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Identity Negotiation in Recovering Addicts Who Work as Addiction Counselors (Phenomenological Study on the Indonesian Addiction Counselors Association North Sumatra Region)

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ABSTRACT

This study aims to analyze the experience of social stigma experienced by recovering addicts before working as addiction counselors, analyze the process of negotiating the identity of recovering addicts who work as addiction counselors, and analyze the results of negotiating the identity of recovering addicts who work as addiction counselors. The theory used is identity negotiation coined by Stella Ting-Toomey to analyze the process and results of identity negotiation in social interaction. This research was conducted using a qualitative approach with a phenomenological method. Data collection techniques were carried out by in-depth interviews and passive participation observation. Informants were taken until data saturation and totaled five people. The results showed that the stigma experienced by recovering addicts before working as addiction counselors was that they were considered criminals, community trash, still drug addicts and family burdens so that recovering addicts received discrimination, were shunned and had difficulty finding work. The process of negotiating the recovering addict's identity in this study is by increasing knowledge about the world of counseling and rehabilitation, raising awareness of the motivation to become an addiction counselor and strengthening social interaction skills through effective communication strategies. The results of negotiating the identity of recovering addicts who work as addiction counselors are feelings of being understood, valued and supported by others. Process of negotiating the identity of recovering addicts who work as addiction counselors, and analyze the results of negotiating the identity of recovering addicts who work as addiction counselors. This research was conducted using a qualitative approach with a phenomenological method. Data collection techniques were carried out by in-depth interviews and passive participation observation. The subjects in this study are recovering addicts who have worked as addiction counselors for at least four years and are members of the IKAI North Sumatra professional organization. Informants were taken until data saturation and totaled five people. The results showed that the stigma experienced by recovering addicts before working as addiction counselors was that they were considered criminals, community trash, still drug addicts and family burdens so that recovering addicts received discrimination, were shunned and had difficulty finding work. The process of negotiating the recovering addict's identity in this study is by increasing knowledge about the world of counseling and rehabilitation, raising awareness of the motivation to become an addiction counselor and strengthening social interaction skills through effective communication strategies. The results of negotiating the identity of recovering addicts who work as addiction counselors are feelings of being understood, valued and supported by others

INTRODUCTION

Cigarettes and drugs are similar in that they cause dependence. However, if active smokers can openly smoke cigarettes in public, this is not the case with drug addicts. In accordance with applicable laws, drug addicts and abusers can be sentenced to criminal penalties and fines of up to hundreds of millions. In Law of the Republic of Indonesia Number 35 of 2009 concerning Narcotics, it is stated that a narcotics addict is a person who uses or abuses narcotics and is in a state of dependence on narcotics, both physically and psychologically. Meanwhile, drug abusers are defined as people who use drugs without the right or against the law. The definition of abusers can include people who grow, produce, possess, store, buy, sell, receive, mediate and use narcotics against others.

The enactment of Law of the Republic of Indonesia Number 35 of 2009 concerning Narcotics emphasizes that there is different treatment for perpetrators of narcotics abuse including users, dealers, dealers and producers of narcotics. In addition to the perpetrators of deviant behavior, drug addicts on the one hand are also victims of narcotics abuse. There are several articles that support this statement, including Article 127 of Law Number 35 of 2009 concerning Narcotics which states that in the event that the abuser can be proven or proven to be a victim of narcotics abuse, he is obliged to undergo rehabilitation. This is also reinforced in article 55 paragraph 3 which states that narcotics abusers can escape criminal charges if they report themselves to social or medical rehabilitation institutions, hospitals, and community health centers. Based on data in the field, there are still very few drug abusers or their families reporting to participate in rehabilitation programs due to concerns about the high costs and the myth that there are acts of violence in treatment in rehabilitation centers.

Narcotics itself is a substance or drug derived from plants or non-plants, both synthetic and semisynthetic, which can cause a decrease or change in consciousness, loss of taste, reduce to eliminate pain, and can cause dependence (Indonesian Law Number 35 of 2009). Reflecting on the empirical facts that show that sentences of imprisonment for drug addicts result in them not getting the opportunity for rehabilitation. This situation will certainly result in the drug problem not being resolved, because transferring addicts to prison

without efforts to cure them is tantamount to making the situation worse. It may even increase their risk of getting involved in drug trafficking.

As a country with a Drug Emergency status, the Indonesian government has always tried to formulate various policies to reduce the prevalence of drugs. The National Narcotics Agency as the focal point carries out several strategies, namely Soft Power Approach including prevention, community empowerment and rehabilitation, Hard Power Approach including efforts to eradicate syndicates and drug trafficking, Smart Power Approach through the use of digital communication technology and Cooperation through efforts to establish synergies with various national and international stakeholders (Press release BNN, 2022).

