

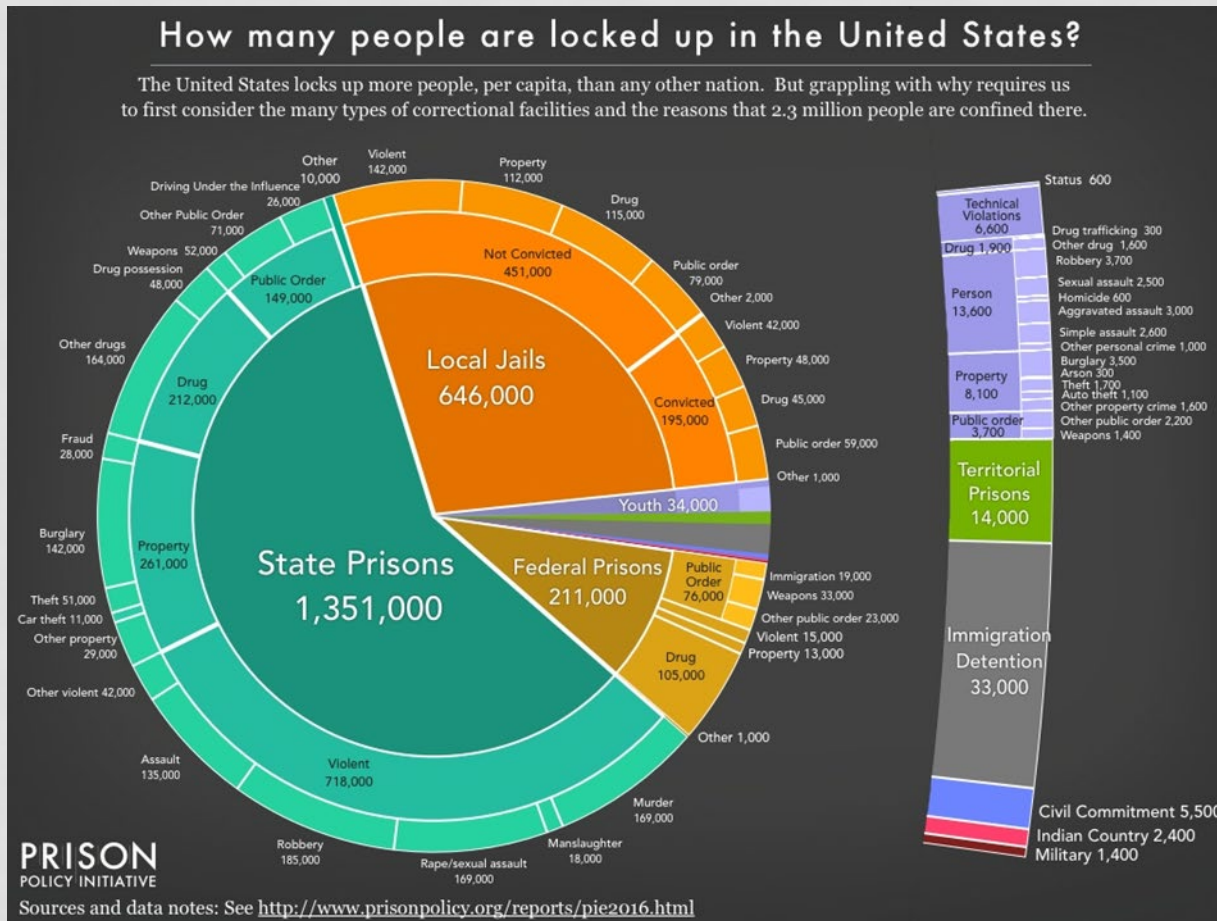
WHAT IF WE STARTED WITH WOMEN IN MIND?



A TOUGH CLIMATE

How many people are locked up in the United States?

The United States locks up more people, per capita, than any other nation. But grappling with why requires us to first consider the many types of correctional facilities and the reasons that 2.3 million people are confined there.



A SYSTEM DESIGNED WITHOUT WOMEN IN MIND



Traditional criminal justice policies and practices have been developed through the lens of managing men.

