



Justice Center

THE COUNCIL OF STATE GOVERNMENTS

Transforming Systems: Strategies for Gender-Responsive Reentry and Crisis Response



**National Resource Center
on Justice-Involved Women**

October 30, 2024 | Erica King and Kristie Puckett

Presentation Outline

I. Welcome and Introductions

II. Why Gender Justice, and Why Now?

III. Gender-Responsive Practices

IV. Communicating with Women and Gender-Diverse People

V. Additional Resources and Questions

The Council of State Governments Justice Center

We are a national nonprofit, nonpartisan organization that combines the power of a membership association, serving state officials in all three branches of government, with policy and research expertise to develop strategies that increase public safety and strengthen communities.

How We Work

- We bring people together
- We drive the criminal justice field forward with original research
- We build momentum for policy change
- We provide expert assistance

Our Goals

- Break the cycle of incarceration
- Advance health, opportunity, and equity
- Use data to improve safety and justice

Equity and Inclusion Statement



The Council of State Governments Justice Center is committed to advancing racial equity internally and through our work with states, local communities, and Tribal Nations.



We support efforts to dismantle racial inequities within the criminal and juvenile justice systems by providing rigorous and high-quality research and analysis to decision-makers and helping stakeholders navigate the critical, and at times uncomfortable, issues the data reveal. Beyond empirical data, we rely on stakeholder engagement and other measures to advance equity, provide guidance and technical assistance, and improve outcomes across all touchpoints in the justice, behavioral health, crisis response, and reentry systems.

Speakers

- Niara Boyd-Watson, *Senior Policy Analyst, Behavioral Health, CSG Justice Center*
- Erica King, *Senior Manager, Center for Effective Public Policy, National Resource Center on Justice-Involved Women*
- Kristie Puckett, *Gender Justice Policy Advisor, Center for Effective Public Policy, National Resource Center on Justice-Involved Women*

Erica King, MSW

Senior Manager to the Center for Effective Public Policy,
National Resource Center on Justice-Involved Women

- Focus on advancing gender equity and evidence-based practices for the last 20+ years
- Development of gender-responsive and trauma-informed interventions:
 - Living Safely and Without Violence
 - Creating Regulation and Resilience (CR/2)
 - Creating Calm: The Resiliency Builder Series
- Builds pathways with women and gender-expansive people to build personal and political change strategies
- Develops and aligns partnerships with directly impacted women, data innovation strategies, and system stakeholders to accelerate safety and well-being



Kristie Puckett, MA

Gender Justice Policy Advisor to the Center for Effective Public Policy, National Resource Center on Justice-Involved Women



- A (dis)organizer and civil rights activist who uses direct experience with poverty, drug addiction, domestic violence, and incarceration to impact gender justice at the local, state, regional, and national levels
- Chair, Women in Incarceration Workgroup for the North Carolina State Reentry Council Collaborative
- Commissioner, North Carolina Commission on Racial & Ethnic Disparities in the Criminal Justice System (NC CRED)
- Dogwood Award Recipient for her tireless advocacy for pregnant women that are incarcerated



The Center for Effective Public Policy (CEPP) is working to build a world where justice ensures strong, healthy communities for everyone.

For over 40 years, CEPP has helped practitioners, policymakers, and communities reimagine a justice system that works for all through training, resources, and team-building.

Visit our website at cepp.com to learn more.



National Resource Center on Justice-Involved Women

The National Resource Center on Justice-Involved Women (NRCJIW) is an initiative of CEPP that addresses the needs of women involved in the justice system. The NRCJIW inspires change by equipping agencies, advocates, and justice-involved women with information and technical assistance that promotes the use of gender-responsive and trauma-informed policies and practices.

Visit our website at cjinvolvedwomen.org to learn more.

Goals for the Webinar

01

Understand the need for and importance of gender-responsive systems.

02

Understand the unique needs of women with justice involvement and gender-expansive people and best practices to assess those needs.

03

Learn concrete strategies to apply a gender-responsive framework that meets the needs of women with justice involvement related to your work, services, and systems.

04

Learn directly from women with justice involvement.

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Why Focus on Gender?

We have an opportunity and a responsibility to interrupt patterns and practices that harm, erase, and disempower women and families and burden taxpayers by paying attention to gender.

History of gender-neutral tools over- and under-classifying women and ignoring or criminalizing gender-based violence

Women are a fast-rising population in corrections

60% are in jails, 80% mothers
Most are primary caregivers, there for nonviolent offenses

Parental incarceration is a public health issue contributing to adverse childhood experiences of the children

Amy Westervelt, "The Medical Research Gender Gap: How Excluding Women from Clinical Trials is Hurting our Health," *The Guardian*, April 30, 2015, accessed June 1, 2022, <https://www.theguardian.com/lifeandstyle/2015/apr/30/fda-clinical-trials-gender-gap-epa-nih-institute-of-medicine-cardiovascular-disease>; Tim Evans and Daisy Mafubelu, *Women and Health: Today's Evidence Tomorrow's Agenda* (Geneva: World Health Organization, 2009). Dan Levin, "As More Mothers Fill Prisons, Children Suffer 'A Primal Wound,'" *The New York Times*, December 28, 2019, accessed May 18, 2022, <https://www.nytimes.com/2019/12/28/us/prison-mothers-children.html>.

Women in the Criminal Justice System: A Losing Position

Fastest-growing incarcerated population.

"Women's Incarceration Rates Are Skyrocketing. These Advocates Are Trying to Change That," Vera Institute of Justice, accessed March 7, 2024, <https://www.vera.org/news/womens-incarceration-rates-are-skyrocketing>.
"Women's Mass Incarceration: The Whole Pie 2023," Prison Policy Initiative, accessed March 7, 2024, <https://www.prisonpolicy.org/reports/pie2023women.html>.

Women Under Criminal Justice Control

Setting	Population Size
State Prisons	77,000
Local Jails	84,000
Federal Prisons and Jails	16,000
Probation	717,811
Parole	76,870

“Women’s Mass Incarceration: The Whole Pie 2024,” Prison Policy Initiative, accessed October 3, 2024, <https://www.prisonpolicy.org/reports/pie2024women.html>; E. Ann Carson and Rich Kluckow, *Correctional Populations in the United States, 2021-Statistical Tables*, (Washington, DC: Bureau of Justice Statistics, 2023).

Being gender responsive means focusing on the needs of gender-expansive people, too.

Nonbinary (Gender nonconforming)

A person who views their gender identity as one of many possible genders beyond strictly female or male.

Transgender

A person whose gender identity (internal sense of self) is incongruent with that person's biological sex (physical body).

