

What Works with Women: Strategies for Success



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Training Objectives

- › Recognize/ Define Gender Expectations
- › Who Are Justice Involved Women?
- › Does Gender Matter?
- › Working with Justice Involved Women:
 - › Accurately Assessing Risk and Needs
 - › Case Planning/Management / Programming
 - › Strategies and Skills
- › Bringing it all Together : Does Gender Matter?

What Roles do
YOU
have in life?

Defining Gender

- Sex: anatomical and biological differences between men and women
- Gender: product of socialization process.
 - Refers to behaviors we expect males and females to engage in, based on their sex



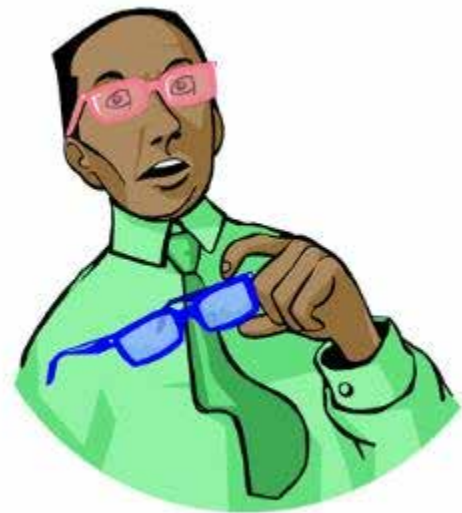
Gender Role Expectations



What Are Your Gender Role Expectations?
What Did YOU Experience?

How Gender Expectations Influence Judgments

- How we predict the behavior of others
- How we assess the behavior of others
- How we perceive the world



Bloom, B., Owen, B., & Covington, S. (2003). *Gender-responsive strategies: research, practice, and guiding principles for women offenders*. Washington D.C: U.S. Department of Justice

Justice Involved Women

Who do you think they
are?

Who are justice involved women?

