

# BEHAVIOURAL COMPETENCIES

for Canada's Substance  
Use Workforce v. 2

**COLLABORATION** and  
**NETWORK BUILDING**



Canadian Centre  
on Substance Use  
and Addiction

Evidence. Engagement. Impact.



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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*, 5<sup>th</sup> edition (DSM-5).

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

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For additional copies, contact  
CCSA, 75 Albert St., Suite 500  
Ottawa, ON K1P 5E7  
Tel.: 613-235-4048  
Email: [competencies@ccsa.ca](mailto:competencies@ccsa.ca)

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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.

1 = Foundational	2 = Developing	3 = Proficient	4 = Advanced
<p><b>EXAMPLES</b></p> <ol style="list-style-type: none"> <li>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 boundaries</li> <li>2. Communicates openly, builds trust and treats other professionals, people with lived and living experience, families and community groups fairly and ethically, and as valued allies</li> <li>3. Responds to professional and community group requests efficiently and effectively, as appropriate, respecting cultural differences</li> <li>4. Develops and maintains contacts who can provide relevant information and gender- and culturally sensitive resources</li> <li>5. Respects all existing legal guidelines, policies and mandates of own and other organizations when collaborating</li> </ol>	<ol style="list-style-type: none"> <li>1. Identifies and develops contacts within potential allied organizations, including people with lived and living experience, and interdisciplinary groups</li> <li>2. Proposes possible collaborative arrangements with members of identified networks</li> <li>3. Seeks input from networks from diverse communities to ensure objectives are achieved</li> <li>4. Identifies and participates in organized professional, interdisciplinary and community events to expand one's network</li> <li>5. Collaborates with other organizations representing a diversity of people to improve individual pathways and transitions</li> </ol>	<ol style="list-style-type: none"> <li>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 problems</li> <li>2. Initiates partnerships and alliances representing a diversity of people and perspectives to promote organizational objectives</li> <li>3. Explores shared needs and common areas of interest among identified networks, standardizing, as appropriate, and avoiding duplication of work</li> <li>4. Monitors partnerships to ensure continued effectiveness, identifying when changes to the partnership are needed</li> </ol>	<ol style="list-style-type: none"> <li>1. Identifies, develops and maintains strategic partnerships that support and enhance the long-term direction of the organization</li> <li>2. Promotes the organization as a valuable partner with governments, communities, people with lived and living experience, and service providers</li> <li>3. Establishes gender- and culturally sensitive processes to encourage collaboration and partnerships with organizations representing a diversity of people and perspectives</li> <li>4. Ensures that suitable policies, practices and other supports (e.g., databanks) are in place to foster networking and collaboration, and to reduce stigma and bias</li> <li>5. 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 public</li> <li>6. Improves the collaboration between organizations to enhance person-directed care at the systemic and structural levels</li> <li>7. Encourages the use of sex- and gender-based analysis (SGBA+) in developing collaboration and partnerships with organizations</li> </ol>