Those who have already become drug users always have the opportunity to recover or escape from addiction through medical rehabilitation and social rehabilitation programs. An integrated treatment process to release addicts from narcotics dependence is the definition of medical rehabilitation. Meanwhile, social rehabilitation is an integrated process of recovery activities, both physical, mental and social, so that former drug users can carry out their social functions again in community life (Law 35 of 2009). According to the Indonesia Drugs Report 2023 issued by the National Narcotics Agency of the Republic of Indonesia, there were 17,770 people who had received rehabilitation services during 2022. Meanwhile, for 2021 there were 18,234 people who received rehabilitation services. This data does not include rehab services owned by the Ministry of Health totaling 947 people and there are 14,122 people undergoing rehabilitation in the Indonesian Ministry of Law and Human Rights prisons (Indonesia Drug Report, 2022). Based on this data, we can conclude that in the last two years more than 50 thousand people in Indonesia have undergone drug rehabilitation programs.

North Sumatra Province from 2019 to 2023 ranks first in Indonesia as a province with the number of drug abuse cases. According to data compiled from BNN's Research, Data and Information Center in 2023, there were 6,077 narcotics cases with 6,604 suspects. North Sumatra is also one of the contributors to the highest number of detainees and prisoners for narcotics cases. In 2023, there were 2,822 detainees and 5,731 convicts for narcotics

cases. In addition, there were 1,323 drug addicts undergoing rehabilitation, both inpatient and outpatient (Puslidatin BNN, 2023).

Narcotics addicts in practice have difficulty in releasing themselves from narcotics dependence. In addition to having great intentions, their recovery also needs to be strengthened by the support of the closest people such as family and partners. Without these factors, it is not uncommon for a drug addict to experience a relapse phase or return to drug consumption, even though they have stopped for a long time. Putri and Satwika (2017) in their research also mentioned that recovering addicts (former drug users) who realize their mistakes can change for the better through rehabilitation. Researchers use the term recovering addict as a reference to former drug addicts in this study. The term was originally coined by the Betty Ford Institute (BFI), a non-profit organization dedicated to helping people living with drug and alcohol dependence. According to BFI, a recovering addict is a former drug addict who is undergoing a recovery process and voluntarily maintains a healthy lifestyle free from the influence of drugs, lives a quality life, and is respected by the environment.

The problems of a drug addict do not simply stop when he or she makes the decision to stop using and undergo a rehabilitation program. Admittedly, the decision to join a rehabilitation program, whether voluntary or forced, indirectly admits to the public that the person has been a drug user. This recognition is the beginning of a stigma for them. So that after recovering from dependence, recovering addicts will face various negative views labeled by the community in their environment. This is natural considering that society's trust in their personal identity has been destroyed. The past of recovering addicts who often commit crimes to be able to buy narcotics, as well as bad behavior has been imprinted in the memory of the surrounding community. It takes considerable time and effort to re-establish a positive self-identity and gain the trust of family and society.

Self-identity is a basic aspect of human life and is unique and diverse. William B. Swann, Jr. (Ria Hasna, 2018) defines identity as the way a person views themselves. Swann, Jr. also divides identity into two types, namely personal self-views and social self-views. Personal self-views are individual identities related to the qualities that make the

individual unique and special. On the other hand, social self-views relate to the role and qualities of individuals as part of a group. This identity is not fixed and continues to develop throughout one's life. Social interactions with other individuals or groups also contribute to shaping one's identity. Thus, each individual is able to adjust his or her identity according to the surrounding environment.

As an institution that deals with drug problems in Indonesia, the National Narcotics Agency (BNN) is also always trying to socialize to the community to provide support for recovering addicts who have returned from rehabilitation programs. They are not to be ostracized or gossiped about. Drug users are 'victims' who should get sympathy and the opportunity to become a new person. Empowering them in the community is one way to rebuild their positive self-image. Despite the fact that many drug addicts are caught up in the law and have to go to prison, the stigma of 'former criminal' is also increasingly attached to a recovering addict.

Not only drug users, other individuals who deviate from social values will also be the subject of public ridicule. The person will be stigmatized by society. The term stigma comes from the English language which means stain or defect. A person can receive stigma because it violates social values and becomes a negative thing in the recipient's life. Various efforts will be made to deal with the stigma. Social stigma occurs when the general public agrees with a bad stereotype of a person or group of people.