Early 30's

Mental Health
Issues

Mothers of minor
children

Undereducated
Underemployed

Live in poverty

Drug & Property
crime offenders

Women of Color

Health Problems

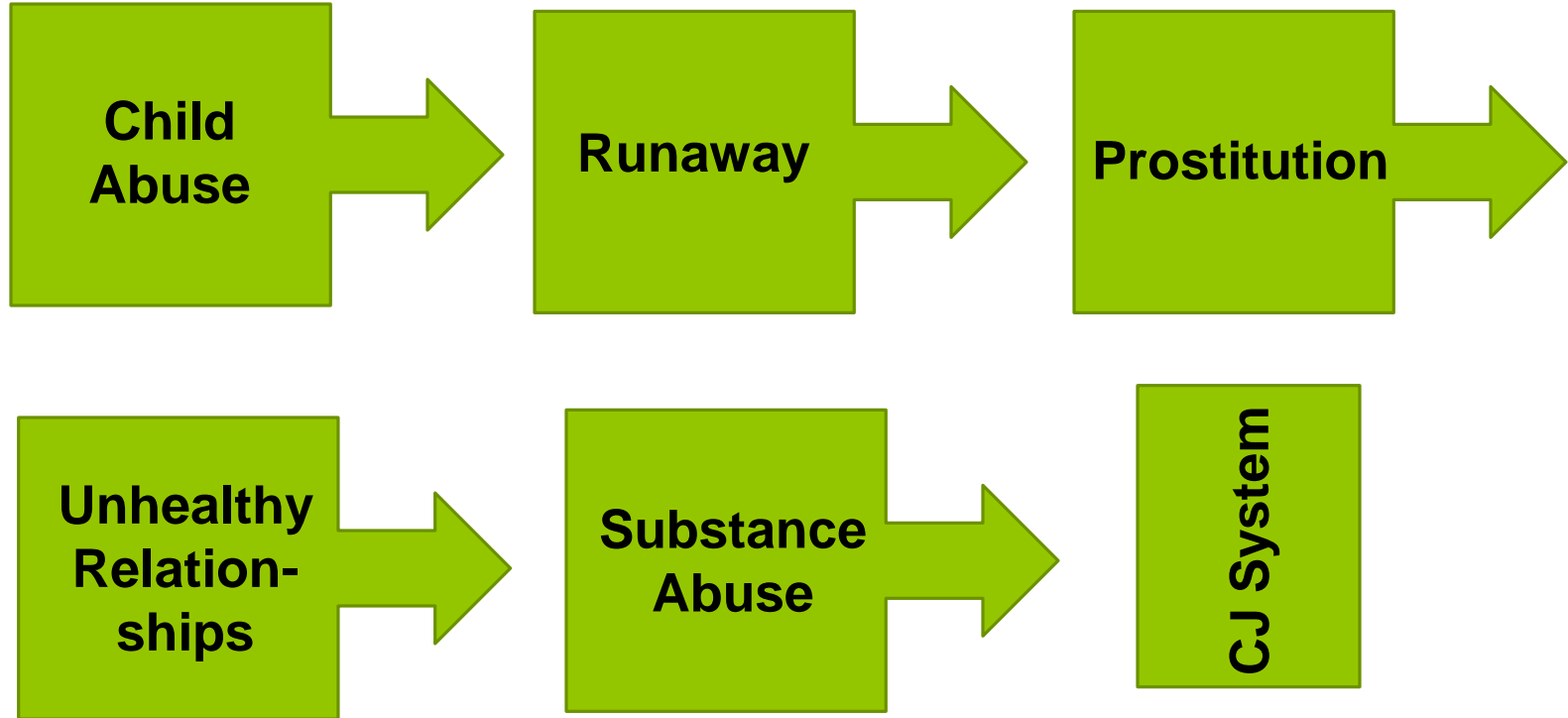
Victims of Abuse

Bloom, B., Owen, B., & Covington, S. (2003). *Gender-responsive strategies: research, practice, and guiding principles for women offenders*. Washington D.C: U.S. Department of Justice

Trends in Female Offending

- › Fastest growing population in prisons – particularly due to the War on Drugs / criminalization of addiction
- › Virtually no change in level/frequency of violent offenses
- › Vast majority are involved in property or drug crimes – possession/sales/theft/fraud
- › Many commit “Crimes of survival”
- › Many are incarcerated due to mandatory sentencing laws for drug or repeat offenders
- › An extremely high percentage have a significant history of trauma experiences.

Example of a Pathway Women Might Take into the Criminal Justice System



Relational Theory

and Professional Alliance

- › Women define their sense of self based upon the relationships in their lives
- › Relationships are important to women, including their relationship with YOU
- › Women make choices to preserve, foster, enhance, protect, and create relationships
- › Balancing a positive relationship with boundaries (agent/client)

Assessing Risk and Needs



Women's Risk Needs Assessment (WRNA)

- How it started
- Where we are at today





Gender-Neutral Risk/Needs Assessments and Justice Involved Women

- They were designed for men and applied to women, with little concern for appropriateness;
- They are valid;
- Existing risk/needs assessments do not tap needs most pertinent to women;
- Existing risk/needs assessments don't help us to understand these women as best we could;
- Results of an NIC study to develop women's risk/needs assessments found additional needs/risk factors for women.

Preparing to administer a WRNA

- § Create a safe space
- § Be mindful of timing/schedule
- § Allow for breaks
- § May need to be completed it in more than one visit
- § Patience

To Get Valid Responses: **you must be**

- Trustworthy;
- Honest;
- Genuinely interested in the woman's well-being;
- Empathic;
- Listening and not distracted.

Women's Risk Needs Assessment (WRNA)

WOMEN'S RISK/NEEDS ASSESSMENT PROBATION INTERVIEW

Version 6: 2013

Name:			Client ID (DOC #):
Current Offense:			Sentence:
DOB:	Race:	Age:	Assessment Date:
Interviewer:			Interviewer sex: <input type="checkbox"/> Male <input type="checkbox"/> Female

Directions: Staff completing this form should (a) interview the client, and (b) consult appropriate official records prior to completing the interview. Criminal history, current offense, and other agency reports must be consulted in order to verify and corroborate the client's answers to questions asked during the interview. Below, please check all of the official sources of information consulted prior to beginning this interview. In most instances the client's perceptions are preferred; however, if there is a clear discrepancy between the client's version and the recorded version, items marked with an asterisk (*) may be overridden (based upon official record) from a "NO" to a "YES". It is imperative that interviewers ask the client the entire question before proceeding to override the item. Please see the scoring manual for further information on overrides and scoring.

