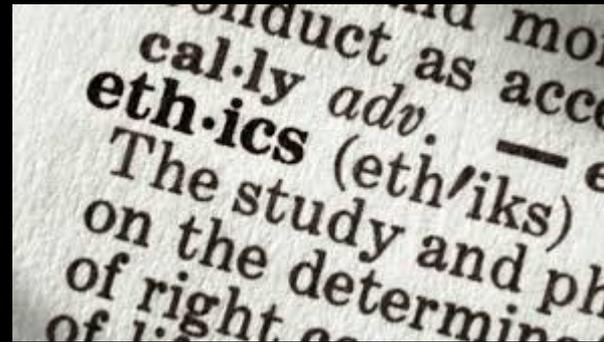


Ethics and Boundaries: Providing Support in Healthy Start Programs



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Content

- Introduction
- Being a part of the Healthy Start Program
- Ethics and boundaries in practice
- Ethical leadership in practice
- Taking care of yourself!

Introduction

- Introduce yourself to 4 people around you
 - Share how many siblings you have, your birth order, where you grew up
 - Share an interesting/funny thing about yourself
 - Share what interested you to be part of the Healthy Start Program

What did you find out?????

Being a part of the Healthy Start programs

- What is your position in the program?
- What are your responsibilities ?



Being a part of the Healthy Start program.....

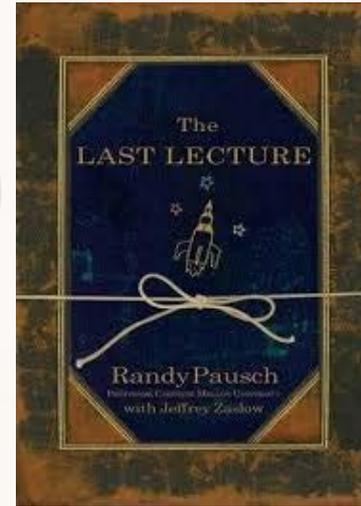
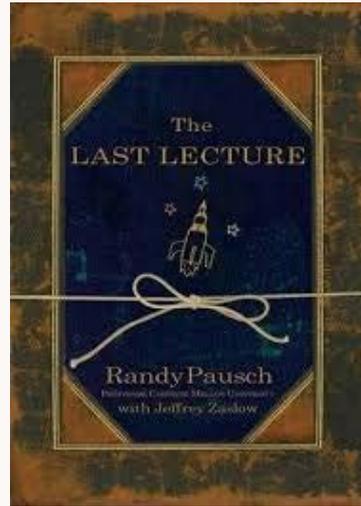
Establishing and maintaining positive relationships with the clients/staff is one of the most important and fundamental responsibilities, but it isn't always easy.



Today's presentation based on my work over the past 25 years

- National Head Start-Early Childhood Public School Transition Demonstration Study
- National Centers for the Prevention of Child Neglect
 - Descriptive Study: Parenting for the First Time Study
 - Intervention Study: My Baby and Me Program
 - Adolescent Development K Award
- Community Child Health Network
 - Stress and Pregnancy Outcomes
 - Community Child Health Network
 - Infant follow up study
- My Sister's Keeper: Maternal Mental Health Promotion
- Department of Children's Affairs Home Based Parenting Programs
- Assessing Child and Family Needs: Children's Policy Council of Jefferson County
- Center for AIDS Research
- Community Health Scholars and Deep South Network