The results of Sari et al's research (2021) explain that a social environment that is kind to drug abusers and does not provide negative stigma will have a positive impact on them. Likewise, drug addicts who can make peace with themselves will have a positive influence on starting a new life. Meanwhile, if the surrounding environment tends to respond negatively, it will lead to anxiety and depressive symptoms. This is what often happens in the community when they return after attending a rehabilitation program. Nisrina Shafira Salsabilla, et al (2022) in their research on former drug users stated that the majority of their informants had received stigma in the form of being labeled bad children, unpleasant stares and being ostracized. This view is also reinforced by the observations of researchers in the field, that in general people assume that recovering addicts are former criminals and will bring problems, resulting in rejection and

discrimination even though they have recovered from their dependence. In addition to the difficulty of regaining the trust of the community, another difficulty for recovering addicts is getting a job. Without a job, a person will experience financial difficulties and also have an impact on other psychological problems.

All humans yearn for a harmonious social life and to be able to have good interactions with all elements of society where they live. This hope is also inseparable from those who have violated the prevailing norms. As a social being, a recovering addict also wants his existence in society to be recognized. For this reason, it is important to have a good adjustment process in the community to change the existing negative stigma. One way to overcome stigma is through identity negotiation. Lintang Nur Hemas (2021) in her research among high school students who use drugs stated that there is identity negotiation when these students interact with parents, teachers, and peers. This occurs because of the anxiety of rejection of their personal identity as drug users who are against the law. The negotiation is done by concealing identity such as continuing to worship, speaking politely, dressing neatly and so on. This is in line with the three types of identity concealment according to Stenger and Roulet (2017), namely pretending (shamming), avoiding interaction (distance), and acting like a normal person (normification).

One of the strategies used to restore one's positive image and fade the negative stigma that has been attached is identity negotiation. The process is achieved through interaction with others through direct or indirect communication. Direct communication can occur face-to-face, whereas indirect communication is established through media, such as social media. This is illustrated in Siti Anita's research (2020) which reveals that women who are former drug users have successfully negotiated identities on Instagram to deal with social stigma. These women post photos and videos that show a new identity that is positive. Like photos of the warmth of family affection, during daily activities, and when exercising.

Identity negotiation theory at the beginning of its development highlighted individuals when they were in social groups of multicultural origin such as different religions, cultures, languages and habits. Group conflicts are very likely to occur due to

existing differences. Therefore, differences must be resolved through negotiation. Ting-Toomey (2015) came up with the idea of identity negotiation with the term Mindful Identity Attunement (MIA), which describes self-awareness as a very important part of the identity negotiation process. As a member of a multicultural social group, each individual has the ability to bridge differences and solve problems by "putting aside" differences and changing the way they see and think to prevent conflict within the group. One of the things that must be considered during the identity negotiation process is the end result of the process. The intended end result of an identity negotiation process is when individuals feel valued, respected and supported by their environment.

In the framework of pre-research, the researcher interviewed a recovering addict who mentioned that the majority of the reasons why former addicts relapse are because they cannot stand the stigma when they return home. "When we go home, we hope that the environment can support us, but in reality, often cynical stares, suspicion that something is missing and difficulty getting a job are the realities we receive. So don't be surprised that many of our friends end up returning to their old community of drug users, because that's where they are well received" (Rahmat, 34 years old).

Recovery from drug addiction is characterized by abstinence, a state of being clean from drugs, and a return to functioning in the individual's role in life. No addict is completely cured of drug addiction. There is only an effort to recover and survive the recovery, because drug addiction is a chronic brain disease that can relapse (NIDA, 2014). For recovering addicts, the desire to use drugs will always be there. As a result, the risk of relapse will always be there. In recovery, the most important thing is not to avoid the trigger or stimulus, because there are so many things in this world that cannot be controlled by humans. The most important part is how the recovering addict fortifies himself not to be tempted and fall back into his addiction. Recovering from drug addiction is a tremendous struggle and a long-life process.

Recovering addicts need to engage in activities that they enjoy to boost their energy and focus enough to distract them from the desire to return to drug use, such as working, pursuing higher education or pursuing hobbies. One profession that many

recovering addicts are interested in is addiction counseling. The addiction counselor profession can be defined according to BNN Regulation Number 24 of 2017 as a person in charge of providing rehabilitation services for addicts, abusers and victims of narcotics, psychotropic and other addictive substances abuse. People who work as addiction counselors have special abilities in the health and social fields who devote themselves to helping people overcome the addiction problems they face. According to Blume (2005), as the recovery process progresses, the recovering addict's focus will eventually shift from the drug addiction problem in himself to outside himself, namely other people who also have the same problem. Through observations and pre-research interviews conducted by researchers, there are many recovering addicts who feel that their current achievements are inseparable from the good people who have helped them during the rehabilitation program. Thus, when they can help others to recover from drug addiction, it is seen as a good thing that can balance life.

