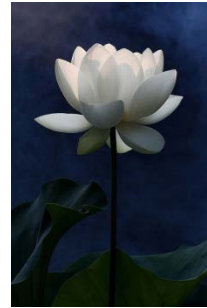


# Working with Justice Involved Women



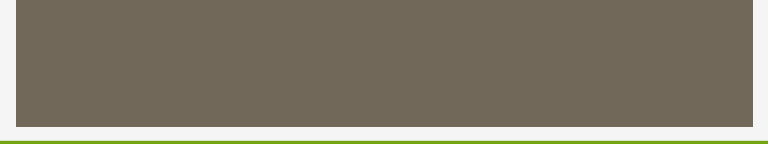
Presented by:  
Angela Brewer, Rice County





## Angela Brewer -Rice County

- Worked in Corrections for 25 years
- Probation Officer with Rice County for 25 years – last 3 1/2 years as GR agent, 20 Years juvenile agent – the last 2 years of juvenile - Youthful offender agent (age 10-26)
- Probation Supervisor since September 2018
- Cognitive Skills group facilitator – facilitates Moving On (past facilitator of T4C, Girl's Circle)
- Carey Guide Trainer / Moving On Facilitator Trainer
- Master's Research with a focus on Justice Involved Women



“Each of us is more than  
the worst thing we have ever  
done”

Bryan Stevenson, Just Mercy

# Training Objectives

## The “HOW”

- Does Gender Matter ?
- Equality versus Equity
- Gender Responsive Services
- Assessment / Case planning
- Best practices” – what works
- What’s in your toolbox?
- Common barriers to the work

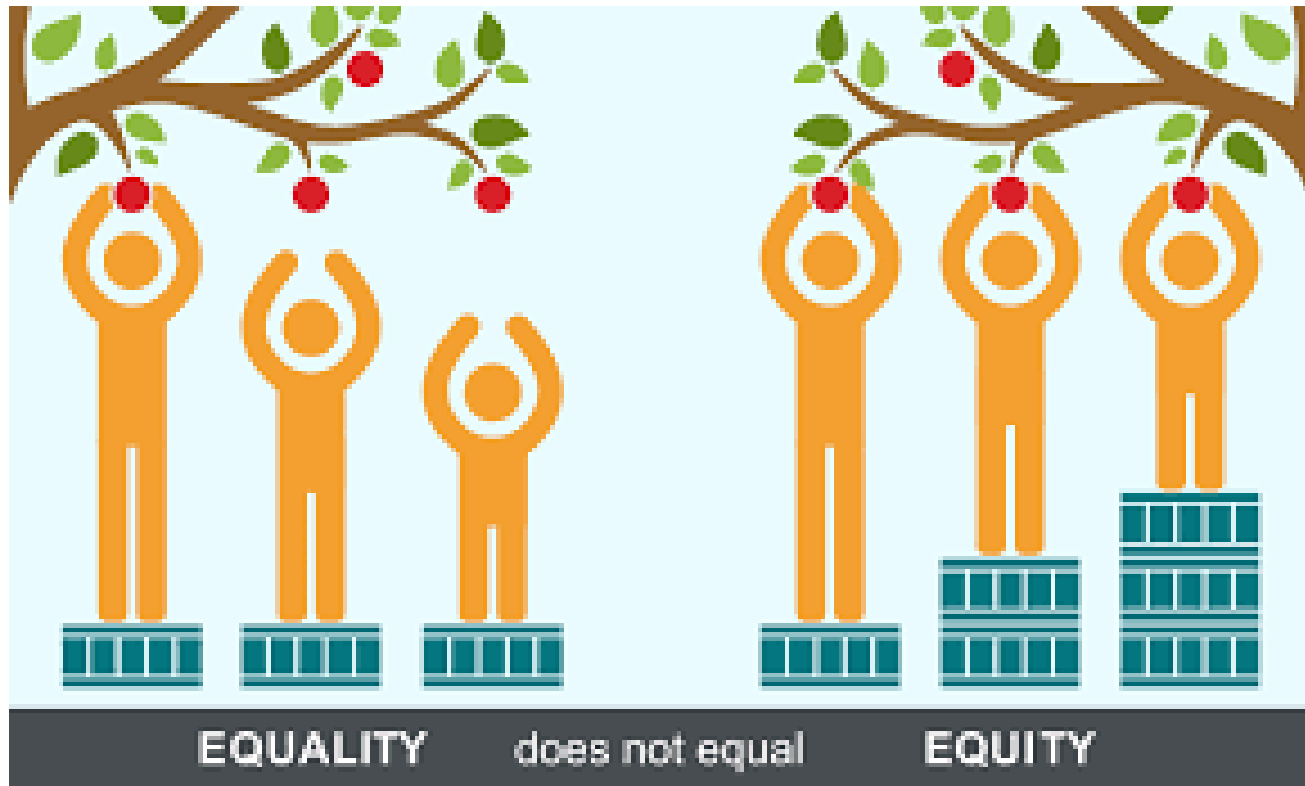
# General Overview:

- Who Are Justice Involved Women?
- How women define who they are
- Relational Theory
- Trauma History

