must read" for any clinician.

—David B. Wexler, PhD, executive director of the Relationship Training Institute and author of *When Good Men Behave Badly* and the STOP Domestic Violence Program

A superb work that fully understands and articulates the unique challenges faced by men in recovery from substance use disorders. Dr. Covington, a true pioneer in gender-responsive approaches, and her colleagues offer a powerful set of resources for this work. This new edition is more expansive, with gender-inclusive language and three additional sessions. Also, having an edition for the criminal justice system is extremely important, as many of the

incarcerated struggle with substance use disorders. The model's emphases on trauma and on spirituality are especially welcome, giving this material a timely, strengths-based orientation.

—Roger D. Fallot, PhD, independent consultant in trauma and trauma-informed care; adjunct faculty, Yale University School of Medicine, Department of Psychiatry

While addressing the complexity of the socialization of men and how it can be traumatic in and of itself, these authors have expanded their already groundbreaking curriculum that is both strength based and empowering to men in recovery from addictions and trauma. It is a well-organized and easy-to-grasp curriculum that aids the practitioner in addressing multiple issues often not explored yet vital to one's recovery. The "Man Rules," feelings and vulnerability, intimacy, relationships, cultural humility, white male privilege, and gender identity and expression are the heart of the curriculum. Every behavioral program that has any male population needs this book in the hands of its clinical team.

—Claudia Black, PhD, clinical architect of the Claudia Black Young Adult Program at The Meadows and author of *It Will* Never Happen to Me and Unspoken Legacy

The original *Helping Men Recover* curriculum proved to be a game changer in the area of gender-responsive treatment and in helping professionals more effectively work with men. In addition, deeper attention is paid to the issues of gender expansiveness and gender inclusion. In this new edition, the authors take an even deeper dive into helping men address the impact of trauma on their lives and on their recovery. A very clear curriculum that we need now more than ever, *Helping Men Recover* will assist you to do better work with men, regardless of your gender identity as

a clinician. A masterful combination of heart, soul, experience, knowledge, and wisdom!

—Jamie Marich, PhD, LPCC-S, LICDC-CS, REAT, RYT-500, founder and CEO, The Institute for Creative Mindfulness; author of *Trauma and the 12 Steps* and many other volumes on trauma recovery

Sharpening the saw is critical if we are going to be our best selves, as Dr. Stephen Covey noted in his bestselling book on the habits of highly effective people. This idea also applies to organizations and, especially, to treatment programs. Staff development and training sharpens the staff's clinical abilities and sensitivities. It increases their effectiveness and, therefore, increases the effectiveness of the program. *Helping Men Recover* provides a very systematic way of increasing a staff's gender responsiveness. As a clinical psychologist and successful author with over five decades of experience in the treatment field, and one who has written extensively about the experience of recovery, I highly recommend adopting this program for your facility. It will help increase an awareness of how the Man Rules help shape men's lives and, therefore, how the Man Rules impact the way men experience recovery. It will help to create a therapeutic climate that will help men discover new possibilities in their lives and discover a new personal freedom as they break the shackles of toxic gender rules. Helping Men *Recover* will increase the internal recovery capital of the men you treat and give them a much better chance of sustaining their recovery.

—Allen Berger, PhD, clinical director for The Institute for Optimal Recovery and Emotional Sobriety; author of 12 Stupid Things that Mess Up Recovery and 12 Essential Insights for Emotional Sobriety This new and unique curriculum for men in recovery draws on the tremendous experience and expertise of the authors in appreciating gender-sensitive issues and draws on the current research and clinical writing on the new psychology of men. In a practical, clear, inspiring, and interesting step-by-step guide for facilitators in shepherding men through the recovery process, the authors focus on the most psychologically and culturally relevant, yet frequently overlooked, factors that will facilitate a more fundamental and lasting recovery. These program materials will radically alter the course of treatment for men and make a tremendous contribution to their personal and relational recovery. This is a major and valuable contribution!

