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# WINTER TRAINING INSTITUTE

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Virtual Training Institute

## Tuesday, February 20

- Virtual Platform Opens!

## Sunday, February 25

- 05:00 - 07:00 pm *Livestreamed Opening Plenary*  
Mental Health: Finding Your Voice

## Monday, February 26

- 09:45 am - 10:45 am *Livestreamed Workshop*  
Swift and Certain Responses to Violations: Have We Found the Silver Bullet for Recidivism Reduction, or Have We Created an Obstacle to Evidence-Based Practices for Recidivism Reduction?
- 11:00 am - 12:30 pm *Livestreamed Plenary*  
High in Plain Sight: Current Alcohol, Drug, and Concealment Trends and Identifiers
- 02:15 pm - 03:15 pm *Livestreamed Workshop*  
The Value of Connecting with Employers: Resources for Success
- 03:30 pm - 05:00 pm *Livestreamed Workshop*  
I Am Who I Am: Personalities Matter!

*\*The timeframes listed are in Pacific Standard Time*

**Register Now**

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# WINTER TRAINING INSTITUTE

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Virtual Training Institute

## Tuesday, February 27:

- 08:00 am - 09:00 am *Livestreamed Workshop*  
Research Says: 2024 Best Practices in Assessment, Supervision and Treatment of High-Risk Impaired Drivers
- 11:10 am - 12:15 pm *Livestreamed Workshop*  
It Takes a Village: Community Development in Community Corrections
- 02:15 pm - 03:45 pm *Livestreamed Workshop*  
PGST: The Path/Road to New Beginnings Reentry Programming
- 04:00 pm - 05:30 pm *Livestreamed Workshop*  
Understanding your Clients: A Discussion on Working with Native American Clients in a Reentry Program

## Wednesday, February 28

- 08:00 am - 09:30 am *Livestreamed Workshop*  
Undefinable Relationship: The Journey To Find My Voice And Begin To Heal
- 09:45 am - 10:45 am *Livestreamed Workshop*  
Linking Case Planning and Professional Alliance for a More Positive Outcome
- 11:00 am - 12:30 pm *Livestreamed Closing Plenary*  
From the Big House to the White House: Unlocking Potentials

## Wednesday, March 20

- Virtual Platform Closes!

*\*The timeframes listed are in Pacific Standard Time*

# Register Now

# VIRTUAL SESSIONS

As of February 14, 2024 – Subject to Change \*

*\*Workshops listed below are confirmed to our virtual program but may not be finalized*

## Livestreamed Sessions

### Sunday, February 25

**5:00 PM – 7:00 PM**

#### **Opening Plenary: Mental Health: Finding Your Voice**

As Parole Officers, you have a significant role to play in supporting the well-being of others. However, the importance of your own wellness must not be overlooked. When it comes to mental health, silence has never been the answer. Understanding the power of your voice is the first step in finding true freedom.

Having experienced challenges with mental illness, trauma, and addictions first-hand, Allan shares his captivating story of resilience and hope. Through his message, you will learn how to share your own story, step into your vulnerability, and connect to yourself and others in a more authentic way. By finding your own voice, you will be able to inspire others to find theirs.

### Monday, February 26

**9:45 AM – 10:45 AM**

#### **Swift and Certain Responses to Violations: Have We Found the Silver Bullet for Recidivism Reduction, or Have We Created an Obstacle to Evidence-Based Practices for Recidivism Reduction?**

The history of probation, parole, and community corrections is replete with examples of practices and programs that begin with the promise of enhancing public safety, but end with disappointment. There are many reasons why our profession adopts new strategies for doing business. Ideally, it should be because public safety and justice are enhanced. In reality, however, the adoption of new programs and practices may be based on political and public perceptions and seemingly commonsense, which in the end may be closer to nonsense. This workshop will explore what works and what does not regarding recidivism reduction, the politics of community correctional policies and practices, and the need for a creating a work environment where line staff can effectively manage short-term risk and accomplish long-term behavioral reform.