# Equal Justice?



# EQUALITY VERSUS EQUITY



**SAMENESS**

**VERSUS**

**FAIRNESS**

# 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)





Does

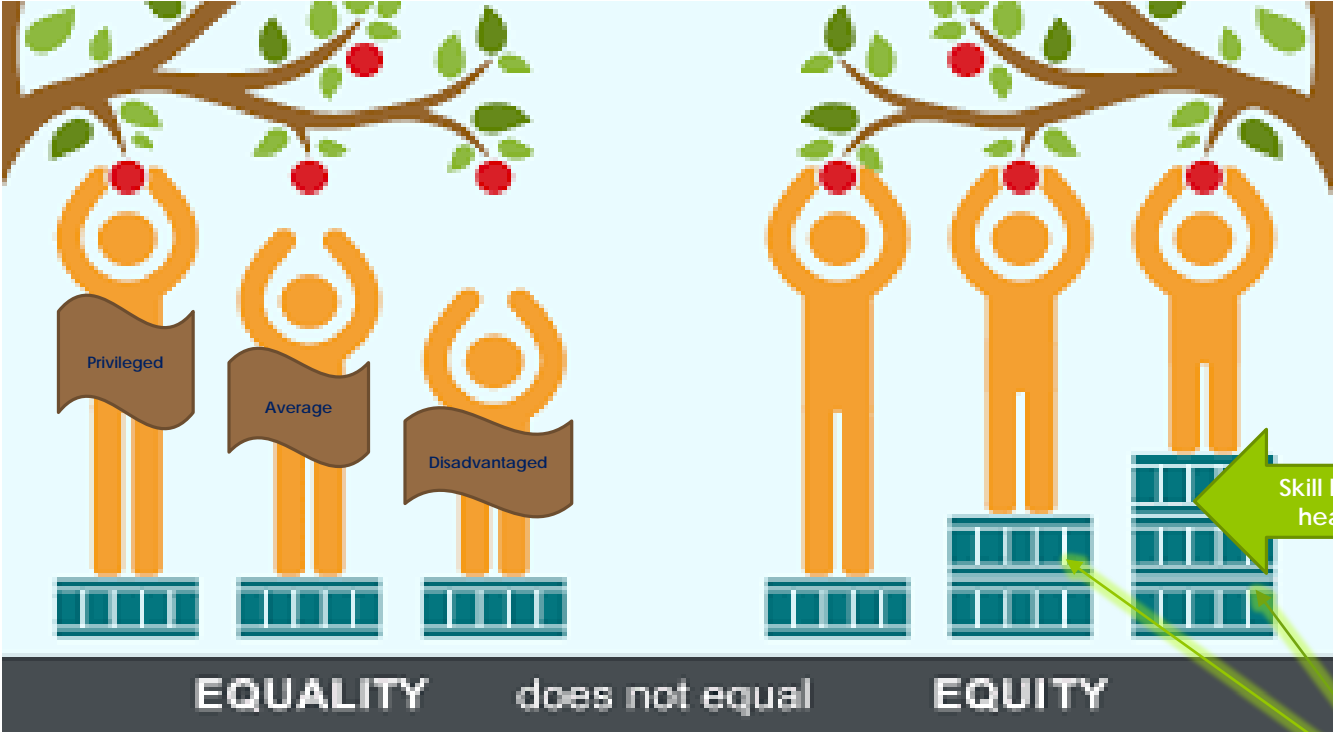
Gender  
Matter?

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# EQUALITY VERSUS EQUITY

Success / Law-Abiding /  
Rehabilitation / Recovery

Success / Law-Abiding /  
Rehabilitation / Recovery



Our work

# Getting an Accurate Assessment



Your lens sharpens your focus

# Assessing Women

- Gender Responsive versus Gender Neutral
- Accurate Assessments drive Appropriate Supervision and match resources with needs to reduce risk
- Women's Risk Need Assessment (**WRNA**) – is a comprehensive Risk / Needs assessment that identifies areas of significance, risk, need, and strengths in a woman's life
- Focus with the LSCMI if you do not have a WRNA?



# LSCMI Assessment tool

## Risk Areas:

- Criminal History
- Education/Employment
- Family/Marital
- Leisure/Rec
- Companions
- Alcohol/Drug problem
- Procriminal Attitude/Orientation
- Anti-social Pattern

## Responsivity Factors:

- Section 2:1 Personal Problems (compliance, 3<sup>rd</sup> party threat, poor social skills, underachievement, outstanding charges)
- Section 4:1 Social, Health, & Mental Health (financial problems, homeless/transient, parenting concerns, health problems, physical disability, LD, depressed, low self esteem, suicide attempts/threat, withdrawn, MH diagnosis, emotional distress, victim of family violence/sexual assault/emotional abuse/neglect)
- Section 5:1 Responsivity (Motivation as a barrier, denial/minimization, anxious, woman/gender issues, cultural issues, ethnicity, mental disorder)