"LGBTQ+ Glossary Nonbinary," PFLAG, accessed June 2, 2023, <https://pflag.org/glossary/>; "GLAAD Media Reference Guide," GLAAD, accessed June 2, 2023, <https://www.glaad.org/reference/trans-terms>.

Transgender and nonbinary people are overrepresented in the justice system.



Transgender people are overrepresented in the criminal justice system.



Nonbinary people experience restrictive housing and solitary confinement more than the general population and are almost four times more likely to be victims of sexual violence.



Health care needs are often inadequately resourced, and safety rights are often not upheld. This can lead to acute mental health issues, substance use, suicide, and early mortality in prisons and jails.

Valerio Baćak et al., "Incarceration as a Health Determinant for Sexual Orientation and Gender Minority Persons," *American Journal of Public Health Criminal Justice* 108, no. 8 (2018): 994, doi:10.2105/AJPH.2018.304500; Kami A. Kosenko and Elizabeth A. Nelson, "Identifying and Ameliorating Lesbian, Gay, Bisexual, and Transgender Health Disparities in the Criminal Justice System," *American Journal of Public Health* 108, no. 8 (2018): 970, doi: 10.2105/AJPH.2018.304537.

Why Gender Justice Matters

Women with justice involvement experience high rates of childhood victimization and trauma—as high as 90%.

Until recently, these factors were not assessed in gender-neutral standardized assessments.

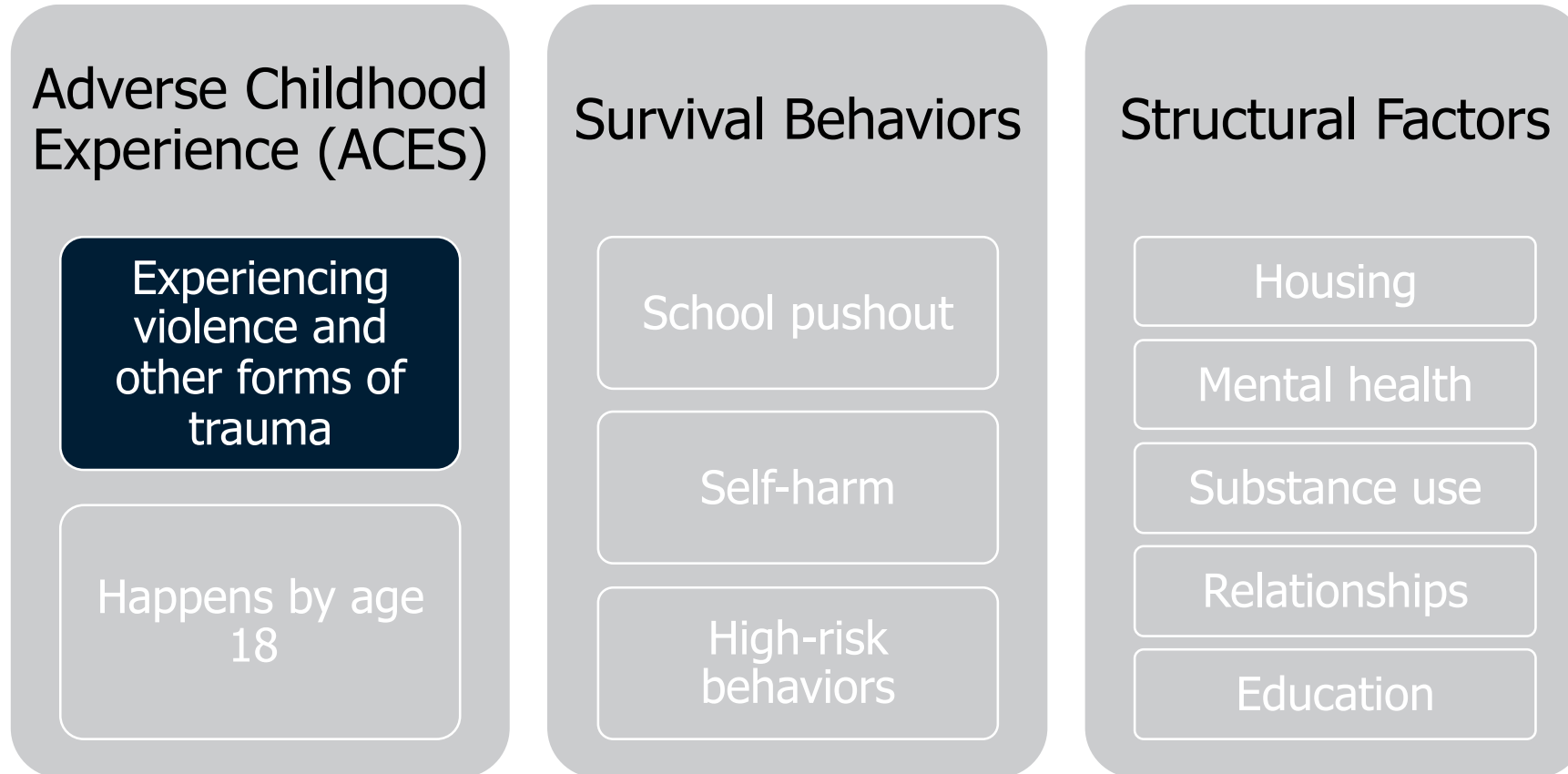
Interpersonal and structural trauma must be addressed.

We emphasize individual factors that are predictive of crime (focus on individual choice and responsibility).

We disregard structural factors such as racism, safe housing, finances, criminal records, substance misuse, medical, etc.

Niki A. Miller and Lisa M. Najavits, "Creating Trauma-informed Correctional Care: A Balance of Goals and Environment," *European Journal of Psychotraumatology* 3, no. 1 (2012): 17246–17248, <https://doi.org/10.3402/ejpt.v3i0.17246>; Patricia Van Voorhis, "On Behalf of Women Offenders: Women's Place in the Science of Evidence-based Practice," *Criminology and Public Policy* 11, no. 2 (2012): 111–145, <https://doi.org/10.1111/j.1745-9133.2012.00793.x>.

Women have unique pathways into the criminal justice system.



Elizabeth Fleming et al., *Adopting a Gender-Responsive Approach for Women in the Justice System: A Resource Guide* (New York: The Council of State Governments Justice Center, 2021).

Women have **salient** unmet needs that are barriers to justice.