Based on the National Narcotics Agency Regulation Number 24 of 2017 concerning Standards for Rehabilitation Services for Narcotics Addicts and Victims of Narcotics Abuse, it is necessary to have a Special Competency Standard for the Addiction Counselor Profession. Referring to this regulation, BNN formulated the National Narcotics Agency of the Republic of Indonesia Regulation Number 3 of 2018 concerning the Implementation of Professional Certification for Addiction Counselors. Thus a person who works as an addiction counselor has qualifications, special abilities and expertise in providing Rehabilitation services based on established standards and guidelines. The treatment provided to clients may vary depending on the circumstances and needs of each client. An addiction counselor must also be able to manage cases, conduct crisis intervention, and educate clients and their families. In order to improve professionalism, addiction counselors also have an organization called the Indonesian Addiction Counselor Association (IKAI).

This professional organization is a competency-based forum for addiction counselors who are engaged in prevention and/or intervention activities for drug use, abuse, and dependence in Indonesia. IKAI has a deed of establishment Number 43 dated July 25, 2018 and was approved by the Minister of

Law and Human Rights of the Republic of Indonesia Number AHU-0009387.AH.01.07 of 2018, and currently has representatives in 18 provinces throughout Indonesia, including in North Sumatra (<https://www.ikai.or.id/tentang>). IKAI North Sumatra currently has 118 members with various professions such as doctors, nurses, psychologists and others.

The addiction counselor profession has many challenges, one of which is providing services that are in accordance with the needs of each client. This is because the problems and triggers of addiction faced by each client are diverse and very complex. Addiction counselors in this case must be able to parse client problems so that they can help clients find motivation and ways to recover themselves. In addition, this profession must also have a high sense of empathy but still be able to provide clear boundaries between counselors and clients.

The scope of work of addiction counselors is limited by ethics, where both addiction counselors and clients have boundaries that should not be violated. So that an addiction counselor must be able to manage his own emotions and mentality. One of the efforts that can be made is the process of identity negotiation to build harmonious relationships in social interactions both with clients and also the people around them. Seeing the background of the problem, the researcher is interested in examining more deeply how the recovering addict's identity negotiation works as an addiction counselor with a phenomenological study on the Indonesian Addiction Counselor Association (IKAI) in the North Sumatra region.

METHODS

This research uses the social definition paradigm which focuses on humans as individuals. Individuals have freedom in defining meaning and social interaction. One of the important figures in the social definition paradigm is Max Weber who states that humans are creative and dynamic actors in society. Weber also emphasized that human actions are not entirely based on values, norms, culture and so on contained in the concept of social facts (Wirawan, 2012).

The method in this research is qualitative which works on a smaller research sample, and an in-depth study is required (Miles et al.: 2014). The depth of information is useful for answering research

questions. Qualitative type research is intended to research on natural object conditions where the researcher is the key instrument, emphasizing meaning rather than generalization. Qualitative research also requires definite data, meaning that the data is not just what is seen, said, but data that contains the meaning behind what is seen and said. Qualitative research methods are used to obtain in-depth data, namely data that contains meaning (Sugiyono, 2014).

The aspect of study in this research aims to limit the study of problems in research. This is to avoid confusion in interpreting the research results. The aspects of the study that will be examined in this research are as follows:

1. The experience of social stigma experienced by recovering addicts before working as addiction counselors with a phenomenological study approach at the Indonesian Addiction Counselors Association (IKAI) in North Sumatra.
2. The process of negotiating the identity of recovering addicts who work as addiction counselors with a phenomenological study approach to the Indonesian Addiction Counselors Association (IKAI) in the North Sumatra region.
3. The results of negotiating the identity of recovering addicts who work as addiction counselors with a phenomenological study approach to the Indonesian Addiction Counselors Association (IKAI) in the North Sumatra region.

The object of this research is the identity negotiation of recovering addicts who work as addiction counselors. This research will provide questions through in-depth interviews related to the object under study with the aim of answering problems that become the context of the problem. Research subjects according to Bungin (2015) are informants who understand and can provide information about the phenomena raised in the research. In this study, the research subject is a recovering addict (former drug addict) who works as an addiction counselor.

This research uses data collection techniques by conducting interviews, and observation. Researchers use theoretical propositions in analyzing research findings, where researchers make statements or

conjectures about one phenomenon to be described or explain a relationship between two or more phenomena, either to be proven or to have been proven (Slamet, 2019). This research uses triangulation to test the validity of research data. Triangulation is done by interviewing other parties who are not directly involved with the issues raised in the research, but can provide data and information that are relevant to the topic. In addition to being used as a means to test the validity of data, triangulation is also used to increase the researcher's understanding of the topic being studied.