# WRNA DOMAINS

- Employment/Financial
- Housing Safety
- Anti-social Friends
- Anger/Hostility
- Current Symptoms of Depression
- Child Abuse
- Adult Abuse
- Substance Abuse History
- Substance Abuse Current
- Parental Stress
- Family Conflict
- Relationship Dysfunction
- Educational Strengths
- Family Support
- Self-Efficacy
- Parental Involvement
- Relationship Support
- Anti-Social Attitudes
- Educational Needs
- Mental Health History
- Current Symptoms of Psychosis
- Physical Abuse
- Sexual Abuse
- PTSD

# Youth Level of Service Case management Inventory

## ○ Risks:

- Offenses – past and current
- Family/Parenting
- Education/Employment
- Peer Relations
- Substance Abuse
- Leisure/Recreation
- Personality/Behavior
- Attitudes/Orientation

## ○ Other Needs/Special Considerations:

- FAMILY/PARENTS: drug/alc abuse, Emotional distress, Abusive parent, Significant family trauma
- YOUTH: Adverse living conditions, MH (anx/dep), diagnosed ODD/CD, “gender issues”, running away, inappropriate sexual activity, low self-esteem, peers outside age range, suicidal, victim of N,EA, SA, PA, witness of DV, SIB, pregnancy, poor social skills

# Male versus Female "Big Four"

## MALE

- Anti-social thinking
- Anti-social friends
- Anti-social attitudes
- Family / marital

Andrews and Bonta,  
2004

LSCMI Assessment (State standard)

## FEMALE

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

Van Voorhis, 2013

WRNA – some GR Caseloads



# Gender-Responsive Risk/Need Factors

1. Relationship dysfunction
2. Family conflict
3. Child abuse
4. Adult victimization
5. Parental involvement
6. Parental stress
7. Housing safety
8. Depression/anxiety (symptoms)
9. Psychosis (symptoms)



# Mapping a new course...

Where do we go from here?



# Guiding Principles – GR Model

- **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 Service and Appropriate 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 Supervision of Justice Involved Women and Girls

- Supervision is closely linked to Risk / Need Areas – proper assessment is key
- Strengths based and client lead
- Programming that is gender responsive
- Graduated / Tailored contact standards
- High Failure rate on traditional supervision – ***contributing factors and strategies for success***

*Example of Rice County's current supervision model is available as a handout*

# Best Practices in the work

- Anticipate Challenges and Reduce barriers
- Policies and procedures based on what works for women – EBP
- Utilize tools and opportunities that address risk and need – GR programs, Carey Guides, SMART goals, Reflection Diaries (versus thought logs)
- Recognize gender needs
- Relationship based groups
- Focus on using strengths and mobilizing resources to allow her to solve her own problems

# Gender Specific Caseloads

- Small size
- Agent trained in gender responsiveness/trauma informed
- Agent qualities/goals
- Relationship and boundaries
- Be flexible – meeting examples
- Work that is relevant to need and stability
- Advocacy – court and other systems
- Partnerships with other agencies

# Field and Office Visits

- Office Visits – Safety considerations, significant others, work completed / storage, children
- Field visits – ideas and strategies, homes versus community locations, safety considerations
- School visits – juveniles. Can include other supports such as counselor, SW, etc to promote those relationships and address issues

# Utilizing tools for focus & direction

- Carey Guides
- Reflection Diaries
- Decision Points
- SMART goals
- Decisional balance worksheets
- Situation specific items (budgeting, parenting, etc)



# Programming Considerations

- Programs should be trauma informed and gender responsive
- Avoid co-ed programs
- Locations – considerations/challenges
- Use of incentives
- Know programs available in your community and resources to get them there

# Considerations with Juveniles

- School policies (truants/suspensions)
- Run aways
- Child Protection concerns
- Collaterals
- Trauma care
- Programming options / considerations
- Intervention options / toolbox
- Carey Guides / Decision Points

## Resources – Know your Community

- Social Services
- Housing
- Food shelf / charitable organizations
- Transportation
- Child care/services
- Public Health / Women's Health Centers
- Shelters
- Domestic/Sexual violence
- Treatment Centers
- Counseling
- Sex Trafficking protection
- Employment services
- Legal Aid

# Promising Outcomes for Women

- Gender Responsive caseloads
- Moving On
- Beyond Trauma
- Voices (juvenile females)
- Girls Circle (juvenile females)
- 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.)
- Ten Steps to Risk Reduction as a supervision strategy

# Incentives on Probation

- Verbal incentives / recognition
- Letters of recommendation
- Letters for housing / rental
- Advocacy in other situations
- Reduction in testing/reporting
- Mentoring opportunity (programs)
- Early discharge
- Leadership/Mentoring opportunities for women and girls who make successful progress

# Women as leaders/mentors

- Programs with Leadership opportunities
- Examples from Moving On / Support group
- Speakers / opportunities to share story

# Red Flags when Working with Women and Girls

(things are not always as they seem)

- Missed appointments
- Repeated cancellations
- Lack of engagement / change in level of engagement
- Change in appearance or hygiene
- Unusual distance, evasiveness
- Considering reports of partners (examples)  
(also Partners showing up with clients for visits)



# 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
- Life Balance



## Q & A : Thoughts / Reactions / Questions?

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