**11:00 AM – 12:30 PM**

#### **High in Plain Sight: Current Alcohol, Drug, and Concealment Trends and Identifiers**

This workshop is for educators, prevention providers, coalition members, law enforcement, probation officers, school administration, treatment providers, nurses, health care workers, and counselors. This workshop covers alcohol and drug clothing, alcoholic energy drinks, prescription drug abuse and misuse, alcohol and drug concealment methods and containers, drug paraphernalia, drug related music and groups, logos, stickers, new technology, youth party tendencies, party games, non-traditional alcoholic beverages, social networking sites, synthetic drugs, OTC drugs, inhalants, marijuana concentrates, E-cigarettes, and popular party drugs, including: opioids, Adderall, and ecstasy. This session can also cover

common stash compartments that can be used to hide weapons inside everyday clothing containers and other items, in addition to the impact on traffic safety. This session is unique, in that it provides over 70 visual aids for attendees to hold and become familiar with. In today's culture, everything is person-specific and has different meanings to different individuals. Meanwhile, certain items have gained popularity in the alcohol and drug scene - which changes every day. Officer Galloway tailors this session to each community that he teaches in, and constantly updates this training to keep up with the current trends. This allows the community to know what is going on locally, in their own retail stores. Galloway also covers the impact of legalization, if this affects your state. For each person to help prevent youth and adult substance abuse, you MUST know what is going on in your community.

### **2:15 PM – 3:15 PM**

#### **The Value of Connecting with Employers: Resources for Success**

The workshop will consist of an employer using second chance workers, a representative from the critical labor coalition and a trade association with a robust second chance program. The goal of the workshop will be to explain the need to connect the APPA and employer community, ways to get involved and have an open discussion of “next steps”

### **3:30 PM – 5:00 PM**

#### **I Am Who I Am: Personalities Matter!**

By understanding personality traits, you increase self-knowledge and self-awareness. Your personality can help or hinder you in your succession. If you do not understand what drives your actions and behaviors, it will be hard to cultivate growth, especially in leadership roles. As you discover what inspires you, you'll identify what may hold you back. You'll discover the traits, habits and behaviors that propel you forward and identify the traits, habits and behaviors that has caused you to mismanage, micromanage or misunderstand co-workers, family, and friends.

## **Tuesday, February 27**

### **8:00 AM – 9:00 AM**

#### **Research Says: 2024 Best Practices in Assessment, Supervision and Treatment of High-Risk Impaired Drivers**

Every year, hundreds of thousands of individuals are arrested for driving under the influence and in 2021 these impaired drivers were responsible for 13,284 fatalities. Community justice and treatment professionals can face unique challenges in assessing risk levels for these offenders while determining the most appropriate level and type of supervision, technology and treatment needs to minimize the risk of a re-offense and a new victim. This interactive training will provide an overview and continuum of the most recent evidence-based practices for addressing the issues of high-risk impaired drivers from arrest to discharge. This includes the latest research on assessment tools, characteristics of high-risk impaired drivers, polysubstance use, community supervision strategies, available technologies, the use of Problem-Solving Courts, as well as treatment programming to help criminal justice and treatment professionals maximize their effectiveness while reducing risk to the community.

### **11:10 AM – 12:15 PM**

#### **It Takes a Village: Community Development in Community Corrections**

Most everyone will say it takes a village to raise a child or strengthen a community, but what does that actually mean in practice and how do we embrace this thinking in our community corrections systems? This workshop will discuss the evolving theology implemented in the Los Angeles County Probations

Department - TRI Academy - Secure Youth Treatment Facilities program. This session will discuss collaboration, restorative justice practices, critical pedagogy, education, caring ethics, and cultural relevance. It will address as a theology a methodology for systems change and reform. This session can be either run as a one hour in person session, a 90 minute in person session, or a 4 hour intensive. Depending on the selection, it may or may not have partners included in the discussion that can validate the evolving theology.