THE HISTORICAL ABSENCE OF WOMEN IN THE CRIMINAL JUSTICE DISCOURSE

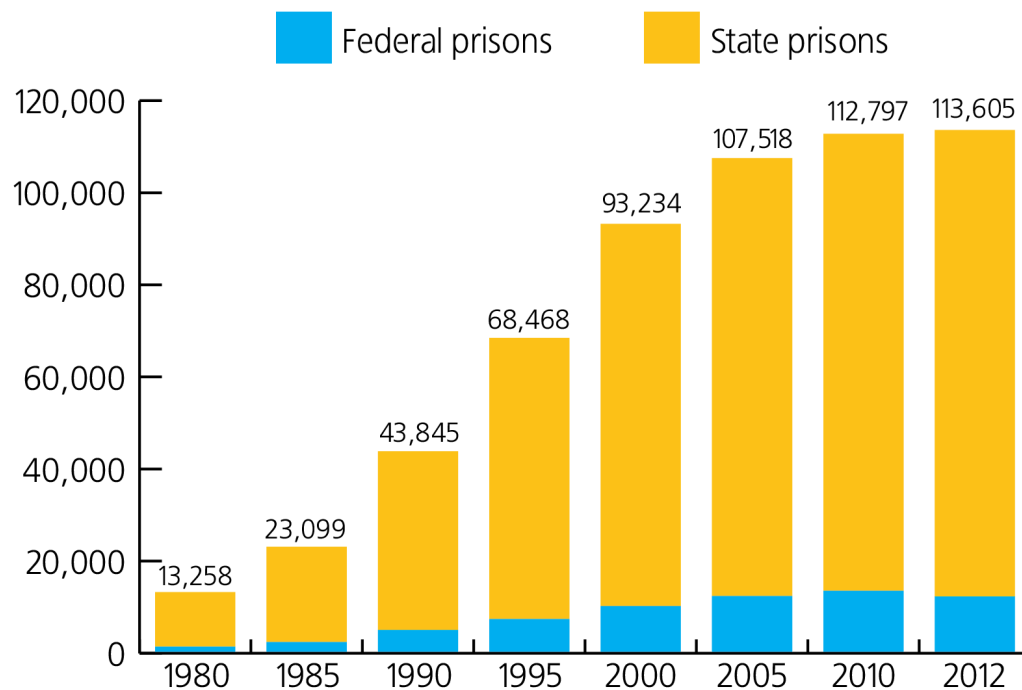


REVOLVING DOOR AND INTERGENERATIONAL CONTACT



WOMEN ARE THE FASTEST GROWING CRIMINAL JUSTICE POPULATION

Number of Women in State and Federal Prisons, 1980-2012

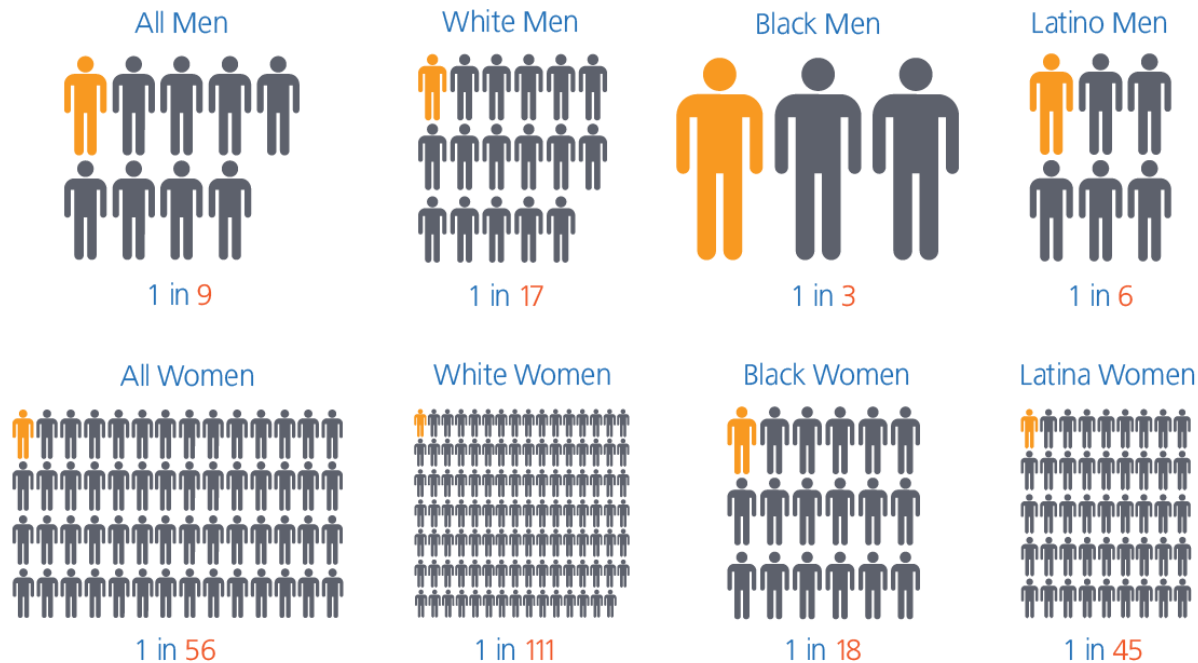


Source: Carson, E.A., Golinelli, D. (2013). *Prisoners in 2012*. Washington, D.C.: Bureau of Justice Statistics



WOMEN OF COLOR ARE DISPROPORTIONATELY REPRESENTED

Lifetime Likelihood of Imprisonment



Source: Bonczar, T. (2003). *Prevalence of Imprisonment in the U.S. Population, 1974-2001*. Washington, D.C.: Bureau of Justice Statistics.



WOMEN ARE THE FASTEST GROWING CJ POPULATION

Jails

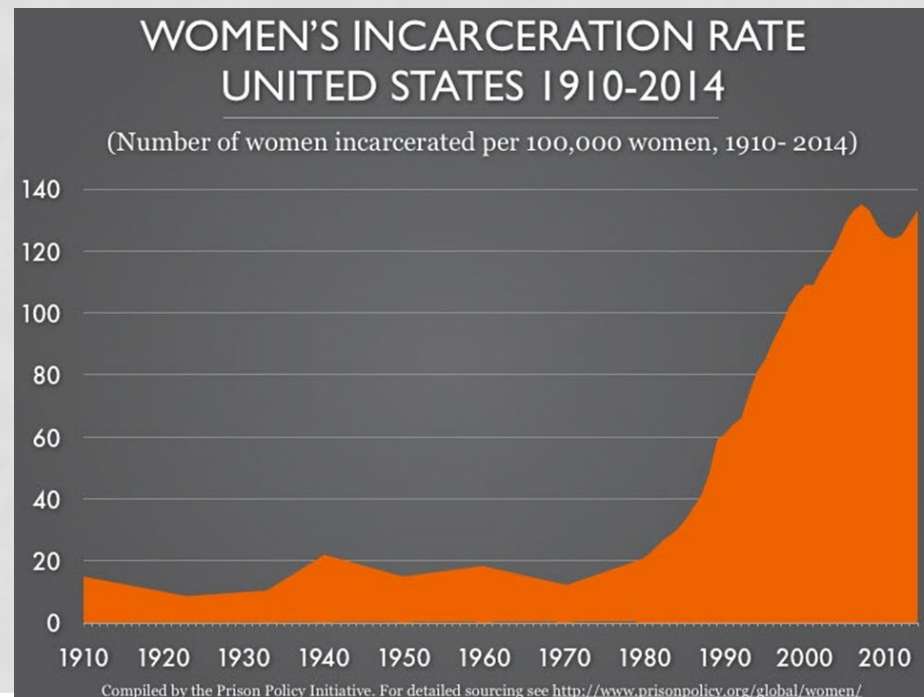
- Number of women incarcerated in jails is growing at a faster rate than any other corrections population
- Since 1970 the number of women in jail nationwide increased 14-fold
- Once a rarity, women are now held in jails in nearly every county (versus 1970, when $\frac{3}{4}$ of counties held not a single woman in jail)
- Small counties have been the main engine of growth; number of women in small county jails has increased 31-fold (from 1970-2014)

Probation and Parole

- The number of women on parole or probation has almost doubled since 1990 to more than 1 million.

WOMEN POSE A LOWER RISK TO PUBLIC SAFETY

- More likely to enter the CJ system for non-violent crimes.
- Less likely to have extensive criminal histories.
- In prison, incidents of violence and aggression extremely low.
- Lower recidivism rates than their male counterparts



HOW DID WE GET HERE?



