

The past two decades have been an exciting time in women's services with new research, improved practices, and an emerging recognition that the differences presented by women contributes to their justice involvement.

The rates of women in our justice systems has experienced exponential growth over the past 15 years and women, once a population deemed too small to address, has turned into a challenge for correctional administrators. Research has identified areas that are either unique to or occur with greater frequency with women, and left unaddressed may increase her likelihood of justice involvement. The National Institute of Corrections (NIC) continues a commitment to providing research based and gender informed services and support to the field to improve outcomes in the management of justice involved women.

TECHNICAL ASSISTANCE

Technical assistance (TA) is offered to organizations and agencies interested in improving outcomes for justice involved women and is offered across the correctional continuum (pre-trial, jails, prisons, probation, parole and community based programs). The TA can cover a broad range of identified needs from operational issues to programming to policy development and can also support implementation and support for the models of practice in the following sections.



NATIONAL CORRECTIONS ACADEMY

11900 East Cornell Avenue
Unit C
Aurora, CO 80014

Phone: (800) 877-1461
E-mail: Support@nic.zendesk.com



NIC JUSTICE INVOLVED WOMEN'S INITIATIVE:
IMPROVING OUTCOMES WITH WOMEN



RESOURCES FOR PRE-TRIAL, PRISONS, JAILS,
PROBATION, PAROLE, & COMMUNITY-
BASED RESIDENTIAL PROGRAMS

SERVICE for RESULTS

WWW.NICIC.GOV/WOMENOFFENDERS

TRAINING PROGRAMS

BEING GENDER RESPONSIVE: EFFECTIVE OPERATIONS AND MANAGEMENT OF WOMEN'S PRISONS

The needs of women in a correctional setting pose unique challenges to implementing operational practices that may have been designed without their gender differences in mind. While some operations may apply broadly to the handling of all types of inmates, other operations need to be tailored to the unique medical, social, and legal needs of women inmates. **Target Audience:** Wardens, Deputy Wardens, and Senior Supervisors of Women's Prisons.

(Classroom) Contact: Evelyn Bush e1bush@bop.gov

SAFETY MATTERS: RELATIONSHIPS IN WOMEN'S FACILITIES

Designed to assist corrections leadership and practitioners to examine the intent and practical implementation of PREA standards specific to women's relationships while incarcerated; explore key dynamics and behaviors of women's relationships in facilities; embrace the importance of institutional culture in promoting sexual safety in women's facilities; and support staff in intervening effectively and mitigate inappropriate inmate sexual relationships and conflicts. **Target Audience:** Open to correctional professionals working directly with female inmates in adult prisons and jails. (Blended delivery)

WOMEN OFFENDERS: DEVELOPING AN AGENCY-WIDE APPROACH

This training event is designed to assist agencies in using evidence based gender-informed research and knowledge to make policy-driven and systemic changes to improve outcomes for women offenders. In addition to decreasing recidivism, intermediate outcomes include family reunification where appropriate, improved self-efficacy, community stabilization and successful integration and reentry work. **Target Audience:** Executive, management level staff that can develop and ensure policy is implemented. (Blended delivery)

WORKING WITH JUSTICE INVOLVED WOMEN

This 5-course online sequential learning program addresses the following topics: 1) Who Are Justice Involved Women (research & theory); 2) The Impact of Interpersonal Violence; 3) Effects of Trauma; 4) Effective Gender-Responsive Practices and 5) Building Individual and Organizational Resilience. **Target Audience:** Correctional professionals who work with populations of justice involved women in prison, jail and/or community corrections settings.

WORKFORCE DEVELOPMENT AND WOMEN OFFENDERS

Male and female offenders face barriers as when making the transition from incarceration to life and employment on the outside. However, women face additional barriers, including primary parenting responsibilities, the need for acceptable childcare services, and a lack of support through the transition period from incarceration to community release. Women offenders often have very limited knowledge and unrealistic expectations about the world of work, and are often unaware of the employment options they have.