#### **2:15 PM – 3:45 PM**

##### **PGST: The Path/Road to New Beginnings Reentry Programming**

súł ʔaʔ cə ɣáwás sxʷnéʔ (The Path/Road to New Beginnings)

In 2015, the Port Gamble S'Klallam Tribe (PGST) was a recipient of a Second Chance Act (SCA) Adult-Demonstration grant for reentry programming for PGST, Suquamish and other Federally recognized tribal members incarcerated in Kitsap County Jail. These initial grant efforts led to the founding of a Reentry Program that opened community conversations and provider practices about authentic reentry from an Indigenous perspective incorporating risk need assessments, integrated service plans, cognitive behavior therapy, and support in traditional Indigenous ways by recognizing the many barriers Native Nations face in assisting formerly incarcerated in re-engaging with community. With subsequent SCA funding (2018 and 2022) PGST has further developed our reentry programming, súł ʔaʔ cə ɣáwás sxʷnéʔ (The Path/Road to New Beginnings) with evidence-based modalities fused with Indigenous traditional ways. This workshop will illuminate the development and expansion of a Tribal reentry program that fits the needs of Indigenous communities and works to build success for participants.

#### **4:00 PM – 5:30 PM**

##### **Understanding your Clients: A Discussion on Working with Native American Clients in a Reentry Program**

This workshop will provide the audience with knowledge to improve reentry outcomes for Tribal clients through a discussion on historical and on-going trauma the impacts your client's ability to reintegrate back into their communities. This workshop will discuss the ways in which community corrections personnel can effectively interact with Tribal Clients. This workshop will work to improving cultural awareness through creating an understanding of traditional, cultural, historical and on-going trauma impacts on Tribal Clients.

### **Wednesday, February 28**

#### **8:00 AM – 9:30 AM**

##### **Undefinable Relationship: The Journey To Find My Voice And Begin To Heal**

It is impossible to imagine sitting down to engage in conversation with the person responsible for the death of a loved one, let alone forgive them. During this presentation you will witness a true story of the power of forgiveness, accepting responsibility and how lives can be changed through the process of Victim Offender Mediation. You will also hear about the real challenges that come as a result of the process, which may last a lifetime. It is never easy to confront tragedy face to face, but it is even harder to never have the opportunity to gain insight and clarity allowing the process of healing to begin. This presentation will allow you to hear Sheila's story and the path she took to engage with the person responsible for the death of her mother, to find a different vision of what could happen for both of them, and, to turn tragedy into hope and anger into forgiveness.

**9:45 AM – 10:45 AM**

**Linking Case Planning and Professional Alliance for a More Positive Outcome**

Research has shown that correctional professionals play a key role as agents of change as they create a professional alliance with those under community supervision. Positive Working relationships generate buy-in and motivate people to explore necessary changes to lead a law-abiding life. Yet, the case planning process in many agencies focuses more on supervision conditions and less on the factors that help people succeed, such as working on activities associated with their assessed needs. Complicated and cumbersome case planning processes and case plans create unnecessary burdens and can contribute to disappointing risk reduction and behavior change results. This workshop will focus on the research on case planning and professional alliance, present a simplified case planning process and include several examples of case plans working in other agencies throughout the country. In addition, the components of a good case plan and the professional alliance process will be discussed and demonstrated. This workshop will leave attendees with an action plan to develop a more relevant process resulting in a more positive outcome for those under supervision.

**11:00 AM – 12:30 PM**

**Closing Plenary: From the Big House to the White House: Unlocking Potential**

Attorney Christopher Poulos shares his personal and professional path from trauma, addiction, homelessness, and prison to college, law school, serving in the White House, and becoming a senior state government corrections and reentry executive. Poulos's talk weaves between personal experiences and the larger policy and practice issues involving pretrial, incarceration, and community supervision. He will share about the importance of support and accountability versus only surveillance and punishment and the vital role probation officers and other justice stakeholders can have in helping people positively redirect their lives.