- —Janet Surrey, PhD, founding scholar, Jean Baker Miller Training Institute, The Stone Center, Wellesley College
- —Stephen Bergman, MD, PhD, professor of medical humanities, New York University Grossman School of Medicine

Helping Men Recover by Dr. Stephanie Covington and coauthors is another major contribution to the field of addiction treatment. The first part of the curriculum contains vital knowledge for any clinician who works with men. It discusses the impact of male socialization, the importance of integrating trauma and addiction services, and men's need for emotional development and regulation. I was particularly moved by her definition of addiction as representing the "chronic neglect of self in favor of something or someone else." The rest of the work provides practical, trauma-informed, and well-grounded activities to benefit the recovery of men in treatment. The experience and wisdom embedded in this text is long overdue.

—Sandra L. Bloom, MD, associate professor, Dornsife School of Public Health, Drexel University; founder of

#### Creating Presence

Through the use of *Helping Men Recover*, I have seen participants develop an awareness of how the "Man Rules" that have created safety in many aspects of one's life have also created barriers in others, like effective communication, intimacy, and trust in relationships. By increasing awareness of how they've come to understand their past and present experiences, and working through a lens of creating safety, I have witnessed participants begin making more conscious choices about who they want to be as men in recovery and relationships. I highly recommend *Helping Men Recover* for the opportunity it provides participants to learn about themselves in a transformative way that I haven't seen other curriculums do.

—Stacie Lucius, MS, LCMHC, MLADC, chief of clinical services, WestBridge

Helping Men Recover is a core component for the Foundry Treatment Center Steamboat treatment process. We have seen the incredible growth of men who start the program handcuffed to a view of masculinity that promotes active addiction and then leave treatment with a completely different set of rules that allows them to embrace recovery. It should be part of any addiction treatment program for men who have also struggled with trauma, family of origin issues, and toxic masculinity!

—Michael Barnes, PhD, MAC, LPC, chief clinical officer, Foundry Treatment Center

## RESPONSES TO THE HELPING MEN RECOVER FEEDBACK FORM

"A great educational program that inspired me to seek more education."

"It is an amazing program!"

"Have learned to be aware of what can be a trigger for a relapse and the root causes for my addiction."

"It also helps me understand that it is never too late to learn and do things better. Can't change my past but I can make better choices and decisions."

"It made me think about my parents in ways that I haven't done for years."

"It helped me talking about the *real* issues in my life!"

"It was something I had never had to deal with! Now I have nothing to hide and am more comfortable talking about my feelings!"

"I have learned about myself and how to help others."

"Without this program I would have been lost out there."

"It helped me become a man I can be proud of."

"I've learned that I can do anything I put my mind to so long as I do not use."

"It changed my whole way of thinking and also helped me realize the good characteristics I have."

"It was a way of digging deep inside of the man I am becoming and letting me see who I really am."

"It helped me to identify some behaviors about myself with tools to use to change me for the better and enhance the positives that already exist."

"A chance to learn who I really am and to experience that journey with others who are just like me."

"That being addicted is about so much more than just that I like to get high. Now I know that I can address the real problems."

"I learned a lot about how I was hurting myself and others around me."

"It gave me a better perspective and the understanding that it is not as bad as my mind would make it."

"I learned that as a man it is okay to ask for help."

"It helped me realize that I am not alone in my experiences and everything that I struggle with."

"This program is a great eye opener for me and it has helped me to be a better man."

## Other Publications by Stephanie S. Covington

Awakening Your Sexuality: A Guide for Recovering Women

Becoming Trauma Informed: A Training Program for Staff Development (facilitator guide, participant booklet, and PowerPoint slide deck)

Beyond Anger and Violence: A Program for Women (facilitator guide, participant workbook, and DVD)

Beyond Trauma: A Healing Journey for Women (facilitator guide, participant workbook, and DVDs)

Beyond Violence: A Prevention Program for Criminal Justice-Involved Women (facilitator guide, participant workbook, and DVD)

Exploring Trauma+: A Brief Intervention for Men and Gender-Diverse People, with Shane Pugh and Roberto A. Rodriguez (flash drive with facilitator guide and participant workbooks)

Healing Trauma+: A Brief Intervention for Women and Gender-Diverse People, with Eileen Russo (flash drive with facilitator guide and participant workbooks)

Helping Men Recover: A Program for Treating Addiction (community version), with Dan Griffin and Rick Dauer (facilitator guide and A Man's Workbook)

Helping Women Recover: A Program for Treating Addiction (facilitator guide and A Woman's Journal)

Helping Women Recover: A Program for Treating Addiction, special edition for use in the criminal justice system (facilitator guide and A Woman's Journal)