IN THE COURSE OF THIS INTERVIEW, THE FOLLOWING DOCUMENTS WERE READ
(check all that apply):

<input type="checkbox"/> Police Reports	<input type="checkbox"/> Prosecutor's Documents	<input type="checkbox"/> Pre-sentence Reports
<input type="checkbox"/> Assessments, including substance abuse assessments	<input type="checkbox"/> Treatment Reports	<input type="checkbox"/> Criminal History
<input type="checkbox"/> Client probation, parole and institutional files	<input type="checkbox"/> Classification Files	<input type="checkbox"/> Earlier Interviews
<input type="checkbox"/> Other (specify)		

Some of the following items (e.g., current conviction charge) can be completed without input from the client. In these cases, the interviewer should simply transfer information from the client's record to this document. However, most items will require questions of the clients. In those cases, the questions are provided in this document. Interviewers are requested to ask all questions in their entirety, except for questions that are not applicable.

Women's Risk Needs Assessment (WRNA)

- **Criminal history**
- **Criminal thinking**
- **Antisocial associates**
- **Vocational/educational**
- **Financial problems**
- **Low family support**
- **Housing problems**
- **Substance abuse**

- **Mental health history**
- **Depression/anxiety (symptoms)**
- **Psychosis (symptoms)**
- **Child abuse**
- **Adult victimizations**
- **Relationship dysfunction**
- **Parental stress**
- **Housing safety**

And strengths (self-efficacy, family support, parental involvement, and educational assets)

Gender-Neutral Scales (Re-conceptualized for Female clients) – Risk Factors

- Antisocial Attitudes
- Criminal History
- Antisocial Friends
- Substance Abuse History
- Recent Substance Abuse

Gender-Responsive Scales – Risk Factors

- Housing Safety
- Employment/Financial
- Educational Needs
- Anger/Hostility
- History of Mental Illness
- Depression/Anxiety (symptoms)
- Psychosis (symptoms)
- Abuse/Trauma
- PTSD
- Family Conflict
- Relationship Difficulties
- Parental Stress

Gender-Responsive Scales – Strengths

- Educational Strengths
- Relationship Support
- Parental Involvement
- Family Support
- Relationship Satisfaction
- Self-Efficacy

Interview and Assessment Skills

- § In Comparison to other risk/needs assessments, the gender-responsive items:
 - § Asks more personal questions (trauma, relationships, and parenting)
 - § May set up some precautionary flags
 - § Requires more trust in the interviewer
 - § Capitalizes on strengths

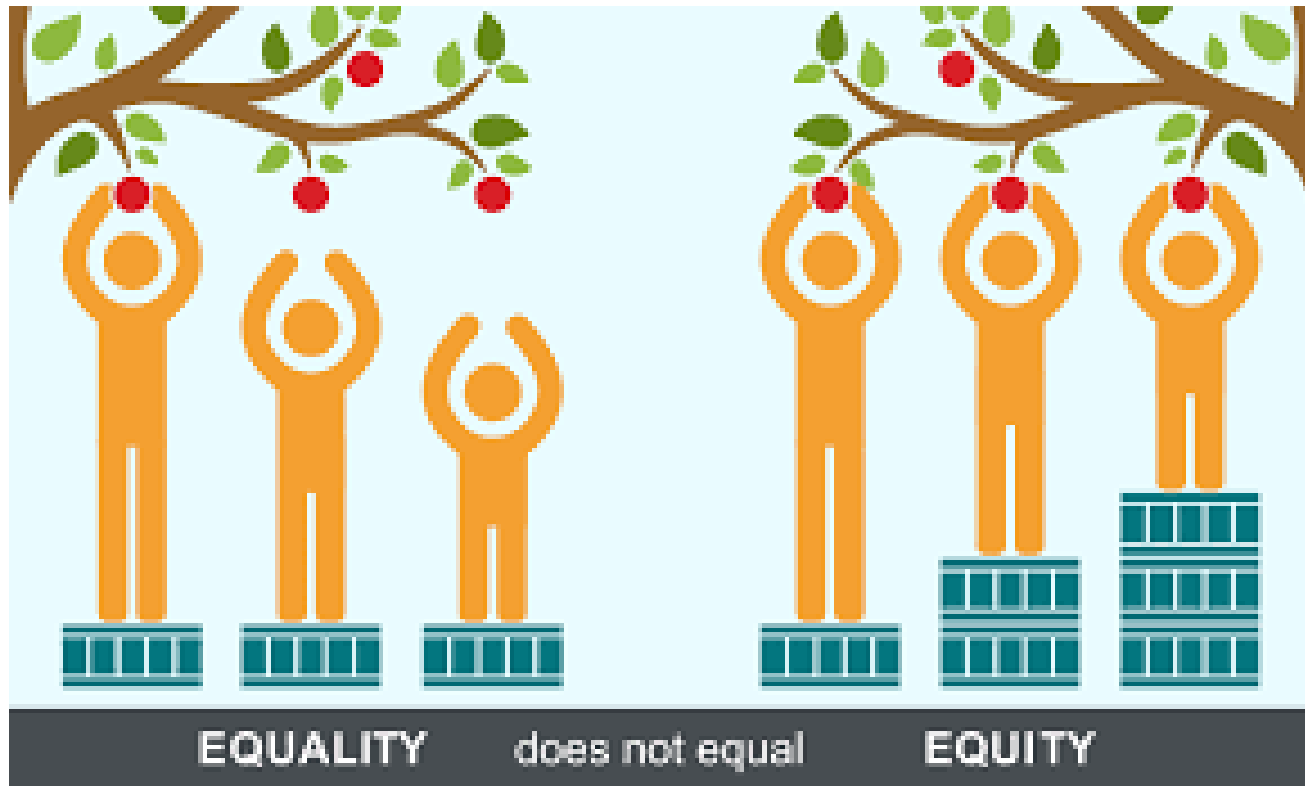
Therefore:

- There is a need to add your own style and skill to the interview.
- Interviewers have to develop a professional, helping, relationship with the woman.
- Keep in mind that the interview is intended to be a first step in case planning and case management.



Other Considerations for Assessment and Case Planning

EQUALITY VERSUS EQUITY



SAMENESS

VERSUS

FAIRNESS

What is Parity in the Criminal Justice System?

- › Equality relates to sameness (ex. Sentencing Guidelines)
- › Parity relates to fairness
- › Recognizes that treating people with different needs the same (equal treatment) does not achieve fairness in treatment / outcomes (equitable treatment)



Case Study Example



Jane – (mid 30's)

At the time of assessment:

- Substance abuser (17 years. sober since 5/15)
- Drug of choice Meth – IV user
- Treatment inpatient Rebecca's, Wayside, and Tapestry. Outpatient Canvas Health and Avalon.
- lost children to CPS because of use
- Significant other - meth amphetamine abuser was in prison, father of 4 year old daughter.
- History of domestic abuse (adult)
- 4 year old daughter lives with client 15 year old son lives with his father.
- Mother is supportive has mental health issues. No relationship with siblings.
- MH diagnosis: Bi-polar, borderline, Depression, Anxiety, Chemically Dependent and Relationship issues.

RISK/NEED CASE STUDY

Jane

LSCMI

- › **LSCMI score:** 25
- › **Risk Level:** High
- › **Domains of Concern:**
Family/Marital,
Leisure/Rec,
Companions,
Alcohol/Drug

WRNA

- › **WRNA score:** 21
- › **Risk Level:** Medium
- › **Domains of Concern:**
Mental Health, Adult
Abuse, Substance
Abuse, Relationship
Dysfunction.

Assessment-Driven Case Management

- § Assess Risk
- § Prioritize services
- § Develop goals based on criminogenic needs
- § Remove barriers
- § Provide ongoing reassessment

Case Planning with Women

Getting it Right – right focus, right dosage, right impact

Case plan addresses Top Four most Influential Criminogenic Risk/needs: (for women)

- › Employment/financial
- › Substance Abuse
- › Parenting Issues
- › Anger

Strong emphasis on SMART goals and strengths

What do Women (on supervision) Want?

- › Acknowledgment / Recognition of needs, strengths, successes
- › Direction/Guidance/Resources
- › Relationship with their agent/practitioners
- › A voice in their own plan

CASE PLANNING ACTIVITY

- › Pick one area to case plan on

- › Case Plan
 1. RISK/ NEED
 2. GOAL(S)
 3. RESPONSIVITY RACTORS (BARRIERS)
 4. STRENGTHS

Taking the Plan a Step further

- › Tasks section or SMART GOAL Worksheets
- › In your group - choose ONE of the action steps in ONE of the goals
- › If this was a high priority item for your client, how would you break that down even farther to be a short term goal that could be met or progress made on before your next visit?
- › Practice and Report Out

The Cognitive Model

Moving On

(female driven)



Thinking for a Change

(male driven)



Moving On for Women



HELPING WOMEN RECOVER: Stephanie S. Covington

Self

Relationships

Sexuality

Spirituality

DECISION POINTS

Decision Points- Combines aspects of cognitive skills training and cognitive restructuring.