## **Pre-Recorded Sessions**

**An Intentional & Restorative Model of Pretrial Supervision**

Learn how to apply new research that supports the use of support and behavioral health services and interventions in pretrial supervision to increase successful outcomes, while protecting the presumption of innocence and using least constrictive conditions. Models multiple pretrial supervision strategies, such as structured appointments, integration of support services, alternative responses to pretrial misconduct and restorative, needs-based supervision. How to recommend release conditions directed toward individualized risk of reoffending and failing to appear and use interventions to mitigate common areas of pretrial misconduct and barriers to success, such as substance abuse, residential instability and unemployment. Includes real-life examples of how intentional supervision and participation in voluntarily support services has improved outcomes in Cass County, Indiana. Learn how data can be used to identify areas of change in your agency and move towards a needs-based model of supervision to produce more positive outcomes.

## **Assessing Fairly: Introduction to the National Guidelines for Post-Conviction Risk and Needs Assessments**

The United States has not followed a coherent set of guidelines on the development and use of risk and needs assessment, and most states and counties have not tested their instruments for accuracy and fairness across race, ethnicity, and gender. In partnership with the Bureau of Justice Assistance, The Council of State Governments (CSG) Justice Center worked with a group of 26 national experts to develop a set of 13 practical guidelines and a suite of practical resources that advise criminal justice agencies on prioritizing accuracy, fairness, transparency, and effective communication and use of post-conviction risk and needs assessments. This session will provide an overview of the national guidelines project, describe the benefits of adhering to the national guidelines, discuss the supplementary self-assessment tool, provide information about how agencies can apply for technical assistance, identify the first group of states receiving technical assistance and their areas of priority, and hear from a group of panelists who are prominent leaders in the field on related research, specific challenges agencies have encountered, and efforts to adopt the national guidelines.

## **Effective Peer Support Concepts for Positive Culture Change**

Effective Peer Support Concepts for Positive Culture Change will be a workshop that will focus on peer support as the gold standard for parole and probation officer wellness and career longevity. The workshop objectives will be to educate the group about peer support, to teach the key components to building an effective peer support team, to discuss the details of critical incident stress management and when it is needed, and to outline the effectiveness of Eye Movement Desensitization and Reprocessing (EMDR) as a therapeutic intervention for Parole and Probation Officers experiencing symptoms of burnout and stress injury. A live EMDR session will be conducted during the workshop to educate the workshop participants and to demystify the process.

## **Embracing a Guardian Mindset in Community Corrections**

This innovative 60-minute workshop takes a closer look at the culture and philosophy within community corrections. We will examine how developing a guardian mindset better prepares officers and our agencies to maintain an honest and legitimate relation with the community and the clients they serve. The workshop will highlight the Los Angeles County Probation Department's continued efforts to reinforce a guardian mindset through community partnerships and a care-driven approach to assist in rehabilitation. Although the workshop will highlight the efforts in Los Angeles County, the lessons and overarching messaging is relevant to all professionals in the community corrections field. As our mission continues to focus on a client-centered approach, this workshop will ignite the ideas to take us there!

## **Fentanyl: Fake and Fatal**

Fentanyl is now the #1 cause of death in Americans 18-45 years of age. The fastest growing age demographic in America for fentanyl poisoning and death is now 14 years of age and younger. It's no longer a drug that is killing addicts, it's a weapon of mass destruction destroying a generation. Awareness is not enough; we must provide comprehensive education. This session will teach attendees exactly how to do that by providing true education with a digital video curriculum that they can provide to anyone and everyone in their field.