“Gender Neutral”

- Antisocial attitudes
- Antisocial peers
- Emotional/personal
- Behavioral history (such as aggression and substance use)

Salient Factors for Women and Nonbinary People

- **Poverty**
- **Childhood victimization and abuse**
- **Unhealthy intimate relationships**
- **Mental health issues**
- **Lack of education and employment**
- **Lack of safe, affordable housing**

D.A. Andrews, James Bonta, and R.D. Hoge, “Classification for Effective Rehabilitation: Rediscovering Psychology,” *Criminal Justice and Behavior* 37, no. 1 (1990): 19–52, <https://doi.org/10.1177/0093854890017001004>; Patricia Van Voorhis et al., “Women’s Risk Factors and Their Contributions to Existing Risk/Needs Assessment: The Current Status of a Gender-Responsive Supplement,” *Criminal Justice and Behavior* 37, no. 3 (2010): 261–288, <https://doi.org/10.1177/0093854809357442>.

Gender responsive approaches must address these things.

Consideration of past trauma ○

○ Prenatal care

Counseling ○

○ Childcare

Mental health treatment ○

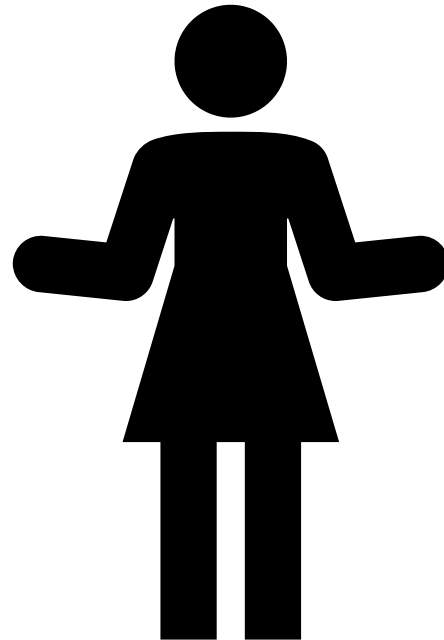
○ Flexible employment

Parenting support ○

○ Transportation

Substance use treatment ○

○ Housing



Why Gender-Responsive Approaches Matter

Ignoring gender has inflicted many psychological and physical hardships on women with criminal justice involvement (i.e., shackling women during labor; access to hygiene products, impact of segregation).



A large percentage of women with criminal justice involvement have children.—80 percent of women in jail are mothers; most are primary caretakers.

Dan Levin, "As More Mothers Fill Prisons, Children Suffer 'A Primal Wound,'" *The New York Times*, December 28, 2019, accessed May 18, 2022, <https://www.nytimes.com/2019/12/28/us/prison-mothers-children.html>.

Lack of gender-responsive supervision negatively impacts community supervision.

Nearly 800,000 women are under community supervision.

Probation is the most underfunded agency in the criminal justice system.

- Caseload sizes vary dramatically across agencies.
- Intensity and dosage vary across agencies.
- Risk level varies.
- Needs vary; the highest-need cases experience increased likelihood of trauma, mental health needs, and substance use disorders.

The Pew Charitable Trusts, *States Can Shorten Probation and Protect Public Safety* (Washington, DC: The Pew Charitable Trusts, 2020); The Pew Charitable Trusts, *Probation and Parole Systems Marked by High Stakes, Missed Opportunities: A Chartbook* (Washington, DC: The Pew Charitable Trusts, 2018); Michael P. Jacobson et al., *Less Is More: How Reducing Probation Populations Can Improve Outcomes* (Cambridge, MA: Harvard Kennedy School Program in Criminal Justice Policy and Management, 2017); “Women’s Mass Incarceration: The Whole Pie 2024,” Prison Policy Initiative, accessed October 3, 2024, <https://www.prisonpolicy.org/reports/pie2024women.html>; E. Ann Carson and Rich Kluckow, *Correctional Populations in the United States, 2021-Statistical Tables*, (Washington, DC: Bureau of Justice Statistics, 2023).

Standard Conditions of Supervision: What Is the Gendered Impact?

Obey all laws.

Report as directed to a probation officer.

Pay all court-ordered fines, fees, and restitution.

Maintain employment, school, or vocational training.

Do not use or possess illegal drugs or weapons.

Attend treatment as directed.

Merry Morash et al., "Technical Violations, Treatment and Punishment Responses, and Recidivism of Women on Probation and Parole," *Criminal Justice Policy Review* 30, no. 5 (2017): 788, <https://journals.sagepub.com/doi/pdf/10.1177/0887403417723425>.

Discretionary Conditions of Community Supervision: What Is the Gendered Impact?

Submit to warrantless searches without probable cause (called a search condition).

Do not travel outside the county or state without permission.

Stay away from certain places and people (such as victims and accomplices).

Complete community service or classes such as anger management, parenting, or theft awareness.

Submit to alcohol or drug testing.

Submit a DNA sample.

Submit to GPS (global positioning system) monitoring.

Merry Morash et al., "Technical Violations, Treatment and Punishment Responses, and Recidivism of Women on Probation and Parole," *Criminal Justice Policy Review* 30, no. 5 (2017): 788, <https://journals.sagepub.com/doi/pdf/10.1177/0887403417723425>.

Community Supervision: Common Issues for Women

Unmet needs subject to gender, race, and wealth-based disparities:

- Housing
- Employment and education
- Financial
- Medical
- Mental health/trauma
- Substance use
- Parenting training or support
- Intimate partner violence

- Supervision fees
- Court costs
- Urinalysis test fees
- Electronic monitoring fees
- Fines
- Treatment and special services fees

Merry Morash et al., "Technical Violations, Treatment and Punishment Responses, and Recidivism of Women on Probation and Parole," *Criminal Justice Policy Review* 30, no. 5 (2017): 788, <https://journals.sagepub.com/doi/pdf/10.1177/0887403417723425>.

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Social expectations and justice involvement impact responses to women in crisis.

“Women with a prison record are seen as having committed two offenses, one against the law and one against social expectations of how women are supposed to behave.”

Tara Opsal, “It’s Their World, so You’ve Just Got to Get Through’: Women’s Experiences of Parole Governance,” *Feminist Criminology* 10, no. 2 (2014) 188–207, <https://doi.org/10.1177/1557085114539723>.

Reflection Activity



What are some of the ways you already work to build community-based reentry strategies and crisis responses?

- How do race, class, culture and/or geography inform your work?
- How does trauma inform your work?

What are some of the best strategies you already use to reduce harm to and support women and gender-expansive people?

Promising Gender Justice Developments

- Risk, need, and strength assessments for women

- Trauma-informed, relational, strengths-based, dignity and equity focused

- Supervision Agency Gender-Responsive Evaluation (SAGE)

- Meta-analysis of programs support use of gendered programs

Elizabeth Fleming et al., *Adopting a Gender-Responsive Approach for Women in the Justice System: A Resource Guide* (New York: The Council of State Governments Justice Center, 2021).

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Guiding Questions for Gender Justice in Reentry and Crisis Response

Does it divert women and gender-diverse people from going into the system?