The source triangulation in this study are:

1. Head of the community of the Indonesian Addiction Counselors Association (IKAI) North Sumatra.
2. Diction counselor of the National Narcotics Agency of North Sumatra Province.

RESULTS AND DISCUSSION

Social Stigma in Recovering Addicts (Former Drug Addicts)

Recovering addicts are often stigmatized due to their past of violating social norms by abusing drugs and committing criminal acts. The impact of stigma includes experiencing discrimination, isolation, or exclusion from social life and may receive scorn from society, such as 'drug addict', 'bandit', and 'scum of the earth'. Society views drug addicts as a disgrace, difficult to change, troublesome to the family, untrustworthy, and lacking strong faith.

Recovering addicts feel unwanted in the family and neighborhood. Impact on Personal Life Some families send them far away to avoid repeat drug use. Some are not visited during rehabilitation and are not allowed to return home for a certain period of time. The efforts of the National Narcotics Agency (BNN) are to socialize drug addicts as 'victims' of abuse to foster a sense of humanity and reduce stigma. and Encourage drug addicts not to be ashamed to ask for help through rehabilitation programs.

Identity Negotiation Process of a Recovering Addict Working as an Addiction Counselor

Everyone yearns for harmonious relationships in social interactions. However, when these expectations collide with a negatively constructed self-image, conflict will occur. Some conflicts can be easily resolved and some take a long time and process. Seeing this, social interaction requires an

identity negotiation process that explains the need to take steps and strategies to overcome existing tensions so that a win win solution is created.

As an individual who has been addicted to drugs, after undergoing rehabilitation they have a change in identity from a drug addict to a former drug addict (recovering addict). The change in identity as a recovering addict does not necessarily make the informants of this study live a smooth social life. One of their goals in undergoing rehabilitation and stopping using drugs is the acceptance of family and society towards them as ordinary people (without stigma). Bang IS (Informant 5) said that after completing the rehabilitation program, his family never allowed him to return home.

The rehabilitation program should have been completed in 6 months, but Bang Indra had to live his life in the Rehabilitation Center for 2 years. Fortunately, Bang IS was given the opportunity to participate in addiction counselor training from the Indonesian Ministry of Social Affairs program and became his turning point to work as an addiction counselor until now.

According to the basic assumptions of identity negotiation theory developed by Stella Ting-Toomey (2017), there are three processes in identity negotiation. Working as addiction counselors today, informants also go through identity negotiation processes, which we will review below.

Knowledge

Knowledge in Ting-Toomey's view is an understanding that comes from the thinking process that individuals have in order to carry out effective communication in certain conditions and situations. The intense inter-personal communication between the five informants and the addiction counselor who assisted them in the rehabilitation institution provided new knowledge and understanding about the addiction counselor profession.

All five informants agreed that when they were clients in rehabilitation institutions they had admiration for the addiction counselors who worked with them. This is inseparable from the similarity of their past as drug addicts, and their experience of recovering to become addiction counselors. As stated

by Mas AD (Informant 4) that when he was in rehabilitation, he had admiration for the addiction counselor who assisted him. He saw a pleasant figure, comfortable to share stories with, and could motivate him to stop using drugs and follow in the footsteps of his companion to become an addiction counselor.

The five informants when undergoing rehabilitation in addition to getting information related to the addiction counselor profession, duties and responsibilities and how to become an addiction counselor, they also come into contact and interact directly every day for several months which causes emotional closeness with their companion addiction counselor.

Mindfulness

The second process of identity negotiation is mindfulness, which can be interpreted as an individual's readiness to change the way others perceive them by using new and different strategies in understanding cultural differences and finding solutions to social gaps that occur (Toomey, 2015). As the researchers have said, a person's identity is also formed from social processes.

Including the identity as a recovering addict is present because society sees a group of people who have a common past as drug addicts. The recovering addict identity has a negative view for the dominant community because the effects of drug abuse, one of which causes negative behavioral changes for users. Researcher observations in the field, the majority of drug addicts cause public unrest because of the actions they take such as stealing, robbing, physical violence and other criminal acts in order to get money to buy drugs.

The addiction counselor profession according to Mas Eka as the Chairperson of the Indonesian Addiction Counselor Association (IKAI) in North Sumatra (Triangulation 1) initially mostly came from recovering addict friends. Even the National IKAI as the first professional organization for addiction counselors in Indonesia was 90% formed by addiction counselors with recovering addict backgrounds. Mas Eka also said that some of the motivations for IKAI members to become addiction

counselors are first because they remember the services of counselors for their lives, secondly they feel that their life experiences can be used and have an impact on others and thirdly there are also those who want to make amends for past mistakes by guiding people who are still addicts to stop and fourthly because this can also be a source of income for a recovering addict, because it must be admitted that many jobs are very difficult to provide opportunities for a recovering addict.