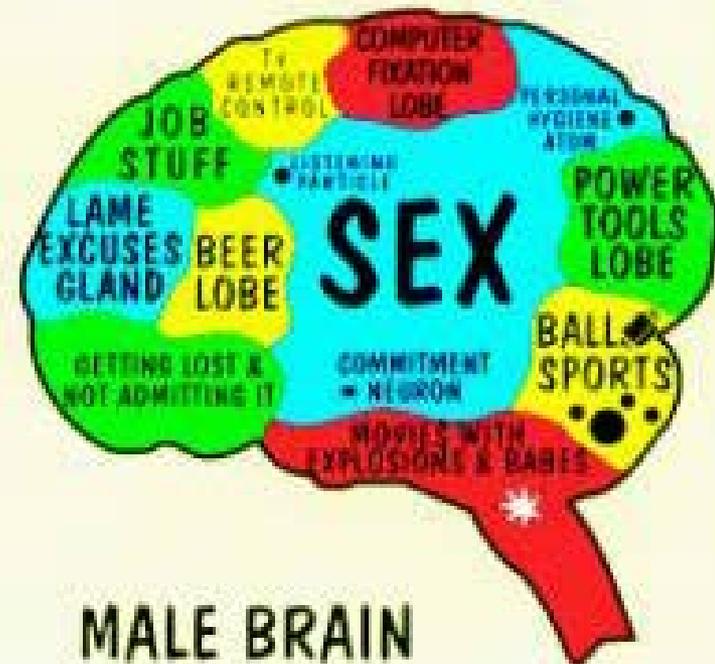
Discoveries



People's thoughts matter!

And they will tell you – at any age, really...

But, have to individualize, be reflective, present, compassionate, and not stereotype



Not always a simple answer

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“At your age, Tommy, a boy’s body goes through changes that are not always easy to understand.”

A key point to remember: You are key!



Ethics in practice

- What is “ethics”?

Ethics is concerned with moral principles, values, and standards of conduct (WHO, 2016).

- What are “boundaries”?

Clearly established limits that allow for safe connections between service providers and their clients (Robyn Thibado & Carrie Poser; Peterson, 1992, p. 74).

What do we mean by ethics?

At a very general level...

- Doing no harm
- Respecting an individual's ability to play a role in what they need
- Respecting everyone's human, civil, and legal rights
- Doing what is best for everyone
- Not abusing your position

Keeping it Real: Ethical Issues Encountered in Conducting This Type of Work

Lanzi and Ramey (2013)

- Depression and suicidal
- Child maltreatment
- Cognitive impairments
- Custody cases
- Domestic violence
- Father participation
- Consenting pregnant teens
- Need for researcher's support
- Boundary issues
- Providing references
- Use of laptops and other electronic devices for data collection
- Internet research
- Biomarker collection



Ethical issues in provider/client relationships

What are some common ethical issues that arise in the context of provider/client relationships?

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RESEARCH ARTICLE

Maintaining Professionalism, Appropriate Distance, and Consistency in Relationships with Participants in Longitudinal Research: Guidelines for Investigators and Research Staff

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When conducting longitudinal studies, particularly those that measure personal and sensitive issues and depend upon establishing a relationship with study participants that is respectful, trustworthy, and consistent to ensure study participants are comfortable, clear about the purpose of the research, and likely to remain engaged over time, natural relationships are formed between those collecting data and study participants. A paramount concern for longitudinal research is that these relationships do not exert differential effects on the data collected, participants' retention in the study, or the well-being of either the study participants or research staff. We propose specific strategies to minimize differential effects of these relationships on the study's scientific and ethical integrity. The guidelines are ones we have developed and refined over the past 3 decades in multiple large-scale longitudinal studies, primarily with low-income and minority families whose children have higher than average levels of biological and social risk factors. These guidelines focus on specifying explicit boundaries for the relationships and consequences of deviating from these and the challenging issue of how to be warm and supportive without crossing boundaries of professionalism, altering the data collection process, or treating study participants differently and perhaps confusing them about the established research contract.

We Have to Have Guidelines for Training and Working With Staff:

Principles of Scientific Integrity

Lanzi and Ramey (2013)

Relationship Based Issues

What about relationship-based issues that may arise in conducting intervention with mothers and young children in longitudinal research?

Scientific Integrity

Pledge to Support Major Principles of Scientific Integrity



4 major relationship threats

- Having contact that extends beyond that required for conduct of the study
- Exchanging personal and/or professional information and opinions that are not part of the planned research protocol
- The emergence of negative perceptions about study participants
- Informal and unplanned contact

How this might look in the field?