Does it protect and educate women and gender-diverse people while they are in the system?

Does it pull women and gender-diverse people out of the system sooner rather than later?

Promising Indicators of Community Reentry and Crisis Outcomes

Look to your own system's data to guide "how well" you are doing.

Pew Charitable Trusts, "States Can Shorten Probation and Protect Public Safety," The Pew Charitable Trusts, accessed April 15, 2021, <https://www.pewtrusts.org/en/research-and-analysis/reports/2020/12/states-can-shorten-probation-and-protect-public-safety>; National Resource Center on Justice Involved Women, "Gender-Responsive Policy and Practice Assessment-Community Version (GRPPA-CV)," National Resource Center on Justice-Involved Women, accessed September 7, 2022, <https://cjincludedwomen.org/gender-responsive-policy-and-practices-assessment-in-community-agencies/>.

4. GRADUATED SANCTIONS:

- Reduce the use of technical violations.

3. GRADUATED REINFORCEMENTS:

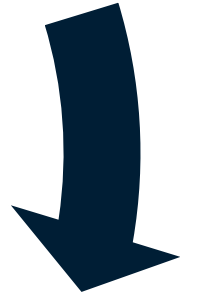
- Strengths-based intermediate responses to goal-focused behavior

1. SERVICE INTENSITY:

- Match with need and review reporting requirements.

2. SUPERVISION APPROACH:

- Application of trauma-informed practices during all interactions.



What could gender justice look like?

Equity is about creating **fair access and opportunity in the community.**

“The quality of being fair, unbiased, and just; ensuring that everyone has **access to the resources, opportunities, power, and responsibility they need to reach their full, healthy potential**, as well as making changes so that unfair differences may be understood and addressed. Equity-based solutions often involve a strategy or different or tailored treatment to ensure fairness and justice.”

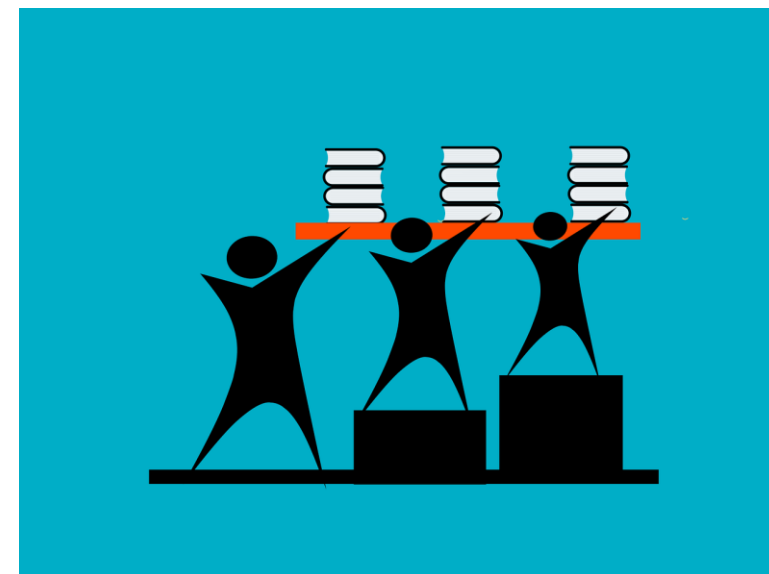


Image by mohamed Hassan from Pixabay

Substance Abuse and Mental Health Services Administration, *Promoting Equity and Reducing Disparities in IECMHC Systems and Programs: Glossary and Definitions* (Rockville, MD: Substance Abuse and Mental Health Services Administration, 2017), https://www.samhsa.gov/sites/default/files/programs_campaigns/IECMHC/promoting-equity-reducing-disparities-iecmhc-systems-prgms-gloss-definitions.pdf.

Gender Matters: Moving Toward Justice

Equity is about creating fair access and opportunity for everyone (across many identities).

We can't create an equitable system unless we ***understand, accept, and invest in the needs of***

- ALL women, girls, and gender-expansive people;
- Black and Brown women, girls, and gender-expansive people; and
- Indigenous women, girls, and nonbinary people who are part of Tribal communities.

Intersectionality

- Intersectionality focuses our attention on how multiple factors of discrimination and oppression function synergistically.
- This focus can help us identify specific policies, processes, and laws that operate unfairly and have negative effects across people's life experiences.

