

**Supplemental Table 1. Description of the Racism and Recovery series events**

Event	Description	Participant comments
Hearing the Truth about Racism in Recovery: A Listening Session	<p>This Listening Session aimed to provide space for CPS and other mental health providers to share ways in which they have experienced and/or witnessed racism in the behavioral health system,</p> <p>Participants’ experiences were elicited through polls, comments entered into the Zoom chat, small group discussions in breakout rooms, and a large group discussion.</p>	<p>“Being able to share my lived experience on the topic of racism...made me feel visible, heard, and like my experiences are valid and that they matter.”</p>
Race and Recovery in the Peer Support Workforce	<p>Facilitators shared the findings from the Listening Session. Topics discussed included how racism impacts recovery supports in the community and the behavioral health system; about how racism creates barriers to recovery and wellness; and actions peer support providers can take to identify and remedy these barriers.</p>	<p>“It is helpful to begin the conversations on racism in behavioral health. There are issues that are like an elephant in the room that we have not talked about.”</p> <p>“The training gave ideas on how to discuss the issue of race and how peer groups can be of great assistance.”</p>
Continuing Conversations 1: Race and Recovery in the Peer Support Workforce	<p>Discussion in this session further explored topics from the listening session and steps to improve recovery and wellness outcomes in communities.</p>	<p>“Increased awareness of how and where racial discrimination impacts peer support and recovery so I can check my own behavior and advocate for change in the other areas.”</p>
Continuing Conversations 2: Race and Recovery in the Peer Support Workforce	<p>Leaders from two state departments of mental health shared the actions their agencies are taking to deal with racism in the behavioral health system.</p>	<p>“It let me know that we as peers have a voice and we can all be heard.”</p>
Continuing Conversations 3: Race and Recovery in the Peer Support Workforce	<p>Discussion in this session centered on the relationship between physical health and mental health, and how health disparities impact recovery and wellness.</p>	<p>“Seeing the statistics relating to the effect of the coronavirus on persons of color compared to others was eye-opening. Also, being reminded of the factors that create difficulties for persons of color, such as socioeconomic vulnerabilities and neighborhood stress.”</p>

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<p>Continuing Conversations 4: Race and Recovery in the Peer Support Workforce</p>	<p>Discussion in this session focused on resiliency to face racism in the peer support workforce.</p>	<p>“Ongoing conversations about racial equity will always be a topic to weave into the work. Always.”</p> <p>“The part about learning how to listen to people was a huge factor for me. I sometimes have trouble with that and I think that was most helpful in supporting my work responsibilities.”</p>
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**Supplemental Table 2. Demographic characteristics of participants in the Racism and Recovery events who responded to the post-event surveys**

	Hearing the Truth about Racism in Recovery: A Listening Session		Race and Recovery in the Peer Support Workforce Webinar		Continuing Conversations: Race and Recovery in the Peer Support Workforce (4 sessions combined)	
	N	Response Rate	N	Response Rate	N	Response Rate
Total participants	31	-	162	-	163	-
Responses to the GPRA survey	29	94%	107	66%	103	63%
Responses to the Qualtrics survey	21	68%	95	59%	97	60%
<b>Gender</b>	Frequency	Percentage	Frequency	Percentage	Frequency	Percentage
Female	6	20.7	33	30.6	34	33
Male	23	79.3	67	62	68	66
Transgender	0	0	3	2.8	1	1
None of those	0	0	1	0.9	0	0
Not answered	0	0	4	3.7	0	0
<b>Race/Ethnicity</b>	Frequency	Percentage	Frequency	Percentage	Frequency	Percentage
American Indian or Alaska Native	0	0	2	1.9	0	0
Asian	0	0	4	3.7	0	0
Black or African American	7	24.1	38	35.2	37	35.9
Hispanic or Latino	0	0	8	7.4	13	12.6
Native Hawaiian or Other Pacific Islander	0	0	1	0.9	0	0
White	22	75.9	52	48.1	53	51.5
Not answered	0	0	3	2.8	0	0
<b>Highest degree received</b>	Frequency	Percentage	Frequency	Percentage	Frequency	Percentage
High school diploma or equivalent (GED)	0	0	3	2.8	6	5.8
Some college, but no degree	7	24.1	20	18.5	23	22.3
Associate's degree	1	3.4	12	11.1	10	9.7
Bachelor's degree	8	27.6	32	29.6	37	35.9
Master's degree	12	41.4	31	28.7	19	18.4
Doctoral degree	0	0	5	4.6	3	2.9
Other	1	3.4	2	1.9	5	4.9
Not answered	0	0	3	2.8	0	0

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<b>Primary profession</b>	Frequency	Percentage	Frequency	Percentage	Frequency	Percentage
Counselor	2	6.9	9	8.3	7	6.8
Addictions professional	2	6.9	7	6.5	2	1.9
Psychologist	0	0	1	0.9	1	1
Social worker	4	13.8	16	14.8	6	5.8
Recovery specialist	3	10.3	12	11.1	10	9.7
Peer professional	8	27.6	27	25	42	40.8
Community health worker	0	0	4	3.7	4	3.9
Educator	3	10.3	2	1.9	1	1
Researcher	0	0	1	0.9	1	1
Nurse	0	0	2	1.9	0	0
Student	0	0	0	0	3	2.9
Other	5	17.2	19	17.6	22	21.4
Not answered	1	3.4	3	2.8	0	0
<b>Principle employment setting</b>	Frequency	Percentage	Frequency	Percentage	Frequency	Percentage
Substance use disorder treatment or prevention program	3	10.3	7	10.2	15	14.6
Community recovery support program	5	17.2	15	13.9	7	6.8
Group home or transitional/supported living facility	0	0	2	1.9	2	1.9
Mental health clinic or treatment program	6	20.7	27	25	25	24.3
Community health	1	3.4	8	7.4	7	6.8
Primary care	0	0	2	1.9	0	0
Solo or group practice	0	0	1	0.9	4	3.9
Hospital	1	3.4	6	5.6	0	0
State psychiatric hospital	0	0	2	1.9	1	1
Criminal justice/corrections (court, prison, jail, prison/probation)	1	3.4	3	2.8	0	0
Military or Veterans Affairs	0	0	1	0.9	4	3.9
Education settings (elementary, secondary, or higher education)	3	10.3	5	4.6	5	4.6

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Community-based organization	4	13.8	6	5.6	5	4.9
Community coalition	0	0	2	1.9	4	3.9
Other	3	10.3	14	13	23	22.3
Not answered	2	6.9	3	2.8	1	1

Abbreviations: GED - General Educational Development Test; GPRA – Government Performance and Results Act