## **“It’s Just This Lingering, Hovering Thing” Professionals Supporting Individuals Under Community Supervision During Disasters**

People under community supervision face routine challenges in meeting their supervision conditions. Fulfilling their supervision requirements often contends with fulfilling their basic needs, and individuals are forced to make decisions that can cost them their freedom. The resulting precarity stemming from their involvement in the criminal legal system compounds their social vulnerability before, during, and after disasters, leading to unique disaster-related challenges. However, organizations and government agencies can mitigate some of the most damaging impacts of disasters on system-involved populations. This workshop offers practical policy recommendations for supervision agencies to better prepare for disasters. Recommendations for emergency preparedness and response measures that mitigate risk for people under community supervision will be explored. These recommendations may help reduce revocations and costly incarceration for supervision violations by reducing and eliminating the need for the criminal legal system to respond with sanctions during a disaster.

## **Justice for Minds: Addressing Mental Health Challenges in the Criminal Justice System**

The high prevalence of mental illness in the U.S., affecting nearly one in five adults, often leads individuals with serious mental illness to enter the justice system for treatment, resulting in a disproportionate rate of incarceration over hospitalization. While specialty courts like Mental Health Courts exist, they can sometimes exclude certain individuals. To address this, a two-tier approach is proposed to serve those in acute crisis and those without the required level of serious mental illness for Mental Health Court eligibility. This session will center on understanding different strategies to address clients with all levels of mental health, leveraging community providers & services, and how to effectively implement a similar model in your court/agency.

## **Love, No Ego: The Courage to Be You**

Love...No Ego, The Courage to Be You, is a unique and inclusive presentation that enhances social-emotional learning and development intertwined with personal and professional development simultaneously, propelling attendees into purposeful being, living, and working. Participants receive the steps in setting their foundation for success and then attain the pillars and principles that will excel them beyond the limitations and challenges of the egotistical pressures of society, providing a path of motivation that is not easily shaken. A reigniting of the intuition that breathes growth, long-term happiness and success, and resiliency.

## **Mental Health: Identifying Crisis for Formerly Incarcerated Once Returning Home**

Discussion Summary: Providing awareness on the mental health while exploring the crisis that inmates undergo once re-entering society. The course is structured with lecture discussion with attendees and several ice breakers throughout the course. The expectations of attendees is to take part in the activities during the course. Attendance, participation, and respect for others will be address as a behavioral guide. Upon completing this workshop, participants will better understand the following disorders person returning home from incarceration face daily.



## **Mindful Embodiment: Somatic Solutions for Stress and Vicarious Trauma**

People working in the criminal justice system are exposed to an extraordinary amount of stress and trauma in the course of their duties. Left unaddressed, this stress and vicarious trauma can have a profound impact on their overall well-being, happiness, and longevity. Upon completion of this workshop, participants will be equipped to articulate the importance of incorporating the body in stress and vicarious trauma management. They will engage in embodied mindfulness exercises to effectively recognize the physical signs of stress and vicarious trauma as they manifest in the body. Additionally, they will acquire practical skills in utilizing simple somatic and breath-based practices to proactively manage stress and mitigate the effects of vicarious trauma, ultimately contributing to a happier, healthier, and more fulfilling life.

## **Pretrial Supervision: Is It Needed?**

Across the Country, Pretrial laws and reforms are in a very fluid state. Most states and the Federal system have Pretrial statutes and laws which may or may not be followed in the way they were intended. In *United States v. Salerno (1987)*, Supreme Court Chief Justice William Rehnquist wrote, "In our society liberty is the norm, and detention prior to trial or without trial is the carefully limited exception." This session will focus on a brief history of Pretrial in the US, what it means to actually be a Public Servant and work in the Public Sector, and take an in-depth look at are we actually being good stewards of the public trust with best practices in the Pretrial field.