Race

- Ethnicity

Class

- Religion

Gender

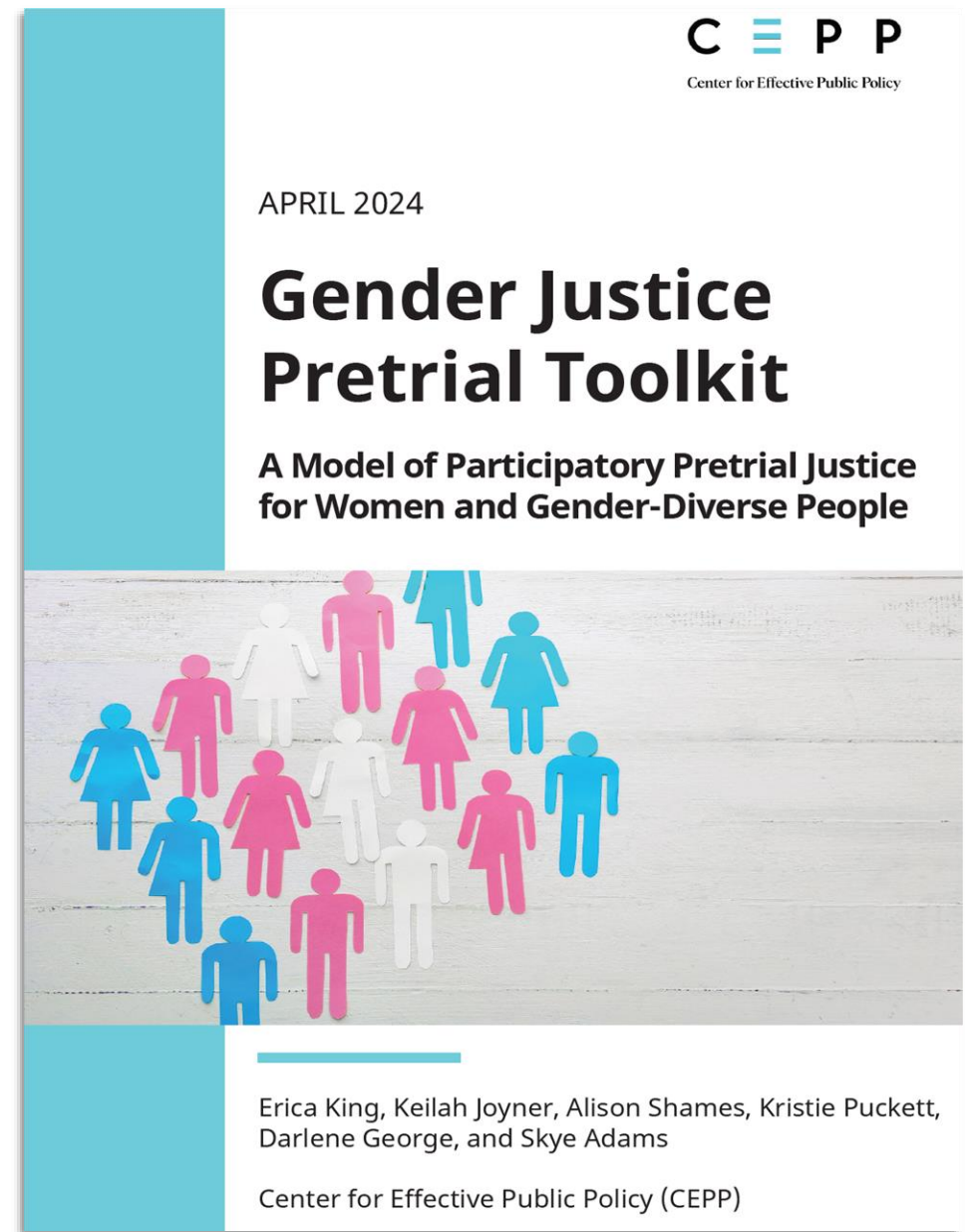
- Sexual Orientation/
Gender
Identity

Kimberle Crenshaw, "Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics," *University of Chicago Legal Forum* 1989, no. 1, article 8 (1989) 139–167, <http://chicagounbound.uchicago.edu/uclf/vol1989/iss1/8>.

A Participatory Pretrial Model

Inspired by Participatory Defense Model—“a community organizing model for people facing charges, their families, and communities to impact the outcomes of cases and transform the landscape of power in the court system.”

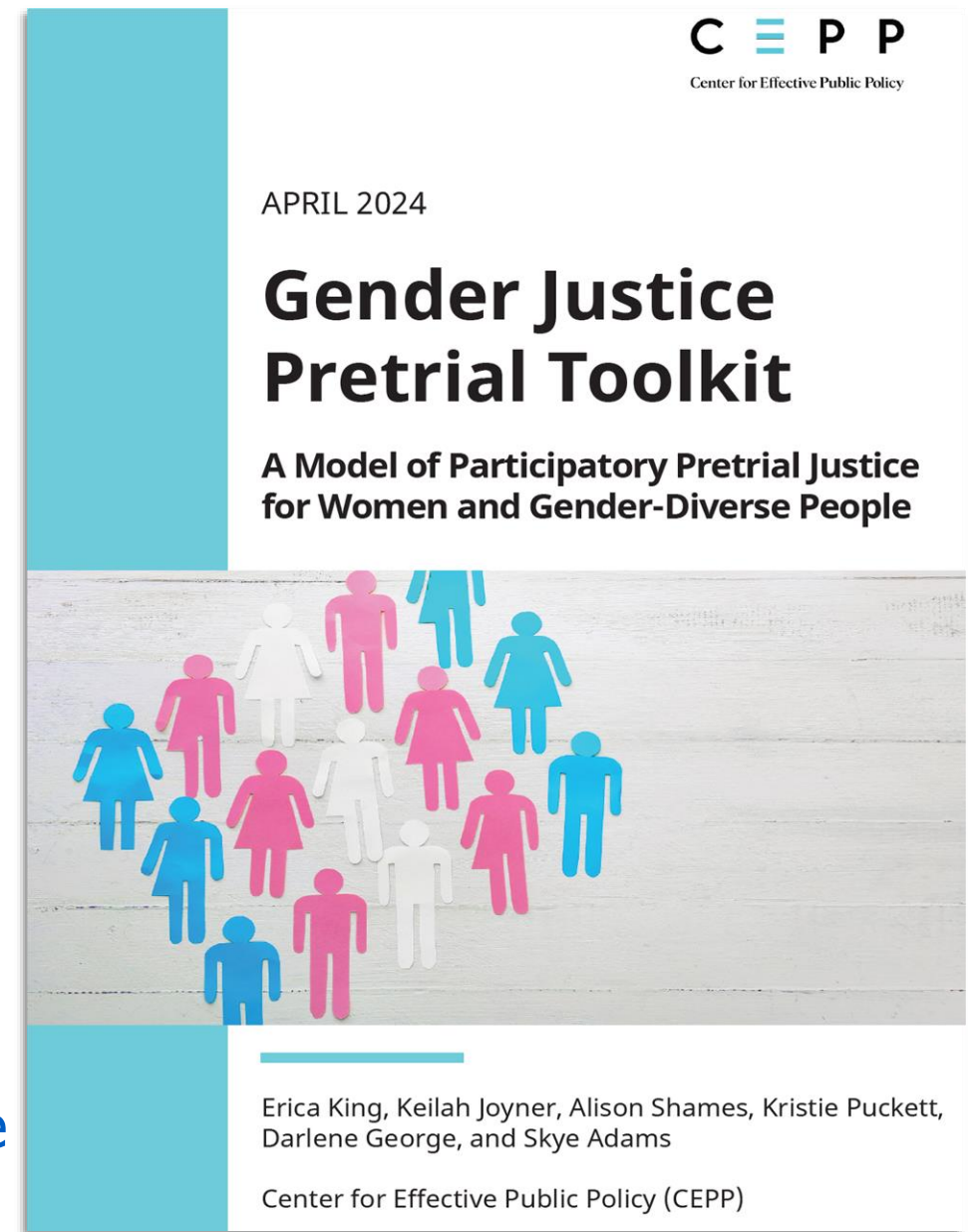
It builds upon relational theory, trauma-informed systems of care, and procedural justice research.



A Participatory Pretrial Model

Goals:

- Reduce and eliminate unnecessary detention of women and gender-expansive people.
- Prepare judicial officers, pretrial practitioners, women, and gender-diverse people facing court decisions to support a participatory process.
- Identify, meet, and understand the specific needs of women.
- Increase rates of successful completion for people on pretrial release.
- Inform stakeholders of desired practices that minimize harm.



Participatory Team



Opportunity Scholars: Victoria Scott, Linda Small, and Leo Hylton

Judge Carla Baldwin (Youngstown, Ohio)

Judge Victoria Pratt (ret.) (Newark, New Jersey)

Elizabeth Simoni and Shawn LeGrega (Maine Pretrial Services)

Jennifer Gibbs (Criminal Justice Alternatives, Wake County, North Carolina)

Why This Project?