What am I thinking & feeling right now? What are they telling me what to do?

Who else cares what I do right now, and what would they want me to do?

What's a thought I could have that would make it easier for me to pick an option that doesn't lead me to trouble

What could I do right now; what options would not lead me into trouble; and what options could I feel OK about doing?

Teaches new attitudes and beliefs as a set of thinking skills.

Carey Guides

- › Rapport Building
- › Identifying Past Experiences
- › Help them identify negative relationships
- › Goal Setting
- › Response to relapse/addiction
- › Resolve / address violation behavior



Red Flags when Working with Women

(things are not always as they seem)

- › Missed appointments
- › Repeated cancelations
- › Lack of engagement / change in level of engagement
- › Change in appearance or hygiene
- › Unusual distance, evasiveness
- › Considering reports of partners (examples)



Agent Self-Care

- › Self-awareness of own trauma/experiences
- › Vicarious Trauma experiences of your clients
- › Setting boundaries with clients
- › Maintaining or re-establishing roles
- › Professional / Peer support
- › Networking

Agent Self-Care

- › Identifying your own needs and taking steps to meet them
- › Taking the time to do some of the activities that nurture you.
- › Taking care of yourself and treating yourself as kindly as you treat others.
- › Know why you are doing what you are doing. Identify your mission:

“Inspire Hope, Love, Understanding to Empower Women to reach their Full Potential.”

Agent Self-Care

"B+B is self-care for me" **Boundaries and Balance**

- › Developing authenticity
- › Applying mindfulness techniques to lower job-related stress
- › Applying mindful relaxation techniques to prevent potential secondary trauma
- › Addressing countertransference
- › Letting go of distressful thoughts

Q & A : Thoughts / Reactions / Questions?

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WHAT WORKS WITH WOMEN: **STRATEGIES FOR SUCCESS**

DATE: FEBRUARY 22, 2018
MACCAC CONFERENCE

Power Point Presentation
Information on “The Guiding Principles” for Justice Involved Women
What is “Gender Responsive”
Examples of Responsive Services
Promising Outcomes

PRESENTED BY: ANGELA BREWER, NANCY PHILIPS AND TRACY ZABEL



Gender Responsive

- Smaller Caseload size (varies by agency and other duties assigned)
- Agent who is trained in: Gender Responsive services, trauma, gender specific risk assessment and case planning
- Supervision and services closely matched to assessed risk and need areas

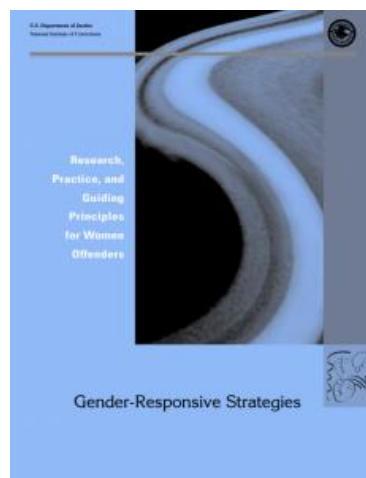


Promising Outcomes

- Cognitive Interventions
- Gender-specific treatment programs (dual diagnosis and/or trauma informed)
- EMDR therapy
- DBT
- Carey Guides (Maximizing Strengths, Prosocial Leisure Activities, Relationships, Mental Health, Recovering from a Relapse, etc.)

Guiding Principles for Women in the Criminal Justice System

- Gender – acknowledge that gender matters
- Environment - create and sustain an environment based on safety, respect, and dignity;
- Relationships - Policies and practices should be relationship based and promote healthy connections to children, family, significant others, and the community.
- Relevant Services and Appropriate Supervision
- Supervision used to address substance abuse, trauma, and mental health
- Socioeconomic Status – provide opportunities to improve their conditions
- Community – Community supervision and re-entry with comprehensive and collaborative services





Gender Responsive Services

- Cognitive Skills Groups:
Moving On
Decision Points
Helping Women Recover
- Career Builders/Work Force Center/Employment programs
- Community Services: Child Protection, MNSURE, Public Health
- Therapist /Psychiatrists
- Chemical Dependency Services
- Parenting Classes
- Domestic Violence Resources / Advocates
- Medical Services (Doctor, Dentist vision)
- Community Education Classes / GED/ Education programs
- Department of Motor Vehicles: Driver's License
- Community Resources/Connections
- Mentorship Programs
- Community Support Groups: AA, NA, HR, and Parenting, Grief/Loss