How to handle this?

4 major relationship threats

Having contact that extends beyond that required for conduct of the study

- How this might look in the field?
- How to handle this?

4 major relationship threats

Exchanging personal and/or professional information and opinions that are not part of the planned research protocol

- How this might look in the field?
- How to handle this?

4 major relationship threats

The emergence of negative perceptions about study participants

- How this might look in the field?
- How to handle this?

4 major relationship threats

Informal and unplanned contact

- How this might look in the field?
- How to handle this?

Critical points...

- Everyone should be know the agencies' policies and procedures for how to handle these situations.
- Weekly reflective group and individual communication should occur between supervisor and staff regarding their caseloads
- Discussion should be based on agencies' policies and procedures as well as your professional code of ethics
- Reflective communication and role playing essential
- Document, document, document

Lanzi & Ramey, 2013 ;

<http://healthandwelfare.idaho.gov/Portals/0/Children/InfantToddlerProgram/D7%20Ethics%20in%20Home%20Visiting%20PowerPoint%20Slides.pdf>

Discussion: Ethical Practice

Now it is your turn:

- What is your challenging stories of ethical practice?
- How did you overcome the challenge/solve the problem?



Strategies for ensuring ethical practice

Lanzi & Ramey, 2013

1. adhering to multiple levels of safeguards regarding the standardization of work, in ways that are comparable for all;
2. minimizing and documenting any potential biases that might arise over the course of participation;
3. fully honoring the contract to protect the privacy, anonymity, and safety of the participants at all times during and after the conduct of the program;
4. demonstrating consistently high standards of professional conduct, both within and outside the context of the program;
5. avoiding all situations that may compromise the program through actual or perceived conflict(s); and
6. considering and conveying appropriate respect for cultural, community, and cohort norms and practices throughout the conduct of the program, while also complying with legal requirements related to reporting adverse events or situations.

Pledge to Support Major Principles of Scientific Integrity

- to adhere to all study protocols exactly as reviewed during training and thereafter;
- to never falsify any information nor misrepresent any of the responses;
- to never sign any statements in a way that misrepresents what has occurred;
- to be sure all data are maintained in appropriate locked and secure files;
- to identify and report any apparent deviations or contradictions between the actual study procedures and methods being used and the original informed consent and IRB protocols;
- to immediately report any possible deviations from the study protocol or possible wrongdoing that I know of firsthand. Depending on the matter, this will be reviewed and corrective action(s) taken in a timely matter.;
- to immediately report any possible derivations from the study protocol or possible wrongdoing that I have heard about from others, or suspect may have occurred. (these includes actions by other research staff as well as those that directly involve me.) I will have an opportunity to report this privately and confidentially so that my supervisor may take appropriate follow-up actions to investigate as appropriate.; and
- to seek assistance and advice about any matter that I think might affect the validity, reliability, and integrity of the research and the well-being of the participants and any collaborators in the community.

By signing this, I understand that I must actively uphold these principles for scientific and ethical behavior for this project. I understand that I can talk to my supervisor about any issues in a private and confidential manner. I also understand that corrective actions will be taken and reported if any of these standards are violated.

Additional supportive material from my collaborative research

- Major Principles of Scientific Integrity
- Home Visiting Guide
 - Depression, suicide
 - Domestic violence
 - Child maltreatment
- Confidentiality
- Consent to Share Information
- Resource and Referral Information

Ethical leadership in practice

- What is Ethical leadership?

Activities on the part of leaders to foster an environment and culture that support ethical practices throughout the organization.

Ethical program environment and culture

- Everyone in the program:
 - appreciates that ethics is important,
 - sees ethics as part of quality,
 - recognizes and discusses ethical concerns,
 - understands what is expected of them,
 - seeks consultation on ethics cases when needed,
 - feels empowered to behave ethically,
 - works to resolve ethics issues on a systems level,
 - views organizational decisions as ethical.