- There was a staggering **700 percent** increase in the female-identifying jail population between 1980 and 2019.
- Almost half of women that are incarcerated are held in local jails.
- **60 percent** of women who are in jail have not been convicted of a crime and are awaiting trial.
- Avoiding incarceration is uniquely challenging for women. Women are less likely to be able to pay bail/be released pretrial and are more likely to plead guilty.
- Jails and pretrial agencies are not well-equipped to meet women's needs.

"Women's Mass Incarceration: The Whole Pie 2024," Prison Policy Initiative, accessed October 3, 2024, <https://www.prisonpolicy.org/reports/pie2024women.html>

Participatory Tools

Judicial Bench Card

To prime judges to consider gender and ask questions that will give them insight to see the humanity of the person in front of them rather than simply their criminal history report.

Pretrial Services Procedures

Tools designed to elicit information about the women charged and their needs.

Resources for Women and Gender-Diverse People

Tools that offer guidance on interacting with judicial officers, defense lawyers, and pretrial staff, which help them have agency and advocate for themselves.

Judicial Bench Card to Center Gender and Racial Equity

This bench card is intended to be used as a reflective tool to consider gender and racial equity issues when making pretrial release decisions.

BEFORE...

Before making a decision, ask yourself:

- Do the court conditions consider family unification and stability?
- Can we safely address harm with a more restorative alternative to incarceration?
- Are the conditions the least restrictive necessary to support the person's return to court and the community's safety and well-being?
- Can a peer support navigator be engaged to facilitate community support?
- Can the risk be mitigated through offering additional community support?
- How can we reduce or waive fines and fees (e.g., the cost of drug tests, electronic monitoring, or other conditions that require payment) based on low income?

If you decide to ask the person any of these questions, tell them:

"I want to ask you a few extra questions that help me think about how to make the best decisions. Your answers to these questions are important because they'll give me more information about you. Those answers will also help me use my discretion, to ensure public safety and the well-being of you, your family and your community."

Why say this? It is essential that people know that judicial officers want to help them be successful. Questioning gender, race, and social conditions can inform judicial decisions.

AFTER...

Before scheduling the next court appearance, ask the person:

Ask: "What can we do to help ensure you return to court?" "Does this date work for you?"

Returning to court may be one of many responsibilities a person may be facing and, depending on individual circumstances such as location, finances, and transportation, it may be more challenging for some than others. Asking questions related to people's ability to reappear may increase appearance results. Collectively, you can decide what times are most convenient and discuss any potential barriers.

Mitigating Gender and Racial Bias

"A lot of bias occurs when we move too fast, at the speed of habit, instead of slowing down to investigate, reflect, dig deep, and initiate new practices."

"Gender Justice Pretrial Toolkit," Center for Effective Public Policy, accessed October 3, 2024, <https://cepp.com/project/gender-justice-pretrial-toolkit/>; Racial Equity in the Arts Innovation Lab, *Creating Cultures and Practices for Racial Equity* (New York: Race Forward, 2021), <https://www.raceforward.org/practice/tools/creating-cultures-and-practices-racial-equity>.



RESPONSIVITY & EQUITY FACTORS TO CONSIDER

GENDER?

Nationwide, women's state prison populations have grown 834% over nearly 40 years. This is twice the pace of the growth of men in prison. More than 75% of the women held in local jails pretrial are there on accusations of nonviolent behavior. Moreover, women are at a higher risk for sexual abuse and retraumatization inside jails and prisons, where they are often not believed as survivors of violence.

GENDER IDENTITY?

Transgender people—especially Black and Brown transgender people—experience restrictive housing and solitary confinement more than the general population and are almost four times more likely to be victims of sexual violence. Transgender people, who often don't receive adequate care while incarcerated, usually experience acute mental health, substance use, suicide, and early mortality in prisons and jails.

RACE?

Disparities that disproportionately impact Black, Brown, and Indigenous people are well documented across the criminal legal system. It is vital to ensure that judicial decisions are not perpetuating racial and gender based outcomes.

TRAUMA?

More than half of all women will experience at least one traumatic event over the course of their life. According to a 2017 study, women are exposed to more interpersonal and "high-impact trauma," such as sexual assault, than men, and they are exposed to it earlier in life. Women are often criminalized and punished for reacting to traumatic behaviors and for acting in self-defense. Outside of these circumstances, they are otherwise a very low risk to public safety.

ADVERSE CHILDHOOD EXPERIENCE?

Eighty percent of women in jails are mothers. Even a short time in jail may disrupt family stability and lead to the intervention of child welfare services. Unnecessary incarceration contributes to adverse childhood and community experiences. Many women are also primary caregivers for aging parents, disabled adults, and others. Jails are inadequate vehicles for providing necessary prenatal health care for mothers and their unborn children.

EDUCATION / EMPLOYMENT?

Women earn less than their male counterparts, they have limited work opportunities, and their dollars must stretch to cover housing and the needs of children. These economic realities are worsened by fines and fees (beyond restitution) added by the criminal legal system. Women and girls have disconnected pathways to education and are often subject to harsher discipline for minor behaviors, which contributes to disruptions in opportunities.

HOUSING?

Housing instability is often a key underlying factor for people's involvement in the criminal legal system. While the relationship between housing and system involvement is complex, studies have shown that people in high-poverty areas are more likely to be involved in the system as a victims, witness, accused, or arrested.²⁴ Providing safe, stable, and sober housing can lessen people's likelihood to commit new survival offenses such as theft and, or women in particular, can mitigate the collateral sanction of felony disenfranchisement.

DISABILITY?

This may explain behavior previously attributed to risky behavior or noncompliance because of defiance. Mental health behaviors often co-exist with and are exacerbated by trauma.

LANGUAGE ACCESS?

In 2019, almost 1 in 5 people in the U.S. spoke a language other than English at home. To help ensure due process for all accused people, the court should identify and provide skilled, trained court interpreters promptly. The accused person may not fully understand why they are being charged or allowed to provide the court with important information that can determine case outcomes.

SUBSTANCE USE?

Too often, addiction is criminalized rather than viewed as a public health issue. If your jurisdiction offers a specialized drug court docket, referring a person to long- or short-term treatment may yield more positive, long-lasting outcomes. Substance use treatment programs can decrease or eliminate dependency.

Ask yourself:

- Have I considered these factors in decision-making?
- If so, how so? If not, why not?
- How can I be sure my own biases aren't reinforcing systemic patterns?
- How can I best use my discretion?

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Staff working in crisis and reentry face specific barriers.



Occupational



Organizational



Our Own

Staff Strategies: Support Her/Them to Take Action

Tell them about the legal process and status of their case.