MODELS OF GENDER-INFORMED PRACTICE

COLLABORATIVE CASE WORK – WOMEN (CCW-W)

The CCW-W merges evidence-based and gender-informed research to enhance outcomes with justice involved women. Correctional professionals are introduced to the models' guiding principles and core elements of effective practices and to the advances that have been made in gender-responsive assessment and collaborative case management and supervision. CCW-W is a dynamic, seamless process that can begin at sentencing and continues beyond discharge from prison and/or community supervision and stabilization in her community. The CCW-W model uses a team management model with representatives from corrections, external stakeholders and incorporates the active participation of the woman. As she moves through the phases of the model, the focus is on risk, need as well as encouraging her to identify and employ her strengths.

GENDER-INFORMED PRACTICES ASSESSMENT (GIPA)

The GIPA provides agency and prison leadership with a measured assessment of their delivery of sound principles of evidence-based, gender-informed policy, programming and practices. Each of the 12 domains of the GIPA is supported by research and standards of practice recommended by experts in the field. Domains cover Leadership and Philosophy; External Support; Physical Plant (Facility); Management and Operations; Staffing and Training; Facility Culture; Offenders Management (sanctions and discipline); Assessment and Classification; Case Management and Reentry Planning; Research-Based Program Areas; Gender-Informed Services and Quality Assurance and Evaluation. Identified experts will work collaboratively with agency staff to assess and prepare a report of observations to include areas of challenge and opportunity.

GENDER-RESPONSIVE POLICY AND PRACTICES ASSESSMENT (GRPPA)

A self-directed template developed to guide an agency's internal assessment of current evidence-based, gender-informed policies, programs and practices in jails, prisons, probation, parole and community-based residential programs. The assessment is step by step and is comprised of a manual, the instrument, scoring information and a template for action planning.

WOMEN'S RISK AND NEED ASSESSMENT (WRNA)

The WRNA are a series of risk and need instruments that assess both gender-neutral and gender-responsive factors across the correctional continuum (prison, pre-release, and probation). Initially developed in 2008 entirely on samples of justice involved women, the tools have continued to be revalidated, with revisions to improve predictive validity. The WRNA can be used as a risk prediction tool and/or a needs assessment and are best suited for sites that have invested in the strategic development of gender-responsive programs, practices, and services.

ADDITIONAL RESOURCES

GENDER RESPONSIVE BULLETIN SERIES

- **No Place for Youth: Girls in the Adult Justice System**
- **Employment and Female Offenders: An Update of the Empirical Research**
- **Facility Planning to Meet the Needs of Female Inmates**
- **Gender-Responsive Policy Development in Corrections: What We Know and Roadmaps for Change**
- **A Summary of Research, Practice, and Guiding Principles for Women Offenders**
- **Responding to Women Offenders: The Department of Women's Justice Services in Cook County, Illinois**
- **Supervision of Women Defendants and Offenders in the Community**
- **The Gender-Responsive Strategies Project: Jail Applications**

HEALTH, JUSTICE, AND WOMEN: TRANSFORMING SYSTEMS-CHANGING LIVES [BROADCAST]

HEALTH, JUSTICE, WOMEN: BEHAVIORAL HEALTH AND OB/GYN [BROADCAST]

GENDER RESPONSIVE STRATEGIES: RESEARCH, PRACTICE AND GUIDE PRINCIPLES FOR WOMEN OFFENDERS

GENDER-RESPONSIVE NEWS ABOUT WOMEN AND GIRLS

Weekly email blast that lists emerging research, articles, upcoming training, funding opportunities for correctional professionals and stakeholders interest in improving outcomes with justice involved women. Go to WWW.NICIC.GOV and click on NEWS, enter email address and click

CONTACT INFORMATION

MAUREEN BUELL

CORRECTIONAL PROGRAM SPECIALIST

Phone: 800-995-6423 ext. 40121

Email: MBuell@bop.gov

Address: Maureen Buell

500 First St, NW

Washington, DC 20534