Based on Mas Eka's narrative, we can see that recovering addicts who work as addiction counselors strive to construct a new identity where they can still maintain their identity as recovering addicts but with a positive self-concept. This realization makes the research informants choose to strive to take training, national and international certification exams and practice communication skills.

Interaction Skills

The third process of identity negotiation according to Stella Ting-Toomey (2017) is the ability of individual interaction with others through appropriate, effective, and adaptive communication with different cultures. Based on the theory of Symbolic Interactionism from the thoughts of George Harbert Mead in the book *Sociological Theory* by G. Ritzer (2012) states that interactions between individuals develop through the symbols they create. In the context of symbolic interaction, these symbols include various expressions such as voice or vocals, physical movements, and intentional body language. Symbolic interaction arises from the basic conceptions that shape meaning and come from the mind of individuals about themselves (Self), as well as how this relates to social interactions, with the main objective of mediating and interpreting meaning in the context of society (Society).

Mas MF's (Informant 1) struggle to become an addiction counselor and currently the Director of one of Medan's Rehabilitation Institutions also requires legitimacy in order to get proper recognition when interacting with others. Mas MF is trying to pass the national certification from LSP (Professional Certification Institute) BNN which is tested to conduct treatment with 12 stages to handle people in

rehab and passed in 2020. Then continued by taking the International Certified Addiction Professional (ICAP) which is recovery support and passed the exam at Atma Jaya. Likewise, other informants such as Mas AD (Informant 4) decided to immediately take a counselor course at the Aftercare Foundation because he was inspired to become an addiction counselor from his companion while undergoing rehabilitation at the Batam Rehabilitation Workshop.

The informants shared what they experienced while undergoing the rehabilitation program. They coexist with fellow recovering addicts, addiction counselors and staff at rehabilitation institutions with warmth. There is no negative, scornful or demeaning view. There they are free to tell stories, interact, and be themselves without worrying about being stigmatized. They want to continue to feel self-acceptance from others so that when they leave the rehabilitation institution they look for a community of fellow recovering addicts, seek to work in rehabilitation institutions as addiction counselors and even look for partners of fellow recovering addicts.

Identity as an addiction counselor gives the five informants the power to take back their role in society. Their past is the basis for them to work to help the drug problem that is currently a concern in society. As Mas Aka (Informant 4) said, with the experience of being an addiction counselor, they dare to build rehabilitation institutions, educate the community, and help the recovery of drug addicts who become their clients.

Triangulation in this study Kak Cindy said that the way to fight the stigma of being a recovering addict is that recovering addict friends must show their changes. Like the 5 people the researchers were willing to interview, they are already empowered as addiction counselors and the way people see them is different. It is no longer the past as an ex-user that stands out but the salute to those who have managed to get out of drug dependence. It is no longer a feeling of fear, anxiety, or hatred when people see them. The struggle to be in that position is not easy but it can be and many recovering addicts have succeeded in closing the stigma on themselves.

As social creatures, humans will always interact with other humans throughout their lives in a group called society. Stigma that has already been attached can be constructed in such a way as to form a new identity so that it is more acceptable to the dominant society. The informants have applied identity negotiation to become addiction counselors by attending training and self-development so that when they return to society, their identity is appreciated.

Results of Negotiating the Identity of a Recovering Addict who Works as an Addiction Counselor

The last objective of this research is to analyze the results of identity negotiation of the five informants who currently work as addiction counselors. According to the basic assumptions of identity negotiation theory put forward by Stella Ting-Toomey (2017), there are three outcomes expected by individuals who are stigmatized by applying this theory, namely:

Feeling of Being Understood

Individuals generally feel more comfortable regarding their identity status when they are in a familiar social environment and conversely feel anxious when they are in an unfamiliar social environment. This condition also encouraged the five informants to join the IKAI Sumut community. Having a community that has the same past and profession makes them feel safe in interacting because the responses they get are in accordance with the expectations they think. The exchange of verbal and non-verbal messages used in social interactions is also understood by fellow members. Even when there are members who are in a bad condition, other members remind and strengthen each other not to fall back into using drugs (Interview with Bang FS and Ban As a recovering addict, the five informants also better understand the conditions of the clients they work with. When providing assistance, clients will be more open and trusting with their addiction counselors because they feel understood, resulting in emotional attachment. This is in line with Kak Cindy's statement (Triangulation 2) who felt that although she and the informants both work as addiction counselors, clients are more open and

comfortable when counseled by addiction counselors with a recovering addict background.