Offer relevant community resources.

Engage them via peer support services

Offer the least restrictive environment to support their safety and well-being.

Mobilize education/employment opportunities.

Staff Strategies: Support Her/Them to Take Action

Mitigate fines or fees whenever possible.

Provide the opportunity for them to share their background and current conditions.

Invite them to share their needs; avoid assumptions.

Work with them on their court appearance plan.

Trauma-Informed Practices



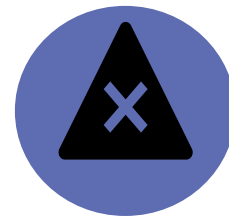
REALIZE how prevalent trauma is.



RESPOND using trauma-informed communication and interventions.



RECOGNIZE the impacts on self-regulation and relationships



RESIST using confrontation and punitive approaches.

Substance Abuse and Mental Health Services Administration, *Practical Guide for Implementing a Trauma-Informed Approach* (Rockville, MD: Substance Abuse and Mental Health Services Administration, 2023), <https://store.samhsa.gov/product/practical-guide-implementing-trauma-informed-approach/pep23-06-05-005>.

Communicate for Safety and Well-being



Step 1: Recognize (Me)



Reflect (Them)



Resolve (We)

Communicating in a Diverse World



- Always lead with respect.
- Consider how your own race, class, culture, gender, etc. might shape your perceptions.
- Be willing to interrogate your own thinking and potential biases.
- Fall back on the values of respect, courage, integrity, and your own professionalism.
- Collaborate with the other person by providing dignity and choice.

Lead with Trauma-Informed Principles

Safety: Ensuring physical and emotional safety for clients and staff

Trustworthiness: Maximizing trust; ensuring clear expectations and consistent boundaries

Choice: Making choice and control a priority

Collaboration: Sharing power with staff and clients; working together

Empowerment: Working intentionally to build resilience (personal and social resources)

Roger D. Fallot, Maxine Harris, and Community Connections, "Creating Cultures of Trauma-Informed Care (CCTIC): A Self-Assessment and Planning Protocol," April 2009, <https://www.theannainstitute.org/CCTICSELFASSPP.pdf>.

Principles of Trauma-Informed Care

Safety

- What can we do to increase the physical safety of women and gender-expansive people?
 - What can we do to increase the psychological safety of women and gender-expansive people?
- What can we do to increase the trust of women and special populations in community crisis response and reentry?

Maxine Harris and Roger D. Fallot, *Using Trauma Theory to Design Service Systems: New Directions for Mental Health Services, Number 89* (Hoboken, NJ: Jossey-Bass, 2001).

Principles of Trauma-Informed Care (cont.)

Choice

- What would choice look like?
 - How can we ensure that women and gender-expansive people have choices?
- How can we work in partnership and maintain professional boundaries (neither apathy, nor sympathy) with women and gender-expansive people?
- What can we do to help women and gender-expansive people build skills, strategies, and supports to strengthen well-being and empowerment?

Maxine Harris and Roger D. Fallot, *Using Trauma Theory to Design Service Systems: New Directions for Mental Health Services, Number 89* (Hoboken, NJ: Jossey-Bass, 2001).

Presentation Outline

I. Welcome and Introductions

II. Why Gender Justice, and Why Now?

III. Gender-Responsive Practices

IV. Communicating with Women and Gender-Diverse People

V. Additional Resources and Questions

Call to Action

- What can you commit to at a policy level, program level, and/or personal level to bring a gender justice lens to your work and foster active partnership with those who are directly impacted?
- As a result of this webinar, I intend to....

NIC/CEPP Opportunity: Supervision Agency Gender-Responsive Evaluation (SAGE)

SAGE (formerly known as the Gender Responsive Policies and Practices Assessment-Community Version GRPPA-CV):

- Developed to enhance outcomes with **women and gender-diverse populations under supervision in the community.**
- Represents a compilation of the research on evidence-based and gender-responsive practices and the best thinking of practitioners focused on *community corrections*.

Benefits of SAGE:

- Development and implementation of evidence-based policies and practices
- Development of strategic plans
- Revised policies for assessment, supervision revocations, etc.
- Expansion of services and programs
- Implementation of actions to create a positive agency culture

We are inviting supervision agencies to participate in SAGE.

To Apply

- Check National Institute of Corrections' website for application link.
- Contact Keilah Joyner at Kjoyner@cepp.com or Lorie Brisbin at Lbrisbin@bop.gov

Register for Gender Justice and Participatory Pretrial Training

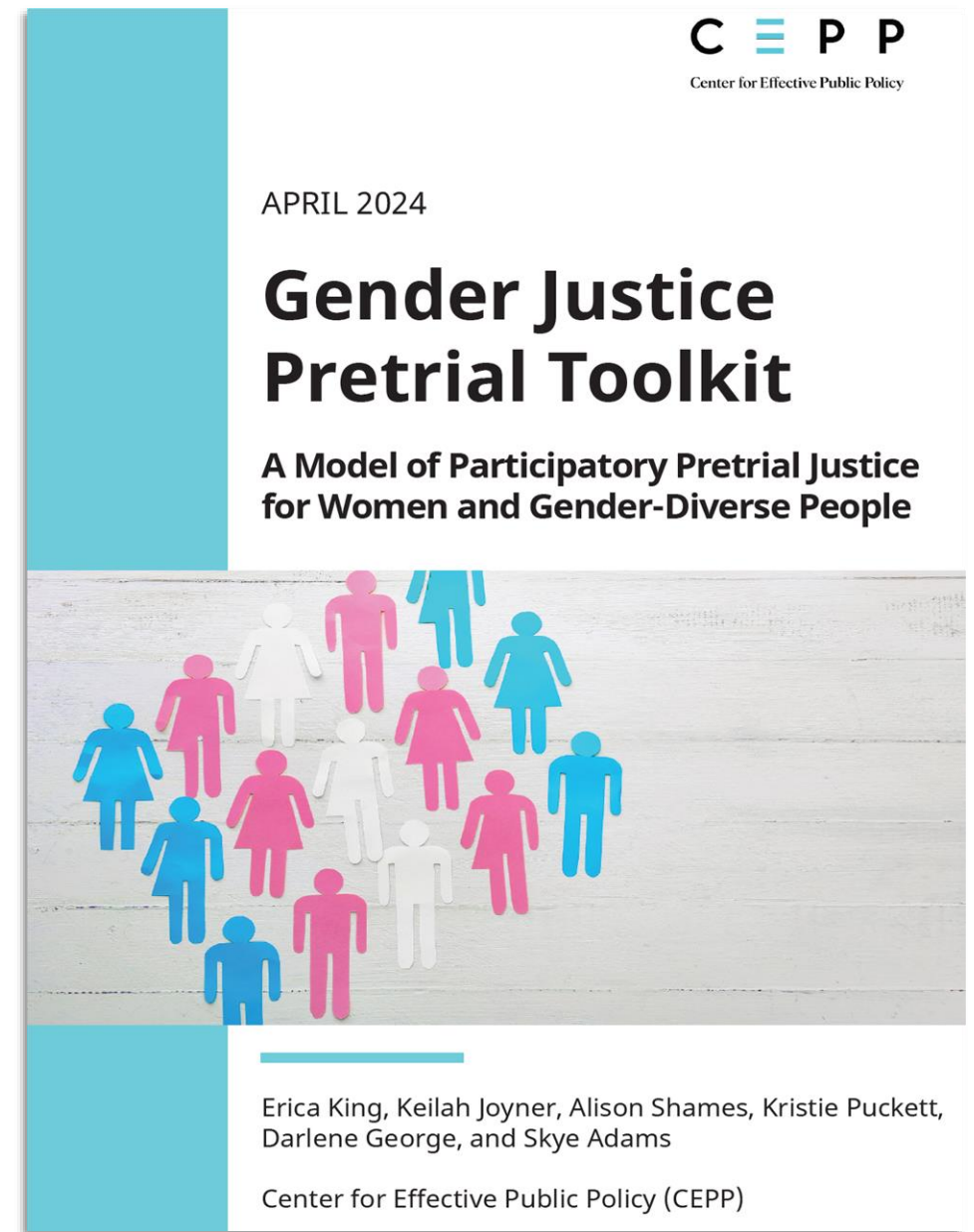
This training responds to the urgent need to interrupt a 50-year trend of increasing pretrial detention and further incarceration of women and gender-expansive people, despite them posing the lowest risk to public safety and being most likely to have the role of primary caregiver.