## **Screening and Working in Community Supervision with People with Brain Injury**

While studies on supervisees in community corrections are sparse, according to jail and prison studies, 25-87% of male inmates report having experienced a head or brain injury compared to 8.5% in the general population. Inmates who have had head injuries may experience mental health problems such as severe depression and anxiety, substance use disorders, difficulty controlling anger, or suicidal thoughts and/or attempts. Female inmates convicted of a violent crime are also more likely to have sustained a brain injury. Up to 87% of women residing in domestic violence shelters have reported head injuries due to the violence. The presence of a brain injury may impact the community supervision process in various ways in both supervisees and their victims. This presentation will provide an overview of brain injury, introduce a brief screening tool, and identify ways community supervision staff can work more effectively towards successful outcomes with individuals who might be living with a brain injury.

## **TIDES: Merging Trauma Informed Care and Desistance in Probation Supervision**

Correctional systems have historically been caught in a web of complexities resulting in mere symptomatic relief. The TIDES model seeks to remedy this by weaving past wisdom with nuanced insights from Trauma-Informed Care and Desistance Theories. Central to TIDES are its "Pillars of Change": Self-Regulation, Identify, Resilience, and Social Support. Neuroscience provides the foundation as we seek to support individuals in navigating the impacts of trauma and in redefining their identity beyond labels, forging a constructive place within society. The TIDES model transcends traditional supervisory roles, empowering justice-impacted individuals by embracing a nurturing, comprehensive environment;

guiding individuals away from the shadows of their past, through the intricacies of present challenges, and ushering them towards a brighter future. TIDES is more than a model—it's a paradigm shift, encapsulating a deeper understanding of probation and parole. Journey with us as we explore this innovative synergy, collectively strategize, and build a future anchored in compassion and holistic transformation.

### **The Medicine Wheel as a Treatment Tool**

The medicine wheel is a Native American/Alaska Native model that has been used as a spiritual and life guide to healing and well being for many generations. There are many variations of the medicine wheel used by different tribes who all focus on living in balance and in harmony with all of creation. Participants will learn to use the medicine wheel as an assessment, treatment and recovery tool for mental, physical, emotional and spiritual wellbeing to improve social, communication and relationship skills.

### **What's Next: Community Perspectives on (Re)Investment After Less Is More New York**

Last year, the Columbia Justice Lab's Probation and Parole Project released a report on Community (Re)-Investment perspectives following the passage of the Less Is More Act. The report explores the groundbreaking impacts of the Less Is More Act on parole supervision in New York State, marked by significant reductions in jail detentions for technical violations. This panel delves into how cost-savings generated by this act can be reinvested to address persistent community needs and disparities. Policy experts, community advocates, and those directly affected by parole supervision, will discuss potential reinvestment avenues, policy implications, and collaborative visions for community well-being and equity

## **Past Recorded Sessions**

### **Building Resiliency in Our Personal Lives and Workspaces**

This presentation examines ways to increase personal resiliency in our private lives and at work. Topics such as compassion fatigue and vicarious trauma will be discussed. Learn how to recognize the warning signs of stress and how to practice self-care techniques.

### **Do Not Call Me Sweetie: Female Officers Supervising a Male Sex Offender Caseload**

This workshop will investigate female probation officers supervising an Intensive Probation Supervision (IPS) Sex Offender caseload in Maricopa County, Arizona. We will focus on evaluating supervision expectations we are required to meet in this caseload. We will detail how we apply knowledge of the sex offender offense cycle and treatment. Specific cases will be analyzed to understand the effects of supervising these cases. We will discuss issues faced while supervising this population and the mistaken beliefs that male sex offenders subscribe to. We will share the challenges women face in a profession primarily dominated by males; including research-driven knowledge on steps that can be taken to

support women in law enforcement. Our department—which is primarily female—is taking steps to provide mental health services to officers. The current public service research is focused on primarily male centered officer mental health awareness. We aim to synthesize the presented problem space.