Challenges for ethical leadership

- Programs are often made up with a combination of professional, semi-professional, and lay individuals.
- Trained in different areas: social work, nursing, parenting, education, etc.
- Provide relationship-based interventions where partnerships and trust are built with the client using empathy and transparency.
- Ethical conflicts guided by professional codes of ethics, legal issues, agency policies, supervision, or agency infrastructure.

Discussion: Ethical Leadership

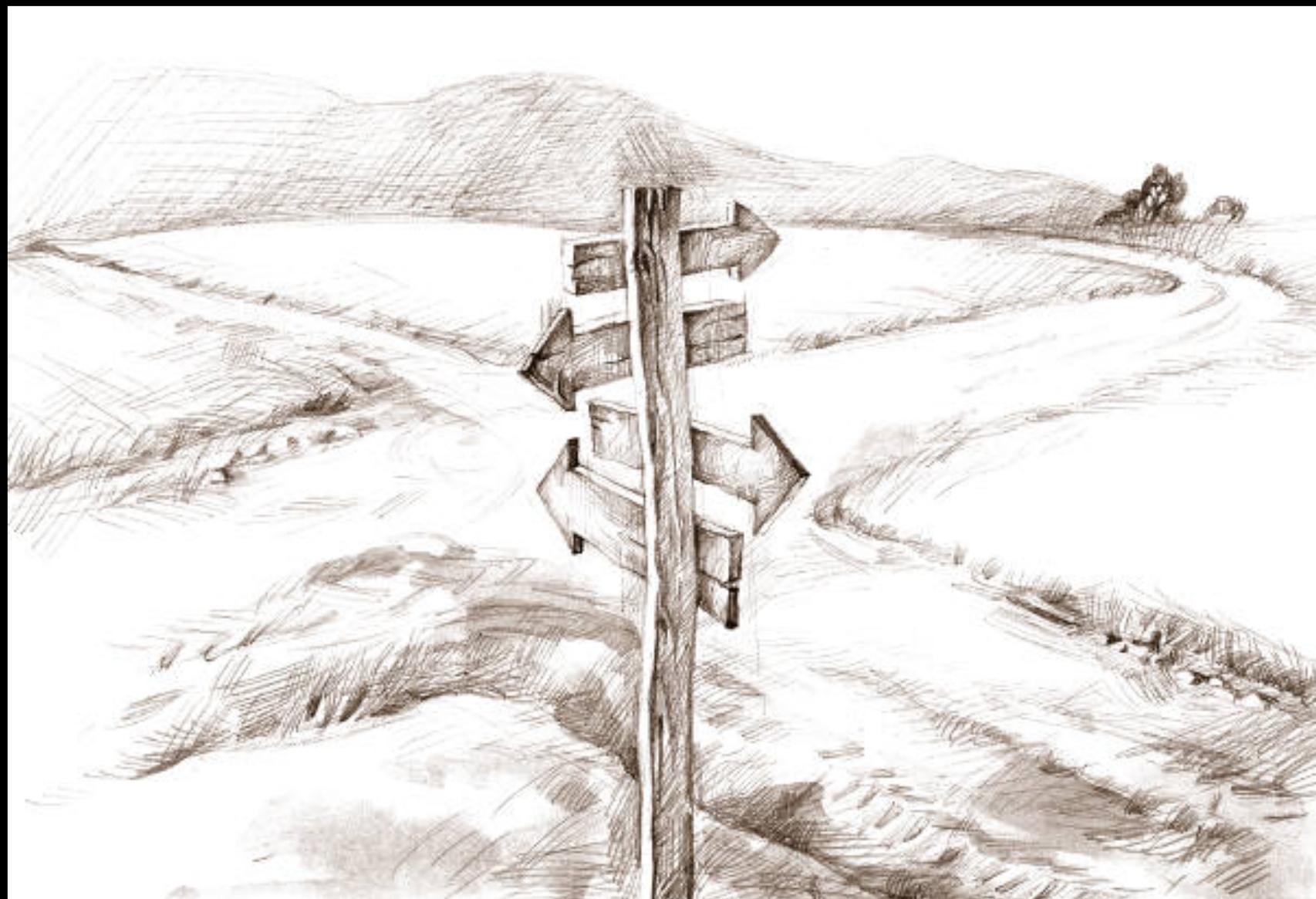
As a program leader, or a program staff:

- What is your story when you supervise others/are supervised in an ethical decision making practice?
- How did you overcome the challenge?