Individuals with an identity as drug abusers are also included in the category of deviant behavior so that their presence is not accepted by society. Unlike the case with drug addicts who have quit and undergone a rehabilitation program. This recovering addict group should no longer receive discrimination and stigma from the dominant society. The community must provide support and employment opportunities for them so that they can be productive again. But the facts on the ground from the results of researchers' observations and interviews with informants, after undergoing rehabilitation they still receive rejection even from their own families. This is what prompted some informants to hide their recovering addict identity before deciding to work as addiction counselors.

Positive responses from the community, such as not judging, and seeing them as people in general, are considered to encourage individuals to reveal their identity. As stated by Mas AD (Informant 4) during the interview and the researcher asked how he responded when someone asked about his past as a recovering addict. He answered that currently it is very rare for people to ask about his past as a drug addict. Even so, it is not uncommon for him to open himself as a recovering addict when counseling clients or when he is a resource person on several occasions. Based on the researcher's observations, some of the reasons people do not believe Mas AD was once a drug addict are because of his healthy and fresh physical appearance, neat dressing style, and good communication skills.

Feeling of Being Respected

Individuals who get social recognition can mean that the person is respected by society. When someone feels valued and respected, they tend to be more confident, happy, and motivated to work. The process of negotiating Mas MF's (Informant 1) identity as an addiction counselor, despite his past as a recovering addict, has now made him one of the Directors of a rehabilitation institution in North Sumatra. Some of his successes in the addiction world are developing the right program for

rehabilitation clients, changing the face of rehabilitation centers that were previously rigid and closed to be warm and open, and picking up clients without handcuffs and coercion. Mas MF made this policy based on his experience that drug addicts are sick people who must be treated and asked about their complaints with a special approach, not scolded, beaten or handcuffed.

Mas UG (Informant 3) also had a similar experience, after struggling to attend addiction counselor training, studying counseling modules and learning public speaking, he finally felt comfortable with his current profession. He even told me that when he was a witness in court for a drug case, many people did not believe him and even the judge himself questioned whether he was only a high school graduate. The judge was surprised by her good communication skills and extensive knowledge.

The profession of addiction counselor today also cannot be underestimated because it is regulated by the Government of Indonesia starting in 2018, in the Regulation of the National Narcotics Agency of the Republic of Indonesia Number 3 of 2018 concerning the Implementation of Professional Certification of Addiction Counselors and the Regulation of the State Personnel Agency of the Republic of Indonesia Number 15 of 2019 concerning Guidelines for the Implementation of Functional Position Development of Addiction Counselors. Every individual who follows the competencies of the addiction counselor profession must have abilities that include aspects of knowledge, skills and attitudes that are in accordance with the standards that have been applied. (Retrieved from: <https://bnn.go.id/sertifikasi-profesi-konselor-adiksi-ciptakan-sdm-kompeten-profesional/>)

The implementation of addiction counselor certification can come from ASN and the community in charge of addiction counseling. Then, the certification of addiction counselors is organized and given by the BNN RI Professional Certification Agency (LSP) which has received a license from the National Professional Certification Agency (BNSP).

Addiction counselors also have a professional organization both at the national level and each province under the name of the Indonesian Addiction Counselors Association (IKAI) which was established on July 25, 2008. As stated by Mas Eka (Triangulation 1) as the Chairperson of IKAI North Sumatra, that the presence of IKAI as a competency-based professional organization for addiction counselors makes people aware of this profession.

Feeling of Being Affirmatively Valued

Getting encouragement (support) from others and the environment is the desire of every human being. This feeling implies that the individual is an important and valuable part of the sustainability of a group. A person who has a pressure or problem in his life will tend to look for other people to solve his problems, but if the person does not find a trusted person to provide a solution, it will make him closed to others and have an impact on the individual's psychology. This condition is experienced by many drug addicts today.

The presence of recovering addicts who work as addiction counselors is very helpful in providing treatment and counseling to drug addicts who take part in rehabilitation programs. An addiction counselor who has a past as a drug addict, has the advantage of building close relationships and trust with clients. Even the client's family wants their child to recover and be as productive as the addiction counselor they know. Recovery from drug addiction is characterized by abstinence, which is a state of cleanliness from drugs, and the return to functioning of the individual (recovering addict) in accordance with his role in life. No addict is completely cured of drug addiction but rather attempts to recover and persist in their recovery, because drug addiction is a chronic brain disease that can relapse (NIDA, 2014).

Recovering addicts who have a steady job and social support, especially from family members, are less likely to experience relapse after completing a rehabilitation/treatment program. Doing the job you have as well as possible and responsibly is one way to distract from the factors that trigger the desire to return to drug use. Working as an addiction

counselor means helping other drug addicts overcome their addiction problems.