Leaving the Enchanted Forest: The Path from Relationship Addiction to Intimacy, with Liana Beckett Moving from Trauma Informed to Trauma Responsive: A Training Program for Organizational Change, with Sandra Bloom (facilitator guide, handouts, and DVD)

Voices: A Program of Self-Discovery and Empowerment for Girls, with Kimberley Covington and Madeline Covington (facilitator guide and Interactive Journal)

A Woman's Way through the Twelve Steps

A Woman's Way through the Twelve Steps: Program DVD

A Woman's Way through the Twelve Steps Facilitator Guide

A Woman's Way through the Twelve Steps Workbook

Women and Addiction: A Gender-Responsive Approach (manual, DVD, and CE test)

Women in Recovery: Understanding Addiction

A Young Man's Guide to Self-Mastery, with Roberto Rodriguez (facilitator guide and workbook)

## Spanish Books

La mujer y su práctica de los Doce Pasos (A Woman's Way through the Twelve Steps)

La mujer y su práctica de los Doce Pasos: Libro de ejercicios (A Woman's Way through the Twelve Steps Workbook)

Mujeres en recuperación: Entendiendo la adicción (Women in Recovery: Understanding Addiction)

Voces: Un programa de autodescubrimiento y empoderamiento para chicas guía del facilitador (Voices: A Program of Self-Discovery and Empowerment for Girls facilitator guide) Voces: Un programa de autodescubrimiento y empoderamiento para chicas diario (Voices: A Program of Self-Discovery and Empowerment for Girls journal)

## Other Publications by Dan Griffin

A Man's Way Through the Twelve Steps

A Man's Way through Relationships: Learning to Love and Be Loved

Amazing Dads!

Amazing Dads! (curriculum), with Harrison Crawford Healing Men's Pain, with Jonathan DeCarlo

#### **Second Edition**

## **FACILITATOR'S GUIDE**

## **Helping Men Recover**

A PROGRAM FOR TREATING ADDICTION

Special Edition for Use in the Criminal Justice System

Stephanie S. Covington, Dan Griffin, and Rick Dauer

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## **PREFACE**

It has been 11 years since the publication of *Helping Men Recover*, and we are most grateful for the response it has received.

The addiction treatment field was created within a traditional, masculine context many years ago, and it took some time for anyone to ask: What do women in recovery need? Answering this question became the work of pioneers in gender-responsive, trauma-informed programming—like Dr. Stephanie Covington. The success of this programming led Dan Griffin and Rick Dauer to approach Dr. Covington with an interest in creating a curriculum for men based on her highly effective and successful *Helping Women Recover* and on Dan's master's research. This program, the result of our subsequent collaboration, is the first gender-responsive and trauma-informed curriculum for men. It is guided by the question: How does male socialization limit men's lives and affect their recovery?

This is a truly unique collaboration: we are of both sexes, different generations, multiple disciplines and areas of expertise, and multiple perspectives on what men's services should look like. However, we have a common commitment to make a difference in the lives of those who identify from a masculine perspective. Although we are growing exponentially in our understanding of and treatment of trauma, we still face challenges in effectively addressing the unique needs and issues of those who identify as male. We continue to evolve as a society in our thinking about gender, and we hope that this new edition reflects that evolution.

Although addiction and trauma are universal experiences, the incidence of both is significantly higher for those who are involved in the criminal justice system than it is in the general adult population. Our hope is that this curriculum will contribute to the ongoing conversation around trauma-informed care in the criminal justice system.

We have worked hard to create a curriculum with the potential to change how providers address treatment for men and gender-diverse people, that will honor the life journeys of all the individuals who engage with these materials, and will help these individuals begin to make self-enhancing and healthy choices.

