



BEHAVIOURAL COMPETENCIES

for Canada's Substance
Use Workforce v. 2



**COLLABORATION and
NETWORK BUILDING**



Canadian Centre
on Substance Use
and Addiction

Evidence. Engagement. Impact.



Canadian Centre
on Substance Use
and Addiction

All behavioural indicators across proficiency levels are examples only and can be adapted or tailored to meet individual organizational needs and mandates.

For CCSA's competencies, substance use is inclusive of situations where professionals are working with individuals who use or have used substances, are diagnosed with a medically recognized substance use disorder or are experiencing harms as a result of using substances. For more information, please refer to the criteria for substance use disorders in the *Diagnostic and Statistical Manual of Mental Disorders*, 5th edition (DSM-5).

For more information on sex- and gender-based analysis (SGBA+), please visit www.ccsa.ca/sex-and-gender-based-analysis

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COLLABORATION AND NETWORK BUILDING

Identify, create and build capacity with informal and formal interdisciplinary networks and allied community groups, including people with lived and living experience, families and communities from diverse backgrounds, to support the provision of service delivery and achievement of the organization's objectives. People who use services include individuals, groups, organizations and communities.

EXAMPLES

1 = Foundational	2 = Developing	3 = Proficient	4 = Advanced
<ol style="list-style-type: none">1. Works cooperatively with interdisciplinary professionals, allied community groups, people with lived and living experience of substance use and their families from a diversity of cultures and contexts to achieve common goals while respecting individual confidentiality and practice boundaries2. Communicates openly, builds trust and treats other professionals, people with lived and living experience, families and community groups fairly and ethically, and as valued allies3. Responds to professional and community group requests efficiently and effectively, as appropriate, respecting cultural differences4. Develops and maintains contacts who can provide relevant information and gender- and culturally sensitive resources5. Respects all existing legal guidelines, policies and mandates of own and other organizations when collaborating	<ol style="list-style-type: none">1. Identifies and develops contacts within potential allied organizations, including people with lived and living experience, and interdisciplinary groups2. Proposes possible collaborative arrangements with members of identified networks3. Seeks input from networks from diverse communities to ensure objectives are achieved4. Identifies and participates in organized professional, interdisciplinary and community events to expand one's network5. Collaborates with other organizations representing a diversity of people to improve individual pathways and transitions	<ol style="list-style-type: none">1. Promotes direct communication between allied agencies and other stakeholders, including people with lived and living experience, to share information, discuss relevant issues and develop solutions to common problems2. Initiates partnerships and alliances representing a diversity of people and perspectives to promote organizational objectives3. Explores shared needs and common areas of interest among identified networks, standardizing, as appropriate, and avoiding duplication of work4. Monitors partnerships to ensure continued effectiveness, identifying when changes to the partnership are needed	<ol style="list-style-type: none">1. Identifies, develops and maintains strategic partnerships that support and enhance the long-term direction of the organization2. Promotes the organization as a valuable partner with governments, communities, people with lived and living experience, and service providers3. Establishes gender- and culturally sensitive processes to encourage collaboration and partnerships with organizations representing a diversity of people and perspectives4. Ensures that suitable policies, practices and other supports (e.g., databanks) are in place to foster networking and collaboration, and to reduce stigma and bias5. Advocates on behalf of the organization and profession, and for diverse groups of people who use substances to increase knowledge of the substance use field and decrease stigma among the public6. Improves the collaboration between organizations to enhance person-directed care at the systemic and structural levels7. Encourages the use of sex- and gender-based analysis (SGBA+) in developing collaboration and partnerships with organizations