

Sustaining Peer Integration and Implementation

Presented by

Lane Krumpos (she/her)
TA Specialist
Center for Applied Research Solutions

June 25th, 2026

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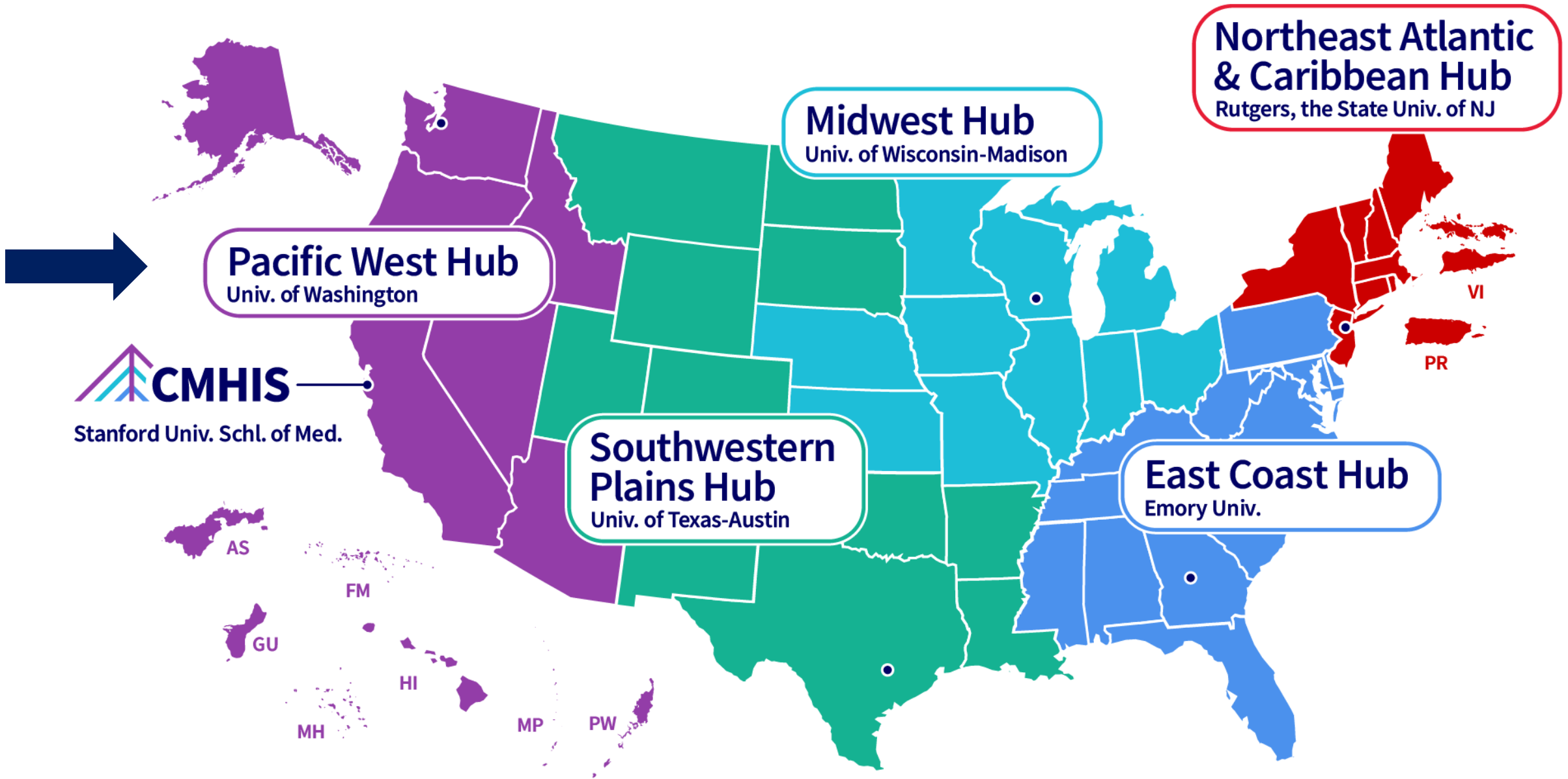
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Seeing the System: Mapping Peer Integration in Practice



Today's Flow:

- **Grounding** into our collective space.
- **Looking back to look ahead**, how did we get here?
- **Unpacking** integration and implementation barriers.
- **Creating** solutions.