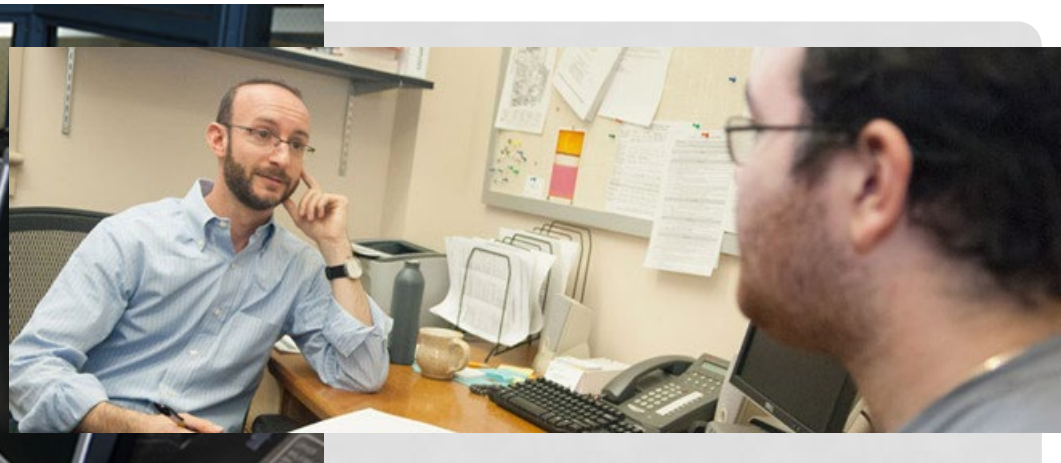
- Shift in policing priorities toward lower level offenses (broken windows policing)
- War on drugs
- Further widening of the justice systems net
- Lack of GR policies and practices



COSTS OF NOT ATTENDING TO WOMEN

- 60% of women released from incarceration are re-arrested - nearly a third are returned to prison
- High monetary costs to state and local jurisdictions from this revolving door
- Detrimental to justice-involved women and their children.

JR offers an opportunity to interrupt this flow by reconsidering policies and practices women



The professionals who work with them every day....



Abuse/Trauma

Poverty &
Lacking Systems
of Support

Mental Health
Challenges

Substance
Abuse

Criminal Justice
System
Involvement

SOCIAL DETERMINANTS OF CRIME

- “Gendered insecurity”
- Cuts to welfare
- Poverty
- Changes in the labor market and a shift to low paid jobs
- Exacerbate women’s disadvantage
- Disproportionately affect women of color

MOTHERS

- 80% of women in jails are mothers
- Single parents and the primary caregivers for children



NOT JUST WOMEN'S PATHWAYS





TRAUMA

- Report extremely high rates of victimization:
- Childhood sexual abuse, sexual assault, intimate partner violence
- Contributes to crime pathways
- Linked to mental health, substance abuse, and relationship difficulties
- Struggle to adjust - especially when exposed to policies and practices that are not trauma-informed

Trauma-informed policies and practices should be a core element of a gender responsive system.