Stephanie	Dan Griffin,	Rick
Covington, PhD	MA	Dauer,
		LADC
La Jolla,	Los Angeles,	St. Paul,
California	California	Minnesota

## **ABOUT THE AUTHORS**

Stephanie S. Covington, PhD, LCSW, is an internationally recognized clinician, organizational consultant, and lecturer. For more than thirty years, her work has focused on the creation of gender-responsive and trauma-informed services. Her extensive experience includes designing women's services at the Betty Ford Center, developing programs for criminal justice settings, and being the featured therapist on the Oprah Winfrey Network TV show Breaking Down the Bars. She also has served as a consultant to the United Nations Office on Drugs and Crime in Vienna and was selected for the U.S. Advisory Committee for Women's Services. Educated at Columbia University and the Union Institute, Dr. Covington has conducted seminars for behavioral health professionals, community organizations, criminal justice professionals, and recovery groups in the United States, Canada, Mexico, Europe, Africa, Iceland, Brazil, the United Kingdom, and New Zealand. She has served on the faculties of the University of Southern California, San Diego State University, and the California School of Professional Psychology. She also has published extensively, including ten gender-responsive, trauma-informed treatment curricula. Dr. Covington is based in La Jolla, California, where she is co-director of the Institute for Relational Development and the Center for Gender and Justice.

**Dan Griffin**, MA, has worked in the addictions and mental health fields for more than twenty-five years, in research, case management, public advocacy, teaching, counseling, and drug courts. He is the author of *A Man's Way through the Twelve Steps* (2009), the first gender-responsive book for recovery for men; *A Man's Way through Relationships* 

(2014), the first trauma-informed and gender-responsive book to help men navigate the challenges of relationships and male socialization; and *Amazing Dads* (2022), the first trauma-informed book and curriculum (with Harrison Crawford) for fathers. Dan's graduate work focused on the transformation of masculinity in the Twelve Step culture. He is an international speaker and consultant who lives in LA with his wife and daughter. He has been in recovery since 1994.

**Rick Dauer**, LADC, is a behavioral health consultant and trainer. He has been a professional in the field of addiction since 1984 and has experience in residential, outpatient, and corrections-based treatment programs, including over twenty-five years as a clinical director. He has served on numerous state and national boards, panels, and task forces dedicated to improving access to high-quality substance use disorder services. He has long been an advocate for and practitioner of gender-responsive and trauma-informed care and he supervised the first pilot programs for both the *Helping Women Recover* and *Helping Men Recover* curricula. Rick lives in Saint Paul, Minnesota, and has been in recovery for over forty years.

### **ACKNOWLEDGMENTS**

We would like to thank everyone who helped make the first edition of this curriculum a success as well as all the incredible professionals who have used it over the past decade and given us invaluable feedback. Thank you to all the individuals who have gone through the program and shared their positive and negative experiences with us. We hope that it has been as valuable an experience for you as creating this curriculum has been for us. Thank you for your courage, honesty, vulnerability, and strength.

Very special thanks to Shane Pugh, BA, LADC, who provided more inclusive language and his understanding of the gender-diverse population to help ensure that this curriculum is as gender-responsive as it could be for those who are going through it. Shane's expertise, passion, and commitment to people in recovery and his determination to make sure that all voices be heard has helped us to create a program that provides a place for everyone. We have all learned from working with him.

Special thanks also to Arlette Ballew, our editor, who added clarity to our words and message and kept us on track. She was willing to postpone her retirement in order for us to have the consistency of her expertise in both editions.

And special thanks to Laura Waligorski, the official historian of our work, who literally made sure that we had everything we needed content-wise to undertake and complete this project.

Our team at Wiley also deserves recognition, especially Darren Lalonde, for his interest and belief in this project. Without his support, we would not have this second edition. Monica Rogers piloted this project through the

complexities of publishing. Additional staff members at Wiley also helped to make this project become a reality.

We wish to thank our partners for their love and support throughout the process.

Finally, a special dedication to all the people who are still suffering from addictions: We hope that this will aid you in your journeys toward recovery.

## CHAPTER 1 What the Facilitator Needs to Know About Providing Gender-Responsive Services

Understanding the need for gender-responsive treatment services for men is critical for anyone who will be using this curriculum. It is important to understand the process of trauma and its effects on addiction and recovery. It is also important to understand the connections between gender, trauma, addiction, and crime. There is much room for improvement in traditional treatment for men, and a discussion of the history of the development of gender-responsive services for both men and women and how these have been expanded beyond the binary model can help to explain this. This chapter provides a brief overview of these issues as well as the theoretical foundation for this curriculum.

## **New Approaches to Men's Treatment**

It would be reasonable to assume that men's issues are adequately addressed in alcohol and other drug (AOD) treatment, because the overwhelming majority of treatment was developed for, by, and about men. However, we believe that "gender-neutral" treatment models are inadequate to meet the service needs of both women and men.