Four major ethical leadership strategies

1. Demonstrate that ethics is a priority;
2. Communicate clear expectations for ethical practice;
3. Practice ethical decision making;
4. Support your local ethics programs.

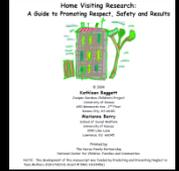


Always remember to take care of yourself



- Set reasonable expectations.
 - If asking a parent to do something new or to stop a bad habit, expect only small changes at first. Achieving small steps will lead to increased energy for bigger changes. This also applies to your own expectations of yourself as an interviewer or practitioner.
- Take delight in each small success!
 - Take note of the little things that participants are learning or improving, and point them out to the participant and to yourself!
- Don't forget to appreciate positive "signals" from moms!
 - When a mom calls to tell you how her baby is doing, or smiles when she greets you at the door, or shows you a new outfit she bought for the baby, or completes her homework conscientiously, these are important signs that you are an important person in this family's life and are making an impact, even if progress is slow.
- Evaluate and reflect on your own abilities and effectiveness.
 - You will gain in wisdom and expertise with practice and experience. Remember how far you have come.
- Surround yourself with positive and capable people.
 - Seek out mentors and home visitors who will identify and reinforce your strengths, and help you with your challenges.

Always remember to take care of yourself



- When you can only laugh or cry, try to laugh!
 - After a frustrating experience, a little humor can really help you regain your perspective. Try not to use humor in a way that disparages the family you are working with, but sharing stories and “letting off steam” in an appropriate way can help you “get back on your feet”.
- Reward yourself.
 - After a challenging day or week, it may help to reward yourself in some way that helps you to feel relaxed and refreshed. Whether this means a hot bath, a vigorous workout, dinner out with friends, or renting a fun video, scheduling things to look forward to outside of work can help you maintain balance and enjoyment of the work.
- Don't stop learning.
 - The technology and knowledge about people and problems are constantly changing. Stay in touch through journal subscriptions, conferences, and the internet. Keeping abreast of changes and progress in your field keeps your passion fueled.
- Keep hope alive!
 - Instilling and reinforcing hope in our participants is Job #1 for home visitors. To stay hopeful about your families and your work, take time to recognize the humanity and vulnerability of each of us. Build moments of humor and perspective into your workday.

Defining Moments



Thank You!

Questions?

Comments?

Suggestions?



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Resources for professional codes of ethics

- American College of Healthcare Executives, ACHE Code of Ethics
www.ache.org/abt_ache/code.cfm
- American College of Radiology Code of Ethics
www.acr.org (membership required)
- American Medical Association, AMA Code of Medical Ethics
www.ama-assn.org/ama/pub/category/2512.html
- American Nurses Association, The Code of Ethics
nursingworld.org/ethics/ecode.htm
- American Pharmacists Association, Code of Ethics for Pharmacists
aphanet.org/AM/Template.cfm?Section=Search&template=/CM/HTMLDisplay.cfm&ContentID=2809
- American Psychological Association Ethical Principles of Psychologists and Code of Conduct
www.apa.org/ethics/homepage.html
- American Society of Public Administration Code of Ethics and Implementation Guidelines
<http://ethics.iit.edu/codes/coe/amer.soc.public.admin.c.html>
- Association of Professional Chaplains Code of Ethics
www.professionalchaplains.org/professional-chaplain-services-about-code-ethics.htm
- National Association of Social Workers Code of Ethics
<http://www.socialworkers.org/pubs/code/code.asp>
- More professional codes of ethics can be found at <http://ethics.iit.edu/codes/>.