ATTENTION TO WOMEN A KEY INGREDIENT OF SYSTEM REFORM

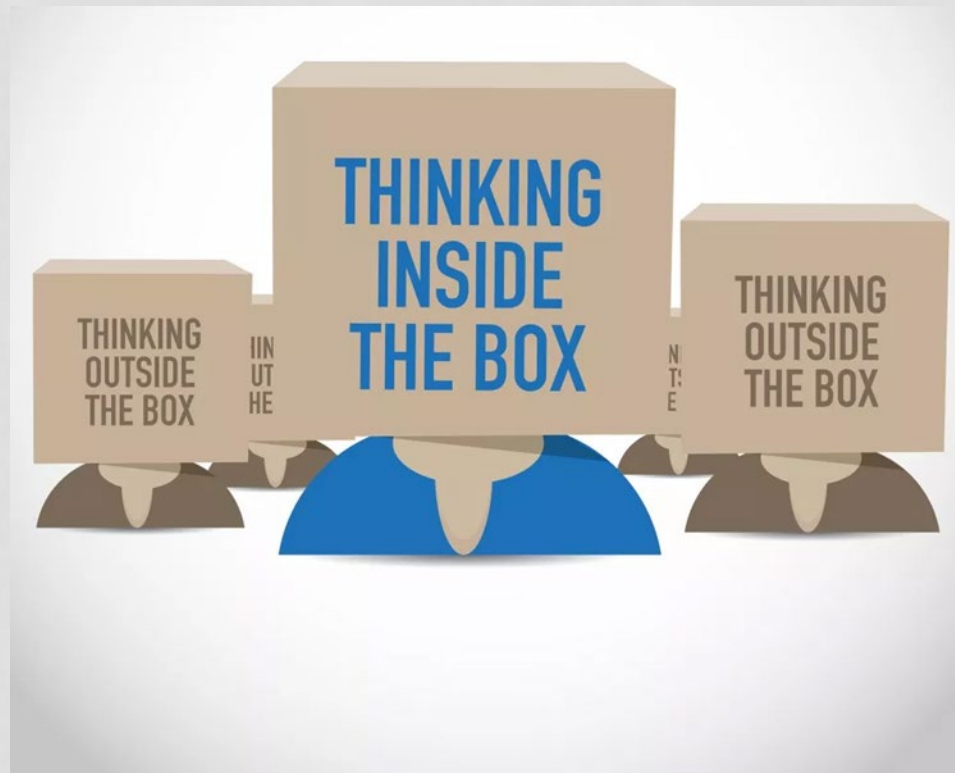


- Research and evidence on women can be leveraged to:
 - Prevent adverse individual, facility and system outcomes
 - Improve outcomes for women and their families
 - Enhance the system for all populations
 - Spur the development of policies and practices that can transform communities

A CRITICAL INGREDIENT OF CJ REFORM AND JUSTICE REINVESTMENT

- What we have learned about justice-involved women
- Transformative potential - forcing us to look at crime and justice differently
- Potential to improve our entire system, including approaches with other marginalized groups, and men as well
- Implementation and innovation is essential; replication and scaling

LEVERAGING THE RESEARCH ON WOMEN TO TRANSFORM SYSTEMS



A COMMITMENT TO GR POLICIES, PRACTICES AND PROGRAMS

Being intentional:

- **Applying** research women's – what we know about risks, strengths and needs
- **Implementing** EBP for women; tracking what works (replicating; scaling)
- **Investing** in innovation
- **Committing** to a social justice framework

KEEPING WOMEN IN FOCUS: JRI FOR WOMEN

- Focus on 'front end' measures (diversion, community based sanctions and programs); better aligned with characteristics of JI women
- Make investments in communities that respond to social determinants of crime
- Explore ways to re-shape JRI to identify and respond to factors that drive women's incarceration and system entrenchment
- Examples: pre-court diversion, revised sentencing guidelines, increased investment in non-custodial, community based alternatives

IMPORTANCE OF INCLUSIVE DATA

JR is a data-driven approach

- The inclusions and exclusions in such datasets are crucial; what is and can be counted shapes what counts as evidence.
- JR for women requires an analytical approach that examines gender, race, class, intersectionality
- How the drivers of incarceration may work differently for women, especially those at the intersection of marginalized social categories
- Inadequacy of many datasets for such an analysis - improve databases necessary to analyze the drivers of incarceration, generate cost effective policy options and provide evaluation data.
- What matters to women – measure it and consider legitimate evidence, and translate into practice.

IMPORTANCE OF EBP FOR WOMEN

- JR is oriented to evidence-based practices
- What works framework a key element of JRI
- Supported by several databases (e.g., CrimeSolutions.gov) that lack info on what works with women

BUILDING IN AND BUILDING OUT

- What do we need to build in?
 - Assessment
 - Case management
 - Programs, services & supports
- Understanding of pathways and dynamic interactions between risk factors
- What do we need to build out?
 - Innovation
 - New partnerships

EXPANDING MODELS

Gender Neutral

- Attitudes supportive of crime
- Social support for crime
- Criminal history
- Emotional/personal factors
- Substance abuse
- Family factors such as conflict
- Employment/school
- Leisure/recreation

Gender-specific

- Past /current victimization, abuse and trauma
- Mental, physical health
- Substance abuse (and link trauma and mental health)
- Parental responsibilities, stress
- Relationships (intimate partner violence)
- Poverty and economic marginalization
- Protective factors

WHAT WE KNOW

- GR
 - Risk/need assessment
 - Programs
 - Case management
 - Medical, mental and behavioral health

- A recent meta-analysis (of 37 studies and almost 22,000 women in correctional settings) found that:
- Women who participated in gender responsive correctional interventions had 22% to 35% greater odds of community success than non-participants and
- High fidelity women's programs are not only effective but they are more effective for women than high fidelity, evidence based, gender neutral programs.