All five informants admitted that helping others in the process of recovering from drug addiction is considered one way to maintain a balanced life and atone for past sins. As expressed by Mas UG (Informant 3), there was a sense of regret for not being able to help when he heard that his friend who used to be a fellow user had died from an overdose. Mas UG's statement can be understood by reading Blume's *Treating Drugs Problems* (2005), which as the recovery process progresses, the recovering addict's focus will eventually shift from the problem of drug addiction in himself to outside himself, namely other people who also have the same problem. They work in government and private rehabilitation institutions as addiction counselors.

Changes in self-concept towards a positive direction as done by the informants of this study should receive support from family and society. The government, in this case the BNN and the National Police, see addiction counselors as partners who help them tackle the drug problem in Indonesia. For drug addicts, addiction counselors are their idols and role models to start a new identity. Finally, for the dominant community, the presence of recovering addicts who work as addiction counselors is a cure for their wounds and trauma against the criminal acts committed by drug addicts through social actions that informants do.

The stigma attached to someone who has the identity of a recovering addict slowly fades when they work as an addiction counselor. The stigma of community trash, former criminals, being shunned and the informants' self-confidence crisis changed into a sense of pride in having successfully recovered and made them reconcile with the recovering addict identity. They no longer feel inferior or want to hide their identity. Even in this study they are all willing to reveal their identities, such as their full names and current jobs.

CONCLUSION

Based on the findings and discussion in this study, the following conclusions can be summarized:

1. Social stigma on recovering addicts who have violated social norms in the past such as abusing drugs and committing criminal acts causes their social identity to be stigmatized by society. The impact of stigma affects their existence such as experiencing discrimination, being alienated or excluded from existing social life. As a result, apart from being difficult to regain the trust of the community, another difficulty for recovering addicts is getting a job. In fact, without a job, a person will experience financial difficulties and also have an impact on other psychological problems. This is what often happens in the community when they return after participating in a rehabilitation program. People who are stigmatized can respond to this situation by self-correcting about what causes stigma against them and finding ways to negotiate their identity so that they can be accepted back by their family and society. One of the ways that the informants in this study did was to find a job in the addiction field and find a community that could also support their recovery.
2. According to the basic assumptions of identity negotiation theory developed by Stella Ting-Toomey (2017), there are three processes in identity negotiation. First, knowledge (mind) is an understanding that comes from the thinking process that individuals have in order to carry out effective communication in certain conditions and situations. Intense interpersonal communication between the five informants of this study and the addiction counselor who accompanied them in the rehabilitation institution provided new knowledge and understanding about the addiction counselor profession and gave rise to a sense of admiration for the addiction counselor profession. The five informants when undergoing rehabilitation in addition to getting information related to the addiction counselor profession, duties and responsibilities and how to become an addiction counselor, they also come into contact and interact directly every day for several months which causes emotional closeness with the accompanying addiction

counselor. Second, mindfulness can be interpreted as an individual's readiness to change the way others perceive them by using new strategies in understanding and finding solutions to social inequalities that occur. The informants of this study realize that if their identity is only known as a recovering addict, it will be very difficult to gain public acceptance. So that recovering addicts who work as addiction counselors try to construct a new identity where they can still maintain their identity as recovering addicts but with a positive self-concept. This realization made the research informants choose to strive to take training, national and international certification exams and practice communication skills. Third, interaction skills is the ability of individuals to interact with others through appropriate, effective, and adaptive ways of communicating. Identity as an addiction counselor gives the five informants the strength to take back their role in society. Their past is the basis for them to work to help drug problems that are currently a concern in society. They dare to build rehabilitation institutions, educate the community, and help the recovery of drug addicts who become their clients.

3. The results of negotiating the identity of recovering addicts who work as addiction counselors are first, the feeling of being understood which encouraged the five informants to join the IKAI Sumut community. Having a community that has the same past and profession makes them feel safe in interacting because the response they get is in accordance with the expectations they think. As a recovering addict, the five informants also better understand the condition of the clients they handle. When mentoring, clients will be more open and trusting with their addiction counselor because they feel understood so that emotional attachment occurs. Second, the feeling of being respected, which is proven that currently the addiction counselor profession cannot be underestimated because it is regulated by the Indonesian Government starting in 2018, in the RI National Narcotics Agency Regulation Number 3 of 2018 concerning the Implementation of Professional Certification for Addiction Counselors and the RI State

Personnel Agency Regulation Number 15 of 2019 concerning Guidelines for the Implementation of Functional Position Development for Addiction Counselors. Third, the feeling of being supported is because the five informants admitted that by working as an addiction counselor they have a job to support their children and wife and get appreciation.

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