Our Collective Learning Space



- Please share your name, pronouns, role, organization, and the area you are joining us from.
- Journal Reflection:
 - Letting go and making space.

An Invitation to Brave Space

**Together we will create brave space
Because there is no such thing as a “safe space”
We exist in the real world
We all carry scars and we have all caused wounds.
In this space
We seek to turn down the volume of the outside world.
We amplify voices that fight to be heard elsewhere,
We call each other to more truth and love.
We have the right to start somewhere and continue to grow.
We have the responsibility to examine what we think we know.
We will not be perfect.
It will not always be what we wish it to be
But it will be our brave space together,
And we will work on it side by side.**

By Micky Scottbey Jones

Integration, Implementation, Sustainability



- Integration:
 - How do you know if peers are truly integrated or simply present?
- Implementation:
 - Where is our "messy middle" and where is our organization creating alignment with and for peers?
- **Sustainability:**
 - **What helps support peers in their journey as leaders and knowledge holders within this work?**

***We are humans working within systems designed to systemize people.
What would it look like to humanize the system?***

Reviewing Integration as Weather and Roots

- Weather: The Conditions Around Us
 - Daily experiences, relationships, workplace culture, supervision, team dynamics, etc.
- Roots: The Systems We Are Planted In
 - Policies, funding, organizational structures, hiring practices, compensation, power-sharing, etc.



Reviewing Water of Systems Change and Social Toxicity

- **Institutional**
 - Explicit
 - Policies, Practices, Resource Flows, etc.
- **Interpersonal**
 - Semi-Implicit
 - Relationships, Connections, Power Dynamics, etc.
- **Individual**
 - Implicit
 - Mental Model



The “So What” of Implementation



Review:

Observe and name where you see barriers arise.
Do they land from an individual, relational, or
institutional level?
What would be a solution to address that
barrier?

Activity: Listening for Possibility

- Take a few moments to reflect on a current challenge you are experiencing in your role as a peer or in supporting the peer workforce.
 - What is happening?
 - How is it impacting you, your team, or those you serve?
 - What support, understanding, or possibility are you hoping for?



Activity: Listening for Possibility

- **One person shares their challenge, the person sharing may choose to:**
 - Turn their camera off,
 - Stay on camera,
 - Mute themselves,
 - Or remain fully engaged while listening.
- **The other two people engage in a "possibility conversation," discussing:**
 - What strengths were heard.
 - What resources, supports, or strategies come to mind.
 - What questions they might invite the person to consider.
Focus on curiosity and possibilities rather than fixing or advising.
- **The group then comes back together for a brief debrief:**
 - What resonated?
 - What felt helpful?
 - What, if anything, would the person like to take forward?



Values of Peers, Values of Sustainability

Barriers

Implicit:

Lived experience not seen as expertise.

Relational:

Peers not trusted as equal team members.

Structural:

Job descriptions limit peer roles.

Values

Implicit:

Lived experience is valid and essential knowledge.

Relational:

Shared trust and mutual respect.

Structural:

Clear role definitions that protect the peer scope.

System Shifts

Implicit:

Shift language to center lived experience as expertise.

Relational:

Create spaces for authentic engagement and shared decision-making.

Structural:

Develop peer-informed job descriptions and supervision models.

Steps to Sustainability



Value	Action
Belonging	<ul style="list-style-type: none">• Included in decision-making• Lived experience as a professional qualification
Community	<ul style="list-style-type: none">• Peer affinity groups• Mentorship programs• Peer-led spaces (communities of practice)
Support	<ul style="list-style-type: none">• Train other staff in peer values and ethics• Offer reflective supervision.• Wellness embedded as a system of support.
Career Pathways	<ul style="list-style-type: none">• Leadership pathways• Wage review process• Tuition assistance and/or certification support.