EVIDENCE-BASED PRACTICES

- **Evidence-based for who?**
- Deficiencies in the research that constitutes our “evidence-base” in corrections
- The growing body of research and evidence on women

COSTS OF NOT ATTENDING TO WOMEN

- Unsuccessful supervision outcomes for women under community supervision are remarkably high
- 60% of women released from incarceration are re-arrested - nearly a third are returned to prison
- High monetary costs to state and local jurisdictions from this revolving door
- Detrimental women, children, families and entire communities
- We can interrupt this flow by implementing GR policies and practices throughout the system

COSTS OF NOT ATTENDING TO WOMEN

- The social costs of imprisonment are significant and long lasting
- With every new generation of criminalized women and children the net widens - increasing numbers of individuals and families being drawn into the cycle of criminalization, child protection, poverty and despair – at great cost to the state. At the same time, they are being drawn away from social and economic productivity and contribution

KEY STRATEGIES

- Create a container (membership matters)
 - Work group or integrate into existing
 - Learning collaborative
- Training
 - Dedicated conference, summit, work session
- Inquiry (formal like WJA or informal)
 - Focus groups
 - Surveys
 - Observations
 - Listening sessions
- Visioning and missioning & strategic planning
(Integration with other initiatives)

BARRIERS

- Lack of information and training
- Gender neutral approach
- Limited resources
- Hard to justify
- Urban versus rural realities
- Lack GR, TI programs, services and supports
- Wait lists for programs
- Limited programs for families
- Lack of budget strategy
- Etc.

THE ROAD AHEAD: SYSTEMIC CHANGE

- Need for coordinated action at all points of the system
- Engagement of multiple stakeholders, sectors, communities with critical focus on justice-involved women and their families
- Dev of strategies that promote de-carceration
- Implementation of GR at all levels of policy and practice
- Sustainability: Legislative Reforms

Coordination + Innovation = Transformation

GR APPROACHES TO JR

- Essential given the research and evidence
- A key variable in improving outcomes, reducing recidivism and protecting public safety
- *Can help facilitate the goals of criminal justice reform (deflection, diversion & de-carceration)*
- *Can be a catalyst for CJ transformation*

THANK YOU

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**New Developments in
Addressing Justice-Involved
Women's Risks, Strengths, and
Needs to Reduce Recidivism**

EXAMPLE: RISK/NEED ASSESSMENT

Traditional **gender neutral** tools do not incorporate factors that are relevant for women - cannot adequately predict women's misconduct and likelihood of re-offending.





TWO MODELS OF EFFECTIVE CORRECTIONAL INTERVENTION

Canadian Model & “What Works”

- Impressive research support
- Developed a picture of what works to reduce offender recidivism

Feminist/Gender Responsive Model & Critique

- Most of the research conducted on men and applied to women
- Ignores pathways theories and research
- Ignores intersectionality

EXPANDING MODELS OF RISK

Gender Neutral

- Attitudes supportive of crime
- Social support for crime
- Criminal history
- Emotional/personal factors
- Substance abuse
- Family factors such as conflict
- Employment/school
- Leisure/recreation

Gender Specific

- Past /current victimization, abuse and trauma
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- Parental responsibilities, stress
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- Poverty and economic marginalization



PROTECTIVE FACTORS



GR ASSESSMENT TOOLS FOR WOMEN

- LSI-R, NIC & University of Cincinnati
- SPIN-W), Orbis Partners
- COMPAS for Women, Northpointe
- Promising research emerging on the development of gender responsive pretrial release assessment tools



CRITICAL INFORMATION TO COLLECT WITH WITH WOMEN

What you collect...