If we did not begin with the assumption that we know what men need, what would we discover? If we look at the effects of male socialization, what issues will arise? Through the creation and implementation of this curriculum, we have discovered that, when they feel safe enough, people are willing to look at many important, although difficult, issues commonly overlooked in traditional treatment. Some of these are relationships, sexuality and sexual behavior, power and control, criminal behaviors, privilege and entitlement, and grief. Working collaboratively with professionals in the field, we have created activities that help participants begin to reflect on their common experiences and that are designed to improve their chances of achieving sustained recovery.

Much of this curriculum would work well for individuals in other behavioral health programs that address issues such as anger management and interpersonal violence.

#### What We Have Learned

Our understanding of addiction and the best ways to treat it has changed in the past decades. Previously, there was a disconnection between mental health systems and addiction services systems. This left clients stuck between the two as they attempted to deal with their addictions and any accompanying mental health issues. Today, we have clear research that shows the effects of drugs on the brain and the mechanisms of addiction. We have known for some time that addiction is a chronic disease. The service systems, the funding streams, and the research that supports the systems are finally being set up to enable providers to treat clients and evaluate their services in this context. Now, after years of poor outcomes for clients, trainings in co-occurring disorders are becoming the expectation (rather than being regarded as the exception) for addiction professionals.

There also have been changes in what we consider effective treatment for men. Two elements of the old treatment model that have deep roots, especially for men, are no longer considered to be as effective as was once thought.

First is the concept of denial and the need to break through an individual's denial in order for him to be receptive to treatment. This approach tends to be shame-based and assumes that the person is willfully ignoring the reality and consequences of the problem. Our understanding of the process of change—through the "stages of change" model—has forced us to rethink the idea of denial (DiClemente, 2006). Rather than simply being about people's lack of ability or willingness to look honestly at their problems, this model puts the burden on the clinician to connect with each client and provide services based on which stage of change the client is in.

Second is the idea that confrontation is an effective strategy for getting people to engage in treatment and be willing to look at their problems. There is no clinical evidence pointing to the therapeutic efficacy of confrontation, and there is ample clinical evidence that this approach results in poor outcomes and can even cause harm (Miller & White, 2007).

## Men, Addiction, and Crime

According to the U.S. Department of Justice, in 2019 there were 1,430,805 individuals in custody in state and federal correctional facilities. Of these, 1,322,850 (92 percent) were male (Bureau of Justice Statistics, 2020).

The correlation between substance use disorders and criminal behavior is well-documented. A comprehensive study by the National Center on Addiction and Substance Abuse (CASA) titled *Behind Bars II: Substance Abuse and America's Prison Population* (2010) found that 65 percent of all incarcerated individuals met criteria for a diagnosis of substance use disorder or dependence. The following statistics from the CASA report illustrate the relationship between substance use and criminal behavior:

- Alcohol is implicated in the incarceration of over half (56.6 percent) of all inmates in America. In addition to the inmates who were convicted of an alcohol law violation, 51.6 percent of illicit drug law violators, 55.9 percent of those who committed a property crime, 57.7 percent of inmates who committed a violent crime, and 52.0 percent of those who committed other crimes were either under the influence of alcohol at the time of the crime, had a history of alcohol treatment, or had an alcohol use disorder.
- Illicit drugs are implicated in the incarceration of 75.9 percent of all inmates in America. In addition to the inmates who were convicted of a drug law violation, 54.3 percent of alcohol law violators, 77.2 percent of those who committed a property crime, 65.4 percent of inmates who committed a violent crime, and 67.6 percent of those who committed other crimes either committed their crimes to get money to buy drugs, were under the influence of drugs at the time of the crimes, had histories of regular drug use, or had a drug use disorder.
- Of the 1.5 million prison and jail inmates who met clinical diagnostic criteria for a substance use disorder in 2006, only 11.2 percent had received any type of professional treatment since admission. Only 16.6 percent of facilities offer treatment in specialized settings (which can produce better outcomes for offenders, as has been measured by drug use and arrests post-release). Few inmates actually receive evidence-based services, including access to pharmacological treatments. The availability of highly trained staff is limited. Simply offering treatment, even in specialized settings, does not mean that the treatment is available to all who need it or of adequate quality.