*The evidence does not show that peers leave because they lack passion. The evidence shows that **peers thrive when systems invest in culture, community, supervision, compensation, and opportunity.** Sustainability is not about asking peers to give more, it is about creating workplaces where peers can stay.*

-Workforce Outcomes Among Substance Use Peer Supports

Nothing About Us, Without Us



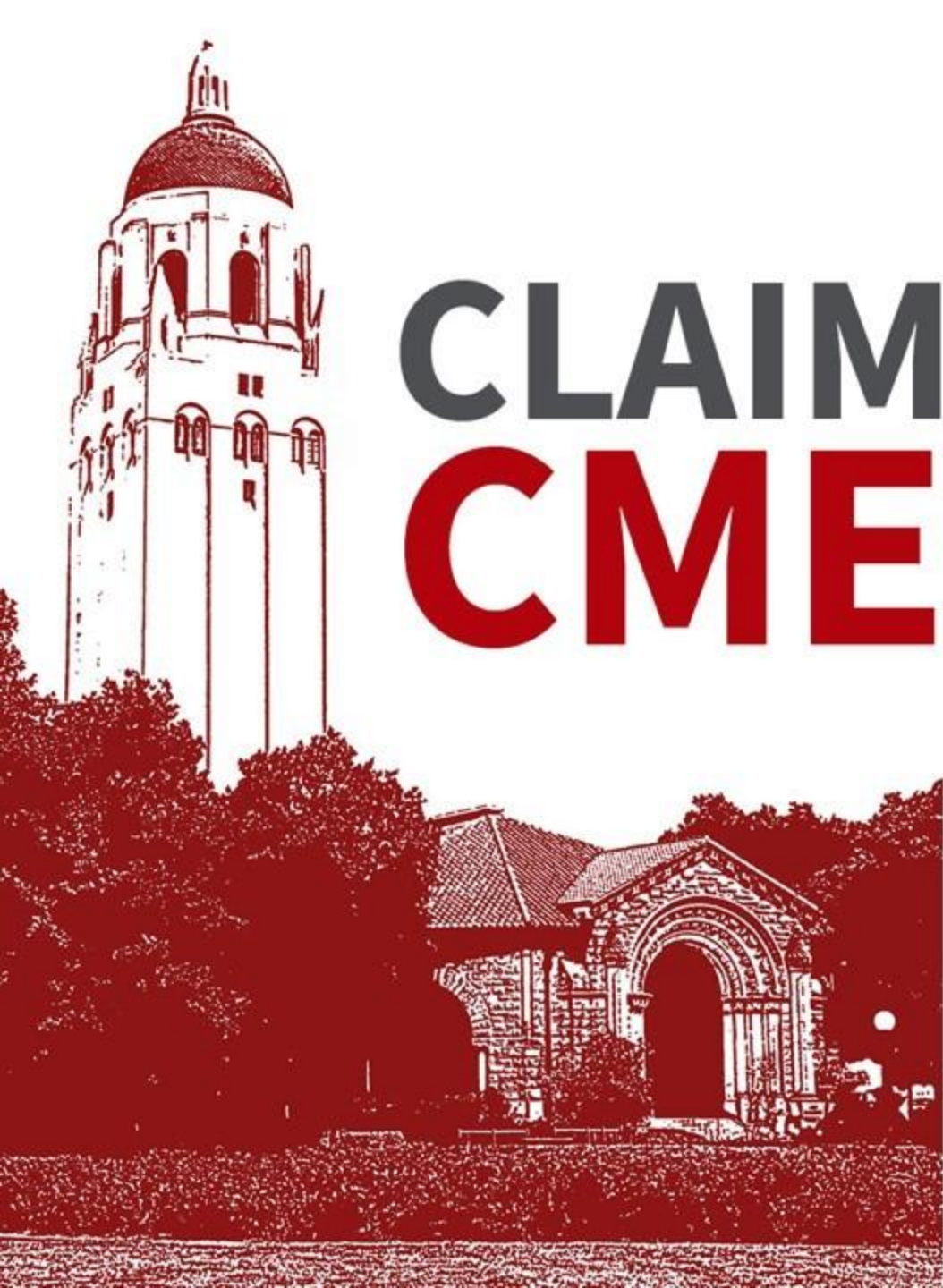
“We need to normalize recognizing and **honoring each other’s humanity** and acknowledging that **we are allowed to stumble** and seek support without judgment. It’s essential to create spaces **where asking for help is seen as a sign of strength** and not a weakness.

This is how we can truly support the well-being of people with lived experience and give them room to navigate their journeys with **authenticity and curiosity.**”

-Youth Voices Rising writer Aaron Toleafoa.

**Thank you!
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complete
our evaluation
survey**





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