- Strengths and protective factors
- Abuse/trauma
- Substance use
- Relationship status/issues
- Self efficacy and self-esteem
- Mental health
- Parenting
- Level of family support or conflict
- Financial status/poverty
- Housing safety
- Safety concerns

How you collect it...

Relational
Strengths-based
Trauma-informed
Culturally responsive
Holistic





New Developments in Case Management and Re-entry with Justice-Involved Women



GR CASE MANAGEMENT

(VAN DIETEN)

1. Comprehensive services that address complex needs.
2. Recognize strengths and resources
3. Involve women in case planning and supervision
4. Promote services that are “limitless”
5. Match services to the risk level, needs
6. Build essential partnerships with the community & enhance community capacity
7. Establish a multi-disciplinary team (including women)
8. Monitor progress and evaluate outcomes
9. Establish QA methods to ensure program integrity

COLLABORATIVE CASE WORK WITH WOMEN (CCW-W)

Intensive wrap-around intervention delivered in teams and designed to:

1. Mobilize strengths, resources and supports
2. Reduce the challenges faced by justice-involved women
3. Enhance life-satisfaction
4. Increase public safety



CCW-W OUTCOMES

Connecticut

1. Women identified as high risk
2. Supervised in 4 large urban settings
3. CCW-W group significantly less likely to reoffend or to receive technical violations

IOWA

1. Women significantly less likely to be admitted to prison than the comparison group.
2. At two years, women who had lower new conviction and new indictable conviction rates than the comparison group.



New Developments in Programs and Services for Justice-Involved Women

GENDER RESPONSIVE PROGRAMMING

Gender Neutral

- CBT that is gender-neutral = **no impact** women's likelihood of recidivism.
- Women that received 'gender-neutral' programming = reported an **increase in impaired functioning** such as problems with work, family, and relationships.

Gender Responsive

- **Reductions in PTSD.**
- Women in a GR drug court = **better performance** while in treatment (i.e., fewer disciplinary sanctions) & **greater reductions in PTSD symptomology** as compared to women in a standard mixed gender drug court setting.

META-ANALYSIS

A recent meta-analysis (of 37 studies and almost 22,000 women in correctional settings) found that:

1. Women who participated in gender responsive correctional interventions had 22% to 35% **greater odds of community success** than non-participants and
2. High fidelity women's programs are not only effective but they are **more effective** for women than high fidelity, evidence based, gender neutral programs.

EFFECTIVE PROGRAMS FOR WOMEN

- Moving On (Van Dieten)
- Living Safely without Violence (Van Dieten)
- TAMAR (trauma; SAMHSA)
- Seeking Safety (Najavits)
- Forever Free (CA Institute for Women)
- Dialectical Behavioral Therapy (Linehan)
- Beyond Trauma: A Healing Journey for Women (Covington)
- Helping Women Recover (Covington)
- Beyond Violence (Covington)
- Female Offender Tx & Employment Programs (FOTEP)



GENDER-INFORMED PRACTICES ASSESSMENT (GIPA)

Strengths & Challenges

- Leadership & Philosophy
- External Support
- Facility
- Management & Operations
- Staffing & Training
- Facility Culture
- Offender Management (Sanctions & Discipline)
- Assessment & Classification
- Case Mgt & Transitional Planning
- Research-based Program Areas
- Services
- Quality Assurance & Evaluation

Recommendations





GENDER RESPONSIVE APPROACHES TO DISCIPLINE & SANCTIONS

Discipline Guide

States engaged in this work:

- Increased engagement in treatment and services.
- Improved effectiveness of programs, services and interventions.
- Reduced violations.
- More positive interactions
- Enhanced staff knowledge, attitudes, skills, and job satisfaction.
- Reduced staff injuries and absenteeism.



CORE Associates & Orbis Partners, Inc.

Phase I: Create Regulation

- **H**old on
- **E**licit
- **A**cknowledge
- **R**eview

Phase II: Create Resilience

- **R**eject
- **E**xplore
- **P**lan
- **A**ffirm **I**ndividual
- **R**eview

CR/2: CREATING REGULATION & RESILIENCE



- **Staff communication model**
- Practical application of research
- Grounded in research on the **neurophysiology of trauma and resilience** and foundational research on what motivates growth and change
- Integrates **support and accountability**

FROM UNDERSTANDING TO IMPLEMENTATION