Training Date: November 21, 2024, 1–2:30 p.m. ET

Learning Objectives

- Explain the unique circumstances of women and gender-diverse people entering the criminal legal system and the value of a gender-responsive approach.
- Become familiar with CEPP's new **Gender Justice Pretrial Toolkit**
- Learn how to implement participatory pretrial tools to minimize the harms of incarceration and improve outcomes for women and gender-diverse people.

Deadline to Register: November 14, 2024



Questions



Resources

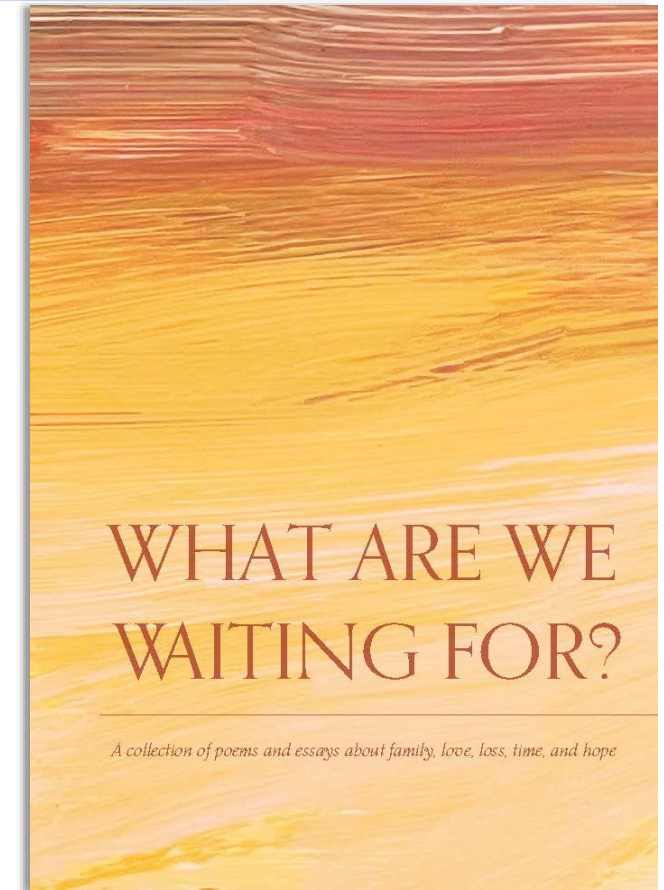
- **National Resource Center on Justice-Involved Women**
 - www.cjinvolvedwomen.org
 - **Gender Justice Pretrial Toolkit**
 - Trauma-Informed Crisis and Community Response
 - **Policy and Practice Assessments**
 - Gender Informed Practices Assessment (GIPA)
 - Gender Responsive Policies and Practices Assessment (GRPPA)–On-line Gender Responsive Policies and Practices Assessment – Community Version (GRPPA-CV)
 - **Leadership, Staff Training, and Coaching**
 - Communicate for Safety and Well-being

Resources (cont.)

- **National Institute of Corrections**, Technical Assistance
 - Lorie Brisbin, lbrisbin@bop.gov
- **Substance Abuse and Mental Health Services Administration (SAMHSA)**
 - National Center for Trauma-Informed Care, nctic@nasmhpd.org
 - What are we waiting for?
 - A collection of poems and essays about family, love, loss, time, and hope

Resources (cont.)

- What are we waiting for? A collection of poems and essays about family, love, loss, time, and hope
 - "These stories...were written by residents at the Southern Maine Women's Reentry Center and the Women's Center at the Maine Correctional Center as part of a weekly creative writing group facilitated by the Right/Write to Heal Initiative in collaboration with Opportunity Scholars, the Place Matters project, and the Maine Department of Corrections."



Resources

- *Adopting a Gender-Responsive Approach for Women in the Justice System: A Resource Guide*
- A Process Evaluation Of The Women Offender Case Management Model, Implemented By The Connecticut Court Support Services Division
- Collaborative Case Work with Justice-Involved Women
- Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory, and Antiracist Politics
- Glossary of Terms: Race, Equity and Social Justice
- The Urgency of Intersectionality
- Women Offender Case Management Model: Outcome Evaluation
- Women's Risk Factors and Their Contributions to Existing Risk/Needs Assessment The Current Status of a Gender-Responsive Supplement

Contact Information



- **Erica King**, *Senior Manager, Center for Effective Public Policy, National Resource Center on Justice-Involved Women*, eking@cepp.com
- **Kristie Puckett**, *Gender Justice Policy Advisor, Center for Effective Public Policy, National Resource Center on Justice-Involved Women*, kristie@kepsquared.org



Thank You!

Join our distribution list to receive updates and announcements:

<https://csgjusticecenter.org/resources/newsletters/>

For more information, please contact Niara Boyd-Watson at nboyd-watson@csg.org

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