### **Engaging the Clients in a Reentry Program**

Reentry is a process, not an event. That process begins with a person’s confinement and involves courts, corrections officials, law enforcement, community members, and a network of service agencies that provide for substance abuse and mental health treatment, job training, housing support, and other needs. In tribal reentry programs, success depends on collaboration between tribal agencies and local, state, and federal partners. Most importantly, tribal reentry programs are grounded in culturally based approaches that incorporate the tribe’s history, values, and strengths.

This presentation will focus on strategies for engaging clients in a Tribal Reentry program. This presentation will provide information on the pre-release engagement, beginning the reentry process, conducting screenings, assessments, and the in-take process. This presentation will also provide strategies for planning services and creating community supervision procedures. The goal of this session is to provide information and strategies for Tribal Probation personnel to improve their understanding and skills for engaging with reentry program clients.

### **Followers and Their Importance to Good Leadership**

Have you ever thought about just what exactly the role of followers are in making sure your organization has a strong culture? What should it be? During this session we will discuss the responsibilities followers should have in an organization, why we should be purposeful when hiring or assigning people to duties or assignment and the responsibilities leaders have in providing psychological ownership and intent to act to followers in order to empower staff, provide for a climate where staff are self-motivated and accomplish distributive leadership where everyone across your organization is a leader and a follower.

### **Humanizing Community Supervision**

This training will offer officers, a look into alternative supervision methods by promoting the humanization of both the officer and the justice involved individual. This is accomplished by demonstrating the use of technology, evidence-based practice techniques, and wrap around supervision with community partners to achieve a desirable outcome of probation. The alternative method of supervision focuses on promoting skill building over applying sanctions, identifying drivers behind the behavior or action, and implementing solutions to promote prosocial behavioral change in a time of virtual supervision.

### **Impacting Outcomes for Dual-System Youth**

In the last 10 years, multiple national juvenile court reform experts have identified best practices to serve youth navigating both the juvenile justice and child welfare systems. In this session, presenters will highlight Nebraska’s steps to create groundbreaking collaborative policy between the judicial and

executive branches of government in order to impact day-to-day work with Dual-System Youth. Their ultimate goal: Reduce the need for youth to be dual-system involved, reduce the use of out-of-home placement, and reduce racial ethnic disparity. During this interactive session, participants will be able to apply lessons learned from Nebraska's journey to their own efforts to improve outcomes for dual-system youth.

### **Law Enforcement: Our Role in a Multi-Cultural/Diverse Community**

Participants should understand his/her roles/responsibilities while engaging in today's multi-cultural society as a law enforcement officer. Participants should understand and have a working knowledge of how to engage with diverse populations, to reduce implicit and explicit biases while remaining professional and ethical. Participants should understand his/her roles/responsibilities while engaging in today's multi-cultural society as a law enforcement officer. Participants should understand and have a working knowledge of how to engage with diverse populations, to reduce implicit and explicit biases while remaining professional and ethical.

### **New Tools: A Closer Look at Medical, Virtual and Systems Innovation that Can Improve Criminal Justice Outcomes**

Criminal justice professionals, especially those working in Stepping UP or specialty docket environments, face a rapidly growing array of choices for engaging court participants, promoting recovery and reducing recidivism. Participants will get the latest insights on recovery and support tools and: gain real-time information on the use of stabilization centers, reducing arrests and promoting recovery. Explore efficient strategies for working with police to encourage voluntary stabilization. Gain a greater understanding of how to procure, sustain, promote and support participant involvement in MAT programs. Explore behavioral intervention technologies developed specifically for justice-involved people. Review components: Cognitive Behavioral Therapy (CBT) – based problem-solving tools, traditional and virtual peer support and crisis intervention, and Virtual Reality-driven Immersive Therapeutics. Learn how MAT options and behavioral intervention technologies can be applied to assist justice-involved people currently on your dockets with recovery, anxiety, scheduling, and crisis intervention to reduce recidivism and enhance re-entry protocols and procedures.

### **Not All Native Americans Smoke a Peace Pipe. You Know So Much About Me, Yet Don't Understand Me. A Personal Insight into Native American Culture.**

We will present the findings of a global mixed methods study assessing attitudinal and behavioral change among course participants from correctional facilities (n=604), which demonstrated statistically significant quantitative improvements in relation to level of understanding of the Peace Education Program themes and qualitative improvements in anger and violence avoidance. We will also share the findings from a small quantitative and semi-qualitative survey among homeless participants from South Africa supporting potential broader generalizability of the findings.

### **Partners in Change: The Importance of Community Stakeholders**

This workshop will address the role that community stakeholders can play in advancing probation and parole reform. Panelists will share examples of community/system partnerships that have been mutually beneficial, as well as ways that agencies can start or expand their engagement with advocates, survivors, currently/formerly supervised people, families, other community members, and non-CJ agencies.

### **Practices with Transgender Clients**

Gender is a part of every person's identity and can be incredibly diverse. Lack of knowledge and understanding about transgender people may inadvertently be impacting the success for some of your clients. This presentation will provide information about Gender Concepts, Transgender Identities, Inequities within Transgender Communities, and Gender Pronouns.

### **Responding to Staff Trauma – Where Do We Go from Here?**

In October of 2019, NIC conducted a survey of the field to determine what agencies were most concerned about and what their priorities were. One of the categories that received a high ranking was "staff recruitment, development, coaching, retention and health and wellness." In response to these findings, NIC created the project, Responding to Staff Trauma and Organizational Stress in Community Supervision Agencies. It is an important step in determining what current resources and information is available and what strategies agencies are using to address these concerns. Across the country, community corrections agencies have begun to develop initiatives on staff trauma and organizational stress. Specifically, where are innovative and promising practices occurring and can they be replicated in other jurisdictions? This workshop will introduce the participants to the identified obstacles and opportunities in providing consistent, on-going support to staff in both long-term and short-term experiences of trauma.

### **The Importance of Officer Wellness While Dealing with Work-related Stressors and the Importance of Implementing the Five C's in Law Enforcement Departments**

This workshop will discuss a research study that was conducted on Los Angeles County Probation Officers regarding current Officers overall wellness. The objective of this study is to listen to the voices of Los Angeles County Probation Officers who are currently working with youth probationers, the goal was to seek officers' perspective as to what they feel they need to feel supported while achieving their personal overall wellness. This workshop will also discuss ways in which law enforcement agencies can boost their morale by implementing the five c's that are relevant within law enforcement departments. At the conclusion of the workshop participants will walk away with knowing specific recommendations of current probation officers to achieve and improve their overall wellness while dealing with work related stressors and enhancing morale within their department.

### **The Organizationally Intelligent Leader: Upping Our Game with EBP Implementation and Justice Reform**

The justice system is facing large-scale and pervasive change with both implementation and reform initiatives. It is time to think beyond the limits of traditional 'change management' approaches that simply have not worked. These traditional approaches to change in the justice system have been weak

and devoid of the complex human and organizational elements to change. Consequently, there are measured data showing impotent and disappointing results of these methods. This presentation will compare traditional approaches to more scientific and potent ones; and will offer more compelling frameworks for authentic change in the justice system. Blunt, honest, and often funny, the presenter will illuminate a provocative, disruptive, and enticing opportunity to reimagine the way we lead and implement change in probation, parole, and pretrial supervision.

### **The Takeover: Millennials Vs Everybody**

Both probation and parole grow with the culture. Social media, family, friends and coworkers all play a huge role in our ever-evolving careers. Perception becomes reality and often times that perception becomes the workplace culture. Generational gaps between senior level management and their subordinates can often result in tension in the works place. Office morale declines and frustration grows due to simple miscommunication, misunderstanding or lack of understanding. Generational disparities are often overlooked however these disparities may often be the root of most problems. This workshop is designed to be entertaining and educational as it takes a deep dive into the mindset of Millennials and why this generation has become America